

New Mexico Commission for the Blind

MINUTES (Final)

Regular Meeting

Commission for the Blind
2200 Yale Blvd. SE
Albuquerque, NM 87106

August 22, 2024 – 9:30 AM

1. Call to Order

Chairperson Lansing called the meeting to order at 9:36 AM.

2. Roll Call

Chairperson Lansing took roll, Urja Lansing was present. Katharine Chavez and Robert Reidy Attended by Zoom.

3. Introduction of Guests and Staff

Staff included Greg Trapp, Executive Director; Jim Salas, Deputy Director for Vocational Rehabilitation and Independent Living; Patricia Savage, Executive Secretary; Kelly Burma, Skills Center Coordinator; Daphne Mitchell, Vocational Rehabilitation Program Manager; Audrey Trujillo, IT Manager; Moses Montoya, IT End User Support; and Kevin Romero, Deputy Director for Finance and Administration. The Orientation Center Director, Jamie Sibson, attended by Zoom.

4. Approval of Possible Changes to the Agenda Order and Tabling of Agenda Items

Mr. Trapp asked to move the Executive Session to between 11:30 AM and 12:00 PM. Ms. Chavez motioned to revise the agenda as requested. Dr. Reidy seconded the motion. A roll call vote was taken, and the revised agenda was unanimously approved.

5. Approval of Minutes for the Meeting of April 23, 2024

Dr. Reidy moved to approve the minutes. Ms. Chavez seconded the motion. A roll call vote was taken, and the minutes were unanimously approved.

6. Chair Report, Shirley “Urja” Lansing

Chairperson Lansing said she attended in-person the Strategic Plan public meeting on August 19. She said she also attended the Disability Pride event that was held in Santa Fe by the Public Education Department on July 23, saying that Mr. Trapp was one of

the speakers. She said she also attended the board meeting of the National Federation of the Blind of New Mexico on August 5, saying that the NFB appreciated the Commission's \$5,000 sponsorship of the BELL Academy, which she said stood for Braille Enrichment Literacy and Learning.

7. Director's Report, Greg Trapp

a. Major Trends and Developments, Greg Trapp

Mr. Trapp thanked Chairperson Lansing, saying that the Lieutenant Governor was at the Disability Pride event and that he presented along with Secretary Romero and Deputy Secretary Cage. Mr. Trapp said that Commissioner Reidy was also at the event, and the NFB President Tara Chavez also attended.

Mr. Trapp expressed his regret at being unable to attend the last meeting, saying he was with his wife at the MD Anderson Cancer Center in Houston. He thanked Mr. Salas, Mr. Romero and everyone for helping with the meeting.

Mr. Trapp said he had to work on the agency state plan on Memorial Day, which he said generates holiday comp pay. He said he also had to work on July 4. He said he does not generate compensatory pay when he works over 40 hours, but that he does earn compensatory pay whenever he has to work on a holiday.

Mr. Trapp said the Senate has reinstated the cost-of-living adjustment to the Rehab Act, which he said is the CPIU, or Consumer Price Index Urban. He said he was involved with educating the Senate, saying that some agencies only barely missed spending all of their grant, and that in states with a blind and general agency one agency might have spent the entire grant while the other agency did not. He said this seemed to resonate with Senate staffers.

Mr. Trapp reported on the Pre-Employment Transition Services Corrective Action Plan, saying that the Commission submitted its quarterly report on July 31. He said the Commission had spent and liquidated nearly the entire FFY 23 Pre-ETS reserve as of the end of July.

Mr. Romero said the agency would be making some Journal entries to finish out the FFY 23 Pre-ETS reserve. He said the agency is on track to spend the entire FFY 24 Pre-ETS reserve. He said the agency has so far spent 48 percent of the FFY 24 reserve, and that he expects the entire reserve will be spent by December of 2024 or January of 2025 at the latest.

Mr. Trapp said Pre-ETS is a statewide requirement, and that DVR is about \$40,000 behind the Commission in the spending of the FFY 23 Pre-ETS reserve.

b. Administration and Finance, Kevin Romero

Mr. Romero said the agency met the state match for FFY 24. He said that as of yesterday, the agency has spent \$3,634,438.18 of the total award, which is \$5,582,296. He said \$2,909,826.48 is general VR, and \$724,611.70 is Pre-ETS. He said the total Pre-ETS reserve is about \$850,000, and that the agency is on track to meet the reserve. He said the agency has remaining \$1,835,125.12 in general VR, and \$112,732.70 in Pre-ETS.

Mr. Romero reported on the closure of state fiscal year 24, saying that as of July 31 the accounts payable period ended, and he received notice from DFA last week that SFY24 has closed. He said the agency is now officially in the audit period and has begun the audit. He said the agency spent \$18,846,977.11 of the adjusted budget of \$21,060,000, which he said was 89.5 percent. He said the SFY 24 expenses exceeded the appropriated budget by \$1,700,577.11. He said the agency did \$1.8 million in budget adjustment requests to cover known expenses, the bulk of which was in the Business Enterprise Program. He said those were mostly at Kirtland and FLETC.

Reporting on the SFY 25 budget, he said as of yesterday, the Commission had spent \$2,596,871.32. He said after two months the agency had encumbrances of \$822,997.73 of the appropriated budget of \$18,050,600, or 18.95 percent of the budget. He said this is a 50 percent year, and the agency will monitor expenses to ensure that the agency does not obligate or expend more than 50 percent of the budget prior to December 31.

Mr. Romero reported on human resources, saying the agency had only seven positions vacant, four of which are Exempt Other and three are classified. He said this gives the Commission a 7.61 percent vacancy rate, and a classified vacancy rate of 4.58 percent. He said three classified positions are currently being advertised.

Dr. Reidy asked what the average vacancy rate was, and Mr. Romero said it was 12.37 percent for SFY 24. Mr. Romero said the average tends to be between 12 to 17 percent.

c. Independent Living and Vocational Rehabilitation, Jim Salas

Mr. Salas said Sinai Ramirez, one of the Albuquerque administrative assistants, had taken a new position. He said that the Santa Fe vocational rehabilitation counselor, Nathan Reiman, was also leaving. He said the agency is recruiting to fill his position. Mr. Salas said he and Ms. Mitchell have also conducted interviews to fill the business outreach position. Mr. Salas said the agency had hired a new Blindness Skills Instructor in Las Cruces, and that she started last Monday.

Mr. Salas reported on STEP, saying the program had 41 students this summer. He said this was an increase from the 35 STEP students in the prior year.

Mr. Salas reported on the final employment numbers for State Fiscal Year 2024, saying that 20 persons were placed in competitive and integrated employment, and that one person was placed in self-employment, for a total of 21 persons. He said the average hourly wage was \$25.83. Mr. Salas reported on the employment numbers for the

current Federal Fiscal Year, saying that 11 persons were placed in competitive and integrated employment. He said the average hourly wage was \$25.88. Mr. Salas said 29 individuals were in employment status, and that 25 persons were in Status E, for a total of 54.

Dr. Reidy said he was very impressed with the employment results.

d. Orientation Center, Jamie Sibson

Ms. Sibson said the Orientation Center served 9 students for STEP, which was an increase of five from the prior year. She said the student received blindness skills training three days a week and worked in the community two days a week. Ms. Sibson described the activities engaged in by the students. She said the Center started the adult program on August 12 and has two returning students and one new student. She said there are three students who will start training on September 9. She said one tour took place since the start of the adult program, and three additional tours are scheduled.

Ms. Chavez, Dr. Reidy, and Chairperson Lansing thanked Ms. Sibson.

e. Skills Center, Kelly Burma

Ms. Burma said the Skills Center started with six STEP students and finished with four. She said the Center is currently serving one Pre-ETS student.

Mr. Trapp said he and Ms. Burma were working on the Disability Employment Month event scheduled for October 17. He said the State Rehabilitation Council would be selecting employers to recognize during the SRC meeting in September.

8. Unfinished Business

a. Approval of Allowable Cost Policy and Procedure, Greg Trapp and Kevin Romero

Mr. Trapp said that there is a new federal guidance that has come out, and that if it is adopted prior to October 1, it can be applied to Federal Fiscal Year 24, and also to the FFY 24 carryover period. Mr. Trapp said he sent to the Commissioners an email from Seymour Levy, the agency fiscal consultant. Mr. Trapp asked Mr. Romero to summarize the email from Mr. Levy.

Mr. Romero said the revisions had to do with the Uniform Guidance. He said the first recommendation from Carol Pankow was to change current language saying that program income is earned in the year it was received to say that program income is received when it is available to the agency.

Mr. Trapp said Carol Pankow is with the VRTAC-QM, and he had asked her to make recommendations on the Commission's current allowable cost policy and procedure.

Mr. Romero said another change was to update references to the G5 accounting system to the G6 accounting system. He said there was another minor change to the period of performance language, recommending it be changed to the start and end date of an award. He described recommendations for how obligations are identified, to include the actual wording under state law as to what constitutes a contract, revise to make changes to the Uniform Guidance regarding purchases at 200.217, and to make changes regarding prior approval. Mr. Romero said the prior approval change removed nine items that previously required prior approval. He said the VRTAC recommendation was to delete the OSERS FAQ on prior approval, delete the paragraph on participant support costs, and revise references to equipment of \$5,000 or more to equipment of \$10,000 or more. Mr. Romero said the Uniform Guidance changed the definition of a reasonable cost to say that a cost is reasonable if it does not exceed an amount that a prudent person would incur under the circumstances prevailing when the decision was made to incur the costs. Mr. Romero said another change was to reflect 200.303 regarding cyber security and measures to safeguard information. Mr. Romero said another change was to make mandatory disclosures in writing. Mr. Romero said there was also a change to participant costs under 200.456 to document participant costs and treat them consistently across all federal grant programs.

Mr. Salas asked about the \$5,000 definition of equipment for prior approval, asking if the agency was bound should the state define a lower amount. Mr. Romero said now it is \$10,000 or more depending on agency policy.

Mr. Trapp said that by adopting the policy now, the agency can take advantage of the \$10,000 prior approval amount.

Chairperson Lansing asked for a motion to approve the allowable cost policy and procedure as presented, authorizing Mr. Romero to make necessary technical and other minor changes. Ms. Chavez made the motion as stated by Ms. Lansing, and Dr. Reidy seconded the motion. A roll call vote was taken and the motion passed unanimously.

b. Report on Strategic Plan Public Meeting, Greg Trapp and Kelly Burma

Mr. Trapp said the agency was adopting a new strategic plan, saying that it will be submitted with the Request Budget. He said the current strategic plan will expire in October. Mr. Trapp said the Strategic Plan was discussed and reviewed by the SRC during meetings held in Santa Fe on November 15, 2023, in Santa Fe on February 6, 2024, and in Albuquerque on May 16, 2024. He said a public meeting was held in Albuquerque on July 19, 2024. Mr. Trapp said the public meeting was advertised extensively and an opportunity was provided for the public to participate over Zoom. He said only one person attended. He said that persons comments related to Deaf Blind services.

c. Approval of Strategic Plan, Greg Trapp and Kevin Romero

Mr. Trapp said the strategic plan was being revised to reflect that the COVID pandemic is largely over, but the agency is still dealing with the lasting impact of the pandemic. He said there is a need to serve persons who were not served during the pandemic, and especially in regard to Braille and Orientation & Mobility services. Mr. Trapp said the strategic plan is changed to reflect that oil and gas prices are stable, and that the state will ultimately transition away from fossil fuels. He said the strategic plan includes new information about rates of diabetes and obesity, and especially in the population among children. He said information is also added about the children's mental health crisis.

Ms. Burma said concern was expressed about delayed maturation during the public meetings, and Mr. Trapp said the plan has adopted the term failure to launch syndrome. He said Generation Z is starting work at older ages and that they are living with their parents longer.

Mr. Trapp said that the strategic plan also includes new statistics on how COVID is causing an increase in diabetes, saying that this will also result in more cases of diabetic retinopathy. He said the agency will also have to serve more persons who have Long COVID. He said that 7.7 percent of unvaccinated persons have Long COVID, and that 3.5 percent of unvaccinated persons have long COVID.

Mr. Trapp said the plan also contains information about the aging of the population, saying that persons with uncorrected vision are at a greater risk of dementia, and that vision loss is now one of 14 identified risk factors for dementia and is responsible for two percent of cases of dementia.

Mr. Trapp said the strategic plan includes new information on succession planning, saying that he will be retired before the end of the five-year strategic plan. Mr. Trapp concluded by talking about disaster planning, saying that there is now state sponsored cyberattacks and ransomware coming out of Russia and North Korea.

Chairperson Lansing thanked Mr. Trapp and the agency for being so diligent and being forward thinking and working to grasp the effects of COVID.

Dr. Reidy echoed Ms. Lansing's comments. He said he likes how the plan tries to anticipate changes, and that the plan places the agency in good standing.

Ms. Chavez said ditto, adding that she loves the emphasis on children's mental health, failure to launch, and autism. She said it says a lot about the Commission and how the agency wants to help the community.

Dr. Reidy made a motion to approve the strategic plan, and Ms. Chavez seconded the motion. A roll call vote was taken, and the strategic plan was unanimously approved.

9. New Business

a. Discussion of Withdrawal of Part B Independent Living Funds by the Statewide Independent Living Council, Greg Trapp, Jim Salas, and Kevin Romero

Mr. Trapp began by saying that the Commission uses Part B funds to pay for the BELL Academy, which Chairperson Lansing mentioned in her report. He said the Part B funds are not tied to any particular age. He said the Statewide Independent Living Council voted to take away the Commission's Part B funds starting in Federal Fiscal Year 26. He said that starting in FFY 26, those funds will be distributed to the centers for independent living and to the Division of Vocational Rehabilitation. He said the Commission did not become aware of this effort until April at which time the Commission had initially assumed that the SILC had made an omission or error. He said the agency learned later that it was in fact a deliberate action on the part of the SILC. Mr. Trapp said that the Part B funds are important because they give the Commission the statutory authority to serve persons who are younger than 55. He said the Commission plans to carryover the FFY 25 funds to FFY 26. He said he hopes to work with DVR to come up with a solution because the receipt of the Part B funds enables the Commission to leverage program income.

Mr. Salas said the Commission has identified 13 agencies that are receiving the Part B funds. He said the Commission was not invited to any of the planning meetings when the state plan for independent living was developed.

Mr. Trapp said the SILC had a meeting on May 15 and that he believed that the SILC had arrived at a compromise, and that in fact the SILC voted on the recommended compromise. He said that the compromise would reduce the amount of Part B funds received by the Commission, and that the Commission would provide program income and technical assistance to the centers for independent living. Mr. Trapp said that when the materials went out for a special SILC meeting to approve the state plan, he learned that the compromise and direction to the SILC that was voted on May 15 was not honored. He said the state plan development committee did not agree with the vote taken by the SILC. He said in June the SILC voted to reject the compromise and to accept the plan that stripped away the Commission's Part B funding.

Mr. Trapp said according to the Spil Instrument Instructions, before making any changes, before they drafted the plan, the SILC was to have solicited input on the proposed changes before the SILC drafted the plan. He said that did not happen. Mr. Trapp said that instead the SILC had a public forum on January 31 with no discussion whatsoever of any changes to the funding. He said there was a SPIL drafting meeting on March 4 and there was again no mention of the proposed changes. He said that meeting is when the SILC initiated the drafting of the SPIL. He said they did not accept any comments at that meeting.

Mr. Trapp said he did address his concerns regarding the sequencing of the drafting of the SPIL to the Administration on Community Living. He said at the June meeting he planned to bring up the fact that the SILC did not gather any input on the proposed changes before drafting the SPIL as the SILC is required to do by the SPIL Instrument

Instructions, but that he was not he was not allowed to provide that information to the SILC.

Mr. Romero said he has talked with his counterpart at DVR about carrying over the FFY 25 funds to FFY 26. He said if the Commission loses all of the Part B funding it will impact the Commission's ability to serve a significant portion of agency consumers.

Mr. Trapp said it is the receipt of the Part B funds that gives the Commission the authority to use program income to provide services to persons younger than 55, and in some unusual cases to persons 55 and older who do not qualify for Older Blind services. Mr. Trapp said he has communicated with DVR Director Casey Stone-Romero, suggesting that the Commission and DVR split the Part B funds that DVR will receive. He said this would give the Commission about \$10,000, which would be enough for the Commission to leverage its program income and also give the Commission the needed statutory authority.

Dr. Reidy expressed his concern about the inappropriateness of what took place, saying it did not include the necessary parties, saying he was shocked at this development.

Mr. Trapp said he appreciated Commissioner Lansing's support.

Chairperson Lansing asked if the SILC was subject to the Open Meetings Act, to which Mr. Trapp said yes. Ms. Lansing said she was very concerned that the public was not given adequate notice to attend these meetings, adding that it was extremely difficult to hear what was going on in the room during the June meeting. She said it would not be right to just let it go. He said the Commission uses the Part B funds to provide services that greatly benefit persons who are blind or have low vision. He said the centers for independent living are not equipped to provide Braille, Orientation & Mobility, or assistive technology instruction. He said the states that do get the Part B funds are the states that do a good job of providing services to persons who are blind and low vision. He said those states include Minnesota, Oregon, Washington, Delaware, New Hampshire, and Texas. Mr. Trapp said he did not think that the SILC and parties making the decision had been given accurate information about what is done in New Mexico and how it enables the Commission to leverage funding, and that the positions had hardened, and it was very difficult to effectuate change.

b. Approval of State Fiscal Year 2026 Request Budget, Kevin Romero

Mr. Romero reported on the SFY 26 Request Budget, saying the SFY 24 budget was appropriated at \$17,146,400, but was increased to 18,876,700 due to budget adjustment requests. He said the SFY 25 budget is \$18,050,600, which is a 5.3 Percent Increase over SFY 24. He said the agency has been very conservative with its prior budget requests. Mr. Romero said the full SFY 26 request was for 19,851,400. He said this was an increase of \$1,800,800 from SFY 25. He said the agency is requesting a general fund increase of \$378,500 based on actual costs and expected salaries. He said it includes \$62,500 in replacement funds should the agency not get the Part B

funding. He said the rest has to do with federal fund match. Mr. Romero said that salary increases are only partially funded. Mr. Romero said that the plan is to carryover half of the FFY 25 Part B funds to FFY 26. He said the agency is asking for an increase in federal revenues of \$431,200. He said this reflects the faster rate of VR spending. He said the largest increase is in other revenues, which is \$1,273,600. He said this is entirely related to increased activity at Kirtland and FLETC. He said the agency was asking for personnel services of \$6,475,200, an increase of \$77,600. He said contractual services was \$229,700, an increase of \$21,500. He said in other costs, which includes the pass through for the blind managers, the agency is asking for \$13,039,000, an increase of \$1,701,700. He said this increase was due to activities at Kirtland and FELTC. Mr. Romero said there is also budgeted the \$200,000 transfer with DVR, and he has also budgeted the current match of \$7,500 for the Part B funds. He said he would include BAR language should it be necessary to transfer the Part B match. Mr. Romero said the agency typically gets around \$300,000 in program income, but only received \$30,000 in program income in SFY 24. He said as a result, the Commission had to access \$334,900 in fund balance. He said the current fund balance is \$812,400. He said the agency budgeted to use \$250,000 of the fund balance, leaving a balance of \$562,400. He said the fund balance could be down to \$150,000 or \$160,000 should the agency have a year similar to SFY 24. He said this is why the agency is asking for the increase in general fund.

Dr. Reidy made a motion to approve the Request Budget of 19,851,400 authorizing the agency to make technical changes not to exceed the stated amount, and Ms. Chavez seconded the motion. A roll call vote was taken, and the Request Budget was unanimously approved.

c. Report of Property Disposition Committee, Kevin Romero

Mr. Romero reported on property disposition, saying the property disposition committee has reviewed three requests for property disposal. He said the first request was from Santa Fe. He said the items were chairs, desk pieces, outdated IT equipment, and a broken Braille embosser. He said the property did not include any items on the capital assets list. He said the disposition notice was provided on May 1, and the process was initiated to dispose of the items.

Mr. Romero reported on the second group of items, saying it consisted of computers from the Orientation Center that were no longer needed due to either being inoperable or outdated. He said there were 11 computers, five of which had been utilized by students. He said the first right of refusal was provided to the State Surplus Property Division. He said some of the computers were on the capital assets list, so the Office of the State Auditor was notified. He said the 30 days elapsed as of June 29. He said the property disposal notice was sent on July 2, and the items were disposed of on July 17. Mr. Romero said that the hard drives were removed prior to disposal.

Reporting on the third group of items, he said that the BEP program in Albuquerque requested to dispose of four round tables, five mixing bowls, four saucepans, 10 cold

drink machines, four combination machines, a pizza oven, a metal rack, snack machines, and stainless steel tables. He said the items were submitted to State Surplus Property for first right of refusal, which said they were not interested, so on June 18 the notice for disposal was provided to BEP, and on August 22 the items were disposed of.

d. Approval of Open Meetings Act Resolution, Urja Lansing

Ms. Lansing said the Open Meetings Act requires that boards give reasonable notice to the public of meetings. She asked Director Trapp to fill in the details.

Mr. Trapp summarized the Open Meetings Act Resolution, saying it requires 10 days' notice for regular meetings with publication in a newspaper of general circulation, on Newline, and on the web page; three days for special meetings with advertising in a newspaper when it can reasonably be done, placement on the web page, and placement on Newline. He said the agenda must also be put on the web page at least 72 hours in advance of the meeting. He said the Oma Resolution is critical as it gives the public the opportunity to participate in the adoption of public policy.

Ms. Chavez made a motion to approve the Open Meetings Act Resolution, and Dr. Reidy seconded the motion. A roll call vote was taken, and the Open Meetings Act Resolution was unanimously approved.

e. Approval of Out of State travel, Greg Trapp

Mr. Trapp said now that the pandemic is over, he wanted to restart the process of having the board provide guidance and direction with respect to travel. He said there are conferences that the agency regularly attends, including the spring and fall conferences of the National Council of State Agencies for the Blind, the National Coalition of State Rehabilitation Councils, and the Council of State Administrators of Vocational Rehabilitation. He said the agency typically sends 5 to 7 employees to these conferences. He said he wanted to send staff to the upcoming Dare to Be Remarkable conference, including two from Albuquerque and three from Alamogordo. Mr. Trapp said other conferences include ticket to work functions, National Federation of the Blind and American Council of the Blind to which we send VR counselors who have not attend and other staff, including himself and other staff as appropriate.

Mr. Salas said he wanted to send one employee to the CSUN technology conference. He said he also wanted to send one employee to the National Association of Multicultural Concerns Training and Conference.

Mr. Trapp requested the authority to authorize additional travel as may in his judgement be appropriate and necessary.

Chairperson Lansing said that the trainings were all very worthwhile and Ms. Chavez agreed.

Ms. Chavez made a motion to approve the out of state travel as described, and Dr. Reidy seconded the motion. A roll call vote was taken, and the travel was unanimously approved.

f. Report on Communication Workers of America (CWA) Salary Grievance, No. 2024-07_0004_CFB, Greg Trapp, Jim Salas, and Kevin Romero

Mr. Trapp said the Commission has a union and that employees of the Commission are represented by the Communication Workers of America. He said the union has filed a grievance against the Commission and about a dozen other state agencies alleging that those agencies have not compensated union employees appropriately. He said the Commission has responded to the first level of the grievance. He said the second level response is due today. Mr. Trapp said the Commission certainly recognizes that the issue of salaries is an area of great public concern, and that the agency is working with the legislature and that it is the legislature in conjunction with the Governor's Office that appropriates compensation for state employees.

10. Commission Open Discussion

There was no open discussion.

11. Comments from the Audience

Ms. Burma described a recently served Technology for Children consumer.

12. Date and Location of Next Meeting

The next meeting was set for Albuquerque on November 22, starting at 9:30 AM.

13. Executive Session Pursuant to Sections 10-15-1(H)(7) and (H)(2) NMSA 1978

a. CWA Grievance, No. 2024-07_0004_CFB

b. Executive Director Performance Evaluation

Chairperson Lansing announced that she would need a motion to move into executive session pursuant to sections 10-15-1(H)(2) and (H)(7) NMSA 1978, to discuss CWA union grievance No. 2024-07_0004_CFB and the Executive Director's performance evaluation.

Dr. Reidy made a motion to go into executive session as stated by Commissioner Lansing. Ms. Chavez seconded the motion. A roll call vote was taken, and the motion was approved with Commissioner Lansing, Commissioner Reidy, and Commissioner Chavez all voting yes.

Mr. Trapp asked Mr. Salas, Mr. Romero, and Ms. Burma to remain. He said they would also be joined by Quentin Smith who is the Commission's legal counsel. Mr. Trapp said that the meeting would come back into public session after the executive session, and that there would be a public vote to approve his evaluation. The public at this time left the room and the Commission went into executive session.

The Commission at this time returned from executive session.

Ms. Lansing said the only items discussed in the executive session were CWA union grievance No. 2024-07_0004_CFB and the Executive Director's performance evaluation.

14. Approval of Executive Director Performance Evaluation

Chairperson Lansing asked if there was a motion to approve the Executive Director performance evaluation. Dr. Reidy made a motion to approve the Executive Director performance evaluation, and Ms. Chavez seconded the motion. A roll call vote was taken, and the Executive Director performance evaluation was unanimously approved.

15. Adjourn

Ms. Lansing adjourned the meeting at 12:34 PM.

Approved and Electronically Signed This 21st Day of November, 2024.

Urja Lansing, Chairperson
New Mexico Commission for the Blind

ATTACHMENTS

May 1, 2024, Santa Fe OSA Notice
June 13, 2024, Albuquerque BEP OSA Notice
July 2, 2024, Orientation Center OSA Notice