



**RECA Regular Monthly Meeting**  
**Chama REC 2 - 182 N Pine BLDG 3, P.O. Box 113**  
**Chama, New Mexico 87520**  
**8/12/19 - 11:00 am**  
**Agenda**

RECA Meeting Norms		
Respect others by starting and ending on time	Come prepared and ready to engage	Stay focused on the agenda items
Refrain from sidebar conversations	Engage in positive thinking and actions	Actively listen to understand, respond and remember
Value diverse opinions and perspectives	Thoughtfully use attentive and respectful body language	Balance your participation by making sure everyone's voice is heard
Speak up if you notice the meeting norms are not being upheld		

- Call to order - REC 1, 2, 3, 4, 5, 7, 8, 9, 10 11:08am
- Quick review of meeting norms and discussion about webinar audio - **emphasis on decreasing side bar conversations;**
- Meet with Rep. Linda Trujillo to discuss REC Policy updates and sponsoring funding legislation for increased funding for RECs –  
**Highlights of REC Policy Updates:**  
Linda provided John at PED Policy REC rules that are not consistent with statute and need to be revised. (Tim Hand conversation)  
Authority: RECs are mentioned in School Personnel Act but not in State Personnel Act Standards of Conduct – School Personnel Act (all employee sign) as well as Governor's Standards of Conduct directive. Have signed and put in personnel files. Recognize all protected classes in NM – EEOC  
Have Council provide delegated hiring authority to Exec Director = Supt (alignment HB212)  
Employment Types: Licensed School Admin – at least 50% time requiring admin lic.  
Annual contract required (up to 3 years)



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Unlicensed School Admin – no protection, no contract, “at will” employee, IT, coordinators, etc.

No contracts issued for unlicensed personnel (Linda will provide sample letter of “reasonable assurance of continued employment”

Licensed Employee Contracts (discharged for just cause not terminated); probation for one year; go before Council and arbitration – notice of nonrenewal of contract at least 15 working days prior to “end of school year” as established by REC

Background Checks – employer pays for employment purpose; for PED licensure purposes then employee pays

Supervision: Evaluation – Executive Director responsible for eval structure (not Council)

Failure to Improve – unsatisfactory determination = progressive discipline and plan for improved performance (directives that are specific and measurable). If no compliance to plan, then insubordinate = willfully not following laws/processes

Fitness for Duty – letter; job description; select health care provider for evaluation; provide reasonable accommodation

Change in Caregivers Leave Act – family members list; FMLA only a minimum

Unapproved leave policy (Linda will provide) three times = termination

Leave of absence – academic or community service (discretion of Executive Director)

Could be viewed as job abandonment – not recommended as a policy

RECs NOT applicable to medical cannabis; specifically states “school personnel”; REC’s employees are “contractors” to the school districts

Have employees sign that were notified of new P&Ps online/put in personnel files each year

When asked about REC additional funding: possibly establishing RECA governing structure “whereby \$ could funnel to”. Legislators having trouble providing \$ to one REC (HB111).

- [Video introduction from: Alanna Purdy](#) - Legislative Assistant to Congressman Ben Ray Lujan - Feedback requested for the congressman regarding programming and funding the RECs would like to see support for - especially federal programs.

- a. [Alanna BIO](#)

Viewed video. Priorities include the following:



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-housing for educators, “teacherages”, increase educator recruitment and retention; CTE initiatives, RECs developing a common theme around CTE, Literacy and Math

Request to formally network with Higher Ed Institutions including NMSU and new Chancellor.

REC 1,3,9 applied for CCR CTE Grant – request for conference call to share what they are doing

- Letter to request establishing a PED Liaison similar to Jim Lindsey role. Bryan will draft the letter
- HB 111 – next steps (PED decision)
- Verify and approve distribution of Charters and non member districts
  - a. [Spreadsheet for distribution](#) (you already have access thru your gmail accounts)  
Bryan will consolidate based on geographic regions and email out
- Work Session to establish - Vision & Mission Update and establish for RECA - **TABLED**
  - i. See last page for NMCEL Top 5
  - b. **On our Web Page-** The New Mexico Regional Education Cooperatives Association is dedicated to fostering partnerships within the organization and supporting member RECs and their directors. This commitment enables RECs to provide efficient and effective educational and health-related services, educational leadership, and professional development throughout the state. Working together results in successful entrepreneurial activities and financial solvency. We envision a system of regional and statewide collaboration that ensures that all New Mexico children, families, schools, and communities receive high quality and comprehensive educational and health-related services.
  - c. **Letter** - Vision: Our vision is to create a statewide learning collaborative focused on supporting an effective education support system for ALL kids in New Mexico that focuses on EQUITY of ACCESS. The 10 Regional Education Cooperatives serve over 75% of school districts in NM. Mission: We will collaboratively link state, federal, and regional education initiatives to improve outcomes for all students.
  - d. Desired Outcomes: Appropriated funding to each Regional Education Cooperative to provide: Effective, Efficient, and Equitable use of funds to support systemic delivery and support of state and federal initiatives; with specific



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emphasis on culture, language, at risk students and those with disabilities. Braid initiatives from all NM PED departments to deliver a message of support and consistency; and, Provide regional professional development, in alignment with local, state and federal initiatives that are timely, consistent, and on-going so that internal capacity is developed and sustained in every district.

- Individual REC Reports - Other Business
  - a. RECA Status Reports - [Document](#)
- Adjournment



## Supplemental Materials:

### 5 NMCEL Priorities - From Stan Email

- Improve and develop the recruitment/retention of all educators through licensure practice, reciprocity, educator pipeline, and retirement practices including ERB rules so that a fully developed ecosystem is created and enabled through time.
- Adequate/Stable/sufficient and delivered funding including a study to determine what is “sufficient funding” including programs, positions that are in concert with the Profile of a New Mexico Graduate which is supported through time with a bipartisan support (reaching consensus).
- Provide a comprehensive definition of At-Risk and ensure funding is earmarked and attached to students who meet the criteria and includes the social/emotional support of all students so that obstacles to learning are removed.
- Develop a focus and practice which creates “safe schools” environments for all students. This assures that terms such as “At-Risk” etc. are redefined and removes denigrating references and upholds the value of every student.
- Create an equity of opportunity for all students which combine college prep academics with technical/vocational workforce development so all graduates are workforce ready.

### Rolling list of Working Agenda Items for next meetings:

- Strategic Planning on REC/PED Collaboration
- Flat indirect for all
- Funding formula for RECs
- Common REC Chart of Accounts
- Update Annual RECA report - Web Site has one from 2009-2010
- Reporting - standardization
  - APR
  - Legislative
- Special Meetings -
  - Adan Delgado & Finance
  - Sunny Lu
  - Quarterly meeting with Kara Bobroff / team
    - Establish date and time at our adopted regular meeting schedule above - June 14th was first meeting
    - Propose we get on track - September - December - March - June
- AESA Summer Leadership Conference. Focus on Collective Impact - Maria
  1. -common agenda
  2. -shared measurement system (data sharing)
  3. -mutually reinforcing activities
  4. -continuous communication
  5. -backbone support (financial processes, communication leader, and building leadership)
- 2. RECA Collaboration Efforts outside of PED



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1. Network and Learn
2. Special Education
3. Other areas of collaboration
4. Grants opportunities
3. RECA / Marketing
  1. Accountability
  2. Update Flyer - handout
  3. Who we are
  4. Add REC Business Managers to Web Page
  5. Social Media
4. School Safety - Paul Aguilar
5. Relationships - RECA / NMCEL / Superintendent Assoc. / Sunny Liu LFC / Adan Delgado / CES
  1. Building good relations and continued partnerships
  2. Representation
  3. RECA / AESA relationship
  4. Others....

*"To keep up with the world of 2050, you will need to do more than merely invent new ideas and products, but above all, reinvent yourself again and again." – Yuval Noah Harari*

What got you here won't get you there.

You have to ask yourself: What's your ultimate goal?

Is it a specific destination (status)? Or is it continuous expansion (growth)?