BEFORE THE PUBLIC EDUCATION COMMISSION STATE OF NEW MEXICO

TRANSCRIPT OF PROCEEDINGS
OPEN PUBLIC MEETING
November 15, 2024
9:00 a.m.
Jerry Apodaca Education Building, Mabry Hall
300 Don Gaspar Avenue
Santa Fe, New Mexico
-ANDVia Zoom Webinar

REPORTED BY: Cynthia C. Chapman, RMR-CRR, NM CCR #219
Bean & Associates, Inc.
Professional Court Reporting Service
201 Third Street, NW, Suite 1630
Albuquerque, New Mexico 87102

JOB NO.: 9100N (CC)

2 (Pages 2 to 5)

			2 (Pages 2 to 5)
	2		4
1	APPEARANCES	1	INDEX TO PROCEEDINGS, Continued
2	COMMISSIONERS:		
3	PATRICIA GIPSON, Chair STEVEN J. CARRILLO, Vice Chair	2	PAGE
4	TIMOTHY E. BECK, Secretary	3	REPORTER'S CERTIFICATE 189
_	ALLAN BRAUER, Member	4	ATTACHMENT 1 - Attendees List
5	REBEKKA BURT, Member SHARON CLAHCHISCHILLIAGE, Member	5	
6	STEWART INGHAM, Member	6	
7	K.T. MANIS, Member MICHAEL TAYLOR, Member	7	
8	MICHAEL TATEOR, MICHOCI	8	
9	STAFF:	9	
9	CORINA CHAVEZ Director	10	
10	Charter School/Options for		
11	Parents and Families Division	11	
	BRIGETTE RUSSELL Deputy Director	12	
12	Charter School/Options for Parents and Families Division	13	
13	raichts and rainines Division	14	
14	LUCY VALENZUELA Technical Assistance and	15	
14	Training Specialist Charter School/Options for Parents	16	
15	and Families Division	17	
16	NICOLA DAVIS Technical Assistance and Training Coordinator	18	
17	Charter School/Options for	19	
18	Parents and Families Division	20	
19	COUNSEL TO THE PEC:		
20	JULIA HOSFORD BARNES, ESQ. Barnes Mediation and Law, PC	21	
21	200 W. DeVargas Street, Suite 7	22	
22	Santa Fe, New Mexico 87501	23	
22 23		24	
24		25	
25			
	3		5
	-		
1 2	INDEX TO PROCEEDINGS PAGE	1	THE CHAIR: Good morning, everyone. I'm
,	1 Call to Order 5	2	going to call to order this meeting of the Public
3	2 Public Comment 6	3	Education Commission.
4	School Highlights and Spotlight 18	4	It is Friday, November 15th, and it is
5		5	9:09 a.m.
6	4. Consent Agenda 18	6	Commissioner Beck, will you do roll,
	7. Discussion and Possible Action on 19	7	please?
7	Cottonwood Classical Preparatory School Enrollment Cap Amendment Request	8	SECRETARY BECK: Absolutely.
8		9	•
9	Update From School on Conditions During 25 Implementation Year		Chair Gipson.
10	Discussion and Possible Action Regarding 56	10	THE CHAIR: Here.
11	the Charter of Six Directions Indigenous School	11	SECRETARY BECK: Vice Chair Carrillo.
12	12. Discussion and Possible Action on 136	12	VICE CHAIR CARRILLO: Here.
13	Performance Framework and Business Rules	13	SECRETARY BECK: Commissioner Ingham.
	13. Discussion and Possible Action on 137	14	COMMISSIONER INGHAM: Here.
14 15	New School Application 14. Report and Discussion re Assurance 146	15	SECRETARY BECK: Commissioner
16	Form for Schools Under New Contract	16	Clahchischilliage.
	15. Discussion and Possible Action Regarding 160	17	COMMISSIONER CLAHCHISCHILLIAGE: Here.
17 18	Legislative Action - No Discussion or Action 16. Report from Charter Schools Division 160		
	and Discussion	18	SECRETARY BECK: Commissioner Burt.
19	17. Report from the Chair and Discussion 168	19	COMMISSIONER BURT: Here.
20		20	SECRETARY BECK: Commissioner Manis.
21	Discussion and Possible Action to Provide Input to Chair or Liaisons to Speak on	21	COMMISSIONER MANIS: Here.
	Behalf of the PEC - Item Not Addressed	22	SECRETARY BECK: Commissioner Brauer.
22	19. PEC Comments 175	23	COMMISSIONER BRAUER: Here.
23		24	SECRETARY BECK: Commissioner Taylor.
24	20. Discussion of New Business Topics 187 for the Next Agenda	25	COMMISSIONER TAYLOR: Here.
25	21. Adjourn 188	-5	COMMISSIONER TATLOR. HOL.

2.

1	SECRETARY BECK: Commissioner Armijo.	
2	(No response.)	
3	SECRETARY BECK: Okay. We have nine	
4	present. There is a quorum.	
5	THE CHAIR: Thank you.	
6	SECRETARY BECK: None online.	
7	THE CHAIR: None online. Thank you.	
8	SECRETARY BECK: Oh, yeah. I got yes.	
9	THE CHAIR: We are on to Item No. 2, which	
10	is Public Comment. We'll do anyone that's online	
11	first, and then if there's anyone here in person,	
12	we'll do them second.	
13	For those who are online and people here,	
14	if you would introduce yourself and spell your last	
15	name for the record.	
16	MS. NICOLA DAVIS: I have Jana Holguin	
17	online.	
18	FROM THE PUBLIC: Good morning. Can you	
19	hear me?	
20	Good morning.	
21	FROM THE FLOOR: We can hear you.	
22	FROM THE PUBLIC: Good morning. My name	
23	is Jana Holguin. Last name, H-o-l-g-u-i-n.	
24	At the last meeting, a Commissioner	
25	emphasized the value of passion and care in	

However, they failed to address the locked doors preventing other people from attending. Instead of accountability, I faced harassment, being filmed, per the board president, quote, "out of an abundance of caution," end quote, while sitting in my vehicle doing nothing threatening, suspicious, or criminal.

This excuse is both baseless and indicative of a pattern of intimidation.

In one video, the administrator falsely claimed to have contacted my employer to allege I was skipping work, an outright lie. He hasn't made contact with my workplace since July, when he tried to file a false claim against me personally and to intimidate me personally and discredit me professionally.

This pattern of misconduct mirrors his behavior at a previous school, which resulted in a \$50,000 settlement, an expense Alma cannot afford, even if it was not under a financial CAP.

Board members' enabling behavior is equally disturbing. He laughed and encouraged the administrator's harassment, despite acknowledging the PEC directives to, quote, "quit this kind of behavior."

addressing the board's operations. It's clear this respect does not extend to parents raising valid concerns.

Is this backtracking? Or is community involvement only valued when it comes from students?

Alma continues to demonstrate its disregard for compliance and community engagement, despite its claims otherwise.

Alma remains blatantly out of compliance in numerous areas. Former students are still unable to obtain their records, including transcripts, after numerous attempts via e-mail, phone calls, and in-person visits. This directly violates New Mexico Public Records law and the charter's requirement.

The school's website is misleading families by listing staff and courses that no longer exist, including an art teacher who was known to have left before the school year began.

This is deceptive, creates false expectations, and misrepresents the school's resources.

Following my complaint about excluding the public from meetings required by OMA, the school conveniently removed the "virtual only" designation from the website.

Instead of intervening, he doubled down by suggesting I was the problem for recording back in self-defense after me being filmed multiple times before that.

Even more troubling is the failure to fulfill the IPRA requests in full. Withholding videos taken before the meeting --

MS. NICOLA DAVIS: Your time is up. FROM THE PUBLIC: Can I finish the last few sentences?

MS. NICOLA DAVIS: Please finish.

FROM THE PUBLIC: These actions reflect a culture of dishonesty, harassment, and noncompliance. The administration and governing board have fostered an adversarial relationship with families in the community, and you, as the authorizing and compliance body, have allowed this behavior to continue unchecked.

This is unacceptable, and it's time for Alma to be held accountable for its ongoing violations and hostile conduct. Thank you.

MS. NICOLA DAVIS: Next I have Janet van Coblijn.

FROM THE PUBLIC: Good morning, everyone. My name is Janet van Coblijn. First word, v-a-n,

second word, C-o-b-l-i-j-n.

I find myself -- I'm not sure, because

if -- if people were actually finally able to get

through. But I am part of the Save Alma group. We

are still here and persistent, including Malachi's

mother, who wanted to speak, and an alumna. Shelly

mother, who wanted to speak, and an alumna, Shelly Richard, who wanted to speak.

And several recent messages of how long

the school has been out of SpEd compliance, it predates the current administration, but it also includes the current administration, and how PED and PEC can allow this to go on for years.

And because we continue to attend the GC meetings as well as these PEC meetings and raise our concerns, it doesn't seem to matter whether it's financial, whether it's academic, whether it's illegal practices, whether it's federal/state violations, whether it is against the motto of the PEC to provide adequate, if not better education for the students, it doesn't seem to matter how many red flags go up or how many CAPs go up or how many years go by --

MS. LUCY VALENZUELA: Please wrap up your comments.

FROM THE PUBLIC: I will.

FROM THE PUBLIC: Good morning. My name is Alice J. Benally. last name, B-e-n-a-l-l-y, representing Navajo Nation Johnson-O'Malley plan. I made a comment in the chat for Six Indigenous Charter School. They're one of our subcontractors that we've been providing money for their programs in Navajo language, Zuni language, history, and government.

And, recently, we visited their school, and they're doing an excellent job and ensuring that the students are enrolled in languages, history, and government.

And then we also toured the science and math, the language, the regular English program. And they have excellent programs, and the students are really involved and making sure that they come to school every day, and their attendance are high.

And half of the students are from Zuni, and half are Navajo. So it's a really mixed program, where each tribe -- each tribe represented are well tended to with whatever needs the student needs via academic, via athletic, via social-emotional.

So I'm just making a comment on behalf of Six Indigenous Charter School. Thank you.

How is it a school that was supposed to have almost 150 students is now down to about 50? And why can we not get any answers?

THE CHAIR: So can I just ask?

Was there a problem in signing up for Public Comment today? Is there -- I'm just ask--- there seemed to be an indication that people weren't allowed to speak.

So if they signed up late, that's a whole different story. But was there a problem with people being able to sign up this morning?

MS. NICOLA DAVIS: No. We had the sign-up sheet out there. We had one in the room who signed up to speak, and then we had five online.

MS. LUCY VALENZUELA: And, Chair Gipson, apparently, there is -- they were having issues finding the link.

It's me, Lucy. Sorry.

So they said that they were having issues with the link. But I let them know in the chat where they could find the link on the agenda that is posted on the website.

THE CHAIR: Okay. Thank you.

MS. NICOLA DAVIS: Okay. Next online, I

have Alice Benally.

1 MS. NICOLA DAVIS: Next I have Edan 2 Luschei.

3 Edan Luschei, you have the floor.

FROM THE PUBLIC: Hello. Can you hear -- now can you hear me?

MS. NICOLA DAVIS: You have an echo. FROM THE PUBLIC: I'm aware of that. Can

you hear me now?

MS. NICOLA DAVIS: That's good. Thank you.

FROM THE PUBLIC: Okay. My name is Edan Luschei. E-d-a-n L-u-s-c-h-e-i.

I am calling about Alma d'Arte Charter High School.

I was employed there as the school nurse from 2018 to 2023. During that time, we had five different principals.

We -- I know that in 2018, we had a male special ed teacher. We brought on a female special ed teacher, but then she was let go, but, apparently, is currently doing contract work again there, I think on an advisory basis.

The bottom -- the bottom line I'm asking is I -- we saw -- because I was hired specifically to test the special ed students and for students

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

that had come with no records, and, of course, check immunization status, all that.

1

2.

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

But -- believe me, I'm not asking for my job back, because I work for J. Paul Taylor. But what I am really concerned about is there are many families have reached out to me, and a lot of the other ex-Alma d'Arte staff. And I'm concerned with the amount of federal and state money that was received from the state, and yet there were parents, once that they came and once they finally got their transcripts after this last year, of withholding them from the students and all the, you know, withdrawal of students without parents' permission, it was kind of crazy.

But I am really concerned under both the federal and state law about serving SpEd money.

I have two children, both with IEPs. My daughter is a D-level SpEd student. My son is an advanced gifted student. And so I'm extremely familiar with IEPs.

I worked with Las Cruces Public Schools for 16 years, and then I was at Alma from the end of 2018 until -- well, they didn't tell me I no longer worked there, no communication whatsoever. I had to go there in person.

So thank you for your time. I appreciate it. And you guys have a good day.

MS. NICOLA DAVIS: I have one request online. Shelly Richard. But they are off now.

In the room, I have Wilhelmina Yazzie.

FROM THE FLOOR: Ya'a'teeh. Good morning. Blessings. My name is Wilhelmina Yazzie. My last name is Y-a-z-z-i-e. (Navajo spoken.)

So greetings again. I come to you from my hometown of Casamero Lake, and also my town that I live in, Gallup. I am coming to you as a mother and also as a community advocate.

I am here in support of Six Directions Indigenous School. It's a charter school in Gallup.

I'm a former board member, served six terms with them. So I'm here just to let you know that I fully support the school, what the school stands for. It's one of the many great attributes that we have for our school and our community. It focuses on cultural and linguistic relevant education, a whole inclusion holistic approach on educating our children.

And the students that I have come to know during my six-year term have really progressed in the section of knowing what their rights are, when

15

And the thing is, Cecilia Romero has been there since 2018. We've had -- like I said, we've had supposedly, quote, SpEd teachers that were

certified come in and leave. And then they would put the kids in the cafeteria, sometimes with the custodian watching them.

One family in particular had two children there. And when they finally got their transcripts, there was not one documented hour of special ed services on there.

MS. NICOLA DAVIS: Your time is up. FROM THE PUBLIC: Can I just finish really quick? It's quick.

I know that anyone can ask for an audit of a public facility. And my concern is -- I mean, this is a lot of money that Alma has received. And yet especially in the last two years, there are so many families that did not receive one -- one hour documented on their transcript.

And so I am kind of begging you at this point. I have not come forward before. But I do live right behind Alma, and it is time that they are held accountable financially.

And I know an audit can be easily added by both you, the PED, and the IRS.

to make their voices heard, when to stand up.

So I'm here just to be supportive of them and to hopefully keep the school open, because it's very dear to my heart as a mother that our children need this type of education. And that's one school that is -- can you hear me still? Okay.

So, yes. And I come just to support that. And I just want to also thank -- okay -- it's okay -- and also just want to thank you for your time this morning. And I'll keep it short and simple. Thank you. And blessings to you all.

MS. NICOLA DAVIS: That's all the public speakers.

THE CHAIR: I'll remind the Commissioners that we did 3, 4, 5, 6 -- 6 -- on Tuesday. So we're on to No. 7. We did Spotlight on Tuesday. We did the Consent Agenda.

MS. JULIA BARNES: No. The only part of the consent agenda that was put up were the two transcripts. I don't -- you just need to do the rest of the consent agenda. It was just because the -- right. It's just the two transcripts that are required at the next meeting.

THE CHAIR: Got you.

MS. JULIA BARNES: But you just need to do

18 1 the consent agenda. 1 Preparatory School. B-i-n-n-e-r-t. 2 2 FROM THE FLOOR: I tried to go all week THE CHAIR: Okay. SECRETARY BECK: Real quickly, the Journal 3 3 without talking, but I guess -- I'll at least 4 4 came out with an article today from the U.S. News introduce myself. School's attorney, Dan Hill. 5 5 and World Report, the twenty best New Mexico H-i-l-l. 6 6 elementary schools and middle schools. And it THE CHAIR: Thanks. 7 7 should be known that Altura Preparatory School and COMMISSIONER BURT: We also wanted you to 8 8 Explore Academy were both in the twenty best go all week without talking. 9 9 elementary schools. And I will go to the Vice Chair THE CHAIR: So I don't know who's doing 10 10 for the middle schools. this. 11 VICE CHAIR CARRILLO: And in the middle 11 DR. BRIGETTE RUSSELL: Hi, Chair Gipson 12 schools, we have the Albuquerque Institute of Math 12 and Commissioners. 13 and Science, called AIMS. We have the ASK Academy, 13 The Charter Schools Division has reviewed 14 Cottonwood Classical, ACES Technical School, Taos 14 the Cottonwood Classical request to amend their 15 Academy, and Albuquerque School of Excellence. 15 contract to increase their enrollment cap from 16 16 1,000 students to 1,500 students. These are all State charters, all listed as the top 17 20 in New Mexico. 17 The amendment request asks for an 18 18 So we're very proud of that and know that effective date of November 30th, 2024. But due to 19 Julia (audio distortion) when she dug deeper. The 19 the PEC's changes to the enrollment cap amendment, 20 number of schools that we have and the number of 20 we are recommending approval of the amendment 21 21 kids we have that are Spotlight in the highest effective July 1st, 2025. 22 22 percentile of the State, 25 and some 15, we have a I've spoken with Mr. Binnert. And this 23 lot to be proud of with our State charters. 23 will not be a problem for the school because they 24 24 THE CHAIR: So now we are on to the made the enrollment cap increase to be approved now, 25 25 but they won't actually be increasing to up to Consent Agenda. 19 21 1 1 So does anyone have anything they wish to 1,500 students until Fall 2026. 2 2 have removed from the Consent Agenda? But because their current facility can 3 3 only accommodate 1,140 students, they have currently (No response.) 4 4 852 students enrolled, but they have 500 on their THE CHAIR: And I move that the Public 5 5 Education Commission approve the consent agenda. waiting list. 6 COMMISSIONER INGHAM: I second that. 6 The school -- the school has a grant to 7 7 revise the Facility Master Plan, and commission THE CHAIR: There's a motion by 8 8 Commissioner Gipson, a second by Commissioner architectural plans for the expansion. But they 9 Ingham. 9 can't access those funds until the Commission 10 10 All in favor. approves their -- their request. 11 11 (Commissioners so indicate.) The school has an overall rating on the 12 THE CHAIR: Opposed? 12 organizational and financial performance framework 13 (No response.) 13 of Meets the Standard for the '22-'23 -- sorry --14 THE CHAIR: Hearing no opposition, the 14 the '23-'24 school year, the first year of their 15 motion passes. 15 current contract term. And their overall 16 Now we are on to Item No. 7, which is 16 proficiencies are very high. 17 Discussion and Possible Action on Cottonwood 17 Their math proficiency is more than double 18 Classical Preparatory School Enrollment Cap 18 APS and the State. They have 53 percent proficient; 19 Amendment Request. 19 whereas, APS has 23 percent, and the State has 20 So the folks are in the room. 20 23 percent. Their reading and science proficiencies 21 FROM THE FLOOR: Good morning. 21 are similarly high. Both of those are 75 percent, 22 THE CHAIR: Good morning. And remind --22 and the district and the State are in the 30s. 23 introduce yourself, spell your last name. 23 Thank you. 24 FROM THE FLOOR: Yes. John Binnert, the 24 THE CHAIR: So, gosh, once again. Is 25 **Executive Director of Cottonwood Classical** 25 there anything you want to add?

MR. JOHN BINNERT: No. I should say Brigette hit the nail on the head with exactly what's going on. We've had waitlists over 500 for about a decade. It takes a very long time to align for facilities and our strategic planning to be in this place. So formally asking for the enrollment cap increase.

I'm happy to take any questions about our

I'm happy to take any questions about our plan or anything we're focused on with this increase.

THE CHAIR: Commissioners, any questions? Commissioner Carrillo.

VICE CHAIR CARRILLO: First, congratulations on the U.S. News and World Report. I'm looking at the Vistas and seeing what you've done over the years. Clearly, you guys are just knocking it out of the park.

As far as I'm concerned, 100 percent in support of you being able to expand both your facility and your enrollment. More kids need these opportunities, and anything we can do as a Commission to support you and support them, I think is a move in the right direction.

MR. JOHN BINNERT: Much appreciated. Thank you.

1 materials, 7.a., and that the changes be reflected 2 as an amendment to the charter contract.

3 COMMISSIONER BRAUER: I second.

THE CHAIR: So motion by Commissioner Gipson, a second by Commissioner Brauer.

All in favor?

7 (Commissioners so indicate.)

8 THE CHAIR: Opposed?

9 (No response.)

THE CHAIR: Hearing no opposition, the motion passes.

Congratulations. And thank you for everything you do.

MR. JOHN BINNERT: Thank you very much. Thank you.

May we just -- one invitation, very quickly.

I already talked to Commissioner Beck about this. But we are opening a brand new library on Monday, November 25th, at 3:00. If you happen to be in the Albuquerque area that day, we would love to have you. We're moving the opposite direction of most schools in the country with library services and programming, and we'll be happy to share why and give a lot more detail of what's going on at our

THE CHAIR: Commissioner Beck.

SECRETARY BECK: Has nothing to do with your expansion. Of course, I'll be way in favor of

it. Do you have a MYP program?

MR. JOHN BINNERT: We do not.

SECRETARY BECK: You just do a DP?

MR. JOHN BINNERT: A DP. We revisit MYP every five years.

I was at the global conference this summer and learned about the changes taking effect in 2029. So we're going to be informally pilot-testing with IB some of those MYP components to determine if we would like to adopt MYP in the future.

SECRETARY BECK: By the way, I'm sorry -- I'm sorry for the -- MYP is Middle Years Programme for IB, and DP is the Diploma Programme.

I think you guys do awesome with that. It's a real need around the city to get an MYP in there.

MR. JOHN BINNERT: Yeah. Thank you.

THE CHAIR: No other questions?

(No response.)

THE CHAIR: So I move that the PEC accept the enrollment cap increase amendment for Cottonwood

Classical Preparatory School, in the meeting

1 school.

2 Thank you.

THE CHAIR: We are on to Item No. 8, which is an Update from Schools on Conditions in the Implementation Year.

The first one is Sun Mountain Community School, their outreach plan.

THE CHAIR: Do we have anyone from Sun Mountain?

DIRECTOR CORINA CHAVEZ: Not in the building; but...

MS. LUCY VALENZUELA: Yes, we have Cynthia. And, Cynthia, I'm giving you permission to speak.

Who else will be speaking?

MS. CYNTHIA STONG: I'm Cynthia Stong, and I'm speaking for Sacramento School of Engineering and Science.

MS. LUCY VALENZUELA: Okay, Cynthia. But I do see Jayita.

MS. JAYITA SAHNI: Good morning. This is
Jayita, and also I have with me Zoe Wilcox. We will
be speaking on behalf of the Sun Mountain Community
School.

COMMISSIONER BRAUER: Is there a reason

1 why we never see anybody who's speaking on the Zoom? 1 Commissioners. Can you hear me? 2 2 Like, is that a decision we have to do? Just, like, MS. LUCY VALENZUELA: Oh, I can. I don't 3 3 schools do for kids? It's always nice to see know if they can in Mabry. 4 4 people, if they're available. Okay. THE CHAIR: Yes, we can hear. 5 5 MS. ZOE WILCOX: So you can hear? MS. LUCY VALENZUELA: So that --6 6 DIRECTOR CORINA CHAVEZ: Lucy might --Wonderful. 7 7 MS. LUCY VALENZUELA: They are -- since THE CHAIR: I don't see Jayita. 8 8 MS. JAYITA SAHNI: Yes. Can you hear me? the Zoom is being ran as a Webinar, they are on the 9 Attendee side. I can appropriate them as panelists, 9 THE CHAIR: Yes, we can hear you. 10 10 and that's how you can see them, if that's what you MS. JAYITA SAHNI: Wonderful. I 11 11 apologize. My camera is not connecting to my Zoom. 12 12 THE CHAIR: Yeah. That would be It happens periodically after I update. appreciated. 13 13 THE CHAIR: We're good. We're good. So 14 14 whenever you're ready (inaudible due to off-mic) --MS. LUCY VALENZUELA: Okay. THE CHAIR: Yeah. If someone doesn't want 15 15 (Reporter cautions.) 16 16 THE CHAIR: Oh, sorry. I had my finger on to, that's on them; right? 17 17 MS. LUCY VALENZUELA: Yeah. They'll just it. 18 If you will state your name, spell your 18 need to turn on their camera. And, Jayita, I don't 19 19 last name and your role with the school. see Zoe anymore. 20 MS. ZOE WILCOX: Yes. My name is Zoe 20 MS. JAYITA SAHNI: She may have dropped 21 21 Wilcox. Last name is W-i-l-c-o-x. I'm interim head off. Let me check in with her. She also e-mailed 22 of school for Sun Mountain Community School. 22 our outreach materials to Missy. 23 23 MS. LUCY VALENZUELA: I have them. Zoe All right. Thank you, Commissioners, 24 24 sent them to me. Missy is out sick. So just bear members of the PED and the community. Nice to see 25 25 you all again. with us. 27 29 1 1 MS. JAYITA SAHNI: Is it possible to pull We are here to go over our outreach plan. 2 2 And if Lucy -- first of all, I'm using our business them up? 3 MS. LUCY VALENZUELA: Yes. I'll start 3 manager, Jessica Wireman's, Zoom, because the 4 4 speaker is better. So my apologies for that sharing as soon as -- well, we share from Zoe. 5 5 MS. JAYITA SAHNI: Zoe says that she is confusion. 6 there. 6 Lucy, if you could share, please, the --7 7 MS. LUCY VALENZUELA: Hmm. Is she on as the Google Docs page that I shared with you -- oh, I 8 8 another -- under a different name? see it's ahead. 9 MS. JAYITA SAHNI: Let me ask her. 9 Okay. So what I think would be most 10 FROM THE FLOOR: How about if we ask Zoe 10 efficient is if -- here is Proof of Advertising. 11 11 to raise her hand? This is a document I have in hand, and I'm going to 12 12 MS. LUCY VALENZUELA: Because there is go over. 13 13 somebody with their hand raised under "Jessica." And then I'll be able to show you -- I'm 14 MS. JAYITA SAHNI: That could be Zoe. 14 going to go back. Do I have control of this or just 15 Yeah, she's under Jess Wireman. Jessica. 15 Lucy? 16 MS. LUCY VALENZUELA: Perfect. I've 16 MS. LUCY VALENZUELA: I do. But if you 17 17 promoted her as a panelist. want, since you are a panelist, I can stop sharing 18 18 and give you sharing access if that works better. MS. JAYITA SAHNI: Right. 19 19 MS. ZOE WILCOX: Good morning. Can you MS. ZOE WILCOX: Yeah, let's do that, 20 20 Lucy. Thank you very much. hear me? 21 MR. DANIEL IVEY-SOTO: While Zoe is coming 21 MS. LUCY VALENZUELA: Okay. So you should 22 up, I represent the school as well. So as Mr. Hill 22 be able to share now. 23 23 MS. ZOE WILCOX: Okay. Great. All right. did, I will simply sit here quietly. I-v-e-y dash 24 24 S-o-t-o, Daniel. So what I have here is our proof of advertising and 25 25 our outreach plan. I'm just going to go over the MS. ZOE WILCOX: Good morning, Lucy and

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

1 documents, and you can let me know what you would 2 like to see. So on the far left, I'm hovering over our 3 4 actual plan. And what I'm going to read is a proof 5 of advertis- -- advertising. 6 So let's just look at our outreach plan. 7 Whoops. Sorry. Let's not. 8 So let me go over this document, which is 9 a proof of advertising, and I'll show you where all 10 the proof is in these organized files. 11 So I'm reading off this document, which my 12 cursor is hovering over. 13 It begins with the booths we've done. 14 We've done the Southside Farmers Market Booth. 15 We've done the Downtown Farmers Market Booth. We 16 had a Southside Library Booth. This was --17 VICE CHAIR CARRILLO: Can you make this 18 larger? If we could open these documents? 19 MS. ZOE WILCOX: Yes, yes. Okay. And I'm 20 sorry. I don't know why, but it's not letting me 21 pull that up. That's why I'm not showing you that 22 copy. 23 So I have --24 MS. JAYITA SAHNI: Should I try pulling it 25 up on my end and see if it comes up?

Our social media outreach on our Facebook, which we have now over -- I think we have 109 members. We have joined open house -- we have joined groups. And we have an open house this weekend and free storytelling event. And we have been advertising widely across Facebook on the different events, all of which includes Raising Santa Fe; Santa Fe New Mexico Events; Santa Fe Mamas; Santa Fe Bulletin; and Santa Fe Community.

And all of that, I'm going to move my cursor -- all of that is shown here in social media advertising.

Next -- and there is a -- there is a proof that we advertised in Eventbrite.

The next thing we're -- that is shown is our flyer drop. So since we are running on a volunteer army, we have to go as low-budget as we can. So we're going by word of mouth.

We have our flyer distribution -- I'm hovering over now. This is -- this is a list of 48 locations identified across Santa Fe. There are 13 locations that are primarily Spanish-speaking. So there wasn't even an English flyer dropped there.

We have -- if I go back, you'll see in our advertising flyers, we have three different flyers

31

1 MS. ZOE WILCOX: We'd have to switch. 2 DIRECTOR CORINA CHAVEZ: Okay. While 3 you're switching, I have a question. This is 4 Corina. 5

Have you uploaded all this information in Epicenter?

MS. JAYITA SAHNI: There was no way to upload it on Epicenter.

DIRECTOR CORINA CHAVEZ: Okay. I thought that got corrected, that we had created a placeholder in Epicenter for the conditions. All right.

MS. ZOE WILCOX: But they essential- -this outreach plan was prepared for that, Corina. So as soon as there is a spot for it, we can load it up.

All right. I'm looking -- I'm sorry. I know it's not great, but we're going to move forward.

September 24th, we did the Southside Farmers Market. On October 25th, we did Downtown Farmers Market. We had a Southside Library Booth planned for November 2nd; it was rescheduled. It will be rescheduled in December. So those are our booths.

that we've been distributing. They are all in English and Spanish.

So -- and then the rest of this section are all the pictures of the places we have dropped. Not all of them, but where people remembered to take pictures.

The next on the list is Community Support. So let's go to that.

Excuse me. Community Partners.

So these are all the people we have been developing relationships with. You'll see -excited about the Kinder Fair proposal. That is a proposal with the Santa Fe Library, the LaFarge branch, that we are in communications at --February, to invite multiple different kindergarten charter schools.

It is an idea of one of the outreach coordinators at the LaFarge that we have many booths, and they will advertise it so that people can know what charter options are available to them.

I'm hovering over here. This is Communities and Schools. And we have been in -- oh, no, I'm sorry. That actually is super exciting. Where it says "Connection Follow-Up," that is with Flores Head Start, Andrea Vigil. We have had a

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

meeting together. And not only do we advertise on their community, they're on -- off of Agua Fria down on Airport Road.

Not only do we advertise on their community board, but we also have an agreement that we will do a March event together to speak to their communities, to their families, about charter schools' options, reminding schools that charter schools are public schools, and what this unique experience with Sun Mountain can offer their families.

Below here, this is communities and schools that we've had back-and-forth with. That this has been my least successful to actually nail someone down on a team.

This is Rhonda. Rhonda Montoya is with -- she is with Growing Up New Mexico. And she has agreed to advertise with us and has committed to explore -- to meet and explore other ideas.

We actually had a long-awaited meeting, and it was last Friday, when we -- everybody was in snow days, so we will reschedule that. But looking forward in -- so both Rhonda and Andrea has expressed that spring is really the time when they are focusing with their families on what's next for Governor Herrera with Tesuque, inviting them to come to this weekend.

I've also had a wonderful connection with Ms. Hinds. Ms. Hinds is with the Native American Museum of Art. And she is also with the Tesuque Pueblo, I believe. And we have been connecting over storytellers and future storytelling events.

So that is the progress we've been making, and I'm happy to answer any questions you might have

THE CHAIR: Can I ask you to click on the Enrollment link?

MS. ZOE WILCOX: Yes. Whoops. Excuse me. Give me a second. This one?

THE CHAIR: Yes.

MS. ZOE WILCOX: Enrollment Interest Form. Yes. We've been publicizing this on our Facebook. We are not ready yet to -- I'm sorry. I'm not sure why this --

MS. JAYITA SAHNI: Zoe, can you stop sharing, and I'll share my screen and I'll pull it up?

MS. ZOE WILCOX: Great.
DIRECTOR CORINA CHAVEZ: I'll just also

remind the Commission, that is one item on the

them, as both their programs go through

five-year-olds, so they are looking for

kindergartens at that time.

But we are scheduled to be partnering with them as they are working with their families.

Oh. And I'm going to go back to Community Partners, because we had Tribal Outreach under that. So I'm going to open that.

These are all e-mails -- so Damian -- oh, boy, forgive me -- Wierzbicki -- Wierzbicki -- gave me a list. After meeting him at a training, he gave me a list of all the tribal contacts.

They -- I invited them all -- in small groups of e-mails, I invited them all to our storytelling event coming up this weekend.

Directly after that, I have attended the G2G Summit, met with several of those people, including Kevin Naranjo from Albuquerque. And he is with -- he is with the -- the Indian Education Department.

And following up that G-to-G Summit, I got clear instructions with how to connect with these -- with these pueblos. And so then down here, after the G2G Summit, I wrote directly to Governor Roybal of -- let's see -- Roybal is Pojoaque -- and then

Implementation Year Checklist that today is the deadline for them to submit, and we still need to review and provide feedback to the school.

THE CHAIR: So I went on their website, and I clicked on the enrollment form. And there is a question on that enrollment form that says, "Has your child previously attended Waldorf -- the Waldorf School?"

There's a yes or no.

MS. ZOE WILCOX: Yes.

THE CHAIR: That is -- so to me, that's one of those chilling effects. If I'm a parent -- I know there may be good intentions there to try to see if you're capturing new students.

But if I'm a parent, I may think my child's name is going to go to the bottom because they haven't previously attended.

So I don't think that's appropriate for that to be on there.

DIRECTOR CORINA CHAVEZ: Right. Absolutely not. That's going to have to be removed, because somebody could make the accusation that the school might preference those that have had Waldorf experience before. You don't want that on you.

(Simultaneous speaking) when they're names

from the lottery and you are registering them, you can get that information then.

MS. JAYITA SAHNI: I'd like to speak to that, please.

During our application process, during the community input hearing, during our capacity interview, during our public -- our PEC decision-making meetings, we were repeatedly asked how many people in our survey were from outside the former Santa Fe Waldorf community.

And this question is -- because we did not explicitly ask this question in any of those surveys for the reasons that you have now put forth. We don't want people to think that there's some sort of weeding out process.

However, there were at least two Commissioners voted no because they said they didn't have the actual data to back up their yes vote because they didn't know how much outreach and how much interest was from outside our community.

This is not a lottery form. Our lottery is not live.

This is a survey that we are using to vet our budget and the enrollment interest in specific grades. And the reason the question is there is to THE CHAIR: It does. And I previously said I understand what the intent could have been. It wasn't clear to me by looking at this that this information wasn't going to automatically roll students into the -- the lottery process.

So as long as there's a clear and distinct, and these students aren't automatically going into the lottery pool, I'm fine. It's fine.

MS. JAYITA SAHNI: They are not.

THE CHAIR: I get the intent. I really appreciate it that you heard it, that you're providing this information. Like I said, going online, it just wasn't clear that these names weren't going to go into the lottery process.

As long as it's -- it's not, that'll come down, the lottery will be on there, that's great.

And I appreciate the information. We're fine. I'm sorry.

DIRECTOR CORINA CHAVEZ: As long as parents are clear and don't think they've already submitted an application by filling out that form.

THE CHAIR: Well, we can't -- there's no way of knowing that.

DIRECTOR CORINA CHAVEZ: No. I'm just suggesting that for Zoe and Jayita to attend to.

give the Commission the specific information that you all asked for in our public decision-making meeting, which was how much interest is from outside the former school.

And to that, I would say -- I'm going to scroll down the form -- "Were your children previously enrolled in the Santa Fe Waldorf School?"

The answer "no" is over 80 percent.

So we have succeeded in doing outreach outside the former community. We now have the data to give you that there is interest outside the Santa Fe community.

We have uploaded our lottery and our enrollment forms on Epicenter, and the Charter Schools Division and the PEC can peruse them at your leisure. And you will see that we are not asking this question in the lottery form; nor are we asking it in the enrollment form, because, frankly, it's not relevant.

However, you specifically asked for this data, and we have collected that data to give to you.

So I hope that clarifies why this question is here and what the purpose of this form is. This is not our lottery. The lottery is not live.

1 MS. JAYITA SAHNI: Yes. That's why we're calling it the "Enrollment Interest Form."

And we have, in our marketing efforts, made it very clear that this form is being used to vet which grades we're opening with. This is not the lottery. The lottery is not live.

THE CHAIR: Yes, that's fine. Great. And I really do appreciate your efforts in this. I do. Thank you.

MS. JAYITA SAHNI: Zoe, do you have anything to add?

MS. ZOE WILCOX: Do I have anything to add?

MS. JAYITA SAHNI: Yeah.

 $MS.\ ZOE\ WILCOX:\ I\ don't.\ Thank\ you.$

THE CHAIR: Commissioner Carrillo.

VICE CHAIR CARRILLO: Thank you. I wish you were in person. I always do, especially since you're just across town.

I'm happy that you're here on Zoom. So we have Zoe -- and -- I can't remember -- Is it Sangha [ph]?

MS. JAYITA SAHNI: Jayita.

VICE CHAIR CARRILLO: That's right. Okay.

So there's concerns I have about

production@litsupport.com

redundancies relative to where you've reached out in the past when you were presenting to us. And my sense is those were just minimally effective, things like Farmers Market booths, having a Facebook page and these things -- sorry. There's -- bear with me, please.

You guys, I'm asking important questions, and I'd -- we're just going to wait until the side conversation is over.

All right. I'll continue.

So the redundancies and to me some of those things weren't that effective the first time around. I feel like living in Santa Fe and going to farmers markets, you're constantly kind of with the same people, like-minded already.

When I think of flyers, when we showed the pictures of where they are, (audio distortion) Whole Foods (audio distortion) anymore, that (audio distortion) anything on their property at all. You post it on a community board and call it a day.

We all know how effective, when you see community boards at a supermarket or a restaurant or anywhere, you see 100 business cards posted, we all know how effective that is.

So I'm concerned about that. I'm

New Mexican. Your -- and those advertisements are about \$600 for a quarter page.

We are on a budget of zero. So I can write an article; I cannot afford to pay for an advertisement.

VICE CHAIR CARRILLO: I understand. Printed advertising is super expensive. So -- and I'll get back to that.

I'm curious. What support have you had, if any, from the national organization?

MS. ZOE WILCOX: We have -- Jayita, you organized that with the board. Would you like to speak to that?

MS. JAYITA SAHNI: Yes. So the national organization, the Alliance for Public Waldorf Education, has been very supportive in offering us curriculum and program development support, talking to our board -- their president talked to our board at our last board meeting to let -- to -- what public Waldorf education looks like.

If you're asking about monetary support, they do not have the resources to provide that to charter schools.

VICE CHAIR CARRILLO: Okay. So the thing I'm more concerned about here is the outreach piece.

concerned -- I'm not trying to sound -- I don't mean to sound too terse, but I want you to know this is one of the biggest issues that we had relative to approving a school.

I didn't hear Tumbleweed mentioned. That was such a major publication for parents and kids in Santa Fe. Is Tumbleweed still around? If they are, why don't you reach out to Tumbleweed.

MS. ZOE WILCOX: Commissioner, I have reached out to Tumbleroot.

VICE CHAIR CARRILLO: That's the brewery, the distiller. Tumbleweed is the kids/parents magazine.

MS. ZOE WILCOX: Actually, that is one thing I did not remember putting up there. We -- I have spoken with a gentleman who runs Tumbleweeds, and we -- I have proposed to him an article for January's publication. January's publication is all about education. And I have proposed not a straight promotion of our school, but a component that makes our school unique to make that the headline of -- of the article. He is taking it back to his board for approval.

And so I investigated advertising with Tumbleweeds. I investigated advertising with The

This is what we wanted reported to us.

I'm not -- I fully have confidence in the school and its abilities relative to curriculum and administrating the school and everything else.

But none of that happens, none of it, unless it opens, and you're going to have kids, and unless we're satisfied as a Commission that the terms are being met. So I was just curious about that.

You talked about Growing Up New Mexico. This is kind of a weird thing. But Kate Noble, who's on the board of Santa Fe Public Schools, is the head of Growing Up New Mexico now. And while she might have a mild conflict, because she is working for the District as being on the board, as her (audio distortion) Growing Up New Mexico, I would think she is someone you want to reach out to, because she is very supportive of educational opportunities for kids, whether or not -- regardless of where they are.

And we're all in the interests of kids here. So I would reach out to Kate Noble. And you can tell her that I was name-dropping her in this meeting.

The -- so this is my -- here's what I

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

think you guys have got to do. It's -- it's almost as though you're operating as though you're some sort of advocacy group, trying to get someone -- I don't know -- a bill in the Legislature or whatever it might be. And you're doing kind of this -- the things that I would think are more grassroots-oriented that we might have done in 1980.

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

Here's what I would do. And I don't know how you're going to get the money to do it, but I promise you you'll be grateful if you do it.

You need to hire a publicist. You need to hire someone whose specialty is examining all of these markets, targeting all of the people you want to reach.

And they know -- like, you didn't mention radio. There's KSFR, all the radio stations that have broadcasting. And you should be on those shows regularly.

And I know that Richard Eeds would love to have you on to talk about this opportunity.

With The New Mexican, you could talk to Margaret O'Hare, and you could talk to Mo with the Santa Fe Reporter, just to let them know of your progress. Just keep your name in the paper every chance you get, even if it's for the littlest thing,

conditions, it seemed -- I was -- my assumption was that the Charter School Division would have already gone through this work, gone through this, and we would be getting an update more from CSD about this, not from the schools directly.

And I really think it's inappropriate for us to be at this level of, like, managing a school. It doesn't -- it actually -- and I just looked up what we voted on. And it was that they provide a plan for -- that they provide documentation.

It doesn't even say that we should approve it. It doesn't say we have any influence on it. It doesn't say any of those things.

So I actually think we're going really way too -- we're very much overstepping our authority right now. And I feel like we should wait until this information is looked at through CSD, that they've vetted it, that they've done the coordination with the school, and make a recommendation to us of whether an update -- a recommendation that they feel like the school has come up with a good plan, that they're executing on something they feel is appropriate.

Same thing with the next school, with transportation. It says that they provide a plan.

47

that you're announcing some whatever.

That's what your publicist is going to do for you. In terms of printing, The New Mexican is too expensive. I would definitely go with the Reporter. But the thing is, this is what someone who knows this job can do for you.

And if they -- if they want a retainer of \$5,000 out of the gate, I would imagine someone who's supportive of the Waldorf School that was on your board before can write a check for \$5,000 and not notice a difference in their account.

Yeah, that's a broad generalization, and that may be inappropriate.

Time has a way of just rolling by really quickly. And now we have the holidays. This is when people find every reason possible not to work. "Oh, let's just talk about this next year."

So we don't have that kind of time. I would just urge you to hire a publicist.

THE CHAIR: Commissioner Burt. COMMISSIONER BURT: Thanks.

Okay. I'm going to start in a very

different way, because I actually think that's incredibly inappropriate what we're doing right now.

When I saw this that it was an update on the

I think we're going way too far into micromanaging these schools.

So I will have no comments. I haven't looked at any of this documentation. I actually don't know if it's appropriate for us to be looking at it right now without CSD first having done an analysis of it and providing that information to us.

So I'm feeling very uncomfortable with this. And I would recommend that we take a step back from this right now, wait until this documentation is due, wait until CSD looks at it and have them do a report to us next month about the status of it.

And if they have any concerns about the plans that were submitted, then I believe CSD should be bringing those concerns towards us instead of the way that we're doing it right now.

THE CHAIR: Just one person? COMMISSIONER INGHAM: I think we should move on.

THE CHAIR: Okay.

VICE CHAIR CARRILLO: I understand what you're saying. I truly do, hearing what you're saying.

And with regards to this school or any

50 1 school, I want them to be successful. That's where 1 on this, as able, without a budget. Once -- if they 2 I'm coming from. I know that's where you're coming 2 get a grant, they can continue to do so with a 3 from, too. 3 budget and are working with CSD to keep them 4 THE CHAIR: Yeah. I was looking for a 4 apprised. Is that a simple overview? Thank you. 5 5 simple update. I wasn't looking to dig into this in THE CHAIR: So I know that Cindy Stong was 6 any shape, form, or matter. I wanted a simple 6 on for Sacramento, and I know she had many other 7 7 update. And it's simple. folks there. Thank you. 8 COMMISSIONER BRAUER: Madam Chair, I would 8 MS. CYNTHIA STONG: So can you guys hear 9 9 just share. I'm all for the simple update as well. me? Cynthia Stong for Sacramento School of 10 Where -- I think that -- I think it's always best 10 Engineering and Science. S-t-o-n-g. 11 practice to have the CSD team kind of review things. 11 And possibly Dr. Michelle Perry is on. 12 I also know that today was the day that 12 She's traveling. 13 things were due. And sometimes we have to adjust 13 Okay. I don't hear her. 14 and -- and, you know, waiting for another month, I 14 So I will give you guys a brief update. 15 could -- I could see arguments of waiting for 15 Good morning, and thank you for allowing us to 16 another month. I could see arguments for saying, 16 update you on our options for transportation. 17 "Hey, we got it now. Today was the day. Let's 17 DIRECTOR CORINA CHAVEZ: Hold on a sec. 18 review it." 18 One of the Commissioners is requesting that Cynthia 19 But I'm with you. I think a simple 19 be promoted to the panel, and if you could --20 update, I think, is great. I think future moments, 20 THE CHAIR: My assumption. So I'm 21 21 we might think of having similar updates from the (Off-mic). 22 CSD team, and then, where appropriate, updates 22 DIRECTOR CORINA CHAVEZ: Cynthia, if you 23 directly from the school. That's been our practice. 23 can turn your camera on. So watch for -- there we 24 And I think that's -- I think that's your 24 go. Awesome. 25 25 prerogative as Chair to figure that piece out. MS. CYNTHIA STONG: Okay. I'll continue. 51 53 1 I would say -- I would still like to hear 1 Thank you. 2 2 a simple update from the next school, if that was So we brainstormed seven possible options 3 3 your thought. Like, I don't want us to skip to the for transportation for our school. And I'll list 4 4 them briefly. next item on our agenda without hearing from 5 5 Sacramento, since we have them there. I did -- we did e-mail this to Missy, and 6 VICE CHAIR CARRILLO: I'm going to ask 6 I just sent it to Lucy. But I'm not sure if she's 7 7 you. What does CSD have? Like, if they were going had a chance to find it. 8 8 to be providing the update for today, what do you Oh, there we go. Perfect. Thank you. 9 have for us? 9 If we can scroll to the top? Or is that 10 10 DIRECTOR CORINA CHAVEZ: No. Things are me? 11 11 due today. There we go. All right. 12 12 THE CHAIR: All the document drops are due So our seven options that we brainstormed, 13 13 today. I wasn't looking -- like, their enrollment for each option, we did a brief description, the 14 14 form. I wasn't looking at their enrollment form. I benefits, the challenges, and funding options. 15 was looking at the plan for their outreach. 15 I'll just list these high-level real 16 So that's -- you know, that's not in the 16 briefly, and then I have some details on one of 17 17 Implementation Year Checklist. them. 18 VICE CHAIR CARRILLO: I understand. 18 First is a district collaboration model, 19 THE CHAIR: So I knew all of the other 19 where we would work with our local Alamogordo Public 20 20 things, we weren't going to get an update on today School. 21 21 because it's dropping today. I knew that. Second is contracting with private 22 22 Okav. transportation services, which we have in town. 23 23 MR. IVEY-SOTO: Madam Chair, if I may. Third is partnering with our public 24 24 Sun Mountain Community School heard the Commission transit. 25 25 very clearly on issues of outreach, has been working Fourth is incentives for carpooling and

5(

ride-share.
 If you could go down just a little bit.
 There we go.
 Fifth is school-owned transportation.
 Sixth is a hub-and-spoke model, which is a

combination of things.

And seven would be some incentive program

for, possibly, walking, biking on safe routes.

So because of lead time, we've actually been meeting with Superintendent Michael Crabtree from the Alamogordo Public Schools. And our goal was to establish some potential plans for working with them on using their transportation.

In a September 30th note from the Superintendent, he stated that once we have a location set -- we're still looking for a building -- that we can further develop the logistics and set up an MOU to talk about sharing transportation. He was very eager to do that with us, and they've been very helpful.

So that's a quick summary of where we are with our transportation options.

Is there any questions?

THE CHAIR: I think that's really, really great that the school district is open and having

with a potential build person. So we have several options in work. And we'll just keep charging ahead on that.

SECRETARY BECK: Okay. Great. Yeah. Thanks.

THE CHAIR: So, Commissioner Ingham, did you want to say something?

COMMISSIONER INGHAM: Yeah. I just want to thank you for your thorough, but distinct, response to this. And I just want to say that was really appropriate. Thank you.

MS. CYNTHIA STONG: Thank you.

THE CHAIR: Thank you so much. Thanks for your time.

Michelle, safe travels.

MS. CYNTHIA STONG: Thank you. (Recess taken, 10:15 a.m. to 10:28 a.m.)

THE CHAIR: Okay. So welcome back, everyone. The time period for Public Comment does close right before the start of our meeting. But I fully understand that folks made quite an effort to come here and be here. So we are going to allow for student presentation.

But Public Comment did close. So I will ask you, anyone that's going to speak, you need to

those conversations. So I'm really -- that's -- doesn't happen often. So that's -- you know, I'm really very pleased with that hopefully cooperative relationship that can be established.

And I get it, you know. Where you are depends on how easy that's going to happen.

MS. CYNTHIA STONG: Correct.

THE CHAIR: But I'm just pleased that there -- that they're even willing to meet with you is a big lift in many areas. So thanks so much for that.

Commissioner Beck, did you have your hand up?

SECRETARY BECK: I don't know. This may be out of bounds here, and tell me if it is. I'm sure it is, because it deals with the transportation.

Are you feeling comfortable finding a place?

MS. CYNTHIA STONG: We've -- yes. It just keeps me up at night. That's the part I worry about. Because it's a huge lift.

But we have several options in work. We're in the middle of negotiating with a facility right now for a lease. And then we're meeting today state your name and spell your last name, because there is a court reporter taking the minutes. She's online so you can't see her, okay?

So I'll just ask you to do that. And you have to press the button hard. The green light has to come on. And you have to -- it's counter-intuitive, but you have to keep the mic far away from you. Thank you, and welcome.

Well, Mr. Ivey-Soto said that he would do that. So we're good.

FROM THE FLOOR: Hi. My name is Maya Kallestewa. I'm student council president. My last name is spelled K-a-l-l-e-s-t-e-w-a.

FROM THE FLOOR: Hello. My name is Major Sky Johnson. I'm student council treasurer. And my last name is spelled J-o-h-n-s-o-n.

FROM THE FLOOR: Hi. My name is Lincoln Yazzie. I am the student body vice president, and my last name is spelled Y-a-z-z-i-e.

THE CHAIR: Okay. So now I'm going to take back a little bit of what I said. You're going to have the bring the mics a little closer, because some people here can't hear you.

FROM THE FLOOR: Okay. So I've been asked if you could say your first names again.

(First names repeated.)

THE CHAIR: Did you spell your last name? FROM THE FLOOR: We represent the students of Six Directions Indigenous School. We are the most proximate and impacted by the decisions made by the Commission. We will be represented in ways that are authentic -- and we ask that you allow us to speak freely and uninterrupted while we tell our

FROM THE FLOOR: And with that being said, I guess there's more on this paper. We have two students here that one would like to do a prayer in Zuni. She can say her name and spell her last name for you.

FROM THE FLOOR: Hello. My name is Jessica. And my last name is spelled Y-a-t-s-a-t-i-e.

(Prayer conducted.)

FROM THE FLOOR: We have a student that is going to sing a song in Hopi.

FROM THE FLOOR: (Song presented.)

FROM THE FLOOR: Can everybody hear me?

23 Okay.

story.

So the song that was sang is a Hopi song. It's in the Navajo language. The song is over

FROM THE FLOOR: After the October 18th meeting, the governing council met on October 22nd. No one knew. It was seen on the school website on October 21st.

We as student council members attended with our parents and with staff. The board discussed approvement (verbatim) of board members and asked if anyone has recommendations. We put in the comments that we, student council, have recommendations and wanted to give the names of those we had vetted and recruited. The school attorney stated that the students wanted to speak. We came off mute and began to speak.

The Chair told us, "We are not having public comment. Speak at our next meeting."

Our parents jumped up to speak, and they said. "No. Point of order."

FROM THE FLOOR: My mother spoke anyway. She told them that she's a parent at Six Directions and that this isn't right. We have the right as parents and students to speak. We do not ever turn away a child, because then that hurts them and puts their confidence down. These children are fighting for something that they have built.

The Chair told everyone that they -- they

100 years old, and we chose to be -- we chose -- chose it because we are grateful for the Navajo Nation who has supported us and our voices. So thank you to the Navajo Nation.

And I'd also like to say thank you to the Zuni Tribal Council members.

So thank you to everybody who has listened to us and for rising in solidarity for validating and for affirming us. Thank you.

FROM THE FLOOR: As stated during our public comment on October 18th, we have organized after witnessing our board violate laws, policies, bylaws. And we've taught ourselves using the tools that our head administrator had given to us.

She taught us ELA all last year, and we learned how to annotate text, we learned how to question whose voices are missing and who is present, and who benefits.

We've learned about systematic events that occurred in the past towards liberation. we learned about the history and impact of colonism (verbatim). We learned about re-indigenizing ourselves and our future. We are the corn that grow under her seeds. We belong to each other and the earth. And our head administrator did this.

are not on the -- that they're not on the agenda, and if they put in a request in writing, then they can speak at our next regular board meeting.

FROM THE FLOOR: They discussed the article in Gallup Independent on October 18th. The board members talked about how they believed student education is more important and stated they are the reason the school is open.

A board member questioned the students at Six Directions asking, "Are they ready for college? Are they ready to fill out a job application? Are they ready for life skills, not to be involved in things at an administrative level? Students should be children and have -- and have that aspect in life because there are some things that are not in your lane."

I feel that we need to see where our students are at. Are they performing at a level of New Mexico Public Education Department? Are we even in compliance with education? Because the thing I would hate to happen is we graduate students and they're not prepared for the future. They're not prepared for what's coming.

Because all of us doubts. We know what the world is, not the way it was ten, fifteen years

1 Mother."

FROM THE FLOOR: A board member also stated the publicity that was happening is just more negative on the school, and people are questioning about people -- and people are second-guessing to say, "Hey, is this school able to educate my child?"

They went on to state, this is no time to engage in this type of disharmony.

ago. You have to try harder.

2.

They continued to have discussions about the head administrator, stating she needs to be held accountable for letting things escalate, but they never placed a report from her on the agenda.

They made an executive session to discuss the head administrator. Then they went -- they went into an executive session for over two hours.

The head administrator was with us, and she was never invited into the executive session about her.

They came out and made a motion to write the head administrator a letter of direction. This is another OMA violation, because the motion was not on the agenda that was posted 72 hours prior.

FROM THE FLOOR: So we put our request in writing to be placed on the agenda.

The next agenda was released for

Students are safe at Six Directions.

Students respect each other, themselves, and staff.

And the staff respect us as students.

FROM THE FLOOR: We said this before to this Commission, that we are here because we love our school. We bring the support of our families and other ancestors, and we are the result of revolt. We resisted, and we believe in what we did here. Thank you.

FROM THE FLOOR: That's everything we have to say. So thank you.

FROM THE FLOOR: Thank you, ladies and gentlemen.

THE CHAIR: Thank you. So I'm going ask that -- is there anyone in person that wishes to speak for tribal consultation, or if there's anyone online that wishes to speak for tribal consultation, if you would raise your hand so that we can recognize you and promote you to the panel. I'd appreciate that.

MS. LUCY VALENZUELA: The only one that raised her hand is Alice Benally, and she's promoted to the panel.

THE CHAIR: I received an e-mail from her.

October 22nd, and we were not on the agenda. The agenda stated a special session would take place November 5th, 2024, and students would be allowed to speak.

The October 22nd meeting was canceled, and our families had all shown up.

The November 5th meeting never happened because no notice was posted 72 hours prior.

FROM THE FLOOR: Most of the students at our school were expelled or forced to withdraw their student. Zuni parents are told, "Your child can go to the detention center, or you can withdraw your child."

Why are students in Zuni kicked off of their homeland, and the administration there are all non-Native? Now we are here at Six Directions, and everything has changed since Rebecca has came.

FROM THE FLOOR: We are leaders because of Rebecca. The way that she teaches and cares and the love that she has for us transcends school. We are family. I hope her voice is invited to speak so others can learn from what she created at Six Directions.

FROM THE FLOOR: We call Rebecca (Native language spoken). In Zuni, that means "Other

So, yes, please promote her to the panel.

MS. LUCY VALENZUELA: She is. I've promoted her already. There she is.

THE CHAIR: Thank you, Ms. Benally. I think we spoke briefly, and I have an e-mail. So if you would -- if you would state your name, spell your last name, and then tell us what role you are -- what role you play.

FROM THE PUBLIC: Yes. Good morning again. My name is Alice J. Benally. B-e-n-a-l-l-y. Senior Education Specialist with the Johnson-O'Malley Program. And also, I'm on the Navajo Nation Department of Diné Education Tribal Consultation Team.

We have recently met with Six Directions a couple of weeks ago, and they shared their information, your funding, your budget, their student enrollment, the whole program, especially the native Navajo-Zuni language program. So we were really impressed with their program.

And, again, I stated in the chat that we visited their -- their site a couple of -- maybe about three weeks ago during their Indigenous Day. And we were able to tour the classrooms, their Navajo language program, their Zuni program. And

there were many different, different activities that students were participating in.

And we were able to meet with their regular academic teachers, the science, math, the language program.

So we were really impressed with what the school was -- I'm sorry -- was offering for our students that live and -- around the City of Gallup and the community.

And we're very fortunate to have Six Directions Indigenous Charter School within reach, where students that are not able to stay in a regular classroom, they come to Six Directions, and they're redirected on why it's important for them to stay in school, why it's important for them to learn their language, research their culture, their history, and the importance of being indigenous.

And also we learned that the community was really involved with the school, and the parents come on a daily basis to assist in whatever the school needs.

And we're one of the very few tribes that are taking in charter schools. And we also have Dream Diné and DEAP. So those are some of the charter schools that we're serving.

now, I'd just ask you to include that, because it won't be part of the record if it's not verbal.

MS. ALICE J. BENALLY: Yeah. One of the areas that we looked at when we went in as a team, we looked at their budget to make sure, with the JOM Program, the JOM funds that are going to the school are utilized according to their education plan, and that the parents are involved and have an IEC [ph] committee that oversees how the funds will be utilized.

And we also looked at other funding sources, because JOM is just a supplemental program to the school. And we saw that they are really implementing different programs, from other Title programs, the State initiative native program.

So we were very impressed with your school. And then we looked at the students' performance and academic. And they're up near where the majority of the schools are.

And then on the native language, the history, and the government, they have a full-time Navajo teacher. They have a full-time Zuni teacher and the students all integrate into different areas of -- if they're Navajos, if they want to take Zuni language, they do so. If they're Zuni, and they

And we're fortunate to be able to work with those schools on a daily basis. And we try our best to provide technical assistance to their school.

And when they come to tribal consultation, we allow them to -- to share their programs, their -- whatever success, whatever issues, concerns that they have with the program.

And at our last tribal consultation meeting, the issue with the board and mis--- micromanagement came up. And as a consultation team, this was a very deep concern to us.

And we had tried to stay in contact with Six Directions to see how our team and how the Department of Diné Education can help to keep the school open for -- it's for the students, not for adults. You know, the students are the ones that are going to get hurt if the school closes.

Thank you very much.

THE CHAIR: Thank you very much. And just -- so I just want to make sure, because I know -- I think you've covered most everything.

But chat is not included in the minutes, because we're a public meeting. So if there's anything that you did put in chat you didn't cover want to take Navajo language, they do so.

So we saw them real -- the students really working together, and that they know -- they showed us some of their indigenous -- indigenous activities, like their beadwork, their shawl sewing, and the Zunis' sash belt, the different types.

We didn't know there were different types. There are small ones, large ones, and used a different way when they dress for their ceremonial.

Those are some of the things that the students and the community shared with us.

And then we stayed for posole and Zuni sourdough lunch, which was provided by the staff, the parents, and the students.

So we really push for them to stay focused, where, you know, a majority of the JOM funds are going into their native language, the history and the government. And then we try to push STEAM and STEM programs so their math, science, and English Language scores will be as good at the state level. So that's my comment.

THE CHAIR: Thank you very much. And I appreciate your time and the input that you offered. Thank you.

FROM THE PUBLIC: Thank you.

MS. NATASHA CUYLEAR: Madam Chair, good morning. Natasha Cuylear. Last name, C-u-y-l-e-a-r.

I just wanted to make a comment on tribal consultation on the Zuni Pueblo and give an update, if that's okay, Madam Chair.

So the school has attempted to engage in tribal consultation with Zuni Pueblo. There was a tribal council meeting yesterday, but the Zuni Pueblo would not meet directly with the school. They only met with student council. And I believe a few parents were present.

The school has attempted that engagement for consultation. I believe that CSD has had communications with the Zuni Pueblo. And I don't know if there's been some misinformation communicated to Zuni Pueblo. But they're under the understanding that the school is shutting down.

There's that misinformation which is affecting the consultation. But the school -- they remain committed to that tribal consultation and following up with Zuni Pueblo.

THE CHAIR: I can say for myself, I've attempted a number of times, left messages with the Governor's Office. The Tribal Council phone doesn't

Assistant Secretary that there had been contact that she had with Zuni Pueblo. And I knew that Chair Gipson had reached out to Zuni Pueblo. So I just put it back on Chair Gipson to have contact with Zuni Pueblo. Thanks.

MS. NICOLA DAVIS: Okay. I'm promoting Zuni Pueblo to panelist.

Zuni Pueblo, if you could just unmute, you are ready to speak.

MR. ANTHONY SANCHEZ: Good morning, everybody, Commissioners, PEC. My name is Anthony Sanchez. I'm the Head Council Member for the Zuni Tribal Council. I have three other Tribal Council members here.

First and foremost, apologies on the miscommunication, as that e-mail never reached the rest of the Tribal Council. Right at this point, we've been piecemealing about just about every type of information that we've been getting since last week. And that hasn't been brought to our attention till just this past week.

There has been no formal consultation, as that meeting was still being scheduled. But due to what was going on, the consultation was put on hold till we figured out what was going on with the

allow for voice mail.

MS. NATASHA CUYLEAR: Okay.

THE CHAIR: I've been unable -- no one from the Governor's Office has returned a call.

But from my end, there's been no indication that the school was closing. But I've not had the opportunity to speak directly. So we've also not been able to get that straightened out as well.

MS. LUCY VALENZUELA: Chair Gipson? Chair Gipson and Commissioners, there is somebody from Zuni Pueblo in the attendees. I can appropriate them to panelist, if you'd like.

COMMISSIONER BURT: I was just wondering if Director Chavez can respond to the communication that maybe CSD has had.

DIRECTOR CORINA CHAVEZ: Right. The only communication I've had was to facilitate communication about the PEC meeting and send them --put them back in contact with Chair Gipson.

COMMISSIONER BURT: The conversation wasn't about connecting with the school?

DIRECTOR CORINA CHAVEZ: I have not had a conversation with anyone from Zuni Pueblo. What I have done was I received an e-mail from the

actual school and the other information we were receiving.

Yesterday we did meet with one of the students from Tribal Council who kind of briefed in their portion of what was going on.

So at this time, we do stand in support with our children and our students in our school. And I think the bare-most minimum of what we can say is that it shouldn't go back on our students having to have this school close, which you just now informed us that it's not closing.

That was the interpretation and the picture that we were given, that it was being closed. So we were kind of at a standstill as what was actually happening.

But we do support our students in, you know, pushing this school forward, because, you know, they do have a lot of students there that are from the Zuni area. And for them to start off in another school would be detrimental in them moving forward in their education.

So I'd just like to express that on behalf of the Pueblo of Zuni, that we'll improve our communication, and we'll make a -- get ahold of somebody to be the point of contact for all this

1

2.

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

information going on, as it wasn't disseminating among the rest of us.

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

THE CHAIR: So thank you so much. I do appreciate that, because I think it really is really important, moving forward, for communications to be coordinated. Because at the end of the day, we want to make sure everything is going well for the kids. So that communication is really important. So -and I appreciate you taking the time out now to come forward, because it is -- your input is important. So thank you.

MR. ANTHONY SANCHEZ: Thank you. MS. NICOLA DAVIS: All right. Did we get name and spelling?

THE CHAIR: Sorry.

COMMISSIONER BURT: I just had a question because I always get concerned when communication goes like this. (Indicates.) So I was wondering what led you to the kind of conclusion of the belief that the school would close?

MR. ANTHONY SANCHEZ: From our part of it, that was the information that was disseminated from different sources. And I believe that we met with -- was it Rebecca that --

UNIDENTIFIED SPEAKER: I didn't meet

case, I know it dropped below quorum, in the instance I'm familiar with.

So the fact that a whole board came off is unprecedented for us. There's no statute or rule that speaks to what happens when this happens. We don't have any processes, because, you know, oftentimes we do things because something happened.

But we don't have a process.

As we said on Tuesday, and as we've said before through other discussions, there had been a process in rule for the Secretary to remove a board and -- I believe a point. I'm not -- I don't remember the exact process.

But when there was a rule update, PED took that out of the rule. And we provided comment asking for it to remain, because without that being in the rule, there's nothing for us to fall back on. We don't have anything. It leaves a void when what happens.

So it is -- so I'm going to say this from my perspective. It's unfortunate when the -- when the adults in the room misbehave.

And I understand volunteering. We're sitting here all here as volunteers. And I don't live in the community. So it's often difficult,

75

77

with -- I wasn't here.

MR. ANTHONY SANCHEZ: That was the information that I got from Lieutenant on -- and I believe the Governor, and other e-mails that we were receiving from other sources that were giving us information on what was going on.

COMMISSIONER BURT: Okay. Thank you for that.

THE CHAIR: Thank you once again. We appreciate you coming.

So, Commissioners, I think we're at a point now where we had discussion on Tuesday. So I think we're in a place where the determination has to be will we accept the on-boarding -- I guess we're going to call it "on-boarding" -- of -- and forgive me. I forget. Is it six people? Five?

It's five with probably going to seven. I believe that's what -- anyway, five. We're just going to leave it at five now.

So is the Commission at this point in time accepting the on-boarding of these five new members?

We're in very unchartered waters at this point in time, because in the charter experience, this is the only time an entire board has come off. There are prior experiences where most -- and in one when we're sitting up here, to understand the emotions that are involved in that community when people are volunteering.

And I'm not going to disrespect someone and question reasoning for people coming off the board. People have the -- have the absolute right. When they don't want to serve, they don't want to serve.

But they do have an obligation to the body that they were serving to make sure they're leaving that body in at least the same place when they're going.

And by the whole board coming off, they left the school without any management. It is that governance council that we sign the contract with. It left a head administrator in a position that she should not have been put in.

You've got a relatively new head administrator that has no oversight. And I'm a firm believer in checks and balances. They're important, you know, and they're there for a reason.

it's not to say people aren't going to do the right thing. But, oftentimes, with good intentions, people do something that they really shouldn't have done.

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

But when you've got the checks and balances, there's folks there to say, "Wait a minute." And that obvious- -- we're missing it.

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

You have a head administrator who could potentially be put in a position that she may be asked to do things as a head administrator that are inappropriate because it's more a board role. But there's no board.

So -- but that thought process for those individuals is deeply disappointing and concerning, that they were willing to leave every one of these young adults in the position that they left them in. And the school -- and the failure of the community.

And there was a process that could have taken place that obviously didn't. And individuals -- so that leaves us with a -- well, then what happens.

So if I look at the immediate picture, I want the school to continue. I have great respect for this -- for this school and a tremendous amount of respect for the students that stood up.

I've been a protestor since my mother dragged me to protests since I was six years old; so -- and I didn't even know what I was doing at the time. But she told me this was important.

understand their roles and the parameters of their roles.

So I -- so as I said before, I think we're in a place where it's not simple, but we simply have to determine if this is -- if we're going to accept the -- the on-boarding of the new board, which the names and paperwork, the paperwork for the Board of Finance is all in there.

And if the Commission deems that that's appropriate, we will on-board the board, and then we can have a discussion about moving forward.

Commissioner Carrillo, and then Mr. Ivey-Soto, and then Commissioner Taylor.

VICE CHAIR CARRILLO: First, I would like to recognize (audio distortion) Maya and Major Sky and Lincoln. You reached out to me a long ago. You raised a red flag, and I instantly sent information to our council and to Pattie.

And echoing what Pattie says, kudos to you for just being in your power, okay? That's huge, and especially for young people. A great deal of respect for you in that regard.

Who is the head admin right now? Okay. Good. I'm sorry. It's Rebecca. What's your last name, I'm sorry?

79

81

So I appreciate the voices of the students more than I appreciate the voices of the adults. I really do, because the truth comes out way more. There is still a little bit more innocence that comes from the students.

On a bigger picture, I do -- there's a piece of me that worries about the process as we move on, because I worry about communities being able to say, "Oh, if we don't like those people, we can harass these people off the board, and then we can take over."

So I think, on our part moving forward, we need to set guardrails and processes in place so that we don't ever end up in this position again.

It's -- I struggle with this deeply. I've struggled with this when I heard what was going on and attempts at trying to not get it to this point.

I -- I deeply want this school to continue. I do. But I think even for the folks that are here, I think there's processes that have to be talked about and set up so that this school and the leadership of the school is in a very stable place and we don't end up here -- if that's the will of the Commission, we don't end up here in six months with a similar situation. And people need to MS. REBECCA NIIHA: Niiha.

VICE CHAIR CARRILLO: Procedurally, don't we first have to accept the resignations? That's what it says: "Acceptance of Notification of Resignations of the Governing Board."

First, we have to do that as a step; right? Okay.

And so first, we do that.

And then based on the paperwork that we have, we can, essentially, in just a separate motion right after, accept the new board members; is that correct?

Okay. Okay. I just wanted to make sure, because we hadn't talked that much about the -what? Yeah, Julia?

MS. JULIA BARNES: So, yes, there's a notification of the resignation of four board members. There is a notification identifying five new board members. Then I believe CSD has confirmed that everything needed for the Board of Finance for those members -- you'll remember that there's numerous documents -- those are all there and in the folder.

So you could -- you could approve them as a Board of Finance like you did for the other

. .

1 members before.2 The other th

The other things on the agenda are things that you can do, but don't -- you don't have to do any of this. But you could move forward if you want to take any action under the Intervention Ladder. There's also the Preliminary Annual Report that was presented to you last month but not accepted by you.

You have not accepted any of those reports, but you could accept this one preliminarily, if that assisted you.

You have more Vistas information that isn't included in there, but that report is uploaded.

Finally, you can, if you accept the Preliminary Annual Report, you can issue an Annual Report Notice, which moves them down the road on the Record of Performance. And then I think you can take -- you can look at taking action under the Intervention Ladder in any regard.

So you do not -- if you -- if you take action to accept the resignations and accept the new board members, then you're not accepting any resignation of the charter.

So you can go get the board established, and that's all the action you take today, let the

1 VICE CHAIR CARRILLO: Yeah.
2 MS IIII IA BARNES: Last month

MS. JULIA BARNES: Last month, there were several schools, even without all of the indicators scored, that were already getting a Does Not Meet the Standard for organization.

This was one of those. You did not accept the Preliminary Report.

However, the Chair did send out letters to each of those schools that said, "Look, this is already an issue, please take action."

So the Chair sent that letter. And then, just for clarification, you have not accepted that report. But you could. And you could move down.

So -- but the letter did go out saying,
"Even without accepting it, we know -- even without
finalizing, you already do not have Do Not Meet the
Standards." So that letter did go out.

THE CHAIR: But it's not a -- so it's a -- it's a letter saying there's a concern, but it's not a Letter of Concern.

VICE CHAIR CARRILLO: Right. No, I get that, totally. Just curious.

Are there any members of the new board that signed up?

THE CHAIR: Right here.

school move along.

You can start the Intervention Ladder if you feel like it.

So there's kind of a series of actions you can take.

VICE CHAIR CARRILLO: Okay. So my sense is, based on what I heard you say, that I want to take all of those actions.

First, the resignation of the old board, and then the confirmation of the new board. I, personally, believe there to be -- I think there's good reason for this, a level of concern, I think so that there is an (audio distortion) of the expectation of the Commission over the next several months, so that we can see that administratively -- (audio distortion) direction, providing the support you need, and on the level (audio distortion) directly involved with the school.

You said it right -- Nahee [ph]? -- that any supports that you need. As you know, we don't get directly involved.

So I'm just curious. Are there any members --

MS. JULIA BARNES: Just a sec. One very last thing.

SECRETARY BECK: But there are five. But you're the Chair?

FROM THE FLOOR: (Indicates.)

VICE CHAIR CARRILLO: What is your name? MS. SANDRA FREELAND: Good morning, PEC board, Commission. My name is Sandra Freeland, F-r-e-e-l-a-n-d.

And I accepted the Chair, and also was voted in. And the Secretary and other official, Louella?

MS. LOUELLA POBLANO: Good morning, members of the PEC. My name is Louella Poblano, P-o-b-l-a-n-o. And I accepted the position as an incoming new governing board member for Six Directions School.

VICE CHAIR CARRILLO: Great. Well, thank you very much.

So, boy, you guys have a big job before you. And so I still would like us to go through the process of the -- all these different steps that we have to take.

And I'll probably have more to say relative to the board. But, you know -- and I've said this this whole week, that we're making board performance and everything a priority for this

Commission because we recognize around the state; that is, we start to see red flags with boards.

2.1

Generally, that's just a sign of the future demise of a school, and then a school that we may need to help lift up. But you -- we don't want any schools that necessarily have to go through that.

So it's being preemptive when you, as the board chair, see red flags. And it's just a huge task that you're taking on. For me, personally, I hope this -- when you think about this, you think about it in terms of being there at least two or three years.

I know sometimes board members don't think that on a charter school.

"Hey, I'll do some public service for a little while, and it makes me feel good."

But, no, continuity is key, especially on a charter school board, in any elected position. So I just really hope you stay so that we can continue to support your school.

MR. DANIEL IVEY-SOTO: Madam Chair, just a couple of very brief things.

First of all, for the information of the Commission, both the Chair and the Secretary are

curious -- what would you do with a school district if the entire board of the school district resigned? As budget director.

And he looked at me, and he said, "Well, to be honest, we have no policies or procedures about what we would do."

First of all, you're not the only ones. There are no policies and procedures about what they would do.

But he did say, "But until the Secretary would appoint..." -- and there's actually no timeline for the Secretary to appoint. There's a 45-day deadline for the board to appoint if they're above a quorum. If they're under a quorum, if the school district, the Secretary appoints, and there's no team frame for that, he said, "In the meantime, as long as they've got a licensed administrator and a licensed business manager, they've still got to do business. They've got to pay payroll. They've got to do other things. And we would support them in that process."

So I just thought it was -- I mean, this is an uncharted area all around, not just in the charter field. So I wanted to share that as well.

THE CHAIR: Commissioner Taylor, then

retired school administrators.

The Chair used to be Assistant Secretary of Education for Indian Affairs -- Indian Ed. For Indian Ed.

And -- and our secretary also has done, I think a tour of duty here at PED; is that correct, Ms. Poblano? At DEAP Charter School. Okay. Very good.

And so they -- they, actually, more than most board members, have an understanding of what they're getting into in terms of the school and -- and governance issues and management issues with the school.

Also, I was asked by one of the Commission members during the break -- just so that everybody would know -- Ms. Yazzie, Wilhelmina Yazzie, who spoke during public comment, if that name sounds familiar, she is the Yazzie, the lead plaintiff in the Yazzie-Martinez lawsuit.

And so -- and she has a real commitment to the school as well.

And then the final thing, Madam Chair, is when we were here on Tuesday, before leaving, I did stop in on the Budget Director for PED and simply asked him the question -- 'cause I was kind of

Commissioner Brauer, then Commissioner Beck.

COMMISSIONER TAYLOR: Yeah. Thank you very much.

First of all, I think we can make this fairly simple, in that the -- the acceptance of the resignations is simple; right? We don't have any recourse to make them come back and resume their positions.

The other thing is is that, again, I think it's very simple for us to confirm a new board. When a school initially starts out, when a charter is initiated, there's a -- there's no board, you know. The school is put in place, and then we establish -- they establish their board.

So -- so I feel like we're in similar water as far as that goes. So I don't think it's -- it may be unprecedented. The timing may be unprecedented. But the process doesn't have to be.

I think we have a -- we have a position to say, "All right, I think it's our obligation to -- to reestablish that board so they can conduct business."

And I think that's a simple process, actually.

COMMISSIONER BRAUER: Madam Chair and

public, thank you so much for all showing up today. Thank you to the students for showing your leadership in this way.

2.

And I think that -- I just commend you for advocating for yourself and for your school. And I think that there's no one person that you advocate for. You have to -- other than yourselves and your families and your communities.

And I just really appreciate you all stepping up in a moment of turmoil at your school.

I also want to just share, Ms. Freeland and Ms. Poblano, thank you for stepping up to work with the school leadership to -- to level-set.

I have a lot of the other thoughts. I think we'll probably have some time to talk about some of the other things. In terms of the first action that we take, I'm in full support of us accepting the letters of resignation, and, at the same time or shortly after, accepting the notifications of new board members, as Commissioner Taylor has mentioned, and Mr. Ivey-Soto.

There is not a precedent really that we have. And it's uneasy -- and, Chair, to your points, it's uneasy, because we're setting a precedent.

SECRETARY BECK: Yeah. I want to thank the students who were really the adults in this whole process. You guys were amazing, and are amazing.

I also really commend you for moving so quickly, you know. I think it was only ten days ago when the resignations hit. And you turned around and had the board by the next Monday.

That -- that shows that you really love this school and you really support it. And, obviously, with everybody showing up today, there's a ton of support for it.

So I'll be real quick. And I agree with Commissioner Taylor and Commissioner Brauer that we should move quickly on the first two, and then we can go from there.

THE CHAIR: Okay. The only time this happened, we ended up with a board with two left. We called a meeting, had the school come, and no one came; not even the legal counsel from the school came.

So we took the surrender of the -- because there wasn't -- you know, if no one cares enough to come to the meeting to find out, you know, what's going on and so on, then, you know, it was obvious

we're

There hasn't been a precedent, so we're setting a precedent.

At the same time, as I mentioned on Tuesday, when there's not a precedent, we use our values to make the best-laid plan, knowing that there's probably something that's going to go awry later on with another school, and we're going to have to create another precedent.

But that's what we do all the time, even with all the resources and policies that we have in place.

So I do -- I do highly recommend that we -- and I will only support us accepting the resignations and accepting the new leadership.

And then I think we do need to talk about some other key next steps to make sure that -- the school is in some tumultuous times, and it's going to take all of us to work together to ensure that our young people are taken care of and they're continuing to grow as leaders, and that the leadership now will work through that lens.

And so I'm excited to do this first step, and I'll have a lot more to say later on.

Thank you, Chair.

THE CHAIR: Commissioner Beck.

that the school just -- they gave up, you know.

And that's sad. But it obviously was the best thing for the students in that school that it close.

This is not the same situation. You know, there is support for the community and the base of the school, not even -- no student, no parent.

There was no one in the room except for us.

So that spoke, you know -- that spoke a lot.

So.

VICE CHAIR CARRILLO: Yeah, yeah. So the way this is here is Parts A and B. And I think that's the part we want to do quickly; correct?

THE CHAIR: Do resignation.

VICE CHAIR CARRILLO: Resignation and acceptance.

THE CHAIR: Resignation.

VICE CHAIR CARRILLO: We'll do that first.

20 In two steps. Got it. 21 Okay. I move the

Okay. I move that the PEC accept the Notification of the Resignation of four governing board members of Six Directions Indigenous School. THE CHAIR: Second. There's a motion by

Commissioner Carrillo, a second by Commissioner

	94		9	96
1	Gipson.	1	avenues will be equally, if not more effective	
2	Question?	2	immediately. So I'm fine with the actions that	
3	(No response.)	3	we've taken on the preliminary or whatever we're	
4	THE CHAIR: Okay. All in favor.	4	calling it.	
5	(Commissioners so indicate.)	5	DIRECTOR CORINA CHAVEZ: Chair Gipson? W	/e
6	THE CHAIR: Opposed?	6	have updated it with the Nova excuse me the	
7	(No response.)	7	Vistas data that was just published, and we're	
8	THE CHAIR: Hearing no opposition, the	8	putting that in your folder.	
9	motion passes.	9	THE CHAIR: Okay.	
10	No, I don't think so.	10	DIRECTOR CORINA CHAVEZ: But it's not	
11	(Off-mic discussion.)	11	100 percent, because we're still missing one	
12	THE CHAIR: Looking at, like, votes on	12	indicator.	
13	VICE CHAIR CARRILLO: Revocation.	13	THE CHAIR: Right. So I think we've closed	
14	THE CHAIR: Yeah, that's different. I	14	that out. So I'm I think we move forward in	
15	know. Exactly.	15	looking at what we want to see in terms of support	
16	VICE CHAIR CARRILLO: So the second part?	16	and looking at that at this point in time, and not	
17	SECRETARY BECK: Not this one. The next	17	looking at yeah. Yeah.	
18	one.	18	(Chair consults with PEC council.)	
19	VICE CHAIR CARRILLO: So Item B here, the	19	VICE CHAIR CARRILLO: So	
20	next part.	20	THE CHAIR: Yeah. Yeah.	
21	I move that the Public Education	21	So in case on Tuesday, we did talk	
22	Commission accept the notification identifying five	22	about the possibility of PED taking over the Board	
23	new governing board members of Six Directions	23	of Finance, because the board had dropped to four.	
24	Indigenous School and move that the Board of Finance	24	And I thought that by PED I also thought by PED	
25	application for Six Directions Indigenous School be	25	taking over the Board of Finance, even for a short	
			9	
	95		9	97
1	approved, that the Chair provide the school with a	1	time moving forward, it would allow the board to be	7
2	approved, that the Chair provide the school with a certificate showing that the governing board has	2	time moving forward, it would allow the board to be able to focus on what the board the work that the)7
	approved, that the Chair provide the school with a certificate showing that the governing board has been qualified as a Board of Finance, and the board	2 3	time moving forward, it would allow the board to be able to focus on what the board the work that the board needs to do and really more of a	7
2 3 4	approved, that the Chair provide the school with a certificate showing that the governing board has been qualified as a Board of Finance, and the board will comply with the Open Meetings Act.	2 3 4	time moving forward, it would allow the board to be able to focus on what the board the work that the board needs to do and really more of a team-building.) 7
2 3 4 5	approved, that the Chair provide the school with a certificate showing that the governing board has been qualified as a Board of Finance, and the board will comply with the Open Meetings Act. THE CHAIR: Second.	2 3 4 5	time moving forward, it would allow the board to be able to focus on what the board the work that the board needs to do and really more of a team-building. And that would take the finance piece and	97
2 3 4 5 6	approved, that the Chair provide the school with a certificate showing that the governing board has been qualified as a Board of Finance, and the board will comply with the Open Meetings Act. THE CHAIR: Second. There's a motion by Commissioner Carrillo,	2 3 4	time moving forward, it would allow the board to be able to focus on what the board the work that the board needs to do and really more of a team-building.	97
2 3 4 5 6 7	approved, that the Chair provide the school with a certificate showing that the governing board has been qualified as a Board of Finance, and the board will comply with the Open Meetings Act. THE CHAIR: Second. There's a motion by Commissioner Carrillo, a second by Commissioner Gipson. All in favor?	2 3 4 5	time moving forward, it would allow the board to be able to focus on what the board the work that the board needs to do and really more of a team-building. And that would take the finance piece and get the board to get more understanding of the financial functioning.	9 7
2 3 4 5 6 7 8	approved, that the Chair provide the school with a certificate showing that the governing board has been qualified as a Board of Finance, and the board will comply with the Open Meetings Act. THE CHAIR: Second. There's a motion by Commissioner Carrillo, a second by Commissioner Gipson. All in favor? (Commissioners so indicate.)	2 3 4 5 6 7 8	time moving forward, it would allow the board to be able to focus on what the board the work that the board needs to do and really more of a team-building. And that would take the finance piece and get the board to get more understanding of the financial functioning. I was a minority. And PED has PED is	07
2 3 4 5 6 7 8 9	approved, that the Chair provide the school with a certificate showing that the governing board has been qualified as a Board of Finance, and the board will comply with the Open Meetings Act. THE CHAIR: Second. There's a motion by Commissioner Carrillo, a second by Commissioner Gipson. All in favor? (Commissioners so indicate.) THE CHAIR: Opposed?	2 3 4 5 6 7 8 9	time moving forward, it would allow the board to be able to focus on what the board the work that the board needs to do and really more of a team-building. And that would take the finance piece and get the board to get more understanding of the financial functioning. I was a minority. And PED has PED is not going to take over the Board of Finance. So	0 7
2 3 4 5 6 7 8 9	approved, that the Chair provide the school with a certificate showing that the governing board has been qualified as a Board of Finance, and the board will comply with the Open Meetings Act. THE CHAIR: Second. There's a motion by Commissioner Carrillo, a second by Commissioner Gipson. All in favor? (Commissioners so indicate.) THE CHAIR: Opposed? (No response.)	2 3 4 5 6 7 8 9	time moving forward, it would allow the board to be able to focus on what the board the work that the board needs to do and really more of a team-building. And that would take the finance piece and get the board to get more understanding of the financial functioning. I was a minority. And PED has PED is not going to take over the Board of Finance. So we're just going to move so just that you know	07
2 3 4 5 6 7 8 9 10	approved, that the Chair provide the school with a certificate showing that the governing board has been qualified as a Board of Finance, and the board will comply with the Open Meetings Act. THE CHAIR: Second. There's a motion by Commissioner Carrillo, a second by Commissioner Gipson. All in favor? (Commissioners so indicate.) THE CHAIR: Opposed? (No response.) THE CHAIR: Hearing no opposition, the	2 3 4 5 6 7 8 9 10	time moving forward, it would allow the board to be able to focus on what the board the work that the board needs to do and really more of a team-building. And that would take the finance piece and get the board to get more understanding of the financial functioning. I was a minority. And PED has PED is not going to take over the Board of Finance. So we're just going to move so just that you know that that's not still hanging out there; okay?	7
2 3 4 5 6 7 8 9 10 11 12	approved, that the Chair provide the school with a certificate showing that the governing board has been qualified as a Board of Finance, and the board will comply with the Open Meetings Act. THE CHAIR: Second. There's a motion by Commissioner Carrillo, a second by Commissioner Gipson. All in favor? (Commissioners so indicate.) THE CHAIR: Opposed? (No response.) THE CHAIR: Hearing no opposition, the motion passes.	2 3 4 5 6 7 8 9 10 11	time moving forward, it would allow the board to be able to focus on what the board the work that the board needs to do and really more of a team-building. And that would take the finance piece and get the board to get more understanding of the financial functioning. I was a minority. And PED has PED is not going to take over the Board of Finance. So we're just going to move so just that you know that that's not still hanging out there; okay? VICE CHAIR CARRILLO: I'm sorry. They	7
2 3 4 5 6 7 8 9 10 11 12 13	approved, that the Chair provide the school with a certificate showing that the governing board has been qualified as a Board of Finance, and the board will comply with the Open Meetings Act. THE CHAIR: Second. There's a motion by Commissioner Carrillo, a second by Commissioner Gipson. All in favor? (Commissioners so indicate.) THE CHAIR: Opposed? (No response.) THE CHAIR: Hearing no opposition, the motion passes. So now we are on to the bigger picture.	2 3 4 5 6 7 8 9 10 11 12 13	time moving forward, it would allow the board to be able to focus on what the board the work that the board needs to do and really more of a team-building. And that would take the finance piece and get the board to get more understanding of the financial functioning. I was a minority. And PED has PED is not going to take over the Board of Finance. So we're just going to move so just that you know that that's not still hanging out there; okay?	77
2 3 4 5 6 7 8 9 10 11 12 13 14	approved, that the Chair provide the school with a certificate showing that the governing board has been qualified as a Board of Finance, and the board will comply with the Open Meetings Act. THE CHAIR: Second. There's a motion by Commissioner Carrillo, a second by Commissioner Gipson. All in favor? (Commissioners so indicate.) THE CHAIR: Opposed? (No response.) THE CHAIR: Hearing no opposition, the motion passes. So now we are on to the bigger picture. VICE CHAIR CARRILLO: So can we do the	2 3 4 5 6 7 8 9 10 11 12 13	time moving forward, it would allow the board to be able to focus on what the board the work that the board needs to do and really more of a team-building. And that would take the finance piece and get the board to get more understanding of the financial functioning. I was a minority. And PED has PED is not going to take over the Board of Finance. So we're just going to move so just that you know that that's not still hanging out there; okay? VICE CHAIR CARRILLO: I'm sorry. They	97
2 3 4 5 6 7 8 9 10 11 12 13 14 15	approved, that the Chair provide the school with a certificate showing that the governing board has been qualified as a Board of Finance, and the board will comply with the Open Meetings Act. THE CHAIR: Second. There's a motion by Commissioner Carrillo, a second by Commissioner Gipson. All in favor? (Commissioners so indicate.) THE CHAIR: Opposed? (No response.) THE CHAIR: Hearing no opposition, the motion passes. So now we are on to the bigger picture. VICE CHAIR CARRILLO: So can we do the Annual Report first? We didn't accept	2 3 4 5 6 7 8 9 10 11 12 13	time moving forward, it would allow the board to be able to focus on what the board the work that the board needs to do and really more of a team-building. And that would take the finance piece and get the board to get more understanding of the financial functioning. I was a minority. And PED has PED is not going to take over the Board of Finance. So we're just going to move so just that you know that that's not still hanging out there; okay? VICE CHAIR CARRILLO: I'm sorry. They said no?	77
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16	approved, that the Chair provide the school with a certificate showing that the governing board has been qualified as a Board of Finance, and the board will comply with the Open Meetings Act. THE CHAIR: Second. There's a motion by Commissioner Carrillo, a second by Commissioner Gipson. All in favor? (Commissioners so indicate.) THE CHAIR: Opposed? (No response.) THE CHAIR: Hearing no opposition, the motion passes. So now we are on to the bigger picture. VICE CHAIR CARRILLO: So can we do the Annual Report first? We didn't accept THE CHAIR: So, yeah. I'm going to say	2 3 4 5 6 7 8 9 10 11 12 13	time moving forward, it would allow the board to be able to focus on what the board the work that the board needs to do and really more of a team-building. And that would take the finance piece and get the board to get more understanding of the financial functioning. I was a minority. And PED has PED is not going to take over the Board of Finance. So we're just going to move so just that you know that that's not still hanging out there; okay? VICE CHAIR CARRILLO: I'm sorry. They said no? THE CHAIR: They said no, yeah.	
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	approved, that the Chair provide the school with a certificate showing that the governing board has been qualified as a Board of Finance, and the board will comply with the Open Meetings Act. THE CHAIR: Second. There's a motion by Commissioner Carrillo, a second by Commissioner Gipson. All in favor? (Commissioners so indicate.) THE CHAIR: Opposed? (No response.) THE CHAIR: Hearing no opposition, the motion passes. So now we are on to the bigger picture. VICE CHAIR CARRILLO: So can we do the Annual Report first? We didn't accept	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	time moving forward, it would allow the board to be able to focus on what the board the work that the board needs to do and really more of a team-building. And that would take the finance piece and get the board to get more understanding of the financial functioning. I was a minority. And PED has PED is not going to take over the Board of Finance. So we're just going to move so just that you know that that's not still hanging out there; okay? VICE CHAIR CARRILLO: I'm sorry. They said no? THE CHAIR: They said no, yeah. VICE CHAIR CARRILLO: I'm sorry.	
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	approved, that the Chair provide the school with a certificate showing that the governing board has been qualified as a Board of Finance, and the board will comply with the Open Meetings Act. THE CHAIR: Second. There's a motion by Commissioner Carrillo, a second by Commissioner Gipson. All in favor? (Commissioners so indicate.) THE CHAIR: Opposed? (No response.) THE CHAIR: Hearing no opposition, the motion passes. So now we are on to the bigger picture. VICE CHAIR CARRILLO: So can we do the Annual Report first? We didn't accept THE CHAIR: So, yeah. I'm going to say congratulations before we move on. So let's just do that.	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	time moving forward, it would allow the board to be able to focus on what the board the work that the board needs to do and really more of a team-building. And that would take the finance piece and get the board to get more understanding of the financial functioning. I was a minority. And PED has PED is not going to take over the Board of Finance. So we're just going to move so just that you know that that's not still hanging out there; okay? VICE CHAIR CARRILLO: I'm sorry. They said no? THE CHAIR: They said no, yeah. VICE CHAIR CARRILLO: I'm sorry. COMMISSIONER BURT: The less involvement.	
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	approved, that the Chair provide the school with a certificate showing that the governing board has been qualified as a Board of Finance, and the board will comply with the Open Meetings Act. THE CHAIR: Second. There's a motion by Commissioner Carrillo, a second by Commissioner Gipson. All in favor? (Commissioners so indicate.) THE CHAIR: Opposed? (No response.) THE CHAIR: Hearing no opposition, the motion passes. So now we are on to the bigger picture. VICE CHAIR CARRILLO: So can we do the Annual Report first? We didn't accept THE CHAIR: So, yeah. I'm going to say congratulations before we move on. So let's just do that. VICE CHAIR CARRILLO: You guys.	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	time moving forward, it would allow the board to be able to focus on what the board the work that the board needs to do and really more of a team-building. And that would take the finance piece and get the board to get more understanding of the financial functioning. I was a minority. And PED has PED is not going to take over the Board of Finance. So we're just going to move so just that you know that that's not still hanging out there; okay? VICE CHAIR CARRILLO: I'm sorry. They said no? THE CHAIR: They said no, yeah. VICE CHAIR CARRILLO: I'm sorry. COMMISSIONER BURT: The less involvement from PED in the new board, the better. I mean, if	
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	approved, that the Chair provide the school with a certificate showing that the governing board has been qualified as a Board of Finance, and the board will comply with the Open Meetings Act. THE CHAIR: Second. There's a motion by Commissioner Carrillo, a second by Commissioner Gipson. All in favor? (Commissioners so indicate.) THE CHAIR: Opposed? (No response.) THE CHAIR: Hearing no opposition, the motion passes. So now we are on to the bigger picture. VICE CHAIR CARRILLO: So can we do the Annual Report first? We didn't accept THE CHAIR: So, yeah. I'm going to say congratulations before we move on. So let's just do that.	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	time moving forward, it would allow the board to be able to focus on what the board the work that the board needs to do and really more of a team-building. And that would take the finance piece and get the board to get more understanding of the financial functioning. I was a minority. And PED has PED is not going to take over the Board of Finance. So we're just going to move so just that you know that that's not still hanging out there; okay? VICE CHAIR CARRILLO: I'm sorry. They said no? THE CHAIR: They said no, yeah. VICE CHAIR CARRILLO: I'm sorry. COMMISSIONER BURT: The less involvement from PED in the new board, the better. I mean, if they did not have a new board coming on board, I	
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	approved, that the Chair provide the school with a certificate showing that the governing board has been qualified as a Board of Finance, and the board will comply with the Open Meetings Act. THE CHAIR: Second. There's a motion by Commissioner Carrillo, a second by Commissioner Gipson. All in favor? (Commissioners so indicate.) THE CHAIR: Opposed? (No response.) THE CHAIR: Hearing no opposition, the motion passes. So now we are on to the bigger picture. VICE CHAIR CARRILLO: So can we do the Annual Report first? We didn't accept THE CHAIR: So, yeah. I'm going to say congratulations before we move on. So let's just do that. VICE CHAIR CARRILLO: You guys. THE CHAIR: Congratulations and great work.	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	time moving forward, it would allow the board to be able to focus on what the board the work that the board needs to do and really more of a team-building. And that would take the finance piece and get the board to get more understanding of the financial functioning. I was a minority. And PED has PED is not going to take over the Board of Finance. So we're just going to move so just that you know that that's not still hanging out there; okay? VICE CHAIR CARRILLO: I'm sorry. They said no? THE CHAIR: They said no, yeah. VICE CHAIR CARRILLO: I'm sorry. COMMISSIONER BURT: The less involvement from PED in the new board, the better. I mean, if they did not have a new board coming on board, I would be more concerned. They have five active	
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	approved, that the Chair provide the school with a certificate showing that the governing board has been qualified as a Board of Finance, and the board will comply with the Open Meetings Act. THE CHAIR: Second. There's a motion by Commissioner Carrillo, a second by Commissioner Gipson. All in favor? (Commissioners so indicate.) THE CHAIR: Opposed? (No response.) THE CHAIR: Hearing no opposition, the motion passes. So now we are on to the bigger picture. VICE CHAIR CARRILLO: So can we do the Annual Report first? We didn't accept THE CHAIR: So, yeah. I'm going to say congratulations before we move on. So let's just do that. VICE CHAIR CARRILLO: You guys. THE CHAIR: Congratulations and great work. So we don't have to look at accepting.	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	time moving forward, it would allow the board to be able to focus on what the board the work that the board needs to do and really more of a team-building. And that would take the finance piece and get the board to get more understanding of the financial functioning. I was a minority. And PED has PED is not going to take over the Board of Finance. So we're just going to move so just that you know that that's not still hanging out there; okay? VICE CHAIR CARRILLO: I'm sorry. They said no? THE CHAIR: They said no, yeah. VICE CHAIR CARRILLO: I'm sorry. COMMISSIONER BURT: The less involvement from PED in the new board, the better. I mean, if they did not have a new board coming on board, I would be more concerned. They have five active members now. PED has doesn't need to do we	
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23	approved, that the Chair provide the school with a certificate showing that the governing board has been qualified as a Board of Finance, and the board will comply with the Open Meetings Act. THE CHAIR: Second. There's a motion by Commissioner Carrillo, a second by Commissioner Gipson. All in favor? (Commissioners so indicate.) THE CHAIR: Opposed? (No response.) THE CHAIR: Hearing no opposition, the motion passes. So now we are on to the bigger picture. VICE CHAIR CARRILLO: So can we do the Annual Report first? We didn't accept THE CHAIR: So, yeah. I'm going to say congratulations before we move on. So let's just do that. VICE CHAIR CARRILLO: You guys. THE CHAIR: Congratulations and great work. So we don't have to look at accepting.	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	time moving forward, it would allow the board to be able to focus on what the board the work that the board needs to do and really more of a team-building. And that would take the finance piece and get the board to get more understanding of the financial functioning. I was a minority. And PED has PED is not going to take over the Board of Finance. So we're just going to move so just that you know that that's not still hanging out there; okay? VICE CHAIR CARRILLO: I'm sorry. They said no? THE CHAIR: They said no, yeah. VICE CHAIR CARRILLO: I'm sorry. COMMISSIONER BURT: The less involvement from PED in the new board, the better. I mean, if they did not have a new board coming on board, I would be more concerned. They have five active members now. PED has doesn't need to do we don't want intervention when	
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24	approved, that the Chair provide the school with a certificate showing that the governing board has been qualified as a Board of Finance, and the board will comply with the Open Meetings Act. THE CHAIR: Second. There's a motion by Commissioner Carrillo, a second by Commissioner Gipson. All in favor? (Commissioners so indicate.) THE CHAIR: Opposed? (No response.) THE CHAIR: Hearing no opposition, the motion passes. So now we are on to the bigger picture. VICE CHAIR CARRILLO: So can we do the Annual Report first? We didn't accept THE CHAIR: So, yeah. I'm going to say congratulations before we move on. So let's just do that. VICE CHAIR CARRILLO: You guys. THE CHAIR: Congratulations and great work. So we don't have to look at accepting. So I'm going to say for me, I'm fine with what we've done already with the Annual Report.	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	time moving forward, it would allow the board to be able to focus on what the board the work that the board needs to do and really more of a team-building. And that would take the finance piece and get the board to get more understanding of the financial functioning. I was a minority. And PED has PED is not going to take over the Board of Finance. So we're just going to move so just that you know that that's not still hanging out there; okay? VICE CHAIR CARRILLO: I'm sorry. They said no? THE CHAIR: They said no, yeah. VICE CHAIR CARRILLO: I'm sorry. COMMISSIONER BURT: The less involvement from PED in the new board, the better. I mean, if they did not have a new board coming on board, I would be more concerned. They have five active members now. PED has doesn't need to do we don't want intervention when VICE CHAIR CARRILLO: No. I get that, especially not no offense intended to anybody in this building. But, yeah. No, I	
2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23	approved, that the Chair provide the school with a certificate showing that the governing board has been qualified as a Board of Finance, and the board will comply with the Open Meetings Act. THE CHAIR: Second. There's a motion by Commissioner Carrillo, a second by Commissioner Gipson. All in favor? (Commissioners so indicate.) THE CHAIR: Opposed? (No response.) THE CHAIR: Hearing no opposition, the motion passes. So now we are on to the bigger picture. VICE CHAIR CARRILLO: So can we do the Annual Report first? We didn't accept THE CHAIR: So, yeah. I'm going to say congratulations before we move on. So let's just do that. VICE CHAIR CARRILLO: You guys. THE CHAIR: Congratulations and great work. So we don't have to look at accepting.	2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23	time moving forward, it would allow the board to be able to focus on what the board the work that the board needs to do and really more of a team-building. And that would take the finance piece and get the board to get more understanding of the financial functioning. I was a minority. And PED has PED is not going to take over the Board of Finance. So we're just going to move so just that you know that that's not still hanging out there; okay? VICE CHAIR CARRILLO: I'm sorry. They said no? THE CHAIR: They said no, yeah. VICE CHAIR CARRILLO: I'm sorry. COMMISSIONER BURT: The less involvement from PED in the new board, the better. I mean, if they did not have a new board coming on board, I would be more concerned. They have five active members now. PED has doesn't need to do we don't want intervention when VICE CHAIR CARRILLO: No. I get that, especially not no offense intended to anybody in	

2.

it's not going to happen. So we're done with that.

So now the discussion needs to take place at to what sort of --

VICE CHAIR CARRILLO: In Letters of Concern or --

DIRECTOR CORINA CHAVEZ: I was assuming that you might say, Madam Chair, that the discussion might be what this board needs to do moving forward.

THE CHAIR: Correct. And what supports can come from us in terms of being able to make sure -- and also taking a look at a Letter of Concern that may outline some benchmarks that -- and I'm -- we have to talk about that, you know, what the expectation is moving forward and any kind of reports back from the school that we may want to -- want to see, which would go into that Letter of Concern. It would outline those expectations.

Sure.

2.1

MR. DANIEL IVEY-SOTO: Madam Chair, as I mentioned to you this morning when I came in, one of the things that I think should be helpful for the PEC in this process -- and, first of all, we would gladly accept the supports -- is that the school is up for renewal next year, so that you will have a top-to-bottom evaluation of how we are doing,

okay. Next month they'll come, and we can kind of close them out.

I would like it even better if it's today, because we've just accepted that we do have a board. I want to just -- the students -- you guys are so incredible. You really are. I mean -- and I do think -- I -- I was worried on Tuesday.

And I'll just reiterate it today. I don't want it to ever feel like a punishment when people go advocate for change and then change happens, and then you get punished for doing that advocacy. Like, to ever think, like, if I had just left it alone -- you know, like, that that would have been better is really sad.

So I apologize that that's kind of what it looked like coming on board on Tuesday is that you wanted change, change happened, and now you're getting punished for it.

So I think we could have done it differently as well, on our side.

But I am grateful for where we are today and the information that we have, the actions that happened leading to this.

And I do -- I genuinely have every good will and intention that this change will have been

particularly -- not just longitudinally over the last five years, but how we're doing with the new board as we come back for renewal next year.

So that will happen in the normal course of business through that process, in addition to the supports that we've discussed.

THE CHAIR: Okay.

MS. JULIA BARNES: I just wanted to mention that one more thing that the PEC can do -- and you've done it for other schools -- is issue a Notice of Concern over what is now a past issue, that that -- the previous governing board fell to four, was not a board -- was not the required number to sustain a Board of Finance, and immediately put them back into good standing, so that that is in the Record of Performance.

You do not have to do it. But you actually have done that recently with another school, to have it in the -- have it in the Record of Performance.

THE CHAIR: Commissioner Burt?
COMMISSIONER BURT: That's, actually -- I
think that's the most I would support is that. And,
actually, I was thinking -- when I was considering
what could possibly happen, I was thinking, well,

for the better, and that a year from now, when you're here to renew, it'll have -- you'll have a different story to tell the next time you're in front of this Commission.

But I do think we're here about -- it's a very narrow focus that we have today. It is about the fact that the whole board resigned and what do we do. And there's been a solution to that. So I don't want to go to any further steps outside of that with -- knowing -- or hearing or going through any other kind of issues or challenges the school is facing.

I'm in the -- from my perspective, in my role, my job now is to step back, let you all connect with CSD, let you all connect with your community partners, and you all have the autonomy to figure out how you're going to address the needs of your school.

You know the data. Everyone at this table can be a very data-oriented person, having your previous roles. And, Rebecca, you come across as a very data-oriented person, which I appreciate. And I think for me, as an authorizer, my job now is to step back, the basics are fulfilled, and to step back and let the work happen.

So I actually really appreciate the idea of -- I do think this is important to issue a Letter of Concern, for it to be a part of the Record of Performance, because if there is something that continues or something else happens, I don't want it to be like, "Oh, this is the first time, and now we have to start from scratch" kind of thing.

But at the same time, I also don't want to micromanage or superimpose any kind of direction onto the school that is unnecessary for me as an authorizer.

So that's really where I'm standing today is keeping it simple. I don't want to take action on -- on the report. I don't want to take action on anything else. I really feel like that's kind of the simplicity of it.

And I do hope that, you know, in moving forward, everyone can get on the same page. And now you have a renewal to consider coming up next, and you can move past this and start -- and start the work of looking at any deficits, keeping up the good things at the school. Because it's obvious there are good things happening at this school.

And I also just want to make a quick -- I mean, I've just seen it often, in schools in

We're not your support.

But I do think we're supportive of you. And whatever actions that you need to take in order to progress your school, I do hope CSD can be a great partner for you.

And I hope all your external partners can come together. And it seems like you have so much, which is such a beautiful thing for a school. And sometimes that's the hard part for a school is you're on an island, and you don't have any extra support; right?

So for you all to have that piece obviously in play is a really spectacular part of the school that I hope continues forever. And then you just keep making those little increases where you need to.

So, you know, when systems change, it's always hard, and there's always pushback for people that may have benefited from a system before the change.

So just take -- allow people to come together to work together, take that all with consideration, that sometimes emotions overweigh logic every once in a while. And it's important to get to that -- like, to understand that, that, you

particular, where a school is not doing well, and we're not doing anything about it, and then someone comes and wants to take action and make improvements or make a change to improve a school, and they get punished for it.

And so I am -- I'm ready to turn the -- turn the dial on that. You know, if we cannot do formative actions when schools are getting close to that area, I think that's why we -- we tend to jump is because we're -- and I know we've done a lot of work to develop those processes to where, annually, we're able to do more, to take more action.

But I do want us to consider, like, issues at the school are not brand new. And in my term, this is the first time that this school has been up for any kind of action from the authorizer. And that, to me, is -- that's inappropriate.

So I do think -- I think we're getting better at it. We're on that path. I think we have more work to do to get there. But I do think that that negatively impacts not just the school, but the community when we go to those measures as well.

So, once again, I think we're getting better, on our side as well as your authorizer. And I don't think the support comes from us at all.

1 know, sometimes it may not be logical how people 2 feel.

> But it -- those feelings still are valid for how to do that and how to connect and how to make progress moving forward.

But I am really grateful -- I do think if this school had not done the actions that were taken, we would be in a very different situation today; very, very different situation.

So I'm grateful to be able to say I would like to issue a Letter of Concern, close it, and be able to let you move forward.

THE CHAIR: Commissioner Clahchischilliage.

COMMISSIONER CLAHCHISCHILLIAGE:

Ya'at'eeh. I'm Sharon. And I'm (Navajo spoken).

And I want to extend my congratulations to all of you. And I can just imagine what you've been going through the last few days.

And I ditto what everyone said. And you have very strong support. I want to thank you for your strong prayers and for including us in those prayers. So very moving.

I also want to give a shout-out to your

attorney. And thank you for enforcing the courage, the challenge, the confidence to move forward in all of this. And I think that's what probably really helped. Not probably; I know that's what helped everybody there, because your confidence in what they were doing and what they were representing couldn't have really gone forward without the help that you extended.

2.

And I'm just -- I am so thankful for that.

And I noted there would have been more questions that came forward had you not been there. And you just being there with them, being a presence, I think, really helped. So thank you so much for that.

And I want to thank the parents who are here. A lot of times it's very difficult to have a lot of our parents involved like this, because we still have the thinking that the education system is taking care of our children; therefore, we step back and we don't need to be involved.

Well, just, this shows that times are changing, and we really need to be involved. So thank you for being a part of that.

And I thank the administration for just hanging in there, even though there's a lot of

And wanting to have a Corrective Action Plan is in no way punishing the school or anything. It's just -- for me, it's about the Commission having the accountability piece.

Because you know what happens? What could happen is your renewal comes up next November-December; right? And then there can be a lot of issues that come up in that renewal. I'm not saying this will happen, but we've seen it happen, a lot of issues that come up in that renewal that really kind of render the school -- you're not capable of remaining open, let's just say.

I've been on this Commission, and I've seen technicalities that are then taken to district court. And a school that absolutely should not be operating, the district court overturns our decision. And the PED is upholding that decision and the district court then overturns it, and the school continues to operate with all the deficiencies that it had, mostly because we didn't dot the I and cross the T. There's something seriously wrong with that.

So I really think that having a Corrective Action Plan is in no way a reflection of our lack of confidence in the school. It's just the

question. And especially you. Oh, my gosh. What you had to go through with all of this is just very encouraging to see. So thank you.

And I -- we're here for you. We're going to help you, especially the new board members and -- in strong prayers and extending that to you.

And thank you again, Senator. Thank you so much.

(Navajo spoken.) Thank you.

THE CHAIR: We're not making a motion yet. So you're -- you're in the queue. So it's Commissioner Carrillo, then Commissioner Brauer, and then Commissioner Ingham.

VICE CHAIR CARRILLO: Thank you. So I support a Letter of Concern, absolutely, because of what's transpired over the past but I think there needs to be -- I think the school needs to be put on a Corrective Action Plan. And the reason is there needs to be -- we can't shirk the accountability piece.

Right now -- right now, yeah. Right now, we have five new board members. Right now, we have a solid head administrator. We have absolutely a student body that's really interested in making sure things go forward.

accountability piece.

The Corrective Action Plan includes things -- because this was a serious -- at least it was presented to me by Major Sky as a kind of infraction, the complete shutout of the public forum and the kids and the violation of the Open Meetings Act. I think you would have something in the Corrective Action Plan where there is a reporting piece that needs to go to CSD, not to us, that you're upholding the OMA, that there is a public forum.

And you have the choice of actually whether or not you have public forum. That's not part of the OMA that you have to. It's my experience and my suggestion that you always have a public forum that goes before the agenda. You know, you can even do something really innovative. And I think based on the example of Lincoln, Major Sky, and Maya -- I just love that -- that -- we did this in Santa Fe.

And a few other districts around the State (audio distortion) two student board members (audio distortion) voting on the board. And -- because we were always getting, you know, up-to-date, relevant input from the student body.

And they're chosen by their peers. And it just -- it can be a great step. And I say that because of what I've experienced with the school over this last month, say. Because I'd say it's about a month since the very first time that Major Sky reached out to me.

So I would have that as part of a Corrective Action Plan.

2.

2.1

I'd want to see that there's an academic plan in place, because -- I mean, you're acknowledged -- this is not -- I'm not calling anybody out for anything. Obviously, there hasn't been oversight -- right? -- from the last board.

And I don't know if any of you listening are here, remarkably irresponsible for you to resign the way you did and shirking your responsibilities.

But I would like to see an academic plan as part of a Corrective Action Plan. This also has you moving on the right pathway; right? So when it comes time for renewal, not -- in keeping with what Mr. Ivey-Soto said, what's past is past, but what's right now, going -- I would count more of what happens in the next -- this next year towards your renewal than anything going further into the past, because I feel like with -- I know I'm not agreeing

student body and their desire to make sure that this school succeeds.

I have confidence in the three of you in making sure that this school succeeds.

But I also want accountability. And I don't think that's unreasonable. So that's where I am in this.

THE CHAIR: Commissioner Brauer, I think you're next in the queue.

COMMISSIONER BRAUER: Great. Thank you, Chair Gipson. Thank you again to the school staff and the student leaders here and the community.

I -- I just have one -- one brief question for Ms. Freeland and Ms. Poblano.

Have you all seen the updated -- and I'm assuming probably you haven't had much time since the results were released this week.

But have you all had a chance to see the new Vistas scores? Has that been shared with you yet? And have you seen the performance framework results for 2023-'24?

MS. SANDRA FREELAND: Thank you. In public preview, 'cause we don't have the accesses, administrative rights. But looking at what was shared, they've made more than two years' gain as a

with you here, Ms. Burt.

But I do -- we're turning a page here; okay? So let's base future decisions and everything on where we are now and where we are going forward.

I'd want to see that -- and it's not stringent at all. I'd want to see that your board completes its coursework, I would say, within the next 60 days. I don't think that's unreasonable. Thirty might be pushing it, but 60, definitely not unreasonable. That, to me, would be part of a Corrective Action Plan.

And I'm so happy to write some of this down, because I think I'm in the minority on the Commission on doing a Corrective Action Plan. At least, then, all of this is becoming part of the record, and that you can know where I stand.

And I stand -- and if any of this is being interpreted negatively, absolutely not. I stand in 100 percent support of this school; okay? And I do so because of Major Sky and Lincoln and Maya; okay?

And now I know -- I don't know -- we haven't worked together, really, right now, Sandra and Louella, so I don't have a history with you both.

And so -- but I am excited about your

school, compared to previous years.

And so with the Vista changing from other performance measures, the components are pretty much the same as far as reading and math performances, and so -- as previous tests. So the gains is a testament to the students and the administration as well and the teachers.

You can tweak educational frameworks as many ways as you want. But it still comes out with the same rubrics. And so I think that two and a half -- was it two and a half? -- two tiers -- two-tier growth is a testament in and of itself. So what's working needs to be enriched.

COMMISSIONER BRAUER: Yeah. Yeah. Great. MS. SANDRA FREELAND: So I'm familiar with frameworks.

COMMISSIONER BRAUER: I guess -- I'm sorry, Ms. Freeland. Did you all see the performance framework that we -- for the school that's used with the contract with us?

 $\label{eq:MS.SANDRA} MS. SANDRA FREELAND: \ That's not on public format. So...$

COMMISSIONER BRAUER: I think it's something the school leader can provide. That's something to really dig into and to see -- see what

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

next steps you all are going to do.

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

Because I know you've been here for less than three minutes in terms of being the leadership of the school. And I acknowledge that, and I applaud you for that. But the work has to begin, like, quickly.

MS. SANDRA FREELAND: Yeah. Yeah. COMMISSIONER BRAUER: I just want to make sure, like, everyone is working with that information so that we can make that happen.

I want to acknowledge something real quick. I just wanted to acknowledge Commissioner Clahchischilliage. There are co-counsels here. And so I just wanted to acknowledge Natasha's work, along with Mr. Ivey-Soto, in supporting this school.

I don't know who decided on this. It's -you know, my opinion that it was, like, fabulous, and you all worked together to support the school in a very quick period of time. And I just really appreciate you both in doing that. So marvelous job on that.

I want to also just acknowledge that I do have a -- not to the point of a conflict of interest. But, Commissioners, I do have a very deep connection to this school. Gallup was my home for

Commission here that's working with you, that there are only a few of us who want to really regulate right now.

And that's different.

And I'm just going to use my time here to share that that -- that -- the less amount of oversight that we provide comes with a deep responsibility, the responsibility to, like, comply and commit to the changes that we need.

And we don't have to share all the things that need to change. You all know it. And so I hope -- and Commissioner Burt changed me a little bit, because I'm one of those Democrats that is very deregulation. It's not part of -- my Republican relatives up here, I'm in your camp on that. I'm, like, deregulate.

Commissioner Ingham, I know you appreciate that. Thank you. Commissioner Beck.

When it comes to children, I feel like there needs to be some oversight. But where I'm at right now is that, like, I feel like I just want to share with the students. As much as you stood up today, keep standing up for the change that you need at your school.

And it's not about one staff member; it's

115

117

about ten years. But I also spent some time at the Smith Lake Elementary School in GMCS. And then I worked with NACA Inspired Schools to help launch the school in 2016.

So I was on your side, if Chair Gipson remembers, to get the school opened. And there were many questions from the Commission, a very different Commission than when we were there.

And I want to make sure that everyone comprehends that. Because I think in the world where we live right now, we, oftentimes -- it's hard, because of the pain that we still see in this world and the inequity that we still see, it's hard to see the glimmers of change that has happened.

And I think that we were in the world when this school was opened, and Chair Gipson -- correct me if I'm wrong, and, obviously, this is no offense towards you, because I know where your heart and where your hopes were.

But there were conversations at the time in 2015 of teaching Navajo is teaching religion in schools. And that's where we were.

And, today, we're not perfect. The system is not perfect. But there has been progress. And I just wanted to acknowledge that, that you have a

not about the board. It's about making sure you're getting the supports that you need to be productive community and tribal leaders who have all of the options in the world to take on and make our world a better place.

And this is our moment. Like, the leadership in front of us, this is your moment. This is what -- I know that's what's in your heart. Now we have to commit and comply and not look at us as the ones that are going to give you all the answers and give you the step-by-step Corrective Action Plan to do.

Obviously, that's on you to do. You have co-counsel that can help you that have been around the block, both of them.

So I just want to make sure that you hear -- if we don't take very specific, stringent, regulatory action today, that's not to say you're off the hook. Because, boy, oh, boy, even if there was changes in the results for students -- and I'm so glad you're at Traditional on the Vista program this year -- there's still a lot of work to be done in making sure students are continuing to have the options that we want them to have: percentage points of growth, percentage points of proficiency at

Six Directions.

2.

And, again, I take this as a personal connection, because I supported the school in opening, like, I want to -- kids need to thrive in all the ways of leadership. We can't pick and choose the ones we care most about. It's all of it.

So today, I hope that as we move forward and we make some next steps, regardless of what we do here, you're up for renewal next year that's another huge door-opener or door-closer.

And I would hate to have students come up again next year to try to save the school. I'm going to see you, all of you, come up here next year to show that the school is thriving, that the school has seen -- this is a moment.

And out of the darkness, like, comes light and comes -- comes experiences that we're all going to be really proud of. But that's not going to be coming from us today; that's going to be on you all.

I hope that with this new group of leadership, new group of documents, that we take a very serious reflection and continuous learning kind of mindset, that we see this as a moment. Because we all want to see this school thrive. We all want to see the young people in here, and also the ones

need supports. We all have mentors. We all monitor each other.

Leadership at school, oftentimes -- you know how the adage goes: It's oftentimes really lonely at the top. That's very true. This is a point where you can't afford to be lonely, reaching out to folks to see what resources are available to make sure we're doing right by our kids.

I believe in everyone in this room. I believe in the Commission. I want to make sure that this school continues to thrive. And it's really on you all. And I want to see this as a moment to somewhat celebrate, but to also start rolling up sleeves, because we can't afford any more time; like, the percentages of academic success has to go up, has to go up.

The opportunities that go beyond academics, we have to make sure all of our students are thriving in those moments. In the school as an organization, you all are hurting. And now it's a moment of time to, like, really come together and figure out how do we -- how do we just heal and then go move into action.

Because healing is important, but, like, action is really pivotal right now at this stage.

that are still back in Gallup, Zuni, and the Navajo Nation, get what they deserve.

And that's on us to make that happen. So for me, there's just a couple of other things that I think about in terms of learning and continuous improvement.

I'm going to spitball a few things if I was in your shoes right now. I know it doesn't matter. This might be just all hypothetical. But I figured I would just share a couple of things. I'm a coach, and I like to think about next steps.

The first one that we talk about is, you know -- I'm not sure what NISN's relationship with the school is, but there's a lot of resources there. The board needs to consider what kind of relationship they want with NISN, because there's a lot of really talented people there.

There's not another reasonable charter network like NISN that works with indigenous-led schools. So it would behoove you to think about what kind of relationship you have with them for free support.

I also think about mentorship, really thinking about what that would look like for governing council and head administrator. We all Thank you.

THE CHAIR: Commissioner Ingham. COMMISSIONER INGHAM: Okay. I was wondering if the kids in the hall, if they wouldn't

mind -- if they're willing to come back in. I just wanted to issue a little challenge to them.

You guys, thank you for coming back in. I just -- I want to speak to you guys. I want to tell you how proud I am of you guys. I want to say how important it is the steps that you've taken and the maturity that you've shown and what you've done.

That maturity is -- is far beyond what most of us would expect for kids in school. I'm just going to ask you, though, and I'm going to say that this isn't -- this is for all you guys that are coming in. This is a challenge.

You guys have shown us so much and how much you want your school to succeed. I'm going to ask you guys, and I'm going to challenge you guys, because we see kids in schools that aren't motivated that don't -- don't really care about learning their academics. And they -- that's a shame. It's a heart-breaking thing for us that are trying to promote education.

I would ask you guys, there is something

you guys can do. You guys can be diligent and be disciplined about your studies. You guys can bring this school around to a whole different level. And you know what? I just want you guys -- when we come back for renewal, I know that the acad- -- we won't have the data. Blah, blah, blah, blah, blah.

The reality is, we're going to know if you guys have stepped up and done the work to make your school successful. This isn't -- I know -- I'm speaking to you youngsters. I call you "youngsters" because I'm really old.

But I -- I know that you have it in you. I've never seen a group of kids that had this much gumption and willingness to step up.

So I'm going to ask you. I'm going to plead with you and I'm going to challenge you. Step up. Do your homework. Really focus on your academics. Recognize reading is going to make the difference for you for the rest of your lives.

So please really do your work. And I'm going to ask you parents in the room. Support your kids in this. Do everything you can do so when you guys come back for renewal, you can be the -- just something that you guys can be so proud of, but that you can knock it dead; I mean, just knock it out of

prompts are where are you going in the future?

So I think it allows for the school to really have those, hopefully, deeper and meaningful conversations with the administration, with the board, with the community, and working on that together.

I know that PCSNM is now engaged with the head administrator, with the mentor for the head administrator. So I think that's going to be extraordinarily helpful.

On our end, we go through -- we have a contract with PCSNM for board support. So I would encourage you to be in contact with the Director to see what those -- we don't require them. We don't mandate them.

But we can encourage, we can lead you in the direction for what support -- I would absolutely echo Commissioner Brauer's suggestion to touch -- you know, get in touch with NISN. And, you know, as you're looking at, you know, where do we go, what do we need, that's where, you know, the opportunities are kind of limitless what NISN can offer.

So at this time, especially when it's free, don't turn down free, you know. So I think it's really important -- I think the school needs,

the park.

And I just -- I know you can do it. So I do want to just issue you guys that challenge. Thank you for listening to me and for letting me throw some stuff out there.

Thank you.

THE CHAIR: So I just want to make a little bit of a clarification. All of our processes, all of the -- the school's contract, the school's performance frameworks, the school's annual reports, those are on our website. So those are all publicly available so that anyone can go in and find any documentation that comes from us. There's -- that's all publicly, so that you can access that.

I missed most of the conversation about conditions. I'm not in favor.

Only -- and I think especially because of the position the school is sitting in with renewal coming up, doing the renewal application does a deep dive into the processes of this school. And you're going to have to get on that soon, because it comes up quicker than you think.

So I think that's going to allow the school to really take a look at, okay, what were those past mistakes that we made and how -- and the

and I think you recognize that, yes, you have a community. But you have to maintain that community, relationship, and team building within the board so that you keep yourself strong and you can -- you learn to lean on each other for that. And I think

So, yeah, the only thing I'll support is that opening and closing.

Okay. Thanks. I apologize.

that that support can be helpful.

DIRECTOR CORINA CHAVEZ: Thank you. Thank you, Chair Gipson, Commissioners, and Six Directions community. As the director of the Charter Schools Division, I just wanted to address you also.

I am -- I am relieved that we are where we're at right now, and there is an opportunity for the school to reinvent how the head administrator is working with the board and for the board to really take the challenges of running a strong organization on behalf of the children, so that the children continue to have this school.

I'm really pleased about that, and I just want to let you know that the Charter Schools Division is here to support you as well.

We are really concerned that the new board has the source documents in hand. And that means

2.

the charter contract and the most recent information that is being published -- or it's not final, because there's a couple of indicators that are still pending. But you should have the most recent documents that show your progress and the letter from Chair Gipson that was issued after last month's meeting.

So I would ask the head administrator to please share that with the board as soon as possible. And then if there's any guidance that you need relative to accessing Open Meetings Act compliance guide or whatever, we're here to do that.

We also offer every single governing board training hour every month. So we can give you the links to how to register for that training and ask that you look at getting the training as soon as possible. And I'm really happy to see some people that have charter schools experience already on the board.

The other thing I want to let you know is that you will get a spring site visit from the Charter Schools Division, where we will go through all the items on the performance framework and give you some preliminary feedback, and ask that you pay attention to that, because that's -- this is the

Letter of Concern and a Corrective Action Plan -- I just want to make it super clear.

I don't want anyone in this room thinking "Oh, Commissioner Carrillo doesn't really support our school." If there's anyone who could even say that after what I've said previously, I would be, like, flummoxed with that.

It's just that I believe that there needs to be a Corrective Action Plan here and the accountability piece in this next year prior to renewal. That is the only thing that kind of probably separates me from the others right now on the Commission.

I support you 100 percent in your efforts. I'm here for you. You can call me any time. You know, my -- any time you can reach out. I support you 100 percent; okay? Just make no mistake about that.

All right. Thank you.

THE CHAIR: I thought you were making a motion.

Okay. Yeah, I know. No. But I thought you said before you started you're probably going to need a roll call. Got you. I misunderstood.

Commissioner Burt.

final year that you're going to have an annual report before renewal.

Then you'll have a renewal site visit in the fall. So that's two visits from the Charter Schools Division prior to renewal. And so that's opportunity to show growth. That's opportunity to show that you know what you have entered into a contract with with these lovely Commissioners who are willing to give you the opportunity to take the leadership and make the improvements that you need.

Like Commissioner Brauer, I worked for the NACA-Inspired Schools Network and helped launch this school. And I know that one of the things that was important to the founders of this school and the idea behind the school was that Navajo and Zuni work together on behalf of its students.

So the relationship between the Navajo and Zuni peoples at this school should be strong and should be cohesive and should be the beautiful harmony that was envisioned for the school. And that is what I hope for you all. Thank you.

VICE CHAIR CARRILLO: So prior to the motion being made -- because I -- I mean, I sense that the others on this Commission that don't necessarily agree with my ideas relative to the

COMMISSIONER BURT: Okay. Thanks. And I am -- the motion I'm going to make is going to be just off -- based off of the reason we're here today.

You know, I -- it's not that I don't necessarily agree with Commissioner Carrillo about it; but I also think we have procedures in which, at what points we take action like that -- and we did already look at the preliminary report. We took action on it, sent them a letter.

If we wanted to do a Corrective Action Plan, I believe we should have done it at that time. Or when we accept the next -- you know, the official Annual Report, that's an appropriate time to take that measure.

So that's why today, I'll be just making a motion over what we are doing today.

I move that the PEC send the school a Notice of Concern regarding the failure of the governance council to sustain the required number of members as required by law and as required to sustain a Board of Finance.

This Notice of Concern will be made part of the Record of Performance of the school.

Given the action of the school to approve

a new board, the school is put back into good

2. standing on this issue.

1

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

1

2

3

4

5

6

7

8

9

10

12

13

14

17

18

19

24

25

The letter from the Chair will also reflect that the school has been placed back in Good Standing.

THE CHAIR: Second.

There's a motion by Commissioner Burt and a second by Commissioner Gipson.

VICE CHAIR CARRILLO: I would like to make -- there's the term -- you said what is the term, because you don't like us to use the term "friendly."

I'd like to amend the motion. And the amendment would be to -- let's see -- to place the school on the Intervention Ladder with a Notice of Concern regarding organizational concerns related to Preliminary Annual Report and low academic performance in the Vistas data, and, further, that the school provide a plan for organizational improvement to CSD within 30 days. Further, that the new board complete a required governing board training within the next 60 days, and that the school provide a plan for student improvement in math and reading to the CSD within the next 30 days.

COMMISSIONER BURT: I do not accept that

as we're now a part of the official board with Six Directions indigenous School?

In response to Commissioner Carrillo's concerns, I can say that there's a plan moving forward on how to have corrective actions. I think there's twofold pieces here in the context of the adults who were not adults to carry this school forward and subsequently resigned. And that's in the past.

And so we're looking solution-forward and solution-focused.

In respect to the students represented here, I'd like to make a bridge and have a context of a majority of schools accept indigenous programs within their Western academic model.

Six Directions Indigenous School is an indigenous school that's accepting its Western model, if you can wrap your mind around that.

And it was very representative by the opening blessing and the leadership of speaking up and stepping out. And so indigenous communities are very community-focused when they're healthy. Even when we're not healthy, we circle.

And so as mentor-age -- I believe I have that autonomy to speak in that realm as an elder --

131

130

1

2.

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

133

friendly amendment. You can make a motion to do it, to amend.

VICE CHAIR CARRILLO: As regarding everything I stated, I make it a motion to so amend the -- to amend the original motion.

THE CHAIR: Not hearing a second.

VICE CHAIR CARRILLO: Do I hear a second? The amendment fails.

THE CHAIR: The amendment fails.

All in favor of the original motion,

11 unamended.

(Commissioners so indicate.)

THE CHAIR: Opposed?

VICE CHAIR CARRILLO: Opposed. That's why

15 we need a roll call. No. 16

THE CHAIR: You'll still get on -- there is a nay by Commissioner Carrillo. Let the record reflect that, please. So hearing -- there are eight Commissioners that voted aye. Correct.

20 The motion passes. Thank you very much. 21

Is there something the students wanted to 22 do? I don't want to dismiss -- if not -- but I

23 don't know.

> MS. SANDRA FREELAND: PEC Commission, as closing, can we make our closing comments as well,

the core of the indigenous values, whether it's Zuni, Navajo or other tribes, is very represented in this room. And it was before, back in the day when I would have to sit here in front of different Commissions and talk to people.

And so we're having the same conversation. But I agree with you in the context that there is growth in the sense that it's not so much politically driven as to who can take Navajo and who can take Zuni, or how much do we chunk off a budget in order to have a 30-minute allocation.

We're now in witness of a charter school that is operating within indigenous core values.

So in bridging policy and aligning, we have a vision of connecting the -- in an education rights. (Verbatim.)

If it weren't for the tribal consultation, we may not have had the support of our tribal leaders who spoke on behalf of the school.

And we also represent the focus of the mission of that school.

So the politics aside, the business at hand, the technical practice of putting a board back in place and reevaluating policies that were effective and were lapsed and gapped because of the

2

3

4

5

6

7

8

14

15

16

17

18

19

20

1

2

3

4

5

6

7

8

12

13

14

15

16

17

18

19

20

21

22

23

24

25

weakness or the toxicity of the individuals, Natives we still call relation, but we gently push aside. And so that's done.

1

2.

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

So there's no real renewal. It's a picking up where we left off and honoring the prayers that were shared in the song and moving tomorrow.

So transparency, communication, solution-focused approaches, and to policy review, Rebecca is very much a part of it. And the students, they've already dissected the policy. You have that evidence.

So getting their feedback, what would Six Directions look like in the ideal setting? And I guarantee you it's an indigenous system that's accommodating the Western model.

And so where we rally around the two-tier growth, we continue. I guarantee you the youth here and the parents are already recultivating the indigenous core values that our state was made with and in the Indian Education Act.

So there's power to the policies and procedures for Indian, the tribal consultation, and the Indian Education Act. So that is already the pathway to working with PED. And those were not reinstating the school and being back in good standing, and we move forward with that. But we were in good standing, because, indigenously, we're already performing. And the students blessed you all with that.

So, hopefully, good medicine moving forward, we will carry out the technical components we need to be a State charter. And we will do that.

9 Thank you. 10 THE CHAIR: Thank you. Thank you. I 11 appreciate it. Thank you.

12 (Recess taken, 12:20 p.m. to 12:39 p.m.) 13 (Possible off-mic discussion.)

THE CHAIR: I move that the PEC accept the changes to the performance framework and the business rules shown as Documents 12.a. and 12.b. in the meeting materials.

I further move that the Chair send a letter to Dream Diné Charter School, Explore Academy-Albuquerque, Middle College High School,

21 Northpoint Charter School, Raíces Del Saber

22 Xinachtli Community School, Renaissance Academy,

23 San Diego Riverside Charter School, School of Dreams

24 Academy, and Solare Collegiate Charter School, and 25

request that the governing boards accept an

135

parts of the policies and procedures that I looked at when I looked at the governing board oversight.

And so those are the technical components that we can wordsmith to thread it back in so that you would all have a view that this, in any other context, should not happen again.

And so I'd like to share that with you, Board, and that I do have the experience to do that.

One of my last stints in leaving the PED was I was put through the -- no. I was with the district at that time, when the school farm was going on, and we had to do the UVA training. And so I'm a three-year UVA survivor, and from principal and at the district level.

And so if any pragmatic determinants of how we can support Rebecca's brilliant ideas and her knowledge, we have that. So rest assured that that's not a personal infusion that's going to be made. We're going to really look at the technical and accountability piece, and the compliance and school improvement and the performance measure, 90-day plan, eight-week increments. You want that? We got it. We can do it.

And so I don't feel -- I appreciate your recommendation for sticking to the task here and for amendment to the performance frameworks which accepts the performance framework and business rule changes as part of their charter contracts.

COMMISSIONER TAYLOR: Second.

THE CHAIR: There's a motion by Commissioner Gipson and a second by Commissioner Taylor.

All in favor? (Commissioners so indicate.)

9 10 THE CHAIR: Opposed?

11 (No response.)

> THE CHAIR: Hearing no opposition, the motion passes.

We are on to Item -- yeah, I guess -please let the record reflect that Commissioner Burt is not in the meeting any longer.

Oh, I'm sorry. That was Item No. 12.

THE CHAIR: Item No. 13, Decision and Possible Action on New School Application.

We fixed the one area yesterday. Our -as long as Commissioners are comfortable with the

change that was made as of yesterday. VICE CHAIR CARRILLO: Change relative to plagiarism?

THE CHAIR: Correct. That was the only

change that was made yesterday.

2.

VICE CHAIR CARRILLO: Honestly, I don't recall what the fix was and what you deci- -- if there was fix and you decided on something. I remember a lot of the back and forth. But I --

THE CHAIR: It was embedded in the document that we were working on at the time.

VICE CHAIR CARRILLO: Let me just look at it. I'm fine -- yeah, I'm fine with it.

MS. JULIA BARNES: It's Document 13 on Page 3. Item No. --

VICE CHAIR CARRILLO: I have it right here.

MS. JULIA BARNES: Item No. 4.

VICE CHAIR CARRILLO: I don't recall there being agreement. But, okay.

THE CHAIR: I thought there was, and that's why the change was made.

VICE CHAIR CARRILLO: Okay. I just don't recall agreement. I recall a lot of arguing on that one issue, very spirited. I don't recall agreement; so...

THE CHAIR: So the only thing I'm going to say is the word changes were made and no one said, "Don't do that."

was. That's what I'm asking.

COMMISSIONER MANIS: I think that's fair. And I thought about this overnight. You know, we originally talked about this in terms of percentages. I know nobody wants to talk about the percentages.

But the reason why the percentages were brought up is because I think it's too rigid to -- to disqualify someone and say that it has to be zero.

I think whenever Commissioner Beck and myself, based off our experience with the software, stating that there's less than 5 percent, I don't think either of us, in our academic careers, that we would have even probably raised a red flag if something is less than 5 percent.

And so that's why the percentages initially came up. And I think the percentages are a -- an easy way to be more objective without disqualifying someone unnecessarily.

That's -- that, I think, is where the percentages can be helpful, especially to those who are reviewing, which will unlikely be that subcommittee; right? Hopefully, it doesn't get to that point.

VICE CHAIR CARRILLO: What page are you on in this -- I have no problem with it. I want to move on with this item, because it can go on forever.

MS. JULIA BARNES: Page 3 of Item No. 13. VICE CHAIR CARRILLO: Okay. And

everyone's happy with those four paragraphs in the language?

THE CHAIR: Right.

COMMISSIONER MANIS: My only concern -- and I'm going to raise this concern -- is there's lack of transparency as to what will be a concern that's raised. And there's lack of transparency as to when does it get to the point that a school is deemed disqualified. That is my concern in this regard.

THE CHAIR: Okay. So...

COMMISSIONER MANIS: No need to hash it out. But I still think there's lack of clarity with this.

THE CHAIR: Okay. So I'm going just to -before we approve this, I'm just going to ask, as we move forward with this, can we set those parameters up outside of this application process? But the applicants would certainly have to know what that So that's my -- that's the only reason why I think the percentages can be helpful, because, in my mind, if I saw a -- an application that was less than 5 percent, I would say, "Okay, this is good." I'm not even going to spend my time meeting with the applicant, going through all these little minute details.

And that makes the process simple, which is what Commissioner Burt was trying to argue for. But the process of meeting with the school, going through, line by line -- line by line with the highlights to me is not simple. That's -- that is way too much work, in my mind. But...

SECRETARY BECK: And from my experience, the percentage is a good guideline. It's a good guideline. That's what it's there for.

THE CHAIR: I mean, my hope is that -because the school had to run this prior to, there will be significantly less that has to go over line by line, you know, for me.

SECRETARY BECK: Maybe -- maybe KT, you and I should be on the subcommittee, since we've had prior experience with that software.

THE CHAIR: The subcommittee is only going to meet if there's an appeal.

SECRETARY BECK: I get it. I get it.
THE CHAIR: So we don't even know -- yeah.
And that can certainly be.

SECRETARY BECK: Down the road.

THE CHAIR: You know, for me, I've always struggled with the concept of disqualifying an applicant. I have. Because statute allows the disqualification, actually calls for the disqualification if they're in that rural area, and their owning up a school, and they're going to it because there's a -- you can't have a charter school in a school district that only has "X" population. It can't be above -- and I don't remember what the percentage was. That's, like, it, you know. Or, if they didn't put in a complete application.

So if you left -- you know, you didn't submit a budget, you left this out, boom, you're done, because it was not a complete application.

Beyond that, I've always struggled with that, because, you know, we allowed them to submit. And so I worry about that disqualification.

So I do get concerned, you know, if there's -- you know about that subjectivity that gets in there. Because how do you -- you know. So I think -- so I'm going to go back -- I don't that what you have in here is sufficient. CSD provides you with recommendations. They make decisions for you all the time.

There's subjectivity in there. And you have a due process kind of subcommittee. And then what I think is really clear is how to avoid plagiarism.

So if you're going to quote Abraham Lincoln, just put his name there.

If you're going to cite another charter school, then identify it.

So I have not gone back and run how much of an issue this has been in past applications. So it may be a one-time thing.

The thing that has concerned me the most is how deeply divided you all were about how to address that issue.

So I really like that you are having this conversation now about discussing it at the beginning of the application process and what you're going to do, because what I found difficult was how much time and effort all of the applicants had put in, and then how much -- how much conversation and depth of conversation you all felt as a Commission.

So I'm comfortable with this. I think

think -- I think it's just that bigger question.

Do we have to embed that in there now? Or can we not set in those guidelines after the fact? And then, as long as when the applicant team is starting, through Missy's training, they're informed that, "This is the guidance from the Commission that this is how the process is going to be, and this is the percentage or whatever that the disqualification will take place," and we can hash that out later. But we can live with this language right now. Okay.

VICE CHAIR CARRILLO: So I'm going to ask Julia, where are we going to get in trouble here if we're not having something more objective? And then we come back later when somebody puts an application in, and they go to Missy, and they're saying, "Well, that's not in your application's procedure."

You know, it's, like, I would rather be much more definitive. And if we're going to put percentages in, let's put them in now, and then so the people that are applying, they know. They know what the expectation is.

The subjectivity scares me on something like this, because, to me, it all means it ends up being litigated in some way.

MS. JULIA BARNES: I mean, my opinion is

that it is very reasonable. I think it's certainly clear what plagiarism is and isn't, and you don't have to plagiarize.

So I'm okay with it. I don't have any problem with this. I think you could put a floor. I think that -- I think that that might add a little bit more on that.

But, frankly, my opinion at the definition of what -- what you do to cite to something so it's not plagiarism is super clear.

THE CHAIR: Okay. Are we good?

So I move that the PEC accept the changes to the New School Application shown as Document 13 in the meeting materials.

COMMISSIONER BRAUER: Second.

THE CHAIR: There's a motion by Commissioner Gipson, a second by Commissioner Brauer.

All in favor?

20 (Commissioners so indicate.)

21 THE CHAIR: Opposed?

22 (No response.)

23 COMMISSIONER TAYLOR: Did -- did you

say -- is Bekka on? She's not? Okay.

THE CHAIR: Right.

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

COMMISSIONER TAYLOR: Right. Cool. THE CHAIR: Thank you. The motion passed, hearing no opposition.

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

We have on to Item No. 14, Report and Discussion of Assurance Form for Schools under New Contracts.

So we have an update of the rollout of the Assurance Forms. We have 134 responses from the schools, and we also have some schools listed there that have not shown in their Assurance Forms.

MS. JULIA BARNES: And so document materials in the folder that says "Assurances" are all the submitted Assurances from Epicenter.

DIRECTOR CORINA CHAVEZ: Right. So the schools that are listed under c., Dream Diné, School of Dreams Academy, San Diego Riverside, I've all reached out to them within the past month, maybe more than one time, ensuring that they were logged into Epicenter and reminding them of the Assurances requirement.

They, as of today, in Epicenter, those are still not there. I did hear from San Diego Riverside about the forms. I know they have intentions, and they have scheduled a board meeting so that they could sign the Assurances.

We contact them. We contact them. We contact them. And it's, like -- it just -- it's frustrating.

And, you know, it's -- you know, we're sitting here. And, you know, clearly, they just don't care. These three, they see us as possibly a toothless tiger. Doesn't matter what they do. They got their renewal. They got their new school. They can just, you know, blow us off any time they feel like it.

That's what this feels like. So what are we going to do about it? What can we do about it?

I'm over it. These three schools. These three schools. Dream should know better.

DIRECTOR CORINA CHAVEZ: I did get a response from Nadine on Monday, October 28th, saying she will submit the following -- following the GC meeting on that date.

So I don't know. Perhaps she's having Epicenter technical assistance -- I mean, technical issues. We did -- when I sent the e-mail, I did send the name of the Epicenter support specialist and contact. So, you know, it's nice that Epicenter does that, and I wouldn't have to walk her through the process.

147

1 VICE CHAIR CARRILLO: On this item? 2 THE CHAIR: But you haven't heard from the 3 two other schools?

DIRECTOR CORINA CHAVEZ: I have not heard that they are in process. Well, yeah, I have not herd that they are in process.

THE CHAIR: Okay.

DIRECTOR CORINA CHAVEZ: Yeah. They are aware, because they have been informed. But we don't have those Assurances yet, or a date by which --

THE CHAIR: So there's been no communication one way or another?

DIRECTOR CORINA CHAVEZ: There's been one-way communication is probably the best way to characterize it about that. I sent reminders.

THE CHAIR: There's been no communication from the school that it's coming, it's not coming --

DIRECTOR CORINA CHAVEZ: Correct.

THE CHAIR: Okay.

SECRETARY BECK: On this issue?

THE CHAIR: Commissioner Carrillo.

VICE CHAIR CARRILLO: Frustrating.

24 Everyone has intentions. How long are we going to 25

let this go on?

But -- you know. And I don't quite have time to walk everybody through the process. So I would assume that -- she did say she would submit, but they're not in Epicenter. So I haven't had a chance to give her a call and find out why.

VICE CHAIR CARRILLO: What -- I mean, you can't slap people. What can you do; right? They just continue to blow us off and it kind of is what

THE CHAIR: No. We can -- we could put them on the agenda and send them a Notice of Concern that --

VICE CHAIR CARRILLO: You're right. And there's another 30 days. It's just better that the CSD contact them as best they can and say, "Do this now. Do this now. Is "now" not in their vernacular?

MS. JULIA BARNES: I know your favorite topic is how far this goes down the pathway.

I think it is important for your new system on the Record of Performance to put people on the Intervention Ladder if they're failing to take action.

So even though you're frustrated and maybe, then, don't want to take action, I suggest 149

150 1 you take action when the schools aren't doing what 1 THE CHAIR: So what difference does it 2 2 they're supposed to be doing. make, when, in December we get it, as long as we get VICE CHAIR CARRILLO: Next agenda. 3 3 it before the meeting? 4 4 MS. JULIA BARNES: So that's what I -- I Because if I send a letter and say, "I 5 5 have one more, just, question. In looking at the want this by December 4th, and, otherwise, you're 6 6 documents that the schools provided, one school sent going to be put on the agenda, and you're going to 7 7 a pretty detailed e-mail that said, "We are be placed on the Intervention Ladder," and they send 8 8 it in December 7th. They haven't complied with the definitely doing it," but didn't fill out the actual 9 9 form. And the form itself actually has questions December 4th. 10 10 and answers that they're supposed to fill out. Are we going to put them on the 11 So I would suggest that even though that 11 Intervention Ladder? No. So what difference does 12 12 school complied and worked to really comply, that it make, when, between now and our December meeting, 13 13 that they send it in? Because if they send it in it's not just a forms for forms' sake; it actually 14 14 has them tell you if they feel like anything's out any time during that time, you're saying we're not 15 of compliance and what they're going to do. And 15 going to put them on the Intervention Ladder. 16 16 several schools did that. VICE CHAIR CARRILLO: Greater 17 I would ask that that school complete that 17 accountability is what it means. 18 18 Assurance Form. It's not one of these three. THE CHAIR: It's not. It's not. 19 DIRECTOR CORINA CHAVEZ: Commissioners, 19 VICE CHAIR CARRILLO: Yes, it is. You're 20 if, during the EC, maybe you can let me know which 20 telling them seven days instead of another 30 days 21 21 school you're seeing that on, Julia, and we can when they've already had 60 days. 22 22 THE CHAIR: What difference does it make? follow up with that school as well. 23 THE CHAIR: So I move that the -- the 23 VICE CHAIR CARRILLO: I can raise my voice 24 24 Chair provide a letter to Dream Diné Charter School, as loud as anybody wants to go. I'm right there 25 25 School of Dreams Academy, and San Diego Riverside with you. 151 153 1 1 Charter School requiring the schools to provide THE CHAIR: I'm not yelling. I apologize 2 2 completed Assurances prior to the December 2024 PEC if you think I'm yelling, because I'm not. 3 3 COMMISSIONER BRAUER: Madam Chair, I don't meet asking if not received the school will be 4 4 placed on the intervention ladder at that time. think you're yelling. You just have a voice that 5 5 COMMISSIONER TAYLOR: Second. carries, as my grandmother would say. 6 THE CHAIR: There's a motion by 6 For me, I agree. I don't think we need to 7 7 Commissioner Gipson, a second by Commissioner Taylor do anything between the meetings, because I -- I'll 8 8 speak for myself. Unless you call an emergency or. 9 VICE CHAIR CARRILLO: No, not 30 days. I 9 meeting, how else are we going to take any action 10 10 would say seven calendar days. Now. It's like -between then and now? 11 11 they've had so much time they've had to do all of And I hope -- I behoove us not calling a 12 12 this. It's, like, give them now another 30 days? meeting, since we spent four days together this week 13 13 I would say you're informing them they're and five days in December. I want to continue to 14 14 going to be -- get a Notice of Concern if it's not like you people. 15 complied with within seven calendar days. 15 So I think it just gives -- there's due 16 THE CHAIR: But --16 process, Commissioner Carrillo. I know you know 17 17 VICE CHAIR CARRILLO: We're letting them that. I know it feels like we bend it so long that 18 18 it doesn't feel like we're giving it. know if we don't receive this information within 19 19 seven calendar days, that in the next meeting we're But we just have due process, and it's a 20 20 stubborn thing. And I feel like, hopefully, these issuing a Letter of Concern. 21 21 schools -- as you shared with Director Chavez, that, THE CHAIR: If we get it on December 10th, 22 22 hopefully, this will, you know, spur some good -we're still going to put them on the Intervention 23 23 goodwill from the schools to, like, comply by Ladder because they --24 VICE CHAIR CARRILLO: Not, because it's a 24 something that's already due. 25 25 That's my two cents. I understand it. nonissue if we get it.

1

2

3

4

5

6

7

8

9

10

11 12

13

14

15

16

17

18

19

20

21

22

23

24

25

2

3

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

But I also know we're not going to take any action until next time. So why would we change that? We're not going to retroactively punish schools for being late when we haven't been able to take an action.

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

THE CHAIR: Greater accountability would require us to take immediate action. If we put a date of -- we need it by December 4th, they didn't do it, it would require us to take action then. Otherwise, there isn't greater accountability, because when we meet in December, we're simply going to accept it.

MS. JULIA BARNES: We can, though, say December 6th, because that's when documents are due for your meeting. So if you want to --

VICE CHAIR CARRILLO: Why are you talking about December? I mean, I said seven calendar days. From today, being the 15th, that's going to be November 22nd.

If somebody's already been given 90 days, it's even -- you know, it's just, like -- yeah, I know. Maybe it's a Pyrrhic victory. Is that -- am I pronouncing it correctly?

But if they turn it in within the seven calendar days. And if they don't, yes, then

VICE CHAIR CARRILLO: We did that in the past for a school that turned in their data or did whatever they did -- I think it was Riverside, actually. Part of the Letter of Concern was that if they don't respond to CSD or any obligations in a timely fashion.

You can still have that Letter of Concern if they turn it in in ten calendar days.

I'm just wanting to -- you know, I don't like it when I feel like a school is thumbing their nose at us. That's what it is. That's what it comes down to.

THE CHAIR: Commissioner Ingham. COMMISSIONER INGHAM: Okay. I've got to disagree.

Okay. Here's what I'm going to say. I cannot offer just a solution. I am disturbed that one of my schools is on this list.

Okay. So here's my suggestion.

So I'm just going to go ahead. Here's what I'm offering. I will call and get -- the head learner at School of Dreams Academy, and I will emphasize the -- the expectation and find out why -what's the miscommunication.

Because, to be honest with you, it sounds

155

1

out of character that they would treat us like what Steve is saying. That doesn't sound like -- that

doesn't sound right to me from the people I know at

4 that school.

So I'm going to find out what -- I'm suggesting let us, as Commissioners, talk to the schools that we -- that are a part of this, and then find out what the miscommunication -- and why they are leaving us with this --

THE CHAIR: So I'm going to speak to that. That's not appropriate. That's what the Charter School Division -- because this is something that we then later have to vote on. We don't do the compliance call. "Why are you not doing this?

That's what they -- that's their job.

So that when we come, the conversation -because you have a conversation with him, I'm not privy to that conversation, but I'm still going to have to vote on whatever it is. But you've got information that I don't have.

We're not the compliance arm of this. We vote on the recommendation from the compliance arm.

So it is not the role of a Commissioner to have compliance visits. At one time, the Attorney General's Office had told us, "You're best not to go

we'll -- in the next December meeting, give them a Letter of Concern.

But I think by just stating, "We want this in seven calendar days. You've been given so much time. What's wrong with you?"

I wouldn't put it quite that way in the letter, but --

THE CHAIR: I'm -- because, once again, we give them seven calendar days, and they don't comply. If you're looking for greater accountability, it would require us to call a special meeting to take action on the school; otherwise, if they send it to us in seven calendar days, eight calendar days, or fifteen calendar days, the same result is going to happen. In our December meeting, we won't take any action against them. It's plain and simple.

VICE CHAIR CARRILLO: So the action you're taking in the December meeting is a Letter of Concern saying you're not doing your due diligence in a timely fashion. We did that with another school.

COMMISSIONER TAYLOR: But they've already done it. We'd be issuing a Letter of Concern for something that's already been resolved.

157

158 1 1 the Intervention Ladder at that time. into a school so it may not -- so it wouldn't be 2 2 viewed -- because you're not a compliance arm." All in favor? (Commissioners so indicate.) 3 We're not. 3 4 4 COMMISSIONER INGHAM: Okay. THE CHAIR: Opposed? 5 5 THE CHAIR: They do the compliance. So (No response.) 6 6 THE CHAIR: Hearing no opposition, the that that isn't -- that is an inappropriate 7 7 conversation to have with a school. motion passes. 8 8 We are on -- Item 15. We don't have any "Why aren't you doing this?" "Why aren't 9 you doing that?" 9 legislative action to vote on at this point in time. 10 10 That's their role. Item No. 16, a Report from the Charter 11 COMMISSIONER INGHAM: Well, then I would 11 Schools Division. 12 really like to know what the miscommunication is, 12 DIRECTOR CORINA CHAVEZ: Thank you, Chair 13 13 because -- and I'm not clear on this. And it's Gipson, Commissioners. You have a document uploaded 14 14 sometimes out of character, to me, what's happened. in your drive which is an update on the CSD staff 15 So I don't know what's going on. And I 15 positions. If somebody wants to screen-share before 16 I get to it, that would be lovely. If not, I will. 16 feel like, for me, it's, like -- I do want to know 17 why -- when the school -- why they aren't. 17 MS. LUCY VALENZUELA: I'll do it. 18 18 DIRECTOR CORINA CHAVEZ: Yeah. Thank you, THE CHAIR: You can ask the Director to 19 give -- to give us that information. And that way, 19 Lucy. So... 20 20 we all have that information. MS. LUCY VALENZUELA: You are welcome. 21 21 DIRECTOR CORINA CHAVEZ: You all have had But, you know, when you go into a school, 22 22 the chance to meet Nicola, and we already put her on you're going in to visit the school, you're not 23 23 the spot as air traffic controller. So, welcome, going in as a -- that's why we don't participate in 24 24 Nicola Davis. She is the newest staff member on the site visits, because that's something -- at some 25 25 team who is serving on the Technical Assistance and point in time, components of it is something that 159 161 1 1 we're going to be voting on their Annual Report and Training side of our work. so on. So that's not the -- that's not the role we 2 2 And then we have a vacant position that 3 3 take. we're interviewing for in the Authorizing Practices. 4 4 COMMISSIONER INGHAM: There's something Last month, I mentioned that Martica Davis took 5 5 missing for me in this regard. So I'll just have to another position within PED working with the Summer 6 submit to that. I don't see that connection, but 6 Literacy Project. 7 7 I'll submit to it. Okay? So we have some really excellent 8 8 candidates, and we're excited to interview for that. THE CHAIR: Okay. Thanks. Are we ready? 9 I have trouble when you go to green to read it. 9 There's still the Financial Coordinator 10 10 So I just have to put my glasses on position open; not as many applicants, but we're 11 11 because I can't see it when it -- I move that the looking at them. 12 Chair provide a -- didn't I do that? 12 And then there's another Authorizing 13 I already did. We're voting now. Yeah. 13 Practices position that we are waiting to post. 14 14 Okay. I did also want to make an announcement 15 15 Do I -- everyone's clear on the motion? that Julianna Montoya, who is our TA and Training 16 Because I wasn't even clear that I did it. Okay. 16 Specialist Ed Admin O, just had a baby. So help me 17 VICE CHAIR CARRILLO: No, I don't 17 in congratulating Julianna on her new baby girl. 18 remember --18 She wasn't sure whether it was going to be a boy or 19 19 THE CHAIR: So the motion is I move that a girl up until the baby was born. So we're super 20 20 the Chair provide a letter to Dream Diné Charter happy for her. 21 21 school, School of Dreams Academy, and San Diego And that's the update on the Charter 22 Riverside Charter School requiring the schools to 22 Schools Division staff positions. 23 23 provide completed Assurance forms prior to the I'm going to turn it over to Deputy 24 24 December 2024 Public Education Commission meeting, Director Russell for the Estancia Valley and Alma 25 25 and, if not received, the school will be placed on d'Arte updates.

you.

DR. BRIGETTE RUSSELL: Thank you, Chair Gipson, Commissioners. PE -- CSD has continued to monitor the financial performance of Estancia Valley Classical Academy. The school has cooperated and provided documents to our contractor, Ms. Seeley.

2.

The nine audit findings are, at this point, a mix between Meets, Working to Meet, and Does Not Meet. There are no red flags. Because we're so close to the release of the FY24 audit, my recommendation would be to wait and see what the result of that audit is, and if -- if these issues are not corrected, then do another Corrective Action Plan for the following year.

Alma d'Arte, the same thing. The school has been providing documents. And it's -- you know, it's -- things are improving. There are still a few issues here and there. But, again, there are no -- there are no red flags. And I would hate to see the schools continuing to have to gather data month after month and keep providing it and basically have an ongoing audit. So I would like to see what the FY24 audit looks like.

In terms of non-fiscal, Alma d'Arte's two remaining special ed Corrective Action Plans have been closed. So all four CAPs through the Office of SECRETARY BECK: You didn't mention

anything about San Diego Riverside.

DIRECTOR CORINA CHAVEZ: That's mine. So if we're done with the others, I'm -- yeah. So I mentioned this to Chair Gipson a minute ago.

But San Diego Riverside has a board meeting scheduled. And just after that, I'm meeting with them on Wednesday, November 20th, to sit down with their new head administrator, hopefully, and also the board chair and whatever leadership members are at the table, because we know that in December, we're doing a deeper dive into looking at the condition of renewal for San Diego Riverside.

So I hope to have a thorough report, and I have a meeting scheduled with them.

VICE CHAIR CARRILLO: Question.

DIRECTOR CORINA CHAVEZ: I wanted to -ves.

SECRETARY BECK: Is the expectation that the new head administrator will be here for our December meeting?

DIRECTOR CORINA CHAVEZ: I would expect so, since they are going to be an item on the agenda, not just a report from CSD.

But you'd want to interact with the

Special Education are closed. The closing letters are in your -- in your drive.

And OSE is continuing to provide technical assistance to the school for the issues identified during their on-site monitoring visit.

THE CHAIR: Okay. Thanks. And I agree at this point in time, audits are just about ready to be released, so there's no sense in continuing to do deep dives when there may -- if Betty has identified a big red flag, sure. Then we have to continue to really look at that. But there's nothing that appears to be coming up of significance.

The only thing that I will ask is with Alma and OSE, in the original audit letter they had sent out, they had indicated there might be CAPs, and they did indicate that they were looking at disenrollment from the lens of only the special ed students.

So that, for the December meeting, the clarification from OSE to me is important as to, "No, we're not going to do a CAP. We're just continuing technical, and what's the resolution with the disenrollment."

We need to get that clarified so we're good with that; okay?

school. I would expect that they would come. And I can clarify that. I can make that super clear from the get-go.

VICE CHAIR CARRILLO: Here, in person.
DIRECTOR CORINA CHAVEZ: Exactly. I hear

MS. JULIA BARNES: (Audio distortion) letter from the Chair based on the motion last time. So that request has already been made.

DIRECTOR CORINA CHAVEZ: And, finally, although this isn't on the agenda, one of the schools that you made -- that has a financial Corrective Action Plan that you made note of not making progress on it, the CSD has scheduled a meeting, and we're driving up north to meet with that school's Board of Finance and head administrator at the same time so we can talk through the financial Corrective Action Plan and the items that we've been testing and observing and noting that there has not been as much progress as we would like to see.

So -- so, Commissioner Ingham, I'm glad you said something.

One of the things that I understand we're supposed to do is not mention a school's name unless

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

it's posted on the agenda. And then the other thing that I wanted to say to you, based on your previous -- your comment previously with the item before, is that Epicenter is new to the schools, as you know.

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

And they're on a continuum of, like, tech savviness and skills and getting into the system and working with the system and making sure that if you're the head administrator of the charter school, that maybe you're not the only person in that system that says -- that can see when items are due.

And I think that -- I honestly believe that some of those schools are at that place, yet, where they're trying to figure it out. And I know that's maybe a day late and a penny short for Commissioner Carrillo. But I would imagine that if they were here today, that would be part of the story.

Because you said you didn't understand, and I can imagine why. And they've said things to me when I've -- you know, said, "Make sure you're in. Make sure that your people are in."

And they -- and they just had to do 40th Day reports to the PED, along with who knows how many other numerous e-mails. One head administrator where's this, why aren't you in, you know, you don't have to be the only one in," there's progress that was made, and there definitely has been progress that was made since last month, because this list was shorter than it was before.

And these schools are now registered. But they haven't yet responded to this particular submission request, which is probably the first submission request for this group.

COMMISSIONER BRAUER: Agree. I would just say, like, if that system existed there, we can make sure that those things happen. And I'm sure CSD sends out e-mails, too.

So I have, with a grain of salt to your point, Commissioner Ingham, not to beat this to death, I hear you. It's new. And I know I'm a -- I think they call it a laggard when it comes to technology. I am the worst laggard here, as Commissioner Beck can attest to direct deposit.

But I think we also -- that's a small grain of salt. Now let's get it done.

THE CHAIR: I actually have no new PEC school issues. Yay. So we can move on to PCSNM. MR. WAYNE SHERWOOD: All right. Thank

you, Madam Chair and Commissioners. What a day

167

169

once told me they get, like, 50 e-mails from PED a week; so -- or a day.

So it could be that it is one thing that they haven't prioritized that I think, once they hear from you all, I'm pretty sure they'll prioritize it.

Thank you.

COMMISSIONER BRAUER: Can I ask a real quick follow-up? Thank you, Chair.

So, Corina -- so I'm just thinking about we all have systems when we get e-mails, remembering, "Hey, pay the mortgage," or "Your credit card is coming up." You know, we get those e-mails -- I don't know what you call those e-mails, those reminders. Is that in the system?

DIRECTOR CORINA CHAVEZ: Yes, it is. But you have to register before you start getting those weekly reminders. And these schools were not in.

And there were a number of other schools that were not in Epicenter at all. So there's, like, about thirteen or more schools that, in the past month since you last met, they registered, the head administrators were registered.

And every week, you know, as we are interacting with the schools and maybe saying, "Hey, today. This was -- and it actually was kind of a treat to see all the kids, all the support there for this school. And it was something that we don't --I don't get to typically get to see coming to these PEC meetings. So thank you guys for all your work in making this happen.

And I think it really showed that there was a lot of caring and support, more than a lot of schools that are out there. I just want to say that and say thank you guys. You guys did a lot of work on that.

So for PCSNM, we have our annual conference coming up next month in December, starting December 11th. And, unfortunately, you guys are going to be going through renewals.

What we have already done for next year is we have your renewals on the calendar, and we are not going to schedule our PCSNM workshop during that

So it was an error on our part this year. We would like not to do that next year. We would like you guys to come to these meetings also.

So on Wednesday, it's going to be for directors, charter leaders. Also, we're going to have the grantees come in this year. We'll also

have the mentors and mentees.

1

2.

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

1

2

3

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

So I'm mentor of a couple of directors. So we will be meeting that day. And also there is going to be, like, a vendor -- a happy hour for directors only.

And then on Thursday, we will have governing council training all day long, which I did speak to Six Directions and talk to them about that, and I'm hoping that they do show up for that, for governing council training.

And also, we will have the director there, because it's really important, in my eyes, if -just because the governing council is learning these policies and procedures, if the director doesn't know those policies and procedures, they don't even know what to expect.

So it's important to have both of them there when we go through that. And that's when I do my -- I do governing council training also. And I really try to get the director to attend that also.

And then on Friday, we have teachers. Teachers from the schools get to come in. And there will be presentations throughout the entire day. So really looking forward to the workshop next month.

One of the things that I -- I was kind of

1 So we would -- we would like to see some 2 resolution. Whether or not we -- that you can let us know and then -- next month, that, no, they were 3 4 right. They over ... -- they said they had ... -- I 5 think it was \$5.5 million. They said that. No, 6 really, they only had \$4.7 million, or something 7 like that, the exact numbers. 8

But it's, like, wow, that's a serious error. If I had made that as a director of my school. I would have been in serious trouble.

THE CHAIR: You would have been closed. MR. WAYNE SHERWOOD: Yes. But for some reason, it's -- you know, I'm not saying it's okay. I don't think you guys think it's okay. I don't think CSD thinks it's okay. But it needs to be looked into and resolved. Thank you. That's all I have for today. Thank you.

VICE CHAIR CARRILLO: I have a question regarding that.

THE CHAIR: I just wanted to speak to the -- we're not telling schools not to continue applying for that grant. So please don't communicate that to them.

24 MR. WAYNE SHERWOOD: Okay. 25 THE CHAIR: That they should continue to

171

170

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

1

6

7

8

9

10

11

12

13

14

15

16

17

18

19

24

25

in shock yesterday when I found out that the \$10,000 monies that schools have already been given a letter to fill out and say, "Okay, well, we're going to give you some of this 2 percent money back, and, you know, tell us your concerns."

And I had had schools contacting me and asking me already, "Okay, what is -- what do I have to do," and find out yesterday, "Hey, we really don't have that money."

And it was kind of a shock. And it was a shock to Matt and Valery when I let them know also. I hope things can be resolved and we can get back and figure out, "Hey, look, how much of this 2 percent money is being spent and how much of it is being reverted every year? Are we not..." -- there just needs to be a little more openness on that that.

You know, everybody likes transparency. So we need to have that transparency to say, "This is State taxpayer dollars that went to charter schools. We have to give that 2 percent -- we know that -- for State charter schools to the PEC."

But if the PEC doesn't even know where that money is going, that does not seem very transparent to me.

put in. Because at some point in time, there's

2 going to be monies. The question is how much it's

3 going to be. So it may not be \$10,000, if that's 4 how it ended up. So that, you know, don't

5 communicate -- please don't communicate to schools,

"This isn't happening," because the -- the -- and I

keep using "grant," and I shouldn't use "grant" -the -- project.

COMMISSIONER TAYLOR: Mini-grants.

THE CHAIR: Well, we were asked not to use the word "grants." Is that -- so that the project program is still moving forward. It may end up having to be modified some -- to some extent in terms of the monies. But please encourage schools, because I think Bekka said it was only three so far that had put in.

But it's -- they still have until December. And, like I said, I re-sent to schools in my district, "Please do this."

20 So please encourage schools to do it. 21 (Director Chavez consults with the Chair.) THE CHAIR: That's in the letter.

22 23 So the letter clearly says (off-mic) --

> THE CHAIR: Oh, sorry. Apologize. So that's clear in the letter, the -- it is a support

173

program for results on the performance framework.

1 like to publicly say that we, as a Com

So I think that was very clear in the letter that I sent out, and that this is only going to schools that are currently schools that paid SEG in. Because it's based on this year.

So a new school would not be eligible, didn't get notified of it, because they haven't paid in -- they didn't receive any SEG this year. So that -- you know.

And they don't have a performance framework report yet, so they can't base it on anything.

So a new school, if we have the opportunity to move forward with this in other years, well, they would have the opportunity. But a new applicant can't apply and wasn't contacted.

DIRECTOR CORINA CHAVEZ: Thank you for clarifying that.

THE CHAIR: I'm sorry.

DIRECTOR CORINA CHAVEZ: Thank you for clarifying that. That did come up at the IY training that we did. And I think maybe they had gone to Public Charter Schools NM session and maybe suggested to ask.

MR. WAYNE SHERWOOD: Another question on

like to publicly say that we, as a Commission, I
know, encourage, we welcome Public Comment at the
beginning of our meetings. We listen to those
comments. Those comments oftentimes affect our
hearts and our brains.

But I just want to really reassure those people that are speaking that we are very limited in our ability to take action on those public comments.

We are -- as Chair Gipson said earlier today, we are not an investigative body. So I would encourage those people making public comments to really try to access the right avenues, to make their complaints, and to try to right those issues that they feel are wrong.

I just don't want us to seem like we are a body that sits up here and are not affected by the comments that people make. We are affected by those. We take those to heart. We think about them after we leave this place, because they're important issues. And we don't want to discount that or discourage that.

But just understand that we are -- what -- we're just limited in how we can take action on those.

We can once they get brought to us by

that, Commissioner, is the money is going to be going to the Southwest REC, and then they will have a contract? Or can you explain that. Because the school itself doesn't technically get the money?

THE CHAIR: Correct. They'll have to invoice REC for the money. So there will have to be an invoice for whatever that was, and they would submit the invoice. So the school will not be direct---

MR. WAYNE SHERWOOD: Directly paid. THE CHAIR: They will be directly paid as a result of the invoice from the REC. But, yes, there will be no money directly given to the school to say, "Here, you've been allowed \$3,000 for this, so go."

16 They have to -- it has to be invoiced,

17 yes.18 Commissioner Carrillo?

19 VICE CHAIR CARRILLO:

20 (No response.)

MR. WAYNE SHERWOOD: Okay. Thank you.

THE CHAIR: PEC Comments?

Commissioner Taylor, then Commissioner

24 Brauer.

COMMISSIONER TAYLOR: Yeah. I would just

the -- through the proper channels; so...

THE CHAIR: Commissioner Brauer.

COMMISSIONER BRAUER: Thank you, Chair.

Thank you, Commissioner Taylor.

I -- I'll be as brief as I can.

I know we have to get on the road. But I just have been thinking a lot about how special -- how extraordinary this group of ten people are. How much work we did this week is like incredible, and how much heart we put into this and how much of ourselves we bring into this.

And I just -- I just think that -- I just want to commend everyone for that.

Chair, your leadership is great.

Vice Chair, same. Secretary, same. Every single one of us, I just appreciate.

I -- last week, during -- you know, the election, we all have our own political persuasions and our own interests. And we are a group of five Democrats and five Republicans. And when I -- I know that every single one of you were either a little bit more happy or a little bit more sad last week.

Some of us maybe have been extremely happy, and others may have been extremely upset.

And I'm a -- I always -- I always kid with Commissioner Beck that he's a Subaru-driving Republican, and I'm an F-250-driving Democrat.

When you look at what's in the middle of that, we're pretty much the same darn person when it comes to the things that matter.

And I was at my home in Maryland last week, first time I had some time off. And I went to visit them. And my entire family are deep, deep red, like -- and everyone was really happy on Tuesday night into Wednesday morning. And I wasn't as happy.

But I also have such deep belief in our country and deep belief in the people that make up our country, more importantly. And I think that for us, we spent a whole week together doing -- doing good work for our communities.

And we shared love to one another, showed respect to one another. We've had spirited debates about things. And I just, like, love that. And that gives me a lot of hope at a time when I see, on my Facebook feed, one person sending me something that's so out there, and then another person from a different spectrum of political belief sends me something so out there.

others, and get along.

I feel connected to each and every one of you, and I get pushed by each and every one of you even though we might have very different belief systems. So thank you.

THE CHAIR: I just want to thank everyone for everything that it took to get us finally to today: I mean, the renewal applications, everything that went into getting us ready, and all of the deep thought that went into the decisions that we made.

Because I think we came out with really, really good conclusions. And the fact that we're able to pivot and not stick to, "Oh, no, this is the way it's going to be, and I will not change my mind," we're open to the moment that we vote, you know.

And sometimes, it's still, as it's coming out, you know, it's -- it's difficult sometimes to make those deep decisions.

I've already talked about the meeting that I went to Saturday, which was a political meeting. And I told people, "You need to come look at what we do. Because I sit on a Commission where politics doesn't enter the conversation."

And they said, "How do you do that?"

It's, like, how do I comprehend what to do or how to think?

And I think I'll come back to this. And I just thank God that we have really great people that have, like, big hearts and shared values, even though we disagree on some things that we don't get a chance to talk about here.

And I just appreciate that. Because I think it's people like us who can talk to people. Even if we have disagreements that we don't actually talk about in this room, it doesn't hold us back from doing what's right for our schools.

And we are not the norm right now in this country. That is not the norm in the different committees that you all participate in that we get updates on every meeting. And it's not the norm in our legislature. And it's not the normal in (audio distortion) meetings.

I just feel that there's something extraordinary about us. And I hope that as we move forward in the next four years and the years after that, that we continue to harness, like, our shared vision and be a good example and -- both in this room and elsewhere, that we can get along with people that have very different viewpoints than

I said, "It's work. And it's purposeful, because we know what our mission is. Our mission is to make things good for kids."

And that transcends any political ideology, or at least it should. It should. And I said, "That's where we're driven."

And we have -- and I appreciate the fact.
Because I've been here longer, and there have been moments where there has not been a respect for those political differences. And those -- and that was, to a great extent, because those political ideologies were being embedded in the conversation. And that's when you lose sight of what we're supposed to be doing, and then we get stuck in -- so I just want to thank everyone for every bit of support and work and time that you put in for this and what you'll do again in December. Thanks.

Commissioner Beck?

SECRETARY BECK: And I do want to shout-out to CSD for all their work in getting all the information together so that we can make those kinds of decisions. So we appreciate everybody's effort on that side. And it was really helpful. And I know it'll be there in December, too.

THE CHAIR: Commissioner Ingham.

2.

COMMISSIONER INGHAM: I -- what you said, Alan, is really touching to me. And I've got to tell you that I know I roll in some pretty different circles than -
THE CHAIR: No.

COMMISSIONER INGHAM: I do. And I tell them all the time how fantastic it is to work on this Commission.

2.1

Now, it was a heck of a lot of effort this week. I -- I realize that. I mean, I'm pretty spent. But I'm going to tell you this: I couldn't be more proud of what we do and how we do it.

And so -- and, you know, you're right. On some of those other committees, it's really difficult. And there's some really bad biases, and they could learn a lot from us.

And so, you know what? You guys, this is a wonderful, encouraging, and enlightening experience for me. And I just want to thank you all for that.

THE CHAIR: CommissionerClahchischilliage.

COMMISSIONER CLAHCHISCHILLIAGE: As you all know, I just got off the campaign trail. And I -- one area I'm very thankful of being on that

to explain what charter schools -- there needs to be an understanding out there of what charter schools really is and what it's about.

And the other area that people were always astounded with was that charter schools are public schools. They'd sit there and try to argue with me about that. And it's, like, "Wait a minute. It really is. I'm not making it up."

And so I've come out of this journey about charter schools. And I feel like one thing we need to do is get the message out there so people accurately understand what we're about.

Secondly, I think that there's been a message out there about charter schools that we really need to consider in some way, and -- because that message is inaccurate.

But I, too, feel the same way as has been represented from other Commissioners here, is that I feel like we -- this is a very exceptional gathering of people who are working here for PEC on this board -- on this Commission.

I have listened to a lot of board members. And I think a lot of the people who come on are from the type of board that listens and acts on behalf of the administration. And we're not that way.

trail was really listening and looking at our education system of New Mexico. And I got to hear a lot of opinions, the thoughts about education.

And education, in general, PED does not fare very well, as everyone probably knows. And whenever that happened, people would turn to me. And they think I'm on the prior board that existed. They think that's what I'm on.

And they'll start unloading. I go, "Wait a minute. Time out. Let me explain what I'm a Commissioner of," and then that would lead into charter schools.

And I've heard a lot about what charter schools are and their opinion is. But the one area that really astounded me was the fact that there's an opinion out there that charter schools are for rich (indicates) people.

That took me by surprise. I thought -- I had not heard that directly the way it was given to me

And I explained -- I said, "Explain that to me."

It was numerous times that this was brought up.

And so I come thinking that we really need

And there are a lot of questions. "How on earth do you all operate then?"

And, you know, as we demonstrated the last few days, is that there are mechanisms in place that we send people to. And it's, like, exhaust those mechanisms and work it out through those mechanisms that exist.

And so a lot of people say, "Well, we have mechanisms, but they don't work."

Then, you know, it's, like, "Then go back and figure out how to make it work. You've got to do it because it's there for you."

And so I think that was my -- and I share with you this knowledge that I came out with. And I -- I'm even more concerned about the -- who we are in terms of education. There really needs to be a paradigm shift in what education is really all about.

And so I want to thank you all for that.

I want to thank you for being the way we are. And I love the disagreements, the discussions. A lot of times I'm quiet, because a lot of what I want to know and say has already been said.

And so I sit back here a lot of times.

And it's just like when Commissioner Manis and Burt

	106		10 (1 4 ges 100 to 107)
	186		188
1	were at it the other day not "at it," but had a	1	next month? You know, you can contact
2	lively discussion going we were sitting here	2	VICE CHAIR CARRILLO: (Off-mic.)
3	going, "Way to go. This is a different side of	3	THE CHAIR: It's already on the agenda.
4	him."	4	Yeah, we're good. Yeah.
5	So we were sitting here trying not to	5	Okay. Motion to adjourn?
6	smile and act like we were cheerleaders.	6	COMMISSIONER BRAUER: So moved.
7	But it was it's really nice to see some	7	THE CHAIR: All in favor?
8	of these other areas come out.	8	(Commissioners so indicate.)
9	And so I really enjoyed that. I enjoyed	9	THE CHAIR: We are adjourned.
10	listening to the opposition. It's a very healthy	10	(Proceedings adjourned at 1:47 p.m.)
11	, ,	11	(Trocccurings adjourned at 1.47 p.m.)
12	group.	12	
	I'm really I can honestly say that we	13	
13	really have mature adults. This is an example of	1	
14	mature adults. We don't slip back into you look	14	
15	at the developmental stage of growth. We don't slip	15	
16	back to being adolescents. We don't slip to being	16	
17	in high school. We really are there.	17	
18	And I'm so thankful, because I learn so	18	
19	much listening to the discussions and learning that	19	
20	I'm actually part of a Commission that we read	20	
21	about. We read about all of this and how things	21	
22	should be run, how things should be processed. And	22	
23	we're actually doing it.	23	
24	So I want to thank us all for that. I	24	
25	think we've done a very good job.	25	
	187		189
1	And listening to the different schools, I	1	BEFORE THE PUBLIC EDUCATION COMMISSION
2	can see where the different charter schools are	2	STATE OF NEW MEXICO
3	coming from. And you look at that development level	3	
4	that they're at, and it's, like, they're still	4	
5	like, these different schools, there is a level that	5	
6	they're at that, to me, a lot of times it feels like	6	
_	they're in over above their heads and with some	7	REPORTER'S CERTIFICATE
7	•	8	I, Cynthia C. Chapman, RMR, CCR #219, Certified
8	of these charter schools.	9	Court Reporter in the State of New Mexico, do hereby
9	So I look at this, and I think, okay, so	10	certify that the foregoing pages constitute a true
10	what is our responsibility? How do we get them to	11	transcript of proceedings had before the said
11	function according to what we see their needs are?	12	NEW MEXICO PUBLIC EDUCATION COMMISSION, held in the State of New Mexico, County of Santa Fe, in the
12	And, you know, a lot of times we can't.	14	matter therein stated.
13	As Commissioners, we have to sit and just cross our	15	In testimony whereof, I have hereunto set my
14	fingers and hope they get it at some point.	16	hand on December 2, 2024.
15	So thank you for being grownups. I'm glad	17	· · · · · · · · · · · · · · · · ·
16	I'm here with you all, because different times, when	18	
17	I start sliding, it's good to hear remarks from	19	
18	different ones.		Cynthia C. Chapman, RMR-CRR, NM CCR #219
19	So and, Steve, I just love you. You're	20	BEAN & ASSOCIATES, INC.
20	just you're such a no fear. You have no		201 Third Street, NW, Suite 1630
21	emotional fear about what you're going to say. And	21	Albuquerque, New Mexico 87102
22	I really think that's outstanding about you. Thank		License Expires: December 31, 2025
		22	
23	VOII		
23 24	you. THE CHAIR: Commissioners does anyone	23	
23 24 25	you. THE CHAIR: Commissioners, does anyone have anything they want to put on the agenda for	23 24 25	Job No.: 9100N (CC)

1	BEFORE THE PUBLIC EDUCATION COMMISSION
2	STATE OF NEW MEXICO
3	
4	
5	
6	
7	REPORTER'S CERTIFICATE
8	I, Cynthia C. Chapman, RMR, CCR #219, Certified
9	Court Reporter in the State of New Mexico, do hereby
10	certify that the foregoing pages constitute a true
11	transcript of proceedings had before the said
12	NEW MEXICO PUBLIC EDUCATION COMMISSION, held in the
13	State of New Mexico, County of Santa Fe, in the
14	matter therein stated.
15	In testimony whereof, I have hereunto set my
16	hand on December 2, 2024.
17	
18	
19	Cynthea Chefman
20	Cynthia C. Chapmar, RMR-CRR, NM CCR #219 BEAN & ASSOCIATES, INC.
21	201 Third Street, NW, Suite 1630 Albuquerque, New Mexico 87102
22	License Expires: December 31, 2025
23	
24	
25	Job No.: 9100N (CC)





A	acknowledged 110:11	92:2 132:7,7 186:13,14
-	acknowledging 8:23	advanced 14:19
a.m 1:11 5:5 56:17,17 abilities 45:3	act 95:4 109:7 126:11 134:21,24	adversarial 9:15
	186:6	advertis- 30:5
ability 176:8	action 3:6,10,12,13,16,17,17,20	advertise 33:19 34:1,4,18
able 10:3 11:11 22:19 29:13,22	19:17 82:5,18,21,25 84:10	advertised 32:14
52:1 62:6 65:24 66:3,12 67:1	90:17 102:13,14 103:3,12,16	advertisement 44:5
71:8 79:9 97:2 98:10 103:12	107:18 108:1,24 109:2,8 110:8	advertisements 44:1
105:10,12 154:4 180:13 Abraham 144:8	110:18 111:11,14 117:12,18	advertising 29:10,24 30:5,9 32:6
absolute 77:6	120:23,25 128:1,9 129:8,10,11	32:12,25 43:24,25 44:7
absolutely 5:8 37:21 107:15,23	129:25 137:19 149:23,25 150:1	advisory 13:22
108:15 111:18 124:17	153:9 154:1,5,7,9 155:12,16,18	advocacy 46:3 100:11
abundance 8:5	160:9 162:12,24 165:13,18	advocate 16:12 90:6 100:10
acad- 122:5	176:8,23	advocating 90:5
academic 10:16 12:22 66:4 68:18	actions 9:12 83:4,8 96:2 100:22	Affairs 87:3
110:9,17 120:15 130:17 132:15	103:8 104:3 105:7 132:5	affect 176:4
140:14	active 97:19	affirming 59:9
academics 120:18 121:22 122:18	activities 66:1 69:5	afford 8:19 44:4 120:6,14
Academy 18:8,13,15 136:22,24	acts 184:24	agenda 3:5,24 11:21 17:17,19,21
146:16 150:25 156:22 159:21	actual 30:4 38:18 73:1 150:8	18:1,25 19:2,5 51:4 61:1 62:12
162:4	adage 120:4	62:22,24,25 63:1,2 82:2 109:16
Academy-Albuquerque 136:20	add 21:25 41:11,13 145:6	149:11 150:3 152:6 164:24
accept 23:23 75:14 80:5 81:3,11	added 15:24	165:11 166:1 187:25 188:3
82:9,14,21,21 84:6 93:21 94:22	addition 99:5	ago 62:1 65:16,23 80:16 92:6
95:15 98:23 129:13 130:25	address 8:1 101:17 125:13	164:5
132:14 136:14,25 145:12	144:17	agree 92:13 127:25 129:6 133:7
154:12	Addressed 3:21	153:6 163:6 168:10
acceptance 81:4 89:5 93:17	addressing 7:1	agreed 34:18
accepted 82:7,8 84:12 85:8,13	adequate 10:19	agreeing 110:25
100:4	adjourn 3:25 188:5	agreement 34:5 138:16,20,21
accepting 75:21 82:22 84:15	adjourned 188:9,10	Agua 34:2
90:18,19 91:13,14 95:22 132:17	adjust 50:13	ahead 29:8 56:2 156:20
accepts 137:2	admin 80:23 161:16	ahold 73:24
access 21:9 29:18 123:14 176:12	administrating 45:4	AIMS 18:13
accesses 112:23	administration 9:14 10:10,11	air 160:23
accessing 126:11	63:15 106:24 113:6 124:4	Airport 34:3
accommodate 21:3	184:25	Alamogordo 53:19 54:11
accommodating 134:16	administrative 61:13 112:24	Alan 182:2
account 47:11	administratively 83:15	Albuquerque 1:22 18:12,15
accountability 8:3 107:19 108:4	administrator 8:10 59:14,25	24:21 35:18 189:21
109:1 112:5 128:10 135:20	62:10,14,16,20 77:16,19 78:4,6	Alice 11:25 12:2 64:23 65:10
152:17 154:6,10 155:11	88:17 107:23 119:25 124:8,9	68:3
accountable 9:20 15:23 62:11	125:16 126:8 164:9,20 165:17	align 22:4
accurately 184:12	166:9,25	aligning 133:14
accusation 37:22	administrator's 8:23	ALLAN 2:4
ACES 18:14	administrators 87:1 167:23	allege 8:11
acknowledge 114:4,11,12,14,22	adolescents 186:16	Alliance 44:15
115:25	adopt 23:13	allocation 133:11
	adults 67:17 76:22 78:12 79:2	allow 10:12 56:22 58:7 67:6 71:1
	1	ı

97:1 104:21 123:23 139:24 141:3 142:15,18 143:14 aspect 61:14 allowed 9:17 11:8 63:3 142:20 144:20 145:13 assist 66:20 application's 143:16 assistance 2:13,16 67:3 148:20 175:14 allowing 52:15 **applications** 144:13 180:8 160:25 163:4 allows 124:2 142:7 **apply** 174:16 **Assistant** 72:1 87:2 **Alma** 7:6,9 8:19 9:20 10:4 13:13 applying 143:20 172:22 assisted 82:10 **Associates** 1:20 189:20 14:22 15:16.22 161:24 162:14 appoint 88:11,12,13 162:23 163:14 appoints 88:15 **assume** 149:3 Altura 18:7 appreciate 16:1 40:11,17 41:8 assuming 98:6 112:16 **alumna** 10:6 64:21 69:23 74:4,9 75:10 79:1,2 assumption 48:1 52:20 **amazing** 92:3,4 90:9 101:22 102:1 114:20 **Assurance** 3:15 146:5,8,10 amend 20:14 130:13 131:2,4,5 116:17 135:24 136:11 177:16 150:18 159:23 **Assurances** 146:12,13,19,25 amendment 3:7 19:19 20:17,19 179:8 181:7,22 20:20 23:24 24:2 130:14 131:1 **appreciated** 22:24 26:13 147:10 151:2 131:8,9 137:1 apprised 52:4 assured 135:17 astounded 183:15 184:5 American 36:4 approach 16:21 amount 14:8 78:20 116:6 approaches 134:9 athletic 12:22 analysis 49:7 **appropriate** 26:9 37:18 48:23 **ATTACHMENT 4:4** 49:5 50:22 56:11 71:12 80:10 ancestors 64:8 attempted 70:7,13,24 **AND-** 1:13 129:14 157:11 attempts 7:12 79:17 **Andrea** 33:25 34:23 **approval** 20:20 43:23 attend 10:13 40:25 170:20 **approve** 19:5 48:11 81:24 129:25 annotate 59:16 attendance 12:17 announcement 161:14 139:22 attended 35:16 37:7,17 60:5 announcing 47:1 **approved** 20:24 95:1 Attendee 26:9 annual 82:6,15,15 95:15,24 approvement 60:7 **attendees** 4:4 71:12 123:10 127:1 129:14 130:17 approves 21:10 attending 8:2 159:1 169:12 approving 43:4 attention 72:20 126:25 **APS** 21:18,19 **annually** 103:11 attest 168:19 answer 36:9 39:8 architectural 21:8 attorney 20:4 60:12 106:1 answers 11:3 117:11 150:10 area 24:21 73:19 88:23 103:9 157:24 attributes 16:18 **Anthony** 72:10,11 74:12,21 75:2 137:20 142:9 182:25 183:14 anybody 26:1 97:23 110:12 184:4 audio 18:19 42:17,18,18 45:16 152:24 80:15 83:13,16,17 109:22,22 areas 7:10 55:10 68:4,23 186:8 anymore 26:19 42:18 165:7 179:17 **argue** 141:9 184:6 audit 15:14,24 162:6,9,11,21,22 anything's 150:14 **arguing** 138:20 anyway 60:18 75:18 **arguments** 50:15,16 163:14 Apodaca 1:12 arm 157:21,22 158:2 **audits** 163:7 **apologies** 29:4 72:15 Armijo 6:1 authentic 58:7 apologize 28:11 100:15 125:9 army 32:17 authority 48:15 153:1 173:24 art 7:17 36:5 authorizer 101:23 102:11 103:16 apparently 11:16 13:21 **article** 18:4 43:17,22 44:4 61:5 103:24 aside 133:22 134:2 **appeal** 141:25 **authorizing** 9:17 161:3,12 automatically 40:4,7 **appears** 163:12 ask- 11:6 applaud 114:5 asked 38:8 39:2,20 57:24 60:8 autonomy 101:16 132:25 applicant 141:6 142:7 143:4 available 26:4 33:20 120:7 78:6 87:14,25 173:10 asking 13:23 14:3 22:6 39:16,17 174:16 123:12 applicants 139:25 144:22 161:10 42:7 44:21 61:10 76:16 140:1 Avenue 1:12 avenues 96:1 176:12 **application** 3:14 38:5 40:21 151:3 171:7 61:11 94:25 123:19 137:19 asks 20:17 avoid 144:6

beginning 144:20 176:3 **begins** 30:13 awesome 23:17 52:24 **behalf** 3:21 12:24 25:23 73:22 awry 91:6 aye 131:19 125:19 127:16 133:19 184:24 behavior 8:18,21,25 9:18 B behoove 119:20 153:11 **B** 93:13 94:19 Bekka 145:24 173:15 **B-e-n-a-l-l-v** 12:2 65:10 belief 74:19 178:13.14.24 180:4 **B-i-n-n-e-r-t** 20:1 believe 14:3 36:6 49:15 64:9 **baby** 161:16,17,19 70:11,14 74:23 75:4,18 76:12 back 9:2 14:4 29:14 32:24 35:6 81:19 83:11 120:9,10 128:8 38:18 43:22 44:8 49:10 56:18 129:12 132:24 166:12 57:21 71:20 72:4 73:9 76:17 believed 61:6 89:7 98:15 99:3,15 101:14,24 believer 77:20 101:25 106:19 119:1 121:5.7 **belong** 59:24 122:5,23 130:1,4 133:3,23 **belt** 69:6 135:4 136:1 138:5 142:25 **Benally** 11:25 12:2 64:23 65:4,10 184:22,24 143:14 144:12 171:4,12 179:3 68:3 board's 7:1 179:11 185:10,24 186:14,16 benchmarks 98:12 back-and-forth 34:13 **bend** 153:17 backtracking 7:4 benefited 104:19 **bad** 182:15 benefits 53:14 59:18 **boom** 142:17 **balances** 77:20 78:2 best 18:5.8 50:10 67:3 93:3 bare-most 73:8 147:15 149:15 157:25 Barnes 2:20,20 17:18,25 81:16 best-laid 91:5 born 161:19 83:24 84:2 99:8 138:10,14 better 10:19 29:4,18 97:17 100:3 139:5 143:25 146:11 149:18 100:14 101:1 103:19.24 117:5 **bounds** 55:15 150:4 154:13 165:7 148:14 149:14 base 93:6 111:3 174:11 **Betty** 163:9 161:18 **based** 81:9 83:7 109:18 129:3 beyond 120:17 121:12 142:19 **brains** 176:5 140:12 165:8 166:2 174:5 **biases** 182:15 baseless 8:8 **big** 55:10 85:18 163:10 179:5 **branch** 33:14 basically 162:20 bigger 79:6 95:13 143:1 **basics** 101:24 biggest 43:3 basis 13:22 66:20 67:2 **biking** 54:8 beadwork 69:5 **bill** 46:4 Bean 1:20 189:20 **Binnert** 19:24 20:22 22:1,24 23:5 bear 26:24 42:5 23:7.20 24:14 beat 168:15 **bit** 54:2 57:21 79:4 116:13 123:8 **beautiful** 104:8 127:19 145:7 177:22,22 181:15 break 87:15 **Beck** 2:4 5:6,8,11,13,15,18,20,22 **blah** 122:6,6,6,6,6 **brewery** 43:11 5:24 6:1,3,6,8 18:3 23:1,2,6,14 blatantly 7:9 **bridge** 132:13 24:18 55:12.14 56:4 85:1 89:1 **blessed** 136:4 91:25 92:1 94:17 116:18 140:11 **blessing** 132:20 141:14,21 142:1,4 147:21 164:1 blessings 16:7 17:11 177:5 164:19 168:19 178:2 181:18,19 briefed 73:4 **block** 117:15 **becoming** 111:15 **blow** 148:9 149:8 began 7:18 60:13 Brigette 2:11 20:11 22:2 162:1 board 8:4,21 9:15 16:15 34:5 **begging** 15:20 42:20 43:22 44:12,18,18,19 brilliant 135:16

45:12,15 47:10 59:12 60:6,7 61:3,6,9 62:2 67:10 75:24 76:3 76:11 77:6,13 78:7,8 79:10 80:6 80:7,10 81:5,11,17,19,20,25 82:22,24 83:9,10 84:23 85:6,14 85:23,24 86:9,14,19 87:10 88:2 88:13 89:10.12.14.21 90:20 92:8,18 93:23 94:23,24 95:2,3,3 96:22,23,25 97:1,2,3,6,9,17,18 97:18 98:8 99:3,12,13,14 100:4 100:16 101:7 107:5,22 109:22 109:23 110:13 111:6 117:1 119:15 124:5,12 125:3,17,17,24 126:9,13,19 129:22 130:1,21,21 132:1 133:23 135:2,8 146:24 164:6.10 165:16 183:7 184:21 boards 42:22 86:2 136:25 **body** 9:17 57:18 77:9,11 107:24 109:25 112:1 176:10,16 **Booth** 30:14.15.16 31:22 booths 30:13 31:25 33:19 42:4 **bottom** 13:23,23 37:16 **boy** 35:10 85:18 117:19,19 brainstormed 53:2,12 **brand** 24:19 103:14 **Brauer** 2:4 5:22.23 24:3.5 25:25 50:8 89:1,25 92:14 107:12 112:8,10 113:14,17,23 114:8 127:11 145:15,18 153:3 167:8 168:10 175:24 177:2,3 188:6 **Brauer's** 124:18 **bridging** 133:14 **brief** 52:14 53:13 86:23 112:13 **briefly** 53:4,16 65:5

aware 13:7 147:9

bring 57:22 64:7 122:2 177:11 bringing 49:16 **broad** 47:12 **broadcasting** 46:17 **brought** 13:19 72:20 140:8 176:25 183:24 **budget** 38:24 44:3 52:1,3 65:17 68:5 87:24 88:3 133:10 142:17 **build** 56:1 **building** 1:12 25:11 54:17 97:24 125:3 **built** 60:24 **Bulletin** 32:9 **Burt** 2:5 5:18,19 20:7 47:20,21 71:14,21 74:16 75:7 97:16 99:21.22 111:1 116:12 128:25 129:1 130:7,25 137:15 141:9 185:25 business 3:12,23 29:2 42:23 88:18,19 89:22 99:5 133:22 136:16 137:2 **button** 57:5 **bylaws** 59:13

 \mathbf{C} c 1:20 2:1 3:1 4:1 146:15 189:8 189:19 **C-o-b-l-i-j-n** 10:1 C-u-y-l-e-a-r 70:3 cafeteria 15:5 calendar 151:10,15,19 154:17,25 155:4,9,13,14,14 156:8 169:17 call 3:2 5:2 42:20 63:24 71:4 75:15 122:10 128:15,24 131:15 134:2 149:5 153:8 155:11 156:21 157:14 167:14 168:17 called 18:13 92:19 calling 13:13 41:2 96:4 110:11 153:11 calls 7:12 142:8 camera 26:18 28:11 52:23 **camp** 116:15 campaign 182:24 canceled 63:5 candidates 161:8 **cap** 3:7 8:20 19:18 20:15,19,24 22:7 23:24 163:21 **capable** 108:12 capacity 38:6

CAPs 10:21 162:25 163:15 capturing 37:14 card 167:13 cards 42:23 care 6:25 91:19 106:19 118:6 121:21 148:6 **careers** 140:14 cares 63:19 92:23 **caring** 169:8 carpooling 53:25 carries 153:5 Carrillo 2:3 5:11,12 18:11 22:12 22:13 30:17 41:16,17,24 43:11 44:6,24 49:22 51:6,18 80:12,14 81:2 83:6 84:1,21 85:4,16 93:12 93:16,19,25 94:13,16,19 95:6 95:14,19 96:19 97:12,15,22 98:4 107:12.14 127:22 128:4 129:6 130:9 131:3,7,14,17 137:23 138:2,8,12,15,19 139:1 139:6 143:11 147:1,22,23 149:6 149:13 150:3 151:9,17,24 152:16,19,23 153:16 154:16 155:18 156:1 159:17 164:16 165:4 166:16 172:18 175:18,19 188:2 Carrillo's 132:3 carry 132:7 136:7 Casamero 16:10 case 76:1 96:21 cause 87:25 112:23 caution 8:5 cautions 28:15 **CC** 1:25 189:25 **CCR** 1:20 189:8,19 Cecilia 15:1 celebrate 120:13 center 63:12 cents 153:25 ceremonial 69:9 certainly 139:25 142:3 145:1 certificate 4:3 95:2 189:7 **certified** 15:4 189:8 **certify** 189:10 chair 2:3,3 3:19,21 5:1,9,10,11 5:12 6:5,7,9 11:4,15,23 17:14 17:24 18:2,9,11,24 19:4,7,12,14 19:22 20:6,9,11 21:24 22:11,13

26:12,15 28:4,7,9,13,16 30:17 36:11,15 37:4,11 40:1,10,22 41:7,16,17,24 43:11 44:6,24 47:20 49:18,21,22 50:4,8,25 51:6,12,18,19,23 52:5,20 54:24 55:8 56:6,13,18 57:20 58:2 60:14.25 64:15.25 65:4 67:20 69:22 70:1,6,23 71:3,10,10,20 72:2,4 74:3,15 75:9 80:14 81:2 83:6 84:1,8,11,18,21,25 85:2,4 85:8,16 86:9,22,25 87:2,22 88:25 89:25 90:23 91:24,25 92:17 93:12,15,16,18,19,24 94:4,6,8,12,13,14,16,19 95:1,5 95:9,11,14,16,19,20 96:5,9,13 96:18,19,20 97:12,14,15,22,25 98:4,7,9,19 99:7,21 105:13 107:10,14 112:8,11 115:5,16 121:2 123:7 125:11 126:6 127:22 128:20 130:3,6,9 131:3 131:6,7,9,13,14,16 136:10,14 136:18 137:5,10,12,18,23,25 138:2,6,8,12,15,17,19,23 139:1 139:6,9,17,21 141:17,24 142:2 142:5 143:11 145:11,16,21,25 146:2 147:1,2,7,12,17,20,22,23 149:6,10,13 150:3,23,24 151:6 151:9,16,17,21,24 152:1,16,18 152:19,22,23 153:1,3 154:6,16 155:8,18 156:1,13 157:10 158:5 158:18 159:8,12,17,19,20 160:4 160:6,12 162:1 163:6 164:5,10 164:16 165:4,8 167:9 168:22,25 172:11,18,20,25 173:10,21,22 173:24 174:19 175:5,11,19,22 176:9 177:2,3,14,15 180:6 181:25 182:5,21 187:24 188:2,3 188:7.9 **challenge** 106:2 121:6,16,19 122:16 123:3 **challenges** 53:14 101:11 125:18 **chance** 46:25 53:7 112:18 149:5 160:22 179:7 **change** 100:10,10,17,17,25 103:4 104:17,20 115:14 116:11,23 137:22,23 138:1,18 154:2 180:14 **changed** 63:17 116:12 **changes** 20:19 23:10 24:1 116:9

23:1,21,23 24:4,8,10 25:3,8

	I	I
117:20 136:15 137:3 138:24	cite 144:10 145:9	169:22,25 170:22 174:21 179:3
145:12	city 23:18 66:8	180:22 183:25 184:9,23 186:8
changing 106:22 113:2	Clahchischilliage 2:5 5:16,17	comes 7:5 30:25 79:3,5 103:3,25
channels 177:1	105:14,15 114:13 182:22,23	108:6 110:20 113:9 116:7,19
Chapman 1:20 189:8,19	claim 8:14	118:16,17,17 123:13,21 156:12
character 157:1 158:14	claimed 8:11	168:17 178:6
characterize 147:16	claims 7:8	comfortable 55:18 137:21
charging 56:2	clarification 84:12 123:8 163:20	144:25
charter 2:10,12,14,17 3:10,18	clarified 163:24	coming 16:11 27:21 35:15 50:2,2
12:5,25 13:13 16:14 20:13 24:2	clarifies 39:23	61:23 75:10 77:5,13 97:18
33:16,20 34:7,8 39:14 44:23	clarify 165:2	100:16 102:19 118:19 121:7,16
48:2 66:11,23,25 75:23 82:23	clarifying 174:18,21	123:19 147:18,18 163:12
86:15,19 87:7 88:24 89:11	clarity 139:19	167:13 169:4,13 180:17 187:3
119:18 125:12,22 126:1,18,22	Classical 3:7 18:14 19:18,25	commend 90:4 92:5 177:13
127:4 133:12 136:8,19,21,23,24	20:14 23:25 162:4	comment 3:3 6:10 11:6 12:4,24
137:3 142:11 144:10 150:24	classroom 66:13	56:19,24 59:11 60:15 69:21
151:1 157:11 159:20,22 160:10	classrooms 65:24	70:4 76:15 87:17 166:3 176:2
161:21 166:9 169:24 171:20,22	clear 7:1 35:22 40:3,6,13,20 41:4	comments 3:22 10:24 49:3 60:9
174:23 183:12,13,16 184:1,2,5	128:2 144:6 145:2,10 158:13	131:25 175:22 176:4,4,8,11,17
184:10,14 187:2,8	159:15,16 165:2 173:25 174:2	commission 1:1 5:3 19:5 21:7,9
charter's 7:14	clearly 22:16 51:25 148:5 173:23	22:22 36:25 39:1 45:7 51:24
charter \$ 7.14 charters 18:16,23	click 36:11	58:6 64:6 75:20 79:24 80:9
chat 11:20 12:4 65:21 67:23,25	clicked 37:5	83:14 85:6 86:1,25 87:14 94:22
Chavez 2:9 25:10 26:6 31:2,9	close 56:20,24 73:10 74:20 93:4	101:4 108:3,13 111:14 115:7,8
36:24 37:20 40:19,24 51:10	100:2 103:8 105:11 162:9	116:1 120:10 127:24 128:13
52:17,22 71:15,17,23 96:5,10	closed 73:14 96:13 162:25 163:1	131:24 143:6 144:24 159:24
98:6 125:10 146:14 147:4,8,14	172:11	176:1 180:23 182:8 184:21
147:19 148:15 150:19 153:21	closer 57:22	186:20 189:1,12
160:12,18,21 164:3,17,22 165:5	closes 67:18	Commissioner 5:6,13,14,15,17
165:10 167:16 173:21 174:17	closes 67.18 closing 71:6 73:11 125:8 131:25	5:18,19,20,21,22,23,24,25 6:1
174:20	131:25 163:1	6:24 19:6,8,8 20:7 22:12 23:1
check 14:1 26:21 47:10	co-counsel 117:14	24:3,4,5,18 25:25 41:16 43:9
Checklist 37:1 51:17	co-counsels 114:13	47:20,21 49:19 50:8 55:12 56:6
checks 77:20 78:1	coach 119:11	56:8 71:14,21 74:16 75:7 80:12
cheerleaders 186:6	Coblijn 9:23,25	80:13 88:25 89:1,1,2,25 90:20
child 37:7 60:22 62:6 63:11,13	cohesive 127:19	91:25 92:14,14 93:25,25 95:6,7
child's 37:16	collaboration 53:18	97:16 99:21,22 105:13,15
children 14:17 15:7 16:22 17:4	collected 39:21	107:12,12,13 112:8,10 113:14
39:6 60:23 61:14 73:7 106:19	college 61:10 136:20	113:17,23 114:8,12 116:12,17
116:19 125:19,19	Collegiate 136:24	116:18 121:2,3 124:18 127:11
chilling 37:12	colonism 59:21	128:4,25 129:1,6 130:7,8,25
choice 109:12	combination 54:6	131:17 132:3 137:4,6,6,15
choose 118:6	come 12:16 14:1 15:4,21 16:9,23	139:10,18 140:2,11 141:9
chose 59:1,1,2	17:7 36:1 40:15 48:22 56:22	145:15,17,17,23 146:1 147:22
chose 39.1,1,2 chosen 110:1	57:6 66:13,20 67:5 74:9 75:24	151:5,7,7 153:3,16 155:23
chunk 133:10	89:7 92:19,24 98:10 99:3 100:1	156:13,14 157:23 158:4,11
Cindy 52:5	101:21 104:7,21 108:8,10	159:4 165:22 166:16 167:8
circle 132:23	118:11,13 120:21 121:5 122:4	168:10,15,19 173:9 175:1,18,23
circles 182:4	122:23 143:14 157:16 165:1	175:23,25 177:2,3,4 178:2
CIT CICS 102.7	122.23 143.14 137.10 103.1	113.23,23 111.2,3,4 110.2

181:18,25 182:1,6,21,23 183:11 comprehends 115:10 **contact** 8:13 67:13 71:20 72:1,4 185:25 188:6 concept 142:6 73:25 124:13 148:1,1,2,23 **Commissioners** 2:2 17:14 19:11 **concern** 15:15 67:12 83:12 84:19 149:15 188:1 20:12 22:11 24:7 28:1,23 38:17 84:20 98:5,12,17 99:11 102:3 **contacted** 8:11 174:16 52:18 71:11 72:11 75:11 94:5 105:11 107:15 128:1 129:19.23 contacting 171:6 95:8 114:24 125:11 127:8 130:16 139:10,11,12,15 149:11 contacts 35:12 131:12.19 137:9.21 145:20 151:14.20 155:2,20,24 156:4,7 context 132:6.13 133:7 135:6 150:19 157:6 160:3,13 162:2 concerned 14:5,7,15 22:18 42:25 continue 9:18 10:13 42:10 52:2 168:25 184:18 187:13,24 188:8 43:1 44:25 74:17 97:19 125:24 52:25 78:19 79:19 86:20 125:20 **Commissions** 133:5 142:22 144:15 185:15 134:18 149:8 153:13 163:10 **commit** 116:9 117:9 concerning 78:10 172:21,25 179:22 commitment 87:20 concerns 7:3 10:15 41:25 49:14 **continued** 4:1 62:9 162:2 49:16 67:7 130:16 132:4 171:5 continues 7:6 102:5 104:14 **committed** 34:18 70:21 committee 68:9 conclusion 74:19 108:19 120:11 committees 179:15 182:14 conclusions 180:12 **continuing** 91:20 117:23 162:19 **communicate** 172:23 173:5.5 **condition** 164:13 163:3.8.22 communicated 70:17 **conditions** 3:8 25:4 31:11 48:1 continuity 86:18 continuous 118:22 119:5 **communication** 14:24 71:15.18 123:16 71:19 73:24 74:8,17 134:8 **conduct** 9:21 89:21 continuum 166:6 147:13,15,17 conducted 58:18 **contract** 3:15 13:21 20:15 21:15 **communications** 33:14 70:15 **conference** 23:9 169:13 24:2 77:15 113:20 123:9 124:12 74:5 confidence 45:2 60:23 106:2,5 126:1 127:8 175:3 communities 33:22 34:7,12 79:8 108:25 112:3 contracting 53:21 90:8 132:21 178:17 **confirm** 89:10 contractor 162:5 confirmation 83:10 **community** 7:4,7 9:16 16:12,19 **contracts** 137:3 146:6 25:6,23 28:22,24 32:9 33:7,9 confirmed 81:19 control 29:14 34:2,5 35:6 38:6,10,20 39:10,12 conflict 45:14 114:23 controller 160:23 conveniently 7:24 42:20,22 51:24 66:9,18 69:11 confusion 29:5 76:25 77:2 78:13 93:6 101:16 congratulating 161:17 **conversation** 42:9 71:21,24 103:22 112:12 117:3 124:5 congratulations 22:14 24:12 123:15 133:6 144:19,23,24 125:2,2,12 136:22 95:17,20 105:18 157:16,17,18 158:7 180:24 community-focused 132:22 connect 35:22 101:15,15 105:4 181:12 compared 113:1 conversations 55:1 115:20 124:4 connected 180:2 complaint 7:22 **connecting** 28:11 36:6 71:22 Cool 146:1 complaints 176:13 133:15 cooperated 162:4 complete 109:5 130:21 142:15,18 connection 33:24 36:3 114:25 cooperative 55:3 150:17 118:3 159:6 coordinated 74:6 **completed** 151:2 159:23 consent 3:5 17:17,19,21 18:1,25 coordination 48:19 **Coordinator** 2:16 161:9 completes 111:7 19:2.5 consider 102:19 103:13 119:15 **compliance** 7:7,9 9:17 10:9 61:20 coordinators 33:18 126:12 135:20 150:15 157:14 184:15 **copy** 30:22 157:21,22,24 158:2,5 consideration 104:23 core 133:1,13 134:20 **complied** 150:12 151:15 152:8 considering 99:24 Corina 2:9 25:10 26:6 31:2,4,9 comply 95:4 116:8 117:9 150:12 constantly 42:14 31:14 36:24 37:20 40:19,24 constitute 189:10 153:23 155:10 51:10 52:17,22 71:17,23 96:5 component 43:20 consultation 64:17,18 65:14 67:5 96:10 98:6 125:10 146:14 147:4 **components** 23:12 113:3 135:3 67:9,11 70:5,8,14,20,21 72:22 147:8,14,19 148:15 150:19 136:7 158:25 72:24 133:17 134:23 160:12,18,21 164:3,17,22 165:5 comprehend 179:1 consults 96:18 173:21 165:10 167:10,16 174:17,20

corn 59:23	88:1	decade 22:4
correct 55:7 81:12 87:6 93:14	current 10:10,11 21:2,15	December 31:24 151:2,21 152:2
98:9 115:16 131:19 137:25	currently 13:21 21:3 174:4	152:5,8,9,12 153:13 154:8,11
147:19 175:5	curriculum 44:17 45:3	154:14,17 155:1,15,19 159:24
corrected 31:10 162:12	cursor 30:12 32:11	163:19 164:11,21 169:13,14
corrective 107:18 108:1,23 109:2	custodian 15:6	173:18 181:17,24 189:16,21
109:8 110:8,18 111:11,14	Cuylear 70:1,2 71:2	deceptive 7:19
117:11 128:1,9 129:11 132:5	Cynthia 1:20 25:13,13,16,16,19	deci- 138:3
162:12,24 165:13,18	52:8,9,18,22,25 55:7,20 56:12	decided 114:16 138:4
correctly 154:23	56:16 189:8,19	decision 26:2 108:17,17 137:18
Cottonwood 3:7 18:14 19:17,25		decision-making 38:8 39:2
20:14 23:24	D	decisions 58:5 111:3 144:3
council 57:12,15 59:6 60:2,5,9	D 3:1,1 4:1,1	180:10,19 181:22
70:9,11,25 72:12,13,13,17 73:4	d'Arte 13:13 14:7 161:25 162:14	deemed 139:15
77:15 80:18 96:18 119:25	d'Arte's 162:23	deems 80:9
129:20 170:7,10,13,19	D-level 14:18	deep 67:12 114:24 116:7 123:19
counsel 2:19 92:20	daily 66:20 67:2	163:9 178:9,9,13,14 180:9,19
count 110:22	Damian 35:9	deeper 18:19 124:3 164:12
counter-intuitive 57:7	Dan 20:4	deeply 78:10 79:15,18 144:16
country 24:23 178:14,15 179:14	Daniel 27:21,24 86:22 98:19	deficiencies 108:20
County 189:13	darkness 118:16	deficits 102:21
couple 65:16,22 86:23 119:4,10	darn 178:5	definitely 47:4 111:9 150:8 168:3
126:3 170:2	dash 27:23	definition 145:8
courage 106:1	data 38:18 39:10,21,21 96:7	definitive 143:18
course 14:1 23:3 99:4	101:19 122:6 130:18 156:2	Del 136:21
courses 7:16	162:19	demise 86:4
coursework 111:7	data-oriented 101:20,22	Democrat 178:3
court 1:21 57:2 108:15,16,18	date 20:18 147:10 148:18 154:8	Democrats 116:13 177:20
189:9	daughter 14:18	demonstrate 7:6
cover 67:25	Davis 2:16 6:16 9:8,11,22 11:12	demonstrated 185:3
covered 67:22	11:24 13:1,6,9 15:11 16:3 17:12	Department 35:20 61:19 65:13
Crabtree 54:10	72:6 74:13 160:24 161:4	67:15
crazy 14:14	day 12:17 16:2 24:21 42:20 50:12	depends 55:6
create 91:8	50:17 65:23 74:6 133:3 166:15	deposit 168:19
created 31:10 63:22	166:24 167:2 168:25 170:3,7,23	depth 144:24
creates 7:19	186:1	Deputy 2:11 161:23
credit 167:13	days 34:22 92:6 105:20 111:8	deregulate 116:16
criminal 8:7	130:20,22,24 149:14 151:9,10	deregulation 116:14
cross 108:21 187:13	151:12,15,19 152:20,20,21	description 53:13
Cruces 14:21	153:12,13 154:17,20,25 155:4,9	deserve 119:2
CSD 48:4,17 49:6,11,15 50:11,22	155:14,14,14 156:8 185:4	designation 7:24
51:7 52:3 70:14 71:16 81:19	dead 122:25 deadline 37:2 88:13	desire 112:1
101:15 104:4 109:9 130:20,24	deal 80:21	despite 7:8 8:23
144:1 149:15 156:5 160:14	deals 55:16	detail 24:25
162:2 164:24 165:14 168:12	DEAP 66:24 87:7	detailed 150:7
172:15 181:20	dear 17:4	details 53:16 141:7
cultural 16:20	death 168:16	detention 63:12
culture 9:13 66:16	debates 178:19	determinants 135:15
curious 44:9 45:8 83:22 84:22	uchates 1/0.19	determination 75:13

	1	1
determine 23:12 80:5	164:22 165:5,10 167:16 170:11	divided 144:16
detrimental 73:20	170:14,20 172:9 173:21 174:17	Division 2:10,12,15,17 3:18
DeVargas 2:21	174:20	20:13 39:15 48:2 125:13,23
develop 54:17 103:11	directors 169:24 170:2,5	126:22 127:5 157:12 160:11
developing 33:11	disagree 156:15 179:6	161:22
development 44:17 187:3	disagreements 179:10 185:21	Docs 29:7
developmental 186:15	disappointing 78:10	document 29:11 30:8,11 51:12
dial 103:7	disciplined 122:2	138:7,10 145:13 146:11 160:13
Diego 136:23 146:16,22 150:25	discount 176:20	documentation 48:10 49:4,11
159:21 164:2,6,13	discourage 176:21	123:13
difference 47:11 122:19 152:1,11	discredit 8:15	documented 15:9,19
152:22	discuss 62:13	documents 30:1,18 81:22 118:21
differences 181:10	discussed 60:7 61:4 99:6	125:25 126:5 136:16 150:6
different 11:10 13:17 27:8 32:7	discussing 144:19	154:14 162:5,15
		-
32:25 33:15 47:23 66:1,1 68:14	discussion 3:6,10,12,13,15,16,17	doing 8:6 12:10 13:21 20:9 39:9
68:23 69:6,7,9 74:23 85:20	3:18,19,20,23 19:17 75:12	46:5 47:24 49:17 78:24 98:25
94:14 101:3 105:8,9 115:7	80:11 94:11 98:2,7 136:13	99:2 100:11 103:1,2 106:6
116:4 122:3 133:4 178:24	146:5 186:2	111:14 114:20 120:8 123:19
179:14,25 180:4 182:3 186:3	discussions 62:9 76:10 185:21	129:17 150:1,2,8 155:20 157:14
187:1,2,5,16,18	186:19	158:8,9 164:12 178:16,16
differently 100:20	disenrollment 163:17,23	179:12 181:14 186:23
difficult 76:25 106:16 144:21	disharmony 62:8	dollars 171:20
180:18 182:15	dishonesty 9:13	Don 1:12
dig 50:5 113:25	dismiss 131:22	door-closer 118:10
diligence 155:20	disqualification 142:8,9,21 143:8	door-opener 118:10
diligent 122:1	disqualified 139:15	doors 8:2
Diné 65:13 66:24 67:15 136:19	disqualify 140:9	dot 108:21
146:15 150:24 159:20	disqualifying 140:20 142:6	double 21:17
Diploma 23:16	disregard 7:7	doubled 9:1
direct 168:19	disrespect 77:4	doubts 61:24
direct- 175:9	dissected 134:11	Downtown 30:15 31:21
direction 22:23 24:22 62:20	disseminated 74:22	DP 23:6,7,16
83:16 102:9 124:17	disseminating 74:1	Dr 20:11 52:11 162:1
Directions 3:10 16:13 58:4 60:19	distiller 43:12	dragged 78:23
61:10 63:16,23 64:2 65:15	distinct 40:7 56:9	Dream 66:24 136:19 146:15
66:11,13 67:14 85:15 93:23	distortion 18:19 42:17,18,19	148:14 150:24 159:20
94:23,25 118:1 125:11 132:2,16	45:16 80:15 83:13,16,17 109:22	Dreams 136:23 146:16 150:25
134:14 170:8	109:23 165:7 179:18	156:22 159:21
directives 8:24	distributing 33:1	dress 69:9
directly 7:13 35:16,24 48:5 50:23	distributing 33.1	drive 160:14 163:2
70:10 71:7 83:18,21 175:10,11	district 21:22 45:15 53:18 54:25	drive 100.14 103.2 driven 133:9 181:6
175:13 183:19	88:1,2,15 108:14,16,18 135:11	
	135:14 142:12 173:19	driving 165:15
director 2:9,11 19:25 25:10 26:6		drop 32:16
31:2,9 36:24 37:20 40:19,24	districts 109:21	dropped 26:20 32:23 33:4 76:1
51:10 52:17,22 71:15,17,23	disturbed 156:17	96:23
87:24 88:3 96:5,10 98:6 124:13	disturbing 8:22	dropping 51:21
125:10,12 146:14 147:4,8,14,19	ditto 105:21	drops 51:12
148:15 150:19 153:21 158:18	dive 123:20 164:12	due 20:18 28:14 49:11 50:13
160:12,18,21 161:24 164:3,17	dives 163:9	51:11,12 72:23 144:5 153:15,19

		<u> </u>
153:24 154:14 155:20 166:11	embed 143:2	established 55:4 82:24
dug 18:19	embedded 138:6 181:12	Estancia 161:24 162:3
duty 87:6	emergency 153:8	evaluation 98:25
unty 87.0	emotional 187:21	
		event 32:5 34:6 35:15
E 2:1,1,4 3:1,1,1 4:1,1,1	emotions 77:2 104:23	Eventbrite 32:14
E-d-a-n 13:12	emphasize 156:23	events 32:7,8 36:7 59:19
e-mail 7:12 53:5 64:25 65:5	emphasized 6:25	everybody 34:21 58:22 59:7
71:25 72:16 148:21 150:7	employed 13:15	72:11 87:15 92:11 106:5 149:2
e-mailed 26:21	employer 8:11	171:18
	enabling 8:21	everybody's 181:22
e-mails 35:9,14 75:4 166:25	encourage 124:13,16 173:14,20	everyone's 139:7 159:15
167:1,11,14,14 168:13	176:2,11	evidence 134:12
eager 54:19	encouraged 8:22	ex-Alma 14:7
earlier 176:9	encouraging 107:3 182:18	exact 76:13 172:7
earth 59:24 185:2	ended 92:18 173:4	exactly 22:2 94:15 165:5
easily 15:24	ends 143:23	examining 46:12
easy 55:6 140:19	enforcing 106:1	example 109:18 179:23 186:13
EC 150:20	engage 62:8 70:7	Excellence 18:15
echo 13:6 124:18	engaged 124:7	excellent 12:10,15 161:7
echoing 80:19	engagement 7:7 70:13	exceptional 184:19
ed 13:19,20,25 15:9 87:3,4	Engineering 25:17 52:10	excited 33:12 91:22 111:25 161:8
161:16 162:24 163:17	English 12:14 32:23 33:2 69:20	exciting 33:23
Edan 13:1,3,11	enjoyed 186:9,9	excluding 7:22
educate 62:6	enlightening 182:18	excuse 8:8 33:9 36:13 96:6
educating 16:22	enriched 113:13	executing 48:22
education 1:1,12 5:3 10:19 16:21	enrolled 12:11 21:4 39:7	executive 19:25 62:13,15,17
17:5 19:5 35:19 43:19 44:16,20	enrollment 3:7 19:18 20:15,19	exhaust 185:5
61:7,19,20 65:11,13 67:15 68:7	20:24 22:6,20 23:24 36:12,16	exist 7:17 185:7
73:21 87:3 94:21 106:18 121:24	37:5,6 38:24 39:14,18 41:2	existed 168:11 183:7
133:15 134:21,24 159:24 163:1	51:13,14 65:18	expand 22:19
183:2,3,4 185:16,17 189:1,12	ensure 91:18	expansion 21:8 23:3
educational 45:18 113:8	ensuring 12:10 146:18	expect 121:13 164:22 165:1
Eeds 46:19	enter 180:24	170:16
effect 23:10	entered 127:7	expectation 83:14 98:14 143:21
effective 20:18,21 42:3,12,21,24	entire 75:24 88:2 170:23 178:9	156:23 164:19
96:1 133:25	envisioned 127:20	expectations 7:20 98:17
effects 37:12	Epicenter 31:6,8,11 39:14	expelled 63:10
efficient 29:10	146:13,19,21 148:20,22,23	expense 8:19
effort 56:21 144:22 181:23 182:9	149:4 166:4 167:20	expensive 44:7 47:4
efforts 41:3,8 128:14	equally 8:22 96:1	experience 34:10 37:24 75:23
eight 131:18 155:14	error 169:20 172:9	109:15 126:18 135:8 140:12
eight-week 135:22	escalate 62:11	141:14,23 182:19
either 140:14 177:21	especially 15:17 41:18 65:18	experienced 110:3
ELA 59:15	80:21 86:18 97:23 107:1,5	experiences 75:25 118:17
elder 132:25	123:17 124:23 140:22	Expires 189:21
elected 86:19	ESQ 2:20	explain 175:3 183:10,21 184:1
election 177:18	essential-31:13	explained 183:21
elementary 18:6,9 115:2	essentially 81:10	explicitly 38:12
eligible 174:6	establish 54:12 89:14,14	explore 18:8 34:19,19 136:19
5	0,117,17	Explore 10.0 5 1.17,17 150.17

123:16 131:10 137:8 145:19 **finding** 11:17 55:18 express 73:22 findings 162:6 expressed 34:24 160:2 188:7 **extend** 7:2 105:18 favorite 149:18 fine 40:8,8,17 41:7 95:23 96:2 Fe 1:13 2:21 32:8,8,8,9,9,21 extended 106:8 138:9.9 extending 107:6 33:13 38:10 39:7,12 42:13 43:7 **finger** 28:16 extent 173:13 181:11 45:12 46:23 109:20 189:13 **fingers** 187:14 external 104:6 fear 187:20.21 **finish** 9:9.11 15:12 firm 77:19 extra 104:10 February 33:15 extraordinarily 124:10 **federal** 14:8,16 first 6:11 9:25 21:14 22:13 25:6 29:2 42:12 49:6 53:18 57:25 **extraordinary** 177:8 179:20 federal/state 10:17 extremely 14:19 177:24,25 feed 178:22 58:1 72:15 80:14 81:3,6,8 83:9 eves 170:12 feedback 37:3 126:24 134:13 86:24 88:7 89:4 90:16 91:22 feel 42:13 48:16,21,23 61:17 83:3 92:15 93:19 95:15 98:22 102:6 F 86:17 89:15 100:9 102:15 105:2 103:15 110:5 119:12 168:8 **F-250-driving** 178:3 110:25 116:19,21 135:24 148:9 178:8 F-r-e-e-l-a-n-d 85:7 150:14 153:18.20 156:10 five 11:14 13:16 23:8 75:16,17,18 **fabulous** 114:17 158:16 176:14 179:19 180:2 75:19,21 81:18 85:1 94:22 Facebook 32:1,6 36:17 42:4 184:10.17.19 97:19 99:2 107:22 153:13 178:22 **feeling** 49:8 55:18 177:19.20 faced 8:3 feelings 105:3 five-year-olds 35:2 facilitate 71:18 feels 148:11 153:17 187:6 fix 138:3.4 facilities 22:5 fell 99:12 **fixed** 137:20 facility 15:15 21:2,7 22:20 55:24 **felt** 144:24 flag 80:17 140:15 163:10 **facing** 101:12 flags 10:21 86:2,9 162:8,18 **female** 13:19 fact 76:3 101:7 143:3 180:12 field 88:24 floor 6:21 13:3 16:6 19:21,24 181:7 183:15 fifteen 61:25 155:14 20:2 27:10 57:11,14,17,24 58:3 failed 8:1 Fifth 54:4 58:10,15,19,21,22 59:10 60:1 **failing** 149:22 fighting 60:23 60:18 61:4 62:2,23 63:9,18,24 fails 131:8,9 **figure** 50:25 101:17 120:22 64:5,11,13 85:3 145:5 failure 9:5 78:13 129:19 166:14 171:13 185:11 **Flores 33:25** fair 33:12 140:2 figured 72:25 119:10 flummoxed 128:7 fairly 89:5 **file** 8:14 flyer 32:16,19,23 fall 21:1 76:17 127:4 flyers 32:25,25 42:16 **files** 30:10 false 7:19 8:14 **fill** 61:11 150:8,10 171:3 focus 97:2 101:6 122:17 133:20 falsely 8:10 focused 22:9 69:16 **filling** 40:21 familiar 14:20 76:2 87:18 113:15 filmed 8:4 9:3 **focuses** 16:20 families 2:10,12,15,17 7:16 9:16 **final** 87:22 126:2 127:1 focusing 34:25 14:6 15:18 34:7,11,25 35:5 63:6 finalizing 84:16 folder 81:23 96:8 146:12 64:7 90:8 **finally** 10:3 14:10 15:8 82:14 folks 19:20 52:7 56:21 78:2 79:19 family 15:7 63:21 178:9 165:10 180:7 120:7 fantastic 182:7 finance 80:8 81:20,25 94:24 95:3 **follow** 150:22 far 22:18 30:3 49:1 57:7 89:16 96:23,25 97:5,9 99:14 129:22 **follow-up** 33:24 167:9 113:4 121:12 149:19 173:15 **following** 7:22 35:21 70:22 165:16 fare 183:5 **financial** 8:20 10:16 21:12 97:7 148:17,17 162:13 farm 135:11 Foods 42:18 161:9 162:3 165:12,18 farmers 30:14,15 31:21,22 42:4 financially 15:23 **forced** 63:10 42:14 **find** 10:2 11:21 47:16 53:7 92:24 foregoing 189:10 fashion 155:21 156:6 123:12 149:5 156:23 157:5,8 foremost 72:15 favor 19:10 23:3 24:6 94:4 95:7 171:8 forever 104:14 139:4

forget 75:16 **full-time** 68:21.22 117:10.11 126:14.23 127:9 **forgive** 35:10 75:16 fully 16:17 45:2 56:21 149:5 151:12 155:1,9 158:19,19 form 3:15 36:16 37:5,6 38:21 **function** 187:11 171:4.21 39:6,17,18,24 40:21 41:2,4 50:6 functioning 97:7 given 59:14 73:13 129:25 154:20 51:14,14 146:5 150:9,9,18 **funding** 53:14 65:17 68:11 155:4 171:2 175:13 183:19 **formal** 72:22 **funds** 21:9 68:6,9 69:17 gives 153:15 178:21 formally 22:6 further 54:17 101:9 110:24 giving 25:13 75:5 153:18 format 113:22 130:18.20 136:18 **glad** 117:21 165:22 187:15 formative 103:8 **future** 23:13 36:7 50:20 59:23 **gladly** 98:23 former 7:10 16:15 38:10 39:4.10 61:22 86:4 111:3 124:1 **glasses** 159:10 **forms** 39:14 146:8,10,23 150:13 **FY24** 162:9,22 **glimmers** 115:14 **global** 23:9 159:23 G forms' 150:13 **GMCS** 115:2 **G** 3:1 4:1 forth 38:13 138:5 **go** 10:12,21,21,22 13:20 14:25 G-to-G 35:21 **fortunate** 66:10 67:1 18:9 20:2,8 29:1,12,14,25 30:8 **G2G** 35:17.24 forum 109:5,11,13,16 32:17,24 33:8 35:1,6 37:16 gain 112:25 forward 15:21 31:19 34:23 73:17 40:14 47:4 52:24 53:8,11 54:2,3 gains 113:5 73:21 74:5,10 79:12 80:11 82:4 63:11 73:9 82:24 84:14.17 **Gallup** 16:11,14 61:5 66:8 96:14 97:1 98:8,14 102:18 85:19 86:6 91:6 92:16 98:16 114:25 119:1 105:5,12 106:2,7,11 107:25 100:10 101:9 103:22 107:2,25 **gapped** 133:25 111:4 118:7 132:5,8 136:2,7 109:9 120:15,16,17,23 123:12 Gaspar 1:12 139:23 170:24 173:12 174:14 124:11,20 126:22 139:3 141:19 **gate** 47:8 179:21 142:25 143:15 147:25 152:24 gather 162:19 fostered 9:15 156:20 157:25 158:21 159:9 gathering 184:19 found 144:21 171:1 170:18 175:15 183:9 185:10 **GC** 10:13 148:17 **founders** 127:14 186:3 general 183:4 four 81:17 93:22 96:23 99:13 **goal** 54:11 **General's** 157:25 139:7 153:12 162:25 179:21 God 179:4 generalization 47:12 **Fourth** 53:25 goes 74:18 89:16 109:16 120:4 **Generally 86:3** 149:19 **frame** 88:16 framework 3:12 21:12 112:20 gentleman 43:16 going 5:2 22:3 23:11 24:25 29:11 gentlemen 64:14 113:19 126:23 136:15 137:2 29:14,25 30:4 31:18 32:10,18 **gently** 134:2 174:1.11 35:6,8 37:16,21 39:5 40:4,8,12 genuinely 100:24 frameworks 113:8,16 123:10 40:14 42:8,13 45:6 46:9 47:2,22 **get-go** 165:3 137:1 48:14 49:1 51:6,7,20 55:6 56:22 getting 48:4 72:19 84:4 87:11 frankly 39:18 145:8 56:25 57:20.21 58:20 64:15 100:18 103:8,18,23 109:24 free 32:5 119:22 124:24,24 67:18 68:6 69:17 72:24,25 73:5 117:2 126:16 134:13 166:7 Freeland 85:5,6 90:11 112:14,22 74:1,7 75:6,15,17,19 76:20 77:4 167:17 180:9 181:20 113:15,18,21 114:7 131:24 77:12,22 79:16 80:5 91:6,7,17 **gifted** 14:19 92:25 95:16.23 97:9.10 98:1 freely 58:8 **Gipson** 2:3 5:9 11:15 19:8 20:11 Fria 34:2 101:10,17 105:20 107:4 110:22 24:5 71:10,11,20 72:3,4 94:1 110:24 111:4 114:1 116:5 Friday 5:4 34:21 170:21 95:7 96:5 112:11 115:5.16 friendly 130:12 131:1 117:10 118:13.17.18.19 119:7 125:11 126:6 130:8 137:6 front 101:4 117:7 133:4 121:14,14,18,19 122:7,15,15,16 145:17 151:7 160:13 162:2 122:18,21 123:21,23 124:1,9 frustrated 149:24 164:5 176:9 **frustrating** 147:23 148:3 127:1 128:23 129:2,2 135:12,18 girl 161:17,19 fulfill 9:6 135:19 138:23 139:11.21.22 give 24:25 29:18 36:14 39:1,11 fulfilled 101:24 141:5,6,10,24 142:10,25 143:7 39:21 52:14 60:10 70:5 105:25 **full** 9:6 90:17 143:11,12,18 144:8,10,21

147:24 148:12 150:15 151:14 151:22 152:6,6,10,15 153:9 154:1,3,11,18 155:15 156:16,20 157:5,10,18 158:15,22,23 159:1 161:18,23 163:21 164:23 169:15,15,18,23,24 170:4 171:3 171:24 173:2.3 174:3 175:1.2 180:14 182:11 186:2,3 187:21 **good** 5:1 6:18,20,22 9:24 12:1 13:9 16:2,6 19:21,22 25:21 27:19,25 28:13,13 37:13 48:22 52:15 57:10 65:9 69:20 70:1 72:10 77:23 80:24 83:12 85:5 85:11 86:17 87:8 99:15 100:24 102:21,23 130:1,4 136:1,3,6 141:4.15.15 145:11 153:22 163:25 178:17 179:23 180:12 181:3 186:25 187:17 188:4 **goodwill** 153:23 Google 29:7 gosh 21:24 107:1 governance 77:15 87:12 129:20 governing 9:14 60:2 81:5 85:14 93:22 94:23 95:2 99:12 119:25 126:13 130:21 135:2 136:25 170:7,10,13,19 government 12:8,12 68:21 69:18 Governor 35:24 36:1 75:4 **Governor's** 70:25 71:4 grades 38:25 41:5 graduate 61:21 grain 168:14,21 grandmother 153:5 grant 21:6 52:2 172:22 173:7,7 grantees 169:25 grants 173:11 grassroots-oriented 46:7 grateful 46:10 59:2 100:21 105:6 105:10 great 16:18 29:23 31:18 36:23 40:16 41:7 50:20 54:25 56:4 78:19 80:21 85:16 95:20 104:5 110:2 112:10 113:14 177:14 179:4 181:11 greater 152:16 154:6,10 155:10 green 57:5 159:9 greetings 16:9 **group** 10:4 46:3 118:20,21 122:13 168:9 177:8,19 186:11

groups 32:4 35:14 grow 59:23 91:20 **Growing** 34:17 45:10,13,16 **grownups** 187:15 growth 113:12 117:25 127:6 133:8 134:18 186:15 **guarantee** 134:15.18 guardrails 79:13 guess 20:3 58:11 75:14 113:17 137:14 **guidance** 126:10 143:6 **guide** 126:12 **guideline** 141:15,16 guidelines 143:3 **gumption** 122:14 guys 16:2 22:16 23:17 42:7 46:1 52:8,14 85:18 92:3 95:19 100:5 121:7,8,9,15,17,19,19,25 122:1 122:1,2,4,8,23,24 123:3 169:5 169:10,10,15,22 172:14 182:17

Н

H-i-l-l 20:5 H-o-l-g-u-i-n 6:23 half 12:18,19 113:11,11 hall 1:12 121:4 hand 27:11,13 29:11 55:12 64:19 64:23 125:25 133:23 189:16 hanging 97:11 106:25 happen 24:20 55:2,6 61:21 98:1 99:4,25 101:25 108:6,9,9 114:10 119:3 135:6 155:15 168:12 169:6 happened 63:7 76:7 92:18 100:17,23 115:14 158:14 183:6 happening 62:3 73:15 102:23 173:6 happens 28:12 45:5 76:5,5,19 78:17 100:10 102:5 108:5 110:23 happy 22:8 24:24 36:9 41:20 111:12 126:17 139:7 161:20 170:4 177:22,25 178:10,12 harass 79:10 harassment 8:3,23 9:13 hard 57:5 104:9,18 115:12,13 harder 62:1 **harmony** 127:20 **harness** 179:22

hash 139:18 143:9 hate 61:21 118:11 162:18 head 22:2 28:21 33:25 45:13 59:14,24 62:10,14,16,20 72:12 77:16,18 78:4,6 80:23 107:23 119:25 124:8,8 125:16 126:8 156:21 164:9.20 165:16 166:9 166:25 167:23 headline 43:21 heads 187:7 heal 120:22 **healing** 120:24 healthy 132:22,23 186:10 hear 6:19,21 13:4,5,8 17:6 27:20 28:1,4,5,8,9 43:5 51:1 52:8,13 57:23 58:22 117:17 131:7 146:22 165:5 167:5 168:16 183:2 187:17 heard 17:1 40:11 51:24 79:16 83:7 147:2,4 183:13,19 hearing 19:14 24:10 38:6 49:23 51:4 94:8 95:11 101:10 131:6 131:18 137:12 146:3 160:6 heart 17:4 115:18 117:8 176:18 177:10 heart-breaking 121:23 hearts 176:5 179:5 heck 182:9 **held** 9:20 15:23 62:10 189:12 Hello 13:4 57:14 58:15 help 67:15 86:5 106:7 107:5 115:3 117:14 161:16 helped 106:4,4,13 127:12 helpful 54:20 98:21 124:10 125:6 140:22 141:2 181:23 herd 147:6 hereunto 189:15 Herrera 36:1 Hey 50:17 62:6 86:16 167:12,25 171:8.13 Hi 20:11 57:11,17 high 12:17 13:14 21:16,21 136:20 186:17 high-level 53:15 highest 18:21 **highlights** 3:4 141:12 **highly** 91:12 Hill 20:4 27:22 Hinds 36:4,4

hire 46:11.12 47:19 **identifying** 81:18 94:22 **Independent** 61:5 ideologies 181:12 **Indian** 35:19 87:3,3,4 134:21,23 hired 13:24 history 12:7,11 59:21 66:17 ideology 181:5 68:21 69:18 111:23 **IEC** 68:8 indicate 19:11 24:7 94:5 95:8 hit 22:2 92:7 **IEPs** 14:17.20 131:12 137:9 145:20 160:3 Hmm 27:7 163:16 188:8 illegal 10:17 hold 52:17 72:24 179:11 imagine 47:8 105:19 166:16,20 indicated 163:15 **immediate** 78:18 154:7 indicates 74:18 85:3 183:17 **Holguin** 6:16,23 holidays 47:15 **immediately** 96:2 99:14 **indication** 11:7 71:6 holistic 16:21 immunization 14:2 indicative 8:9 home 114:25 178:7 **impact** 59:21 indicator 96:12 homeland 63:15 impacted 58:5 **indicators** 84:3 126:3 hometown 16:10 **impacts** 103:21 indigenous 3:10 12:4,25 16:14 homework 122:17 **Implementation** 3:9 25:5 37:1 58:4 65:23 66:11,17 69:4,4 honest 88:5 156:25 51:17 93:23 94:24,25 132:2,14,16,17 honestly 138:2 166:12 186:12 implementing 68:14 132:21 133:1,13 134:15,20 honoring 134:5 importance 66:17 indigenous-led 119:19 indigenously 136:3 hook 117:19 **important** 42:7 61:7 66:14,15 hope 39:23 63:21 86:11,20 individuals 78:10,16 134:1 74:5,8,10 77:20 78:25 102:2 102:17 104:4,6,14 116:12 118:7 104:24 120:24 121:10 124:25 inequity 115:13 118:20 127:21 141:17 153:11 127:14 149:20 163:20 170:12 influence 48:12 164:14 171:12 178:21 179:20 170:17 176:19 informally 23:11 187:14 importantly 178:15 **information** 31:5 38:2 39:1 40:4 hopefully 17:3 55:3 124:3 136:6 **impressed** 65:20 66:6 68:16 40:12,17 48:17 49:7 65:17 140:24 153:20,22 164:9 **improve** 73:23 103:4 72:19 73:1 74:1,22 75:3,6 80:17 hopes 115:19 **improvement** 119:6 130:20,23 82:11 86:24 100:22 114:10 Hopi 58:20,24 135:21 126:1 151:18 157:20 158:19,20 **improvements** 103:3 127:10 **hoping** 170:9 181:21 **HOSFORD** 2:20 **improving** 162:16 **informed** 73:11 143:5 147:9 hostile 9:21 in-person 7:13 informing 151:13 hour 15:9,18 126:14 170:4 infraction 109:5 inaccurate 184:16 hours 62:15,22 63:8 **inappropriate** 47:13,24 48:6 **infusion** 135:18 **Ingham** 2:6 5:13,14 19:6,9 49:19 house 32:3,4 78:7 103:17 158:6 hovering 30:3,12 32:20 33:21 inaudible 28:14 56:6,8 107:13 116:17 121:2,3 hub-and-spoke 54:5 incentive 54:7 156:13,14 158:4,11 159:4 huge 55:22 80:20 86:9 118:10 incentives 53:25 165:22 168:15 181:25 182:1,6 **hurt** 67:18 include 68:1 initially 89:11 140:18 **hurting** 120:20 included 67:23 82:12 initiated 89:12 **hurts** 60:22 initiative 68:15 includes 10:11 32:7 109:2 hypothetical 119:9 including 7:11,17 10:5 35:18 innocence 79:4 105:23 innovative 109:17 I inclusion 16:21 **input** 3:21 38:6 69:23 74:10 I-v-e-v 27:23 incoming 85:14 109:25 **IB** 23:12.16 increase 20:15,24 22:7,10 23:24 Inspired 115:3 idea 33:17 102:1 127:15 instance 76:2 increases 104:15 ideal 134:14 increasing 20:25 instantly 80:17 ideas 34:19 127:25 135:16 **incredible** 100:6 177:9 Institute 18:12 identified 32:21 163:4,9 incredibly 47:24 instructions 35:22 **identify** 144:11 increments 135:22 integrate 68:23

intended 97:23 162:20 173:7 51:4 94:19 137:14,17,18 138:11 keeping 102:13,21 110:20 intent 40:2,10 138:14 139:3,5 146:4 147:1 intention 100:25 160:8,10 164:23 166:3 keeps 55:21 intentions 37:13 77:24 146:24 items 126:23 165:19 166:11 **Kevin** 35:18 147:24 Ivey-Soto 27:21 51:23 57:9 80:13 key 86:18 91:16 **interact** 164:25 86:22 90:21 98:19 110:21 kicked 63:14 interacting 167:25 114:15 kid 178:1 kids 15:5 18:21 22:20 26:3 43:6 interest 36:16 38:20,24 39:3,11 **IY** 174:21 41:2 114:24 45:6,19,21 74:7 109:6 118:4 J interested 107:24 120:8 121:4,13,20 122:13,22 **J** 2:3 12:2 14:4 65:10 68:3 interests 45:21 177:19 169:2 181:3 **J-o-h-n-s-o-n** 57:16 interim 28:21 kids/parents 43:12 Jana 6:16.23 kind 8:24 14:14 15:20 42:14 interpretation 73:12 Janet 9:23,25 interpreted 111:18 45:11 46:5 47:18 50:11 73:4.14 **January's** 43:18,18 intervening 9:1 74:19 83:4 87:25 98:14 100:1 **Javita** 25:20,21,22 26:18,20 27:1 intervention 82:5.19 83:2 97:21 100:15 101:11 102:7.9.15 27:5,9,14,18 28:7,8,10 30:24 130:15 149:22 151:4,22 152:7 103:16 108:11 109:4 118:22 31:7 36:20 38:3 40:9,25 41:1,10 152:11.15 160:1 119:15.21 124:22 128:11 144:5 41:14,23,23 44:11,14 **interview** 38:7 161:8 149:8 169:1 170:25 171:10 **Jerry** 1:12 interviewing 161:3 **Kinder** 33:12 **Jess** 27:15 intimidate 8:15 kindergarten 33:15 **Jessica** 27:13,15 29:3 58:16 intimidation 8:9 kindergartens 35:3 **job** 1:25 12:10 14:4 47:6 61:11 introduce 6:14 19:23 20:4 kinds 181:22 85:18 101:14.23 114:20 157:15 investigated 43:24,25 knew 51:19,21 60:3 72:2 186:25 189:25 investigative 176:10 knock 122:25.25 **John** 19:24 22:1,24 23:5,7,20 invitation 24:16 knocking 22:17 24:14 **invite** 33:15 know 11:20 13:18 14:12 15:14,24 **Johnson** 57:15 16:16,23 18:18 20:9 28:3 30:1 invited 35:13,14 62:17 63:21 **Johnson-O'Malley** 12:3 65:12 inviting 36:1 30:20 31:18 33:20 37:13 38:19 ioined 32:3.4 **invoice** 175:6,7,8,12 42:21,24 43:2 46:4,8,15,19,23 **JOM** 68:5,6,12 69:16 **invoiced** 175:16 49:5 50:2,12,14 51:16 52:5,6 Journal 18:3 involved 12:16 61:12 66:19 68:8 55:2,5,14 61:24 67:17,22 69:3,7 **journey** 184:9 69:16 70:16 73:17,18 76:1,6 77:2 83:18,21 106:17,20,22 **Julia** 2:20 17:18,25 18:19 81:15 **involvement** 7:5 97:16 77:21 78:24 83:20 84:15 85:23 81:16 83:24 84:2 99:8 138:10 **IPRA** 9:6 86:14 87:16 89:13 92:6,23,24 138:14 139:5 143:12,25 146:11 irresponsible 110:15 92:25 93:1,5,9 94:15 97:10,25 149:18 150:4,21 154:13 165:7 **IRS** 15:25 98:13 100:13 101:19 102:17 **Julianna** 161:15,17 **island** 104:10 103:7,10 104:17 105:1 106:4 July 8:13 20:21 issue 67:10 82:15 84:10 99:10,11 108:5 109:16,24 110:14,25 **jump** 103:9 102:2 105:11 121:6 123:3 130:2 111:16,21,21 114:2,16,17 **jumped** 60:16 138:21 144:13,17 147:21 115:18 116:11,17 117:8 119:8 **issued** 126:6 119:13 120:4 122:4,5,7,9,12 K issues 11:16,19 43:3 51:25 67:7 123:2 124:7,19,19,20,21,24 K-a-l-l-e-s-t-e-w-a 57:13 87:12,12 101:11 103:13 108:8 125:22 126:20 127:7,13 128:16 **K.T** 2:6 108:10 148:21 162:11,17 163:4 128:22 129:5,13 131:23 139:25 Kallestewa 57:12 168:23 176:13,20 140:3,5 141:20 142:2,5,14,16 Kate 45:11,22 issuing 151:20 155:24 142:20,22,23,24 143:17,20,20 keep 17:3,10 46:24 52:3 56:2 it'll 101:2 181:24 146:23 148:4,4,5,9,14,19,23 57:7 67:15 104:15 116:23 125:4 item 3:21 6:9 19:16 25:3 36:25 149:1,18 150:20 151:18 153:16

120:3 127:10 132:20 164:10 lift 55:10,22 86:5 153:16,17,22 154:1,21,22 156:9 157:3 158:12,15,16,21 162:15 177:14 **light** 57:5 118:16 164:11 166:5,14,21 167:13,14 **leading** 100:23 like-minded 42:15 167:24 168:1,16 170:15,16 lean 125:5 likes 171:18 learn 63:22 66:15 125:5 182:16 171:5,11,18,21,23 172:3,13 limited 176:7.23 173:4 174:9 176:2 177:6,17,21 limitless 124:22 186:18 180:16,18 181:2,24 182:3,13,17 learned 23:10 59:16,16,19,20,22 Lincoln 57:17 80:16 109:18 182:24 185:3,10,23 187:12 66:18 111:20 144:9 **learner** 156:22 line 13:23 141:11,11,11,11,19,20 188:1 **learning** 118:22 119:5 121:21 knowing 16:25 40:23 91:5 linguistic 16:20 link 11:17,20,21 36:12 101:10 170:13 186:19 knowledge 135:17 185:14 lease 55:25 links 126:15 leave 15:4 75:19 78:11 176:19 known 7:17 18:7 **list** 4:4 21:5 32:20 33:7 35:11,12 knows 47:6 166:24 183:5 leaves 76:18 78:16 53:3,15 156:18 168:4 **KSFR** 46:16 leaving 77:10 87:23 135:9 157:9 listed 18:16 146:9,15 **KT** 141:21 **led** 74:19 **listen** 176:3 **kudos** 80:19 **left** 7:18 30:3 70:24 77:14,16 **listened** 59:7 184:22 78:12 92:18 100:12 134:5 **listening** 110:14 123:4 183:1 L 186:10.19 187:1 142:16,17 L-u-s-c-h-e-i 13:12 legal 92:20 **listens** 184:24 lack 108:24 139:12.13.19 **legislative** 3:17 160:9 listing 7:16 ladder 82:5,19 83:2 130:15 **legislature** 46:4 179:17 Literacy 161:6 149:22 151:4,23 152:7,11,15 **leisure** 39:16 litigated 143:24 160:1 lens 91:21 163:17 **little** 54:2 57:21,22 79:4 86:17 **ladies** 64:13 let's 29:19 30:6.7 33:8 35:25 104:15 116:12 121:6 123:8 **LaFarge** 33:13,18 47:17 50:17 95:17 108:12 111:3 141:6 145:6 171:16 177:22,22 laggard 168:17,18 130:14 143:19 168:21 littlest 46:25 Lake 16:10 115:2 **letter** 62:20 84:11,14,17,19,20 live 15:22 16:11 38:22 39:25 41:6 lane 61:16 98:11,16 102:2 105:11 107:15 66:8 76:25 115:11 143:10 language 12:7,7,14 58:25 63:25 126:5 128:1 129:10 130:3 lively 186:2 65:19,25 66:5,16 68:20,25 69:1 136:19 150:24 151:20 152:4 lives 122:19 69:17.20 139:8 143:10 155:2,7,19,24 156:4,7 159:20 **living** 42:13 languages 12:11 load 31:15 163:14 165:8 171:2 173:22,23 lapsed 133:25 173:25 174:3 local 53:19 large 69:8 letters 84:8 90:18 98:4 163:1 location 54:16 **larger** 30:18 **letting** 30:20 62:11 97:25 123:4 **locations** 32:21.22 Las 14:21 151:17 locked 8:1 late 11:9 154:4 166:15 **level** 48:7 61:13,18 69:21 83:12 logged 146:18 laughed 8:22 83:17 122:3 135:14 187:3,5 **logic** 104:24 launch 115:3 127:12 level-set 90:13 logical 105:1 law 2:20 7:14 14:16 129:21 Liaisons 3:21 logistics 54:18 laws 59:12 liberation 59:20 lonely 120:5,6 **lawsuit** 87:19 long 10:8 22:4 40:6,15,19 80:16 **library** 24:19,23 30:16 31:22 **lead** 54:9 87:18 124:16 183:11 33:13 88:17 137:21 143:4 147:24 leader 113:24 **License** 189:21 152:2 153:17 170:7 leaders 63:18 91:20 112:12 117:3 licensed 88:17,18 long-awaited 34:20 133:19 169:24 lie 8:12 longer 7:16 14:23 137:16 181:8 leadership 79:22 90:3,13 91:14 Lieutenant 75:3 longitudinally 99:1 91:21 114:3 117:7 118:5,21 life 61:12,14 look 30:6 78:18 82:18 84:9 95:22

meeting 1:10 5:2 6:24 9:7 17:23 98:11 117:9 119:24 123:24 majority 68:19 69:16 132:14 23:25 34:1,20 35:11 39:3 44:19 126:16 129:9 134:14 135:19 making 12:16,24 36:8 85:24 138:8 163:11 171:13 178:4 104:15 107:10,24 112:4 117:1 45:24 54:10 55:25 56:20 60:2 180:22 186:14 187:3,9 117:23 128:20 129:16 165:14 60:15 61:3 63:5,7 67:10,24 70:9 **looked** 48:8,17 49:4 68:4,5,11,17 166:8 169:6 176:11 184:8 71:19 72:23 92:19,24 126:7 88:4 100:16 135:1,2 172:16 Malachi's 10:5 136:17 137:16 141:5,10 145:14 **looking** 22:15 31:17 34:22 35:2 male 13:18 146:24 148:18 151:19 152:3.12 40:3 49:5 50:4,5 51:13,14,15 **Mamas** 32:9 153:9,12 154:15 155:1,12,16,19 54:16 94:12 96:15,16,17 102:21 management 77:14 87:12 159:24 163:19 164:7.7.15.21 112:24 124:20 132:10 150:5 165:15 170:3 179:16 180:20,21 manager 29:3 88:18 155:10 161:11 163:16 164:12 managing 48:7 meetings 7:23 10:14,14 38:8 95:4 170:24 183:1 **mandate** 124:15 109:6 126:11 153:7 169:5,22 looks 44:20 49:11 162:22 Manis 2:6 5:20,21 139:10,18 176:3 179:18 lose 181:13 140:2 185:25 Meets 21:13 162:7 **March** 34:6 **lot** 14:6 15:16 18:23 24:25 73:18 member 2:4,5,5,6,6,7 16:15 61:9 90:14 91:23 93:10 103:10 Margaret 46:22 62:2 72:12 85:14 116:25 160:24 106:16,17,25 108:8,10 117:22 Market 30:14,15 31:21,22 42:4 members 28:24 32:3 59:6 60:5,7 119:14,17 138:5,20 169:8,8,10 marketing 41:3 61:6 72:14 75:21 81:11.18.19 markets 42:14 46:13 177:7 178:21 182:9,16 183:3,13 81:21 82:1,22 83:23 84:23 184:22,23 185:1,8,21,22,24 Martica 161:4 85:12 86:14 87:10,15 90:20 marvelous 114:20 93:23 94:23 97:20 107:5,22 187:6.12 **lottery** 38:1,21,21 39:13,17,25,25 Maryland 178:7 109:22 129:21 164:10 184:22 40:5,8,14,16 41:6,6 Master 21:7 members' 8:21 loud 152:24 materials 24:1 26:22 136:17 mentees 170:1 Louella 85:10.11.12 111:23 145:14 146:12 mention 46:15 99:9 164:1 165:25 **love** 24:21 46:19 63:20 64:6 92:9 math 12:14 18:12 21:17 66:4 mentioned 43:5 90:21 91:3 98:20 109:19 178:18,20 185:21 69:19 113:4 130:24 161:4 164:5 187:19 Matt 171:11 mentor 124:8 170:2 lovely 127:8 160:16 matter 10:15,20 50:6 119:9 mentor-age 132:24 148:7 178:6 189:14 mentors 120:1 170:1 **low** 130:17 low-budget 32:17 mature 186:13.14 mentorship 119:23 Lucy 2:13 10:23 11:15,18 25:12 maturity 121:11,12 message 184:11,14,16 Maya 57:11 80:15 109:19 111:20 messages 10:8 70:24 25:19 26:5,6,7,14,17,23 27:3,7 mean 15:15 43:1 88:22 97:17 met 35:17 45:8 60:2 65:15 70:11 27:12,16,25 28:2 29:2,6,15,16 100:6 102:25 110:10 122:25 74:23 167:22 29:20,21 53:6 64:22 65:2 71:10 160:17.19.20 127:23 141:17 143:25 148:20 Mexican 44:1 46:21 47:3 lunch 69:13 149:6 154:17 180:8 182:10 **Mexico** 1:2,13,22 2:21 7:13 18:5 Luschei 13:2,3,12 meaningful 124:3 18:17 32:8 34:17 45:10,13,16 means 63:25 125:25 143:23 61:19 183:2 189:2,9,12,13,21 M 152:17 mic 57:7 Mabry 1:12 28:3 measure 129:15 135:21 **Michael** 2:7 54:10 Madam 50:8 51:23 70:1,6 86:22 measures 103:22 113:3 Michelle 52:11 56:15 87:22 89:25 98:7.19 153:3 micromanage 102:9 mechanisms 185:4,6,6,9 168:25 media 32:1.11 micromanagement 67:11 magazine 43:13 **Mediation 2:20** micromanaging 49:1 mail 71:1 medicine 136:6 mics 57:22

maintain 125:2

110:5 111:20

major 43:6 57:14 80:15 109:4,18

154:11 160:22 162:7,8 165:15

meet 34:19 55:9 66:3 70:10 73:3

74:25 84:4,16 141:25 151:3

middle 18:6,10,11 23:15 55:24

136:20 178:4

mild 45:14

month's 126:6 million 172:5,6 13:11 16:7.8 19:23 27:8 28:18 mind 121:5 132:18 141:3,13 months 79:25 83:15 28:19,20,21 37:16 46:24 57:1,1 180:15 Montova 34:16 161:15 57:11,13,14,16,17,19 58:2,13 mindset 118:23 morning 5:1 6:18,20,22 9:24 58:13,15,16 65:6,7,10 70:2 mine 164:3 11:11 12:1 16:6 17:10 19:21.22 72:11 74:14 80:25 85:4.6.12 Mini-grants 173:9 25:21 27:19,25 52:15 65:9 70:2 87:17 144:9 148:22 165:25 minimally 42:3 72:10 85:5,11 98:20 178:11 name-dropping 45:23 names 37:25 40:13 57:25 58:1 **minimum** 73:8 mortgage 167:12 minority 97:8 111:13 mother 10:6 16:11 17:4 60:18 60:10 80:7 minute 78:3 141:6 164:5 183:10 Naranjo 35:18 64:1 78:22 **motion** 19:7,15 24:4,11 62:19,21 **narrow** 101:6 minutes 57:2 67:23 114:3 81:10 93:24 94:9 95:6,12 Natasha 70:1.2 71:2 mirrors 8:17 107:10 127:23 128:21 129:2,17 Natasha's 114:14 mis- 67:10 130:7,13 131:1,4,5,10,20 137:5 **Nation** 12:3 59:3.4 65:13 119:2 misbehave 76:22 137:13 145:16 146:2 151:6 national 44:10,14 miscommunication 72:16 156:24 159:15.19 160:7 165:8 188:5 native 36:4 63:24 65:19 68:15,20 157:8 158:12 motivated 121:20 69:17 misconduct 8:17 **motto** 10:18 Natives 134:1 misinformation 70:16,19 Navajo 12:3,7,19 16:8 58:25 59:3 **MOU** 54:18 misleading 7:15 Mountain 25:6,9,23 28:22 34:10 59:4 65:13,25 68:22 69:1 misrepresents 7:20 105:16 107:9 115:21 119:2 51:24 missed 123:15 mouth 32:18 127:15,17 133:2,9 missing 59:17 78:3 96:11 159:5 move 19:4 22:23 23:23 31:18 Navajo-Zuni 65:19 mission 133:21 181:2,2 32:10 49:20 79:8 82:4 83:1 Navajos 68:24 nav 131:17 Missy 26:22,24 53:5 143:15 84:13 92:15 93:21 94:21.24 Missy's 143:5 95:17 96:14 97:10 102:20 near 68:18 mistake 128:17 105:12 106:2 118:7 120:23 necessarily 86:6 127:25 129:6 mistakes 123:25 129:18 136:2,14,18 139:3,23 need 17:5,20,25 22:20 23:18 misunderstood 128:24 145:12 150:23 159:11,19 26:18 37:2 46:11,11 56:25 168:23 174:14 179:20 61:17 79:13,25 83:17,20 86:5 mix 162:7 mixed 12:19 **moved** 188:6 91:15 97:20 104:3,16 106:20,22 Mo 46:22 moves 82:16 116:9,11,23 117:2 118:4 120:1 moving 24:22 73:20 74:5 79:12 124:21 126:11 127:10 128:24 model 53:18 54:5 132:15,18 134:16 80:11 92:5 97:1 98:8.14 102:17 131:15 136:8 139:18 153:6 105:5,24 110:19 132:4 134:6 154:8 163:24 171:19 180:22 **modified** 173:13 moment 90:10 117:6,7 118:15,23 136:6 173:12 183:25 184:10.15 120:12,21 180:15 **multiple** 9:3 33:15 **needed** 81:20 moments 50:20 120:19 181:9 **Museum 36:5** needs 12:21,22 62:10 66:21 97:3 Monday 24:20 92:8 148:16 98:2,8 101:17 107:17,17,19 **mute** 60:13 109:9 113:13 116:20 119:15 monetary 44:21 **MYP** 23:4,7,12,13,15,18 money 12:6 14:8,16 15:16 46:9 124:25 128:8 171:16 172:15 171:4,9,14,24 175:1,4,6,13 184:1 185:16 187:11 N 2:1 3:1.1 4:1.1 negative 62:4 monies 171:2 173:2.14 **NACA** 115:3 monitor 120:1 162:3 negatively 103:21 111:18 NACA-Inspired 127:12 monitoring 163:5 negotiating 55:24 **Nadine** 148:16 network 119:19 127:12 month 49:12 50:14,16 82:7 84:2 **Nahee** 83:19 100:1 110:4,5 126:14 146:17 never 26:1 62:12,17 63:7 72:16 nail 22:2 34:14 161:4 162:19,20 167:22 168:4 122:13 name 6:15,22,23 9:25 12:1,2 169:13 170:24 172:3 188:1 new 1:2,13,22 2:21 3:14,15,23

7:13 18:5.17 24:19 32:8 34:17 37:14 44:1 45:10,13,16 46:21 47:3 61:19 75:21 77:18 80:6 81:11,19 82:21 83:10 84:23 85:14 89:10 90:20 91:14 94:23 97:17,18 99:2 103:14 107:5,22 112:19 118:20.21 125:24 130:1 130:21 137:19 145:13 146:5 148:8 149:20 161:17 164:9,20 166:4 168:16,22 174:6,13,16 183:2 189:2,9,12,13,21 newest 160:24 News 18:4 22:14 nice 26:3 28:24 148:23 186:7 Nicola 2:16 6:16 9:8,11,22 11:12 11:24 13:1,6,9 15:11 16:3 17:12 72:6 74:13 160:22,24 **night** 55:21 178:11 Niiha 81:1.1 nine 6:3 162:6 NISN 119:16,19 124:19,22 NISN's 119:13 **NM** 1:20 174:23 189:19 **Noble** 45:11,22 **non-fiscal** 162:23 non-Native 63:16 noncompliance 9:14 **nonissue** 151:25 norm 179:13.14.16 normal 99:4 179:17 north 165:15 Northpoint 136:21 nose 156:11 **note** 54:14 165:13 **noted** 106:10 **notice** 47:11 63:8 82:16 99:11 129:19,23 130:15 149:11 151:14 **notification** 81:4,17,18 93:22 94:22 notifications 90:20 notified 174:7 **noting** 165:20 Nova 96:6 **November** 1:11 5:4 20:18 24:20 31:23 63:3,7 154:19 164:8 **November-December** 108:7 **number** 18:20,20 70:24 99:13 129:20 167:19

numbers 172:7 numerous 7:10,12 81:22 166:25 183:23 nurse 13:15 NW 1:21 189:20

0

O 3:1.1 4:1.1 161:16 **O'Hare** 46:22 **objective** 140:19 143:13 **obligation** 77:9 89:20 obligations 156:5 observing 165:19 obtain 7:11 **obvious** 92:25 102:22 **obvious-** 78:3 **obviously** 78:15 92:11 93:2 104:13 110:12 115:17 117:13 occurred 59:20 October 31:21 59:11 60:1,2,4 61:5 63:1.5 148:16 off-mic 28:14 52:21 94:11 136:13 173:23 188:2 offense 97:23 115:17 offer 34:10 124:22 126:13 156:17 offered 69:23 offering 44:16 66:7 156:21 **Office** 70:25 71:4 157:25 162:25 official 85:9 129:13 132:1 oftentimes 76:7 77:23 115:11 120:3,4 176:4 **oh** 6:8 28:2.16 29:7 33:22 35:6.9 47:17 53:8 79:9 102:6 107:1 117:19 128:4 137:17 173:24 180:13 okay 6:3 11:23,24 13:11 17:6,8,9 18:2 25:19 26:4,14 29:9,21,23 30:19 31:2,9 41:24 44:24 47:22 49:21 51:22 52:13,25 56:4,18 57:3,20,24 58:23 70:6 71:2 72:6 75:7 80:20.24 81:7.13.13 83:6 87:7 92:17 93:21 94:4 96:9 97:11 99:7 100:1 111:3,19,20 121:3 123:24 125:9 128:17,22 129:1 138:16,19 139:6,17,21 141:4 143:10 145:4,11,24 147:7 147:20 156:14,16,19 158:4 159:7,8,14,16 163:6,25 171:3,7 172:13,14,15,24 175:21 187:9

188:5 old 59:1 78:23 83:9 122:11 **OMA** 7:23 62:21 109:10,14 **on-board** 80:10 **on-boarding** 75:14,15,21 80:6 on-site 163:5 once 14:10.10 21:24 52:1 54:15 75:9 103:23 104:24 155:8 167:1 167:4 176:25 one-time 144:14 one-way 147:15 ones 67:17 69:8,8 88:7 117:10 118:6,25 187:18 ongoing 9:20 162:21 online 6:6,7,10,13,17 11:14,24 16:4 40:13 57:3 64:18 open 1:10 17:3 30:18 32:3,4 35:8 54:25 61:8 67:16 95:4 108:12 109:6 126:11 161:10 180:15 opened 115:6,16 opening 24:19 41:5 118:4 125:8 132:20 **openness** 171:16 opens 45:6 operate 108:19 185:2 operating 46:2 108:16 133:13 operations 7:1 opinion 114:17 143:25 145:8 183:14,16 opinions 183:3 **opportunities** 22:21 45:19 120:17 124:21 opportunity 46:20 71:7 125:15 127:6,6,9 174:14,15 **Opposed** 19:12 24:8 94:6 95:9 131:13.14 137:10 145:21 160:4 opposite 24:22 **opposition** 19:14 24:10 94:8 95:11 137:12 146:3 160:6 186:10 **option** 53:13 **options** 33:20 34:8 52:16 53:2,12 53:14 54:22 55:23 56:2 117:4 117:24 order 3:2 5:2 60:17 104:3 133:11 **organization** 44:10,15 84:5 120:20 125:18 organizational 21:12 130:16,19 organized 30:10 44:12 59:11

110:18 111:10.15 116:14 157:3 166:22 176:7.11.17 177:8 original 131:5,10 163:14 originally 140:4 129:23 132:1 134:10 137:3 178:14 179:4,9,9,25 180:22 **OSE** 163:3,14,20 156:4 157:7 166:17 169:20 183:6,17 184:4,11,20,23 185:5 outline 98:12,17 186:20 185:8 outreach 25:7 26:22 29:1,25 30:6 participate 158:23 179:15 **peoples** 127:18 31:14 32:1 33:17 35:7 38:19 participating 66:2 percent 21:18,19,20,21 22:18 particular 15:7 103:1 168:7 39:9 44:25 51:15.25 39:8 96:11 111:19 128:14.17 particularly 99:1 outright 8:12 140:13,16 141:4 171:4,14,21 outside 38:9,20 39:3,10,11 101:9 partner 104:5 percentage 117:24,25 141:15 **partnering** 35:4 53:23 139:24 142:14 143:8 outstanding 187:22 partners 33:9 35:7 101:16 104:6 percentages 120:15 140:5,6,7,17 overall 21:11,15 parts 93:13 135:1 140:18,22 141:2 143:19 overnight 140:3 **passed** 146:2 percentile 18:22 oversees 68:9 passes 19:15 24:11 94:9 95:12 perfect 27:16 53:8 115:23,24 oversight 77:19 110:13 116:7,20 131:20 137:13 160:7 **performance** 3:12 21:12 68:18 135:2 passion 6:25 82:17 85:25 99:16.20 102:4 overstepping 48:15 path 103:19 112:20 113:3,19 123:10 126:23 overturns 108:16.18 pathway 110:19 134:25 149:19 129:24 130:18 135:21 136:15 overview 52:4 PATRICIA 2:3 137:1,2 149:21 162:3 174:1,10 overweigh 104:23 pattern 8:9,17 performances 113:4 owning 142:10 **Pattie** 80:18,19 **performing** 61:18 136:4 **period** 56:19 114:19 **Paul** 14:4 P pay 44:4 88:19 126:24 167:12 periodically 28:12 **P** 2:1.1 3:1 4:1 **payroll** 88:19 permission 14:13 25:13 P-o-b-l-a-n-o 85:13 PC 2:20 Perry 52:11 **p.m** 136:12,12 188:10 PCSNM 124:7,12 168:23 169:12 persistent 10:5 page 3:2 4:2 29:7 42:4 44:2 169:18 person 6:11 14:25 41:18 49:18 102:18 111:2 138:11 139:1,5 PE 162:2 56:1 64:16 90:6 101:20,22 pages 189:10 **PEC** 2:19 3:21,22 8:24 10:12,14 165:4 166:10 178:5,22,23 paid 174:4,7 175:10,11 personal 118:2 135:18 10:19 23:23 38:7 39:15 71:19 pain 115:12 72:11 85:5,12 93:21 96:18 personally 8:14,15 83:11 86:10 panel 52:19 64:20,24 65:1 98:22 99:9 129:18 131:24 perspective 76:21 101:13 panelist 27:17 29:17 71:13 72:7 136:14 145:12 151:2 168:22 persuasions 177:18 panelists 26:9 169:5 171:22.23 175:22 184:20 **peruse** 39:15 paper 46:24 58:11 **PEC's** 20:19 **ph** 41:22 68:8 83:19 paperwork 80:7,7 81:9 **PED** 10:11 15:25 28:24 76:14 **phone** 7:12 70:25 paradigm 185:17 87:6,24 96:22,24,24 97:8,8,17 pick 118:5 paragraphs 139:7 97:20 108:17 134:25 135:9 picking 134:5 parameters 80:1 139:23 161:5 166:24 167:1 183:4 picture 73:13 78:18 79:6 95:13 parent 37:12,15 60:19 93:7 peers 110:1 pictures 33:4,6 42:17 parents 2:10,12,14,17 7:2 14:9 pending 126:4 piece 44:25 50:25 79:7 97:5 40:20 43:6 60:6,16,21 63:11 104:12 107:20 108:4 109:1,9 penny 166:15 66:19 68:8 69:14 70:12 106:15 people 6:13 8:2 10:3 11:7,11 26:4 128:10 135:20 106:17 122:21 134:19 33:5,10,19 35:17 38:9,14 42:15 piecemealing 72:18 parents' 14:13 **pieces** 132:6 46:13 47:16 57:23 62:4,5,5 park 22:17 123:1 75:16 77:3,5,6,22,24 79:9,10,25 pilot-testing 23:11 part 10:4 17:18 55:21 68:2 74:21 80:21 91:19 100:9 104:18.21 **pivot** 180:13 79:12 93:14 94:16,20 102:3 105:1 118:25 119:17 126:17 **pivotal** 120:25 104:9,13 106:23 109:14 110:7 133:5 143:20 149:7,21 153:14 place 22:6 55:19 63:2 75:13

77:11 78:15 79:13,23 80:4	position 77:16 78:5,12 79:14	principal 135:13
89:13 91:11 98:2 110:10 117:5	85:13 86:19 89:19 123:18 161:2	principals 13:17
130:14 133:24 143:9 166:13	161:5,10,13	Printed 44:7
176:19 185:4	positions 89:8 160:15 161:22	printing 47:3
placed 62:12,24 130:4 151:4	posole 69:12	prior 62:22 63:8 75:25 127:5,22
152:7 159:25	possibility 96:22	128:10 141:18,23 151:2 159:23
placeholder 31:11	possible 3:6,10,12,13,16,20 19:17	183:7
places 33:4	27:1 47:16 53:2 126:10,17	prioritize 167:6
plagiarism 137:24 144:7 145:2	136:13 137:19	prioritized 167:4
145:10	possibly 52:11 54:8 99:25 148:6	priority 85:25
plagiarize 145:3	post 42:20 161:13	private 53:21
plain 155:17	posted 11:22 42:23 62:22 63:8	privy 157:18
plaintiff 87:18	166:1	probably 75:17 85:22 90:15 91:6
plan 12:3 21:7 22:9 25:7 29:1,25	potential 54:12 56:1	106:3,4 112:16 128:12,23
30:4,6 31:14 48:10,22,25 51:15	potentially 78:5	140:15 147:15 168:8 183:5
68:7 91:5 107:18 108:2,24	power 80:20 134:22	problem 9:2 11:5,10 20:23 139:2
109:2,8 110:8,10,17,18 111:11	practice 50:11,23 133:23	145:5
111:14 117:12 128:1,9 129:12	practices 10:17 161:3,13	Procedurally 81:2
130:19,23 132:4 135:22 162:13	pragmatic 135:15	procedure 143:16
165:13,18	prayer 58:12,18	procedures 88:5,8 129:7 134:23
planned 31:23	prayers 105:23,24 107:6 134:6	135:1 170:14,15
planning 22:5	precedent 90:22,25 91:1,2,4,8	proceedings 1:10 188:10 189:11
plans 21:8 49:15 54:12 162:24	predates 10:10	process 38:5,15 40:5,14 76:8,11
play 65:8 104:13	preemptive 86:8	76:13 78:9,14 79:7 85:20 88:21
plead 122:16	preference 37:23	89:18,23 92:3 98:22 99:5
please 5:7 9:11 10:23 29:6 38:4	preliminarily 82:10	139:24 141:8,10 143:7 144:5,20
42:6 65:1 84:10 122:20 126:9	preliminary 82:6,15 84:7 96:3	147:5,6 148:25 149:2 153:16,19
131:18 137:15 172:22 173:5,14	126:24 129:9 130:17	processed 186:22
173:19,20	Preparatory 3:7 18:7 19:18 20:1	processes 76:6 79:13,20 103:11
pleased 55:3,8 125:21	23:25	123:9,20
Poblano 85:11,12 87:7 90:12	prepared 31:14 61:22,23	productive 117:2
112:14	prerogative 50:25	Professional 1:21
point 15:21 60:17 72:17 73:25	presence 106:13	professionally 8:16
75:12,20,23 76:12 79:17 96:16	present 6:4 59:18 70:12	proficiencies 21:16,20
114:23 120:6 139:14 140:25	presentation 56:23	proficiency 21:17 117:25
158:25 160:9 162:7 163:7	presentations 170:23	proficient 21:18
168:15 173:1 187:14	presented 58:21 82:7 109:4	program 12:14,20 23:4 44:17
points 90:24 117:24,25 129:8	presenting 42:2	54:7 65:12,18,19,20,25,25 66:5
Pojoaque 35:25	president 8:4 44:18 57:12,18	67:8 68:6,12,15 117:21 173:12
policies 59:12 88:5,8 91:10	press 57:5	174:1
133:24 134:22 135:1 170:14,15	pretty 113:3 150:7 167:5 178:5	Programme 23:15,16
policy 133:14 134:9,11	182:3,10	programming 24:24
political 177:18 178:24 180:21	preventing 8:2	programs 12:6,15 35:1 67:6
181:4,10,11	preview 112:23	68:14,15 69:19 132:14
politically 133:9	previous 8:18 99:12 101:21	progress 36:8 46:24 104:4 105:5
politics 133:22 180:23	113:1,5 166:3	115:24 126:5 165:14,20 168:2,3
pool 40:8	previously 37:7,17 39:7 40:1	progressed 16:24
population 142:12	128:6 166:3	project 161:6 173:8,11
portion 73:5	primarily 32:22	promise 46:10

promote 64:20 65:1 121:24 punishing 108:2 Raíces 136:21 punishment 100:9 raise 10:14 27:11 64:19 139:11 **promoted** 27:17 52:19 64:23 65:3 purpose 39:24 152:23 promoting 72:6 purposeful 181:1 raised 27:13 64:23 80:17 139:13 promotion 43:20 push 69:15,18 134:2 140:15 **prompts** 124:1 **pushback** 104:18 raising 7:2 32:7 pronouncing 154:23 **pushed** 180:3 rally 134:17 **proof** 29:10,24 30:4,9,10 32:13 **pushing** 73:17 111:9 ran 26:8 **proper** 177:1 **put** 15:5 17:19 38:13 60:8 61:2 rating 21:11 62:23 67:25 71:20 72:4,24 re-indigenizing 59:22 property 42:19 proposal 33:12,13 77:17 78:5 89:13 99:14 107:17 re-sent 173:18 **proposed** 43:17,19 130:1 135:10 142:15 143:18,19 reach 43:8 45:17,22 46:14 66:12 protestor 78:22 144:9,22 145:5 149:10,21 128:16 protests 78:23 151:22 152:6,10,15 154:7 155:6 reached 14:6 42:1 43:10 72:3,16 **proud** 18:18,23 118:18 121:9 159:10 160:22 173:1,16 177:10 80:16 110:6 146:17 122:24 182:12 181:16 187:25 reaching 120:6 **provide** 3:20 10:19 37:3 44:22 puts 60:22 143:14 read 30:4 159:9 186:20,21 48:9.10.25 67:3 95:1 113:24 putting 43:15 96:8 133:23 reading 21:20 30:11 113:4 116:7 130:19,23 150:24 151:1 **Pyrrhic** 154:22 122:18 130:24 159:12,20,23 163:3 ready 28:14 36:18 61:10,11,12 O provided 69:13 76:15 150:6 72:9 103:6 159:8 163:7 180:9 qualified 95:3 162:5 real 18:3 23:18 53:15 69:2 87:20 quarter 44:2 provides 144:2 92:13 114:11 134:4 167:8 question 31:3 37:6 38:11,12,25 providing 12:6 40:12 49:7 51:8 reality 122:7 39:17,23 59:17 74:16 77:5 83:16 162:15.20 realize 182:10 87:25 94:2 107:1 112:13 143:1 proximate 58:5 really 12:16,19 14:5,15 15:12 150:5 164:16 172:18 173:2 **public** 1:1,10 3:3 5:2 6:10,18,22 16:24 34:24 40:10 41:8 47:14 174:25 7:14,23 9:9,12,24 10:25 11:6 48:6,14 54:24,24 55:1,3 56:11 questioned 61:9 12:1 13:4,7,11 14:21 15:12,15 65:20 66:6,19 68:13 69:2,15 questioning 62:4 17:12 19:4 34:9 38:7 39:2 74:4,4,8 77:24 79:3 86:20 90:9 questions 22:8,11 23:21 36:9 44:15.20 45:12 53:19.23 54:11 90:22 92:2,5,9,10 97:3 100:6,14 42:7 54:23 106:11 115:7 150:9 56:19,24 59:11 60:15 61:19 102:1,12,15 104:13 105:6 106:3 185:1 65:9 67:24 69:25 86:16 87:17 106:7,13,22 107:24 108:11,23 queue 107:11 112:9 109:17 111:22 113:25 114:19 90:1 94:21 109:5.10.13.16 quick 15:13,13 54:21 92:13 112:23 113:21 159:24 174:23 116:2 118:18 119:17,23 120:4 102:24 114:12,19 167:9 120:11.21.25 121:21 122:11.17 176:2,8,11 184:5 189:1,12 **quicker** 123:22 **publication** 43:6,18,18 122:20 123:24 124:3,25 125:17 quickly 18:3 24:17 47:15 92:6,15 **publicist** 46:11 47:2,19 125:21,24 126:17 128:4 135:19 93:14 114:6 publicity 62:3 144:6,18 150:12 158:12 161:7 **quiet** 185:22 publicizing 36:17 163:11 169:7 170:12,20,24 quietly 27:23 publicly 123:12,14 176:1 171:8 172:6 176:6,12 178:10 quit 8:24 179:4 180:11,12 181:23 182:2 **published** 96:7 126:2 **auite** 56:21 149:1 155:6 **Pueblo** 36:6 70:5,8,10,15,17,22 182:14,15 183:1,15,25 184:3,8 quorum 6:4 76:1 88:14,14 71:12,24 72:2,3,5,7,8 73:23 184:15 185:16,17 186:7,9,12,13 quote 8:4,5,24 15:3 144:8 pueblos 35:23 186:17 187:22 pull 27:1 30:21 36:21 realm 132:25 R **pulling** 30:24 reason 25:25 38:25 47:16 61:8 R 2:1 3:1 4:1 **punish** 154:3 77:21 83:12 107:18 129:3 140:7 radio 46:16,16 punished 100:11,18 103:5 141:1 172:13

regulate 116:2 160:10 164:14.24 174:11 reasonable 119:18 145:1 regulatory 117:18 reasoning 77:5 reported 1:20 45:1 reinstating 136:1 reasons 38:13 reporter 28:15 46:23 47:5 57:2 reassure 176:6 reinvent 125:16 189:9 **REPORTER'S** 4:3 189:7 **Rebecca** 63:17,19,24 74:24 80:24 reiterate 100:8 81:1 101:21 134:10 **related** 130:16 reporting 1:21 109:8 **Rebecca's** 135:16 relation 134:2 reports 82:9 98:15 123:11 **REBEKKA 2:5** relationship 9:15 55:4 119:13,16 166:24 **REC** 175:2,6,12 119:21 125:3 127:17 represent 27:22 58:3 133:20 recall 138:3,15,20,20,21 relationships 33:11 representative 132:19 relative 42:1 43:3 45:3 85:23 represented 12:20 58:6 132:12 receive 15:18 151:18 174:8 received 14:9 15:16 64:25 71:25 126:11 127:25 137:23 133:2 184:18 representing 12:3 106:6 151:3 159:25 relatively 77:18 receiving 73:2 75:5 relatives 116:15 **Republican** 116:14 178:3 Recess 56:17 136:12 release 162:9 Republicans 177:20 released 62:25 112:17 163:8 recognize 64:20 80:15 86:1 request 3:7 16:3 19:19 20:14,17 122:18 125:1 relevant 16:20 39:19 109:24 21:10 61:2 62:23 136:25 165:9 recommend 49:9 91:12 relieved 125:14 168:8.9 recommendation 48:20.21 requesting 52:18 religion 115:21 135:25 157:22 162:10 remain 70:21 76:16 requests 9:6 **recommendations** 60:8,10 144:2 remaining 108:12 162:24 require 124:14 154:7,9 155:11 remains 7:9 required 7:23 17:23 99:13 recommending 20:20 record 6:15 68:2 82:17 99:16,19 remarkably 110:15 129:20,21,21 130:21 102:3 111:16 129:24 131:17 remarks 187:17 requirement 7:14 146:20 137:15 149:21 remember 41:21 43:15 76:13 requiring 151:1 159:22 recording 9:2 81:21 138:5 142:13 159:18 reschedule 34:22 records 7:11.14 14:1 remembered 33:5 rescheduled 31:23.24 recourse 89:7 remembering 167:12 research 66:16 recruited 60:11 remembers 115:6 resign 110:15 remind 17:14 19:22 36:25 resignation 81:17 82:23 83:9 recultivating 134:19 red 10:20 80:17 86:2.9 140:15 reminders 147:16 167:15,18 90:18 93:15,16,18,22 162:8.18 163:10 178:10 **reminding** 34:8 146:19 resignations 81:3,5 82:21 89:6 remove 76:11 91:14 92:7 redirected 66:14 redundancies 42:1.11 removed 7:24 19:2 37:21 resigned 88:2 101:7 132:8 Renaissance 136:22 resisted 64:9 reestablish 89:21 reevaluating 133:24 render 108:11 resolution 163:22 172:2 reflect 9:12 130:4 131:18 137:15 renew 101:2 resolved 155:25 171:12 172:16 reflected 24:1 renewal 98:24 99:3 102:19 108:6 resources 7:21 44:22 91:10 **reflection** 108:24 118:22 108:8,10 110:20,24 118:9 122:5 119:14 120:7 respect 7:2 64:3,4 78:19,21 80:22 **regard** 80:22 82:19 139:16 159:5 122:23 123:18.19 127:2.3.5 regarding 3:10,16 129:19 130:16 128:11 134:4 148:8 164:13 132:12 178:19 181:9 131:3 172:19 respond 71:15 156:5 180:8 renewals 169:15,17 regardless 45:19 118:8 responded 168:7 response 6:2 19:3,13 23:22 24:9 regards 49:25 repeated 58:1 register 126:15 167:17 repeatedly 38:8 56:10 94:3,7 95:10 132:3 registered 167:22,23 168:6 report 3:15,18,19 18:5 22:14 137:11 145:22 148:16 160:5 registering 38:1 49:12 62:12 82:6,12,15,16 84:7 175:20 regular 12:14 61:3 66:4,13 84:13 95:15,24 102:14 127:2 responses 146:8 regularly 46:18 129:9,14 130:17 146:4 159:1 responsibilities 110:16

roles 80:1,2 101:21 saving 49:23,24 50:16 84:14,19 responsibility 116:8,8 187:10 rest 17:21 33:3 72:17 74:2 roll 5:6 40:4 128:24 131:15 182:3 108:9 143:15 148:16 152:14 122:19 135:17 **rolling** 47:14 120:13 155:20 157:2 167:25 172:13 restaurant 42:22 **rollout** 146:7 says 27:5 33:24 37:6 48:25 80:19 result 64:8 155:15 162:11 175:12 Romero 15:1 81:4 146:12 166:11 173:23 **room** 11:13 16:5 19:20 76:22 scares 143:22 resulted 8:18 results 112:17,21 117:20 174:1 93:8 120:9 122:21 128:3 133:3 schedule 169:18 scheduled 35:4 72:23 146:24 resume 89:7 179:11.24 retainer 47:7 routes 54:8 164:7,15 165:14 **Roybal** 35:24,25 **school** 3:4,7,8,11,14 7:18,23 8:18 retired 87:1 retroactively 154:3 **rubrics** 113:10 10:9 11:1 12:5,9,17,25 13:14,15 returned 71:4 rule 76:4,11,14,15,17 137:2 16:14,14,17,17,19 17:3,5 18:7 reverted 171:15 rules 3:12 136:16 18:14,15 19:18 20:1,23 21:6,6 review 37:3 50:11.18 134:9 run 141:18 144:12 186:22 21:11,14 23:25 25:1,7,17,24 reviewed 20:13 running 32:16 125:18 27:22 28:19,22,22 37:3,8,23 reviewing 140:23 runs 43:16 39:4.7 43:4.20.21 45:3.4 47:9 revise 21:7 rural 142:9 48:2,7,19,21,24 49:25 50:1,23 Russell 2:11 20:11 161:24 162:1 revisit 23:7 51:2.24 52:9 53:3.20 54:25 58:4 **Revocation** 94:13 60:3,11 61:8 62:4,6 63:10,20 S revolt 64:9 64:7 66:7,11,15,19,21 67:4,16 S 2:1 3:1 4:1 **Rhonda** 34:16,16,23 67:18 68:6,13,17 70:7,10,13,18 S-o-t-o 27:24 rich 183:17 70:20 71:6,22 73:1,7,10,17,20 S-t-o-n-g 52:10 **Richard** 10:7 16:4 46:19 74:20 77:14 78:13,19,20 79:18 **Saber** 136:21 ride-share 54:1 79:21,22 83:1,18 85:15 86:4,4 **Sacramento** 25:17 51:5 52:6,9 **right** 15:22 17:22 22:23 26:16 86:15,19,21 87:1,7,11,13,21 sad 93:2 100:14 177:22 27:18 28:23 29:23 31:12,17 88:1,2,15 89:11,13 90:5,10,13 safe 54:8 56:15 64:2 37:20 41:24 42:10 47:24 48:16 91:7,17 92:10,19,20 93:1,3,7,23 **SAHNI** 25:21 26:20 27:1,5,9,14 49:6,10,17 53:11 55:25 56:20 94:24,25 95:1 98:15,23 99:19 27:18 28:8,10 30:24 31:7 36:20 60:20,20 71:17 72:17 74:13 101:11,18 102:10,22,23 103:1,4 38:3 40:9 41:1,10,14,23 44:14 77:6,23 80:23 81:7,11 83:19 103:14,15,21 104:4,8,9,14 sake 150:13 84:21,25 89:6,20 96:13 104:11 105:7 107:17 108:2,11,15,19,25 salt 168:14.21 107:21,21,21,22 108:7 110:13 110:3 111:19 112:2,4,11 113:1 San 136:23 146:16,22 150:25 110:19,19,22 111:22 115:11 113:19,24 114:4,15,18,25 115:2 159:21 164:2,6,13 116:3.21 119:8 120:8.25 125:15 115:4,6,16 116:24 118:3,12,14 Sanchez 72:10,12 74:12,21 75:2 128:12,19 138:12 139:9 140:24 118:14,24 119:14 120:3,11,19 Sandra 85:5,6 111:22 112:22 143:10 145:25 146:1.14 149:7 121:13,18 122:3,9 123:18,20,24 113:15,21 114:7 131:24 149:13 152:24 157:3 168:24 124:2,25 125:16,20 127:13,14 sang 58:24 172:4 176:12,13 179:12,13 127:15,18,20 128:5 129:18,24 **Sangha** 41:21 129:25 130:1,4,15,19,23 132:2 182:13 Santa 1:13 2:21 32:8,8,8,9,9,21 rights 16:25 112:24 133:16 132:7,16,17 133:12,19,21 33:13 38:10 39:7.12 42:13 43:7 135:11,21 136:1,19,20,21,22,23 **rigid** 140:8 45:12 46:23 109:20 189:13 **rising** 59:8 136:23,24 137:19 139:14 sash 69:6 **Riverside** 136:23 146:16,23 141:10,18 142:10,11,12 144:11 satisfied 45:7 150:25 156:3 159:22 164:2,6,13 145:13 146:15 147:18 148:8 **Saturday** 180:21 **RMR** 189:8 150:6,12,17,21,22,24,25 151:1 save 10:4 118:12 RMR-CRR 1:20 189:19 151:3 155:12,22 156:2,10,22 savviness 166:7 road 34:3 82:16 142:4 177:6 157:4,12 158:1,7,17,21,22 saw 13:24 47:25 68:13 69:2 **role** 28:19 65:7,8 78:7 101:14 159:21,21,22,25 162:4,14 163:4 141:3 157:23 158:10 159:2 165:1 166:9 168:23 169:3

sewing 69:5 172:10 174:6,13 175:4,8,13 57:3 61:17 67:14 83:15 86:2,9 shame 121:22 186:17 96:15 98:16 107:3 110:9,17 **shape** 50:6 school's 7:15,20 20:4 123:9,10,10 111:5,6 112:18 113:18,25,25 165:16,25 115:12,13,14 118:13,23,24,25 **share** 24:24 27:4 29:6,22 36:21 school-owned 54:4 120:7,12 121:20 124:14 126:17 50:9 67:6 88:24 90:11 116:6,10 **School/Options** 2:10,12,14,17 130:14 148:6 159:6,11 162:10 116:22 119:10 126:9 135:7 schools 3:15.18 14:21 18:6.6.9.10 162:18.21 165:21 166:11 169:2 185:13 169:4 172:1 178:21 186:7 187:2 **shared** 29:7 65:16 69:11 112:19 18:12,20 20:13 24:23 25:4 26:3 33:16,22 34:8,9,9,13 39:15 187:11 112:25 134:6 153:21 178:18 44:23 45:12 48:5 49:2 54:11 seeds 59:23 179:5.22 66:23,25 67:2 68:19 84:3,9 86:6 seeing 22:15 150:21 **sharing** 27:4 29:17,18 36:21 99:10 102:25 103:8 115:3,22 **Seeley** 162:5 54:18 seen 60:3 102:25 108:9,14 112:15 **Sharon** 2:5 105:16 119:20 121:20 125:12,22 126:18,22 127:5,12 132:14 112:20 118:15 122:13 **shawl** 69:5 146:5,9,9,15 147:3 148:13,14 **SEG** 174:4,8 **sheet** 11:13 150:1.6.16 151:1 153:21.23 self-defense 9:3 **Shelly** 10:6 16:4 154:3 156:18 157:7 159:22 Senator 107:7 SHERWOOD 168:24 172:12,24 160:11 161:22 162:19 165:12 send 71:19 84:8 129:18 136:18 174:25 175:10.21 148:22 149:11 152:4,7,13,13 166:4,13 167:18,19,21,25 168:6 **shift** 185:17 169:9 170:22 171:2,6,21,22 155:13 185:5 shirk 107:19 172:21 173:5,14,18,20 174:4,4 **sending** 178:22 shirking 110:16 174:23 179:12 183:12,14,16 sends 168:13 178:24 shock 171:1,10,11 184:1,2,5,6,10,14 187:1,2,5,8 **Senior** 65:11 **shoes** 119:8 schools' 34:8 sense 42:3 83:6 127:23 133:8 short 17:10 96:25 166:15 science 12:13 18:13 21:20 25:18 163:8 shorter 168:5 52:10 66:4 69:19 sent 26:24 53:6 80:17 84:11 shortly 90:19 scored 84:4 129:10 147:16 148:21 150:6 **shout-out** 105:25 181:20 show 29:13 30:9 118:14 126:5 scores 69:20 112:19 163:15 174:3 scratch 102:7 sentences 9:10 127:6.7 170:9 **showed** 42:16 69:3 169:7 178:18 screen 36:21 separate 81:10 screen-share 160:15 separates 128:12 **showing** 30:21 90:1,2 92:11 95:2 scroll 39:6 53:9 **September** 31:20 54:14 shown 32:11,15 63:6 121:11,17 sec 52:17 83:24 series 83:4 136:16 145:13 146:10 second 6:12 10:1 19:6,8 24:3,5 serious 109:3 118:22 172:8,10 shows 46:17 92:9 106:21 36:14 53:21 93:24,25 94:16 seriously 108:22 **shutout** 109:5 95:5,7 130:6,8 131:6,7 137:4,6 serve 77:7.8 shutting 70:18 145:15,17 151:5,7 **served** 16:15 sick 26:24 second-guessing 62:5 **service** 1:21 86:16 side 26:9 42:8 100:20 103:24 **Secondly** 184:13 services 15:10 24:23 53:22 115:5 161:1 181:23 186:3 secretary 2:4 5:8,11,13,15,18,20 serving 14:16 66:25 77:10 **sight** 181:13 5:22,24 6:1,3,6,8 18:3 23:2,6,14 160:25 sign 11:11 77:15 86:3 146:25 55:14 56:4 72:1 76:11 85:1,9 session 62:13,15,17 63:2 174:23 sign-up 11:12 signed 11:9,13 84:24 86:25 87:2,5 88:10,12,15 92:1 set 54:16,18 79:13,21 139:23 94:17 141:14,21 142:1,4 147:21 143:3 189:15 significance 163:12 setting 90:24 91:2 134:14 significantly 141:19 164:1,19 177:15 181:19 section 16:25 33:3 settlement 8:19 signing 11:5 see 25:20 26:1,3,10,19 28:7,24 seven 53:2,12 54:7 75:17 151:10 similar 50:21 79:25 89:15 29:8 30:2,25 32:24 33:11 35:25 151:15,19 152:20 154:17,24 similarly 21:21 37:14 39:16 42:21,23 50:15,16 155:4,9,13 simple 17:11 50:5,6,7,9,19 51:2

spoken 16:8 20:22 43:16 63:25 52:4 80:4 89:5,6,10,23 102:13 song 58:20,21,24,24,25 134:6 141:8,12 155:17 soon 27:4 31:15 123:21 126:9,16 105:17 107:9 simplicity 102:16 sorry 11:18 21:13 23:14,15 28:16 **spot** 31:15 160:23 simply 27:23 80:4 87:24 154:11 30:7,20 31:17 33:23 36:18 **Spotlight** 3:4 17:16 18:21 Simultaneous 37:25 40:18 42:5 66:7 74:15 80:24.25 spring 34:24 126:21 sing 58:20 97:12,15 113:18 137:17 173:24 spur 153:22 single 126:13 177:16,21 174:19 **stable** 79:22 sit 27:23 133:4 164:8 180:23 sort 38:14 46:3 98:3 staff 2:8 7:16 14:7 60:6 64:3,4 184:6 185:24 187:13 sound 43:1,2 157:2,3 69:13 112:11 116:25 160:14.24 site 65:22 126:21 127:3 158:24 sounds 87:17 156:25 161:22 sits 176:16 source 125:25 stage 120:25 186:15 sitting 8:5 76:24 77:1 123:18 sources 68:12 74:23 75:5 stand 17:1 73:6 111:16,17,18 148:5 186:2,5 sourdough 69:13 **Standard** 21:13 84:5 situation 79:25 93:5 105:8.9 **Southside** 30:14,16 31:20,22 Standards 84:17 six 3:10 12:4,25 16:13,15 58:4 Southwest 175:2 standing 99:15 102:12 116:23 60:19 61:10 63:16,23 64:2 Spanish 33:2 130:2.5 136:2.3 65:15 66:11,13 67:14 75:16 Spanish-speaking 32:22 stands 16:18 78:23 79:24 85:15 93:23 94:23 speak 3:21 10:6.7 11:8.14 25:14 standstill 73:14 94:25 118:1 125:11 132:2,16 34:6 38:3 44:13 56:25 58:8 start 27:3 33:25 47:22 56:20 134:14 170:8 60:12,13,15,16,21 61:3 63:4,21 73:19 83:2 86:2 102:7,20,20 64:17,18 71:7 72:9 121:8 120:13 167:17 183:9 187:17 **six-year** 16:24 **Sixth** 54:5 132:25 153:8 157:10 170:8 **started** 128:23 skills 61:12 166:7 172:20 starting 143:5 169:14 **skip** 51:3 speaker 29:4 74:25 starts 89:11 skipping 8:12 speakers 17:13 state 1:2 14:8,9,16 18:16,22,23 **Sky** 57:15 80:15 109:4,18 110:6 **speaking** 25:15,17,23 26:1 37:25 21:18,19,22 28:18 57:1 62:7 111:20 122:10 132:20 176:7 65:6 68:15 69:20 86:1 109:21 speaks 76:5 slap 149:7 134:20 136:8 171:20,22 189:2,9 sleeves 120:14 **special** 13:19,19,25 15:9 63:2 189:13 155:12 162:24 163:1,17 177:7 stated 54:15 59:10 60:12 61:7 **sliding** 187:17 slip 186:14,15,16 specialist 2:14 65:11 148:22 62:3 63:2 65:21 131:4 189:14 small 35:13 69:8 168:20 161:16 stating 62:10 140:13 155:3 **smile** 186:6 specialty 46:12 stations 46:16 **Smith** 115:2 **specific** 38:24 39:1 117:17 status 14:2 49:13 **specifically** 13:24 39:20 **snow** 34:22 statute 76:4 142:7 spectacular 104:13 stay 66:12,15 67:13 69:15 86:20 social 32:1.11 social-emotional 12:23 **spectrum** 178:24 stayed 69:12 software 140:12 141:23 **SpEd** 10:9 14:16,18 15:3 **STEAM** 69:19 **spell** 6:14 19:23 28:18 57:1 58:2 **Solare** 136:24 **STEM** 69:19 **solid** 107:23 58:13 65:6 step 49:9 81:6 91:22 101:14,24 solidarity 59:8 spelled 57:13,16,19 58:16 101:24 106:19 110:2 122:14,16 step-by-step 117:11 **solution** 101:8 156:17 spelling 74:14 **solution-focused** 132:11 134:9 stepped 122:8 **spend** 141:5 solution-forward 132:10 **spent** 115:1 153:12 171:14 stepping 90:10,12 132:21 somebody 27:13 37:22 71:11 steps 85:20 91:16 93:20 101:9 178:16 182:11 73:25 143:14 160:15 spirited 138:21 178:19 114:1 118:8 119:11 121:10 **somebody's** 154:20 spitball 119:7 **Steve** 157:2 187:19 **somewhat** 120:13 **spoke** 60:18 65:5 87:17 93:9,9 STEVEN 2:3 son 14:18 133:19 STEWART 2:6

stick 180:13 **sticking** 135:25 **stints** 135:9 **Stong** 25:16,16 52:5,8,9,25 55:7 55:20 56:12.16 stood 78:21 116:22 stop 29:17 36:20 87:24 story 11:10 58:9 101:3 166:18 storytellers 36:7 **storytelling** 32:5 35:15 36:7 straight 43:19 straightened 71:8 strategic 22:5 Street 1:21 2:21 189:20 **stringent** 111:6 117:17 **strong** 105:22,23 107:6 125:4,18 127:18 struggle 79:15 struggled 79:16 142:6,19 **stubborn** 153:20 stuck 181:14 student 12:21 14:18,19 56:23 57:12,15,18 58:19 60:5,9 61:6 63:11 65:18 70:11 93:7 107:24 109:22.25 112:1.12 130:23 students 7:5,10 10:20 11:2 12:11 12:15,18 13:25,25 14:12,13 16:23 20:16,16 21:1,3,4 37:14 40:5,7 58:3,12 60:12,21 61:9,13 61:18,21 63:3,9,14 64:2,3,4 66:2,8,12 67:16,17 68:23 69:2 69:11,14 73:4,7,9,16,18 78:21 79:1,5 90:2 92:2 93:3 100:5 113:6 116:22 117:20.23 118:11 120:18 127:16 131:21 132:12 134:11 136:4 163:18 students' 68:17 **studies** 122:2 stuff 123:5 **Subaru-driving** 178:2 subcommittee 140:24 141:22,24 144:5 subcontractors 12:5 subjectivity 142:23 143:22 144:4 **submission** 168:8,9 **submit** 37:2 142:17,20 148:17 149:3 159:6.7 175:8 **submitted** 40:21 49:15 146:13 subsequently 132:8

succeed 121:18 succeeded 39:9 **succeeds** 112:2.4 success 67:7 120:15 successful 34:14 50:1 122:9 sufficient 144:1 suggest 149:25 150:11 suggested 174:24 suggesting 9:2 40:25 157:6 suggestion 109:15 124:18 156:19 **Suite** 1:21 2:21 189:20 **summary** 54:21 summer 23:9 161:5 **Summit** 35:17.21.24 **Sun** 25:6,9,23 28:22 34:10 51:24 **super** 33:23 44:7 128:2 145:10 161:19 165:2 superimpose 102:9 Superintendent 54:10,15 supermarket 42:22 supplemental 68:12 **support** 16:13,17 17:7 22:19,22 22:22 33:7 44:9,17,21 64:7 73:6 73:16 83:16 86:21 88:20 90:17 91:13 92:10.12 93:6 96:15 99:23 103:25 104:1,11 105:22 107:15 111:19 114:18 119:22 122:21 124:12,17 125:6,7,23 128:4,14,16 133:18 135:16 148:22 169:2,8 173:25 181:16 **supported** 59:3 118:3 supporting 114:15 **supportive** 17:2 44:16 45:18 47:9 104:2 **supports** 83:20 98:9,23 99:6 117:2 120:1 **supposed** 11:1 150:2,10 165:25 181:14 supposedly 15:3 sure 10:2 12:16 36:18 53:6 55:16 67:21 68:5 74:7 77:10 81:13 91:16 98:11,18 107:24 112:1,4 114:9 115:9 117:1,16,23 119:13 120:8,10,18 161:18 163:10 166:8,21,22 167:5 168:12,12 surprise 183:18 surrender 92:22 survey 38:9,23 **surveys** 38:12

survivor 135:13 suspicious 8:6 sustain 99:14 129:20,22 switch 31:1 switching 31:3 system 104:19 106:18 115:23 134:15 149:21 166:7,8,10 167:15 168:11 183:2 systematic 59:19 systems 104:17 167:11 180:5

T

T 3:1 4:1 108:21

TA 161:15 table 101:19 164:11 take 22:8 33:5 49:9 57:21 63:2 68:24 69:1 79:11 82:5,18,20,25 83:5,8 84:10 85:21 90:17 91:18 97:5,9 98:2 102:13,14 103:3,12 104:3,21,22 117:4,17 118:2,21 123:24 125:18 127:9 129:8.14 133:9,10 143:9 149:22,25 150:1 153:9 154:1,4,7,9 155:12,16 159:3 176:8,18,23 taken 9:7 56:17 78:15 91:19 96:3 105:8 108:14 121:10 136:12 takes 22:4 talented 119:17 talk 46:20,21,22 47:17 54:18 90:15 91:15 96:21 98:13 119:12 133:5 140:5 157:6 165:17 170:8 179:7.9.11 talked 24:18 44:18 45:10 61:6 79:21 81:14 140:4 180:20 talking 20:3,8 44:17 154:16 **Taos** 18:14 targeting 46:13 task 86:10 135:25 taught 59:13,15 taxpayer 171:20 **Taylor** 2:7 5:24,25 14:4 80:13 88:25 89:2 90:21 92:14 137:4,7 145:23 146:1 151:5.7 155:23 173:9 175:23,25 177:4 teacher 7:17 13:19,20 68:22,22 teachers 15:3 66:4 113:7 170:21 170:22 teaches 63:19 teaching 115:21,21

team 34:15 50:11.22 65:14 67:12 185:20 186:24 187:15,22 thinking 99:24,25 106:18 119:24 67:14 68:4 88:16 125:3 143:4 thankful 106:9 182:25 186:18 128:3 167:10 177:7 183:25 160:25 thanks 20:6 47:21 55:10 56:5,13 thinks 172:15 team-building 97:4 72:5 125:9 129:1 159:8 163:6 Third 1:21 53:23 189:20 tech 166:6 181:17 thirteen 167:21 technical 2:13,16 18:14 67:3 They'd 184:6 **Thirty** 111:9 133:23 135:3.19 136:7 148:20 thing 15:1 32:15 43:15 44:24 thorough 56:9 164:14 45:11 46:25 47:5 48:24 61:20 thought 31:9 51:3 78:9 88:22 148:20 160:25 163:3,22 technicalities 108:14 77:23 83:25 87:22 89:9 93:3 96:24,24 128:20,22 138:17 99:9 102:7 104:8 121:23 125:7 140:3 180:10 183:18 technically 175:4 technology 168:18 126:20 128:11 138:23 144:14 thoughts 90:14 183:3 tell 14:23 45:23 55:15 58:8 65:7 144:15 153:20 162:14 163:13 thread 135:4 101:3 121:8 150:14 171:5 182:3 166:1 167:3 184:10 threatening 8:6 182:6,11 things 42:3,5,12 46:6 48:13 three 32:25 65:23 72:13 86:13 telling 152:20 172:21 50:11,13 51:10,20 54:6 61:13 112:3 114:3 148:6,13,14 150:18 ten 61:25 92:6 115:1 156:8 177:8 61:15 62:11 69:10 76:7 78:6 173:15 tend 103:9 82:2.2 86:23 88:20 90:16 98:21 three-year 135:13 tended 12:21 102:22.23 107:25 109:3 116:10 thrive 118:4.24 120:11 term 16:24 21:15 103:14 130:10 119:4,7,10 127:13 162:16 thriving 118:14 120:19 130:11,11 165:24 166:20 168:12 170:25 throw 123:5 terms 16:16 45:8 47:3 86:12 171:12 178:6,20 179:6 181:3 **thumbing** 156:10 87:11 90:16 96:15 98:10 114:3 186:21,22 Thursday 170:6 119:5 140:4 162:23 173:14 think 13:22 22:22 23:17 29:9 tiers 113:11 185:16 32:2 37:15,18 38:14 40:20 tiger 148:7 terse 43:2 till 72:21.25 42:16 45:17 46:1,6 47:23 48:6 test 13:25 48:14 49:1,19 50:10,10,19,20 time 9:8,19 13:16 15:11,22 16:1 testament 113:6,12 50:20,21,24,24 54:24 65:5 17:10 22:4 34:24 35:3 42:12 testimony 189:15 67:22 73:8 74:4 75:11,13 79:12 47:14,18 54:9 56:14,19 62:7 **testing** 165:19 79:19,20 80:3 82:17 83:11,12 69:23 73:6 74:9 75:20,23,24 tests 113:5 78:25 90:15,19 91:3,9 92:17 86:11,11,14 87:6 89:4,9,16,19 **Tesuque** 36:1,5 89:20,23 90:4,6,15 91:15 92:6 96:16 97:1 101:3 102:6,8 text 59:16 93:13 94:10 95:25 96:13,14 103:15 110:5,20 112:16 114:19 thank 6:5,7 9:21 11:23 12:25 98:21 99:23 100:7,12,19 101:5 115:1,20 116:5 120:14,21 124:23 128:15,16 129:12,14 13:9 16:1 17:8,9,11 21:23 22:25 101:23 102:2 103:9,18,18,19,20 23:20 24:12,14,15 25:2 28:23 103:23,25 104:2 105:6 106:3,13 135:11 138:7 141:5 144:3,22 29:20 41:9,15,17 52:4,7,15 53:1 107:16,17 108:23 109:7,18 146:18 148:9 149:2 151:4.11 53:8 56:9,11,12,13,16 57:8 59:4 111:8,13 112:6,8 113:10,23 152:14,14 154:2 155:5 157:24 59:5,7,9 64:10,12,13,15 65:4 115:10,15 119:5,11,20,23 158:25 160:1,9 163:7 165:8,17 67:19,20 69:22,24,25 74:3,11 123:17,22,23 124:2,9,24,25 169:19 173:1 178:8,8,21 181:16 74:12 75:7,9 85:16 89:2 90:1,2 125:1,5 129:7 132:5 139:19 182:7 183:10 90:12 91:24 92:1 105:22 106:1 140:2,8,11,14,18,21 141:2 timeline 88:12 106:13,15,23,24 107:3,7,7,9,14 142:25 143:1,1 144:6,25 145:1 timely 155:21 156:6 112:10,11,22 116:18 121:1,7 145:5,6,6 149:20 153:2,4,6,15 times 9:3 70:24 91:17 106:16,21 123:4,6 125:10,10 127:21 155:3 156:3 166:12 167:4 183:23 185:22,24 187:6,12,16 128:19 131:20 136:9,10,10,11 168:17,20 169:7 172:5,14,14,15 timing 89:17 146:2 160:12,18 162:1 167:7,9 173:15 174:2,22 176:18 177:12 **TIMOTHY 2:4** 168:24 169:5,10 172:16,17 178:15 179:2,3,9 180:11 183:7 Title 68:14 174:17,20 175:21 177:3,4 179:4 183:8 184:13,23 185:13 186:25 today 11:6 18:4 37:1 50:12,17 180:5,6 181:15 182:19 185:19 187:9,22 51:8,11,13,20,21 55:25 82:25

tribes 66:22 133:2 90:1 92:11 100:3,8,21 101:6 176:22 184:12 understanding 70:18 87:10 97:6 102:12 105:9 115:23 116:23 tried 8:13 20:2 67:13 117:18 118:7,19 129:4,16,17 trouble 143:12 159:9 172:10 184:2 uneasy 90:23,24 146:21 154:18 166:17 169:1 troubling 9:5 172:17 176:10 180:8 true 120:5 189:10 unfortunate 76:21 **told** 60:14,19,25 63:11 78:25 truly 49:23 unfortunately 169:14 157:25 167:1 180:22 truth 79:3 **UNIDENTIFIED 74:25** tomorrow 134:7 try 30:24 37:13 62:1 67:2 69:18 uninterrupted 58:8 ton 92:12 118:12 170:20 176:12,13 184:6 unique 34:9 43:21 trying 43:1 46:3 79:17 121:23 tools 59:13 unloading 183:9 toothless 148:7 141:9 166:14 186:5 **unmute** 72:8 top 18:16 53:9 120:5 **Tuesday** 17:15,16 75:12 76:9 unnecessarily 140:20 87:23 91:4 96:21 100:7,16 top-to-bottom 98:25 unnecessary 102:10 topic 149:19 178:11 unprecedented 76:4 89:17,18 **Topics** 3:23 **Tumbleroot** 43:10 unreasonable 111:8,10 112:6 totally 84:22 **Tumbleweed** 43:5.7.8.12 **up-to-date** 109:24 touch 124:18,19 **Tumbleweeds** 43:16,25 **update** 3:8 25:4 28:12 47:25 48:4 touching 182:2 tumultuous 91:17 48:20 50:5,7,9,20 51:2,8,20 tour 65:24 87:6 turmoil 90:10 52:14,16 70:5 76:14 146:7 toured 12:13 turn 26:18 52:23 60:21 103:6,7 160:14 161:21 town 16:10 41:19 53:22 124:24 154:24 156:8 161:23 **updated** 96:6 112:15 toxicity 134:1 183:6 **updates** 50:21,22 161:25 179:16 **Traditional** 117:21 turned 92:7 156:2 **upholding** 108:17 109:10 traffic 160:23 **turning** 111:2 upload 31:8 trail 182:24 183:1 tweak 113:8 **uploaded** 31:5 39:13 82:13 **training** 2:14,16 35:11 126:14,15 twenty 18:5,8 160:13 126:16 130:22 135:12 143:5 two 14:17 15:7,17 17:19,22 38:16 upset 177:25 161:1,15 170:7,10,19 174:22 58:11 62:15 86:12 92:15,18 **urge** 47:19 transcends 63:20 181:4 93:20 109:22 112:25 113:10,11 use 91:4 116:5 130:11 173:7,10 113:11 127:4 147:3 153:25 transcript 1:10 15:19 189:11 **utilized** 68:7,10 transcripts 7:11 14:11 15:8 162:23 UVA 135:12,13 17:20,22 two-tier 113:12 134:17 transit 53:24 **twofold** 132:6 v-a-n 9:25 transparency 134:8 139:12,13 type 17:5 62:8 72:18 184:24 vacant 161:2 types 69:6,7 171:18,19 **VALENZUELA** 2:13 10:23 transparent 171:25 typically 169:4 11:15 25:12,19 26:5,7,14,17,23 transpired 107:16 U 27:3,7,12,16 28:2 29:16,21 **transportation** 48:25 52:16 53:3 U.S 18:4 22:14 64:22 65:2 71:10 160:17,20 53:22 54:4,13,19,22 55:17 **unable** 7:10 71:3 Valery 171:11 traveling 52:12 unacceptable 9:19 valid 7:2 105:3 travels 56:15 unamended 131:11 validating 59:8 treasurer 57:15 uncharted 88:23 Valley 161:24 162:3 treat 157:1 169:2 unchartered 75:22 value 6:25 tremendous 78:20 unchecked 9:18 valued 7:5 **tribal** 35:7,12 59:6 64:17,18 uncomfortable 49:8 values 91:5 133:1,13 134:20 65:13 67:5,9 70:4,8,9,21,25 understand 40:2 44:6 49:22 179:5 72:13,13,17 73:4 117:3 133:17 51:18 56:21 76:23 77:1 80:1 van 9:23.25 133:18 134:23 104:25 153:25 165:24 166:19 vehicle 8:6 **tribe** 12:20,20

vendor 170:4 voting 109:23 159:1,13 verbal 68:2 verbatim 59:21 60:7 133:16 W2:21vernacular 149:17 vet 38:23 41:5 vetted 48:18 60:11 vice 2:3 5:11.12 18:9.11 22:13 30:17 41:17,24 43:11 44:6,24 waitlists 22:3 49:22 51:6,18 57:18 80:14 81:2 83:6 84:1,21 85:4,16 93:12,16 93:19 94:13,16,19 95:14,19 96:19 97:12,15,22 98:4 107:14 walking 54:8 127:22 130:9 131:3,7,14 137:23 138:2,8,12,15,19 139:1,6 143:11 147:1,23 149:6,13 150:3 151:9,17,24 152:16,19,23 154:16 155:18 156:1 159:17 164:16 165:4 172:18 175:19 177:15 188:2 **victory** 154:22 **video** 8:10 videos 9:7 view 135:5 **viewed** 158:2 viewpoints 179:25 **Vigil** 33:25 violate 59:12 violates 7:13 violation 62:21 109:6 violations 9:21 10:18 virtual 7:24 vision 133:15 179:23 visit 126:21 127:3 158:22 163:5 178:9 visited 12:9 65:22 visits 7:13 127:4 157:24 158:24 Vista 113:2 117:21 Vistas 22:15 82:11 96:7 112:19 130:18 voice 63:21 71:1 152:23 153:4 voices 17:1 59:3,17 79:1,2 **void** 76:18 watch 52:23 volunteer 32:17 watching 15:6 **volunteering** 76:23 77:3 water 89:16 volunteers 76:24 waters 75:22 **vote** 38:18 157:13,19,22 160:9 180:15 **voted** 38:17 48:9 85:9 131:19 votes 94:12

W W-i-l-c-o-x 28:21 wait 42:8 48:16 49:10.11 78:2 162:10 183:9 184:7 waiting 21:5 50:14.15 161:13 Waldorf 37:7,8,23 38:10 39:7 44:15.20 47:9 walk 148:24 149:2 want 17:8,9 21:25 26:11,15 29:17 37:24 38:14 43:2 45:17 46:13 47:7 50:1 51:3 56:7,8,10 67:21 68:24 69:1 74:6 77:7,7 78:19 79:18 82:4 83:7 86:5 90:11 92:1 93:14 96:15 97:21 98:15 98:16 100:5,9 101:9 102:5,8,13 102:14,24 103:13 105:18,22,25 106:15 110:9 111:5,6 112:5 113:9 114:8,11,22 115:9 116:2 116:21 117:16,24 118:4,24,24 119:16 120:10,12 121:8,8,9,18 122:4 123:3,7 125:22 126:20 128:2,3 131:22 135:22 139:2 149:25 152:5 153:13 154:15 155:3 158:16 161:14 164:25 169:9 176:6,15,20 177:13 180:6 181:15,19 182:19 185:19,20,22 186:24 187:25 wanted 10:6,7 20:7 45:1 50:6 60:10,12 70:4 81:13 88:24 99:8 100:17 114:12,14 115:25 121:6 125:13 129:11 131:21 164:17 166:2 172:20 wanting 108:1 156:9 wants 103:3 140:5 152:24 160:15 wasn't 32:23 40:3,4,13 50:5 51:13.14 71:22 74:1 75:1 92:23 159:16 161:18 174:16 178:11 way 23:3,14 31:7 40:23 47:14,23 48:14 49:1,17 61:25 63:19 69:9 79:3 90:3 93:13 108:2,24

110:16 140:19 141:13 143:24 147:13,15 155:6 158:19 180:14 183:19 184:15,17,25 185:20 186:3 **WAYNE** 168:24 172:12,24 174:25 175:10,21 wavs 58:6 113:9 118:5 we'll 6:10,12 24:24 56:2 73:23,24 90:15 93:19 155:1 169:25 we're 17:15 18:18 22:9 23:11 24:22 28:13,13 31:18 32:15,18 40:17 41:1,5 42:8 45:7,21 47:24 48:14,15 49:1,17 54:16 55:24 55:25 57:10 66:10,22,25 67:1 67:24 75:11,13,15,18,22 76:23 77:1 78:3 80:3.5 85:24 89:15 90:24 91:1,7 96:3,7,11 97:10,25 98:1 99:2 101:5 103:2.10.12.18 103:19,23 104:1,2 107:4,4,10 111:2 115:23 118:17 120:8 122:7 125:15 126:12 129:3 132:1,10,23 133:6,12 135:19 136:3 143:13,18 148:4 151:17 151:19,22 152:14 153:18 154:1 154:3.11 157:21 158:3 159:1.13 161:3,8,10,19 162:9 163:21,21 163:24 164:4,12 165:15,24 169:24 171:3 172:21 176:23 178:5 180:12.15 181:6.13 184:12,25 186:23 188:4 we've 12:6 15:2,2 22:3 30:13,14 30:15 33:1 34:13 36:8,17 54:9 55:20 59:13,19 71:7 72:18,19 76:9 95:24 96:3.13 99:6 100:4 103:10 108:9 141:22 165:19 178:19 186:25 weakness 134:1 **Webinar** 1:14 26:8 website 7:15,25 11:22 37:4 60:3 123:11 Wednesday 164:8 169:23 178:11 weeding 38:15 week 20:2,8 72:20,21 85:24 112:17 153:12 167:2,24 177:9 177:17,23 178:8,16 182:10 weekend 32:5 35:15 36:2 weekly 167:18 weeks 65:16,23 weird 45:11

welcome 56:18 57:8 160:20,23 workshop 169:18 170:24 velling 153:1,2,4 world 18:5 22:14 61:25 115:10 yesterday 70:9 73:3 137:20,22 176:2 went 37:4 62:7,14,14 68:4 171:20 115:13.15 117:4.4 138:1 171:1.8 178:8 180:9,10,21 **worried** 100:7 young 78:12 80:21 91:19 118:25 weren't 11:7 40:14 42:12 51:20 worries 79:7 **youngsters** 122:10,10 133:17 worry 55:21 79:8 142:21 **youth** 134:18 Western 132:15.17 134:16 worst 168:18 \mathbf{Z} whatsoever 14:24 wouldn't 121:4 148:24 155:6 zero 44:3 140:10 **whereof** 189:15 158:1 **Zoe** 25:22 26:19,23 27:4,5,10,14 Whoops 30:7 36:13 wow 172:8 27:19,21,25 28:5,20,20 29:19 widely 32:6 wrap 10:23 132:18 29:23 30:19 31:1,13 36:13,16 **Wierzbicki** 35:10,10 write 44:4 47:10 62:19 111:12 36:20,23 37:10 40:25 41:10,12 writing 61:2 62:24 Wilcox 25:22 27:19,25 28:5,20 41:15,21 43:9,14 44:11 28:21 29:19,23 30:19 31:1,13 wrong 108:22 115:17 155:5 **Zoom** 1:14 26:1,8 28:11 29:3 36:13,16,23 37:10 41:12,15 176:14 41:20 43:9.14 44:11 wrote 35:24 **Zuni** 12:7,18 58:13 59:6 63:11,14 Wilhelmina 16:5,7 87:16 X 63:25 65:25 68:22,24,25 69:12 willing 55:9 78:11 121:5 127:9 **X** 3:1 4:1 142:12 70:5,8,9,15,17,22 71:12,24 72:2 willingness 122:14 Xinachtli 136:22 72:3,5,7,8,12 73:19,23 119:1 Wireman 27:15 127:15,18 133:2,10 Wireman's 29:3 Y **Zunis'** 69:6 wish 19:1 41:17 **Y-a-t-s-a-t-i-e** 58:17 wishes 64:16,18 0 **Y-a-z-i-e** 16:8 57:19 withdraw 63:10,12 **Ya'a'teeh** 16:6 withdrawal 14:13 1 Ya'at'eeh 105:16 **withholding** 9:6 14:11 1 3:2 4:4 Yay 168:23 witness 133:12 **1,000** 20:16 **Yazzie** 16:5,7 57:18 87:16,16,18 witnessing 59:12 **1,140** 21:3 Yazzie-Martinez 87:19 wonderful 28:6,10 36:3 182:18 **1,500** 20:16 21:1 **veah** 6:8 23:20 26:12,15,17 27:15 wondering 71:14 74:18 121:4 **1:47** 188:10 29:19 41:14 47:12 50:4 56:4.8 word 9:25 10:1 32:18 138:24 **10.000** 171:1 173:3 68:3 81:15 84:1 89:2 92:1 173:11 **10:15** 56:17 93:12.12 94:14 95:16 96:17.17 wordsmith 135:4 **10:28** 56:17 96:20,20 97:14,24 107:21 work 8:12 13:21 14:4 47:16 48:3 **100** 22:18 42:23 59:1 96:11 113:14,14 114:7,7 125:7 128:22 53:19 55:23 56:2 67:1 90:12 111:19 128:14.17 137:14 138:9 142:2 147:5,8 91:18.21 95:21 97:2 101:25 109 32:3 154:21 159:13 160:18 164:4 102:21 103:11,20 104:22 114:5 10th 151:21 175:25 188:4,4 114:14 117:22 122:8,20 127:15 **11th** 169:14 year 3:9 7:18 14:11 21:14,14 141:13 161:1 169:5,10 177:9 **12** 3:12 137:17 25:5 37:1 47:17 51:17 59:15 178:17 181:1,16,20 182:7 185:6 **12.a** 136:16 98:24 99:3 101:1 110:23 117:22 185:9,11 **12.b** 136:16 118:9.12.13 127:1 128:10 worked 14:21,24 111:22 114:18 **12:20** 136:12 162:13 169:16,20,21,25 171:15 115:3 127:11 150:12 **12:39** 136:12 174:5.8 working 35:5 45:15 51:25 52:3 **13** 3:13 32:22 137:18 138:10 vears 10:12,21 14:22 15:17 22:16 54:12 69:3 113:13 114:9 116:1 139:5 145:13 23:8,15 59:1 61:25 78:23 86:13 124:5 125:17 134:25 138:7 **134** 146:8 99:2 113:1 115:1 174:15 179:21 161:5 162:7 166:8 184:20 **136** 3:12 179:21 workplace 8:13 **137** 3:13 years' 112:25 works 29:18 119:19

14 3:15 146:4	3	87501 2:21
146 3:15	3 3:4 17:15 138:11 139:5	
15 1:11 3:16 18:22 160:8	3,000 175:14	9
150 11:2	3:00 24:20	9 3:10
15th 5:4 154:18	30 130:20,24 149:14 151:9,12	9:00 1:11
16 3:18 14:22 160:10	152:20	9:09 5:5
160 3:16,18		90 154:20
1630 1:21 189:20	30-minute 133:11	90-day 135:22
	300 1:12	9100N 1:25 189:25
168 3:19	30s 21:22	71001(1.23 107.23
17 3:19	30th 20:18 54:14	
175 3:22	31 189:21	
18 3:4,5,20		_
187 3:23	4	_
188 3:25	4 3:5 17:15 138:14	
189 4:3	4.7 172:6	
18th 59:11 60:1 61:5	40th 166:23	
19 3:6,22	45-day 88:13	
1980 46:7	48 32:21	
1st 20:21	4th 152:5,9 154:8	
	_ Hill 132.3,7 134.0	
2	5	_
2 3:3 6:9 171:4,14,21 189:16	5 3:2 17:15 140:13,16 141:4	_
20 3:23 18:17	5,000 47:8,10	
200 2:21	5.5 172:5	
201 1:21 189:20		
201 1.21 189.20 2015 115:21	50 11:2 167:1	
	50,000 8:19	
2016 115:4	500 21:4 22:3	
2018 13:16,18 14:23 15:2	53 21:18	
2023 13:16	56 3:10	
2023-'24 112:21	5th 63:3,7	
2024 1:11 20:18 63:3 151:2		_
159:24 189:16	6	_
2025 20:21 189:21	6 3:3 17:15,15	
2026 21:1	60 111:8,9 130:22 152:21	
2029 23:10	600 44:2	
20th 164:8	6th 154:14	
21 3:25		_
219 1:20 189:8,19	7	_
21st 60:4	7 2:21 3:6 17:16 19:16	
22-'23 21:13	7.a 24:1	
22nd 60:2 63:1,5 154:19	72 62:22 63:8	
23 21:19,20	75 21:21	
23-'24 21:14	7th 152:8	
24th 31:20		_
	8	_
25 3:8 18:22	8 3:8 25:3	
25th 24:20 31:21	80 39:8	
		•
28th 148:16		
	852 21:4 87102 1:22 189:21	