

Alamogordo Public Schools values community input, questions and the desire to be informed. Thank you to everyone who attended and everyone who participated in the Community Meeting held on Tuesday, February 21, 2023 at Alamogordo High School. The recording of that meeting can be found on the district's YouTube channel at the following link:

<https://www.youtube.com/live/7scS2mjaZa8?feature=share>

Below you will find a list of questions that were sent to the district, or asked at the community meeting and answers to those questions. The questions and answers will continue to be updated as information is gathered to answer each question. If you have a question you are encouraged to reach out to the district and utilize our new communications tool, Let's Talk! <https://www.alamogordoschools.org/contact.stml>

Questions & Answers

Teacher Concerns

Q: Can teachers use staples to put things on the walls?

A: Yes, it is okay to use staples to put some items up in classrooms, but please do so in a limited way - we do need to continue to care for our buildings. We know how important it is to have a welcoming room, and sometimes putty just does not work.

Q: Why was the print shop at district offices closed?

A: The print shop is not closed. It did recently move to District Building A and is still available for large printing projects, banners, booklets, posters, laminating, etc. Currently every school has been provided with a Bizhub highspeed printing center that should be available to all staff for black & white and color printing for classroom and school printing projects. Toners should automatically be ordered when a toner is replaced in the copier and paper can be requested from the warehouse.

Q: Can the board have a meeting that is open to staff and the community without district executive administrators or create an anonymous survey to hear from the staff? To accomplish this board members would have to create a survey and personally take it or find a way to create a form that doesn't track email or etc.

A: The Board of Education is meeting in a workshop on March 9, 2023 at 4:30pm. The agenda includes the following item: Review & Discuss: APS Staff Survey More information will be available following that meeting.

Human Resources & Staffing

Q: Why doesn't the district work with long-term substitutes to help them get licenses and/or permanent positions in the district?

A: We love when our substitutes want to join our team fulltime. It happens all the time, as a sub you get to test out different schools and grades to see what you like the best. Being a substitute is a great way to enter the education field. Simply apply online or speak to your school principal. Here are some additional resources:

- The Grow Your Own Teachers State program for EA's who are pursuing a BA in Education
- Alternative license pathways for candidates with a bachelor's degree or higher that would like to pursue a teaching license.
- The TAP program is available to for all full-time employees to be reimbursed for tuition and expenses (if they are considering continued education).

- The partnership with Workforce Connections who also provide funds for those pursuing a degree or license who meet their income qualifications.

Q: Who verifies the qualifications of administrators and department heads when they are hired/appointed to these positions?

A: The Hiring-Licensure Specialist verifies degree and licensure requirements for all recommended candidates for hire when a recommendation is initially made.

Q: Please review the formal complaint process so the person that the complaint is about is not handling and investigating their own complaint.

A: APS has a formal grievance policy and procedures they can be found in the Board Policy Manual that is available on the APS website under “District”. For staff who are covered by the Collective Bargaining Agreement (CBA) they can refer to the current CBA to find the process for filing a grieves, all other employees should refer to the Board Policy and Regulations.

<https://z2.ctspublish.com/nmsba/browse/alamogdo/alamogdo/root>

https://www.alamogordoschools.org/core/fileparse.php/187/urlt/CBA_2019-20.pdf

Q: How does staff file a complaint or voice a concern of mistreatment of executive administration staff, if they are being mistreated by the administration staff?

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https://www.alamogordoschools.org/core/fileparse.php/187/urlt/CBA_2019-20.pdf

Q: How many non-certified teachers are currently employed in the district?

A: NONE. NMPED requires that all teachers have the correct credentials and certification upon hire (or proof of license application in their database) and we follow this strictly. Our District is audited four times a year at State reporting times (40th-day, 80th-day, 120th-day, and EOY) to verify that every educator has the correct licensure for their reported position.

Q: Why aren't employees getting exit interviews?

A: We are in the process of developing a formal exit survey that will be a part of the out processing workflow. If there are concerns, staff or APS HR can request an in-person meeting to discuss areas of concern.

Q: Many reached out and said they weren't even told why they were put on leave and investigations didn't even occur.

A: Occasionally, we are required to investigate complaints regarding allegation of misconduct or policy violations involving our employees. When that occurs, for the protection of the employees and the district, the employee is placed on ADMINISTRATIVE LEAVE with pay. This is not a disciplinary measure. We investigate all circumstances involving employees who are placed on administrative leave. Following the conclusion of the investigation, employees either return to work with no further action or disciplinary measures are initiated.

Students & Curriculum

Q: Why isn't there an attendance policy currently?

A: APS does have an attendance policy that was adopted by the Alamogordo Public Schools board. It can be found in the Board Policy Manual at this link <https://z2.ctspublish.com/nmsba/browse/alamogdo/welcome/root>

Q: Can our students use less technology at school? It is impossible for teachers to monitor every student online and it's important that students are engaged and learning. Research shows that too much screen time is bad. Since students are in class, let's use that time to engage, interact, learn, and get off technology (away from distractions).

A: Having technology resources are helpful, and can be powerful tools to support education, but they should complement not substitute for non-technology learning. We encourage teachers to use a variety of materials and formats for student engagement. If you have concerns about your child's screentime please reach out to your student's principal.

Q: Why doesn't the district ensure that Holloman Schools have access to buses for all extracurricular events and for field trips? Example HMS will not have buses to get home after track meets and the school is over two miles away many parents have spouses that are deployed and have smaller kids at home.

A: The schools are the singular bus pickup and drop-off points for extracurricular activities.

Q: Is APS considering year-round school?

A: No. Currently there aren't any ongoing conversations about year-round school. If this becomes a consideration, multiple community meetings will be held to discuss this with our students, families, and stakeholders. Year-round schools are particularly challenging in military communities due to PCS schedules.

Administration Concerns

Q: How much has the district spent each year to settle lawsuits against the district?

A: Claims filed against the district fall under the New Mexico Tort Claims Act and are covered by the district's insurance provider. The NM Public School Insurance Authority. <https://nmpsia.com/>

Q: Why is nepotism in the district being permitted?

A: Nepotism is not being permitted.

Q: List all Administrator and Administrative Support Salaries for the 2022-2023 school year.

A: Salary schedules can be found on the district's website on both the Human Resources page and the Business & Finance page. <https://www.alamogordoschools.org/district/departments/business-and-finance/employee-resources.stml>

Security & Safety

Q: What is your plan to increase security including more armed SROs?

A: We have a contract with the City of Alamogordo for two School Resource Officers. Alamogordo Police Department is currently understaffed and not able to provide additional officers. When additional officers are available APS would welcome additional SROs.

Q: In light of recent events at HMS, will the protocols for threats be re-evaluated since things were “handled according to protocol?” **Q:** What accountability is there for the bad behavior of students? **Q:** Why isn't the district transparent when there are incidents that pose a danger to students and staff?

A: APS has protocols in place. The district works closely with Holloman Security Forces, OSI, and local law enforcement to evaluate threats. We meet frequently with these organizations to evaluate how/what we are communicating with our community and reevaluate our protocols on a regular basis. We have heard from parents that you want to know more sooner, even if the threat is deemed not creditable. We are continuing to work to provide information about potential threats in a timely fashion. Currently, we are sending notices through School Messenger once we are aware of a potential threat. Please log into Power School to make sure your contact information is up to date and make sure that you have identified how you would like to be contacted (email, text, and/or phone call) in School Messenger. A committee is working on updating the discipline matrix. The current matrixes are in each of the student handbooks, you can find the student handbooks at this link: <https://www.alamogordoschools.org/students/policies-and-documents.stml>

ESSER

Q: How were ESSER 1, 2, 3 funds spent?

A: Allowable ESSER expenditures have been broken down into reporting categories by the US Department of Public Education. They are:

- Addressing Health & Physical Safety
- Meeting Students’ Academic, Social, Emotional, and Other Needs (Excluding Mental Health Supports)
- Mental Health Supports for Students and Staff
- Operational Continuity and Other Allowed Uses

Not all ESSER funds have been fully expended yet. The tables below indicate how these funds have been expended or are expected to be expended.

ESSER I	Expended Percentages
Federal Designated Expenditure Categories	
Addressing Health & Physical Safety	86%
Meeting Students' Academic, Social, Emotional, and Other Needs (Excluding Mental Health Supports)	3%
Mental Health Supports for Students and Staff	2%
Operational Continuity and Other Allowed Uses	9%

ESSER III	Expended and Remaining Expected Percentages
Federal Designated Expenditure Categories	
Addressing Physical Health and Safety	12%
Meeting Students' Academic, Social, Emotional, and Other Needs (Excluding Mental Health Supports)	
Minimum 20% Set Aside	25%
Mental Health Supports for Students and Staff	5%
Operational Continuity and Other Allowed Uses	58%

ESSER II	Expended and Remaining Expected Percentages
Federal Designated Expenditure Categories	
Addressing Physical Health and Safety	13%
Meeting Students' Academic, Social, Emotional, and Other Needs (Excluding Mental Health Supports)	13%
Mental Health Supports for Students and Staff	4%
Operational Continuity and Other Allowed Uses	70%

Community guidance such as community forums, and surveys along with LEA and SEA collaboration has been utilized by the district to expand ESSER funds. You can find examples of the community surveys used at these links:

<https://alamogordo.solodev.net/core/fileparse.php/4180/urlt/APS-Elementary-Parent-Results-FERPA-Compliant-1.pdf>

<https://alamogordo.solodev.net/core/fileparse.php/4180/urlt/APS-Secondary-Parent-Results-FERPA-compliant-1.pdf>

https://alamogordo.solodev.net/core/fileparse.php/4180/urlt/ESSER-III-Ranking-Survey_Redacted-1.pdf

Q: Why was ESSR money not spent on improving school buildings and direct services at schools?

A: Some of the funds were used for building improvements, but the spending guidance does require that the funds be utilized for building improvements as a response to the Covid-19 pandemic. In other words, to improve ventilation to limit the spread of the virus or to create outdoor learning spaces so students are exposed to fresh air and not exposed to close transmission proximity, are justifiable uses for building improvements. All funds identified under the academic student service set aside must be pre-approved as evidence-based programs. Find the district's current approved Evidence-Based list to draw from at this link:

<https://alamogordo.solodev.net/core/fileparse.php/4180/urlt/Evidence-Based-Set-Aside-List-as-of-2-22-2023-1.pdf>

Q: Is it malfeasance and misfeasance as it is a misappropriation of funds (ESSR spending)

A: Each federal ESSER I, II and III district fund is overseen by the New Mexico Public Education Department. Districts must complete funding applications, obtain pre-approval for any assets over \$5,000 prior to purchase, and all expenditures are reviewed for allowability and appropriateness before each requested reimbursement is approved. All ESSER funds have been appropriately and allowably expended. The recent 3rd

party auditor provided a clean opinion on ESSER funds, you can find the audit at this link:

<https://alamogordo.solodev.net/websites/8>

Q: Can the district provide a dollar amount from ESSR funds spent per student and per school? Can the district provide an itemized list of how money was spent per school?

A: Districts are not required to provide individual budget allocations to each school. Most APS programs and expenses have been administered from the district level as all students needed access to the available resources provided. A good example of this is the out of school time students support services contracted with Sylvan Learning and Learn New Mexico Summer Camps. Highest need students were given priority invitations to participate in these programs. However, when resources were allocated specifically to schools, such as with the after-school tutoring program, they were allocated according to the campus' student economically disadvantaged enrollment. For example, under Maintenance of Equity, a school with the highest economically disadvantaged percentage should receive more per student funding when campus allocated, than a school with a lower economically disadvantaged percentage. An example of the resource allocation can be found in the table below.

Table 1:

School	Economically Disadv.	Econ Disadv %	Total toward tutoring	Equitable Student Rate	Equitable # of A.S Tutoring Postions
NORTH ELEMENTARY	186	100.00%	\$24,552	132	8
YUCCA ELEMENTARY	234	89.31%	\$30,888	132	10
SUNSET HILLS ELEMENTARY	339	83.29%	\$44,748	132	14
HIGH ROLLS MOUNTAIN PARK ELEMENTARY	19	82.61%	\$2,508	132	1
LA LUZ ELEMENTARY	179	81.74%	\$23,628	132	8
DESERT STAR ELEMENTARY	393	81.70%	\$51,876	132	17
MOUNTAIN VIEW MIDDLE	398	77.13%	\$52,536	132	17
CHAPARRAL MIDDLE	437	72.35%	\$57,684	132	19
BUENA VISTA ELEMENTARY	133	66.83%	\$17,556	132	6
SIERRA ELEMENTARY	189	61.97%	\$24,948	132	8
ALAMOGORDO HIGH	808	52.78%	\$106,656	132	34
HOLLOMAN MIDDLE	13	7.83%	\$1,716	132	1
HOLLOMAN ELEMENTARY	14	3.54%	\$1,848	132	1