

Full Board Meeting  
Tuesday, August 10, 2021, 11:00 AM  
Mountain

Zoom  
525 Camino De Los Marquez  
Suite 250  
Santa Fe, NM 87505

Floyd Archuleta:	Excused
Krutik Bhakta:	Present
Jane Clements	Present
Rebecca Estrada:	Present
Zane Fischer:	Present
Mark Gallegos	Absent
Joseph Garcia	Present
Rudy Garcia:	Present
Maria Herrera:	Present
Vince Howell:	Present
Mario Lucero:	Present
Patricia Maule:	Present
Sean Medrano:	Present
Jolene Nelson:	Absent
Nani Rivera:	Absent
Jon Paul Romero:	Present
Kevin Romero:	Excused
Arthur Sparks:	Excused
Joseph Weathers:	Present
Eileen Yarborough	Excused

Present: 13, Absent: 7.

**Also in attendance: NALWDB Staff:** Lisa Ortiz - Executive Director, Barney Trujillo - Operations Manager, Elena Maestas - Program Specialist, Amber Gomez – Project Specialist/Communications **Guests:** Christina Garcia-Tenorio – DWS, Rick Sandoval – Zlotnick Laws Sandoval, Eric Vasquez – One-Stop Operator, Jessica Hudson – One-Stop Operator Assistant, Teresa Quintana – HELP NM, Evangeline Touchine – HELP NM, Ericka Van Eckhoutte –HELP NM, Hanna Smith – UNM Taos/Taos HIVE, Julio Garcia – Legal Counsel, Cerelle Stauch – NMHSD SNAP E&T Coordinator.

#### 1. Call Meeting to Order

The meeting was called to order at 11:09 AM by Chairman Joseph Weathers.

#### 2. Roll Call and Determination of a Quorum

Rollcall was done by NALWDB Project Specialist/Communications, Amber Gomez, who indicated that a quorum was present.

#### 3. Pledge of Allegiance

The pledge of allegiance was recited by all in attendance

#### 4. Approval of Agenda

Chairman Weathers suggested that the agenda be approved with the amendment of removing item 6.5.

Motion to approve the agenda with the amendment of removing item 6.5. This motion, made by Jon Paul Romero, seconded by Rebecca Estrada, and passed unanimously.

## 5. Approval of Board Meeting Minutes

### 5.1 Full Board Meeting June 24, 2021

Motion to approve the 6/24/21 Full Board Meeting Minutes. This motion, made by Rudy Garcia and seconded by Vince Howell, passed unanimously.

## 6. Action Items

### 6.1 Executive Session - 10-15-1 (H) 2 Limited Personnel Matters

Chairman Weathers entertained a motion to enter executive session to discuss limited personnel matters.

Rudy Garcia if the individual being discussed will be included in executive session because they will be discussion personnel matters? Chairman Weathers stated that yes the individual will be included in executive session.

Motion to move into executive session at 11:15 AM. This motion, made by Jon Paul Romero, seconded by Rudy Garcia, passed unanimously by rollcall vote 13 Yays.

Chairman Weathers informed everyone there were no actions taken during executive session.

Motion to come out of executive session. This motion, made by Jon Paul Romero, seconded by Sean Medrano, and passed unanimously.

### 6.2 Policy Revision: ETPL Policy, Travel Reimbursement Policy & ITA Policy

Madam Executive Director informed the Board that recently the Rules Committee revised the ETPL Policy, Travel Reimbursement Policy, and the ITA Policy. The ETPL Policy (Policy 12, Rev.1) was revised to include continuous quality improvement of eligible training providers (page 4). The Travel Reimbursement Policy (Rev.4) was revised to include the reduction of the board meeting fee for Board Members from \$95 to \$45. However, if the board meeting exceeds four hours, then they can receive \$95 for that meeting. The ITA Policy (Policy 16, Rev.3, page 4) was revised to include a paragraph with the contracts that need to be included for approval of the ITA.

Madam Executive Director made a recommendation for the approval of these three policies.

Motion to approve the ETPL, Travel Reimbursement, and ITA Policies. This motion, made by Rudy Garcia and second by Jon Paul Romero, passed unanimously.

Vince Howell asked if these policies will be provided to the Service Provider once approved.

Madam Executive Director informed Mr. Howell that he is correct, once Chairman Weathers signs the approved policies, they will be available on the NALWDB website.

### 6.3 Approval of Board Member's Meeting Fees

Madam Executive Director - informed the Board that there are three board members that didn't get reimbursed. These reimbursements have already exceeded the 90 days required to get signatures. The board members needing approval to get reimbursed include Sean Medrano (\$330), Vince Howell (\$586.32), Krutik Bhakta (\$306.66). Madam Executive Director explained that the board members meeting reimbursements are from the months December-June. Due to having the meetings virtually they must provide an electronic signature to receive reimbursement. Therefore, they didn't get processed timely. She asked for approval so that we can process these board members and get them paid.

Chairman Weathers asked if any of the board members had questions regarding the board members reimbursement?

Motion to approve the board members meeting fees. This motion, made by Patricia Maule and seconded by Vince Howell, passed unanimously.

#### 6.4 Approval of HELP NM Modifications Dislocated Worker/Youth

Madam Executive Director explained that the Board has about \$2.3 million in unobligated funds to be expended by June 30, 2022. These modifications were discussed and approved in our strategic planning and finance committee. Currently the existing contracts have \$3.9 million in adult/dislocated worker and \$1.1million in in school/out of school youth. This modification will provide additional funds of \$1,140,466 for dislocated worker and \$1,210,414 for of out of school youth. The additional funds will be used towards hiring events and outreach events in our 10 counties focusing on dislocated worker and out of school youth. Our first event is scheduled for Santa Fe at the Santa Fe Place Mall August 20-21 and 27-28. The following is a tentative schedule for future events.

August – Santa Fe

September – Farmington

October – Rio Arriba

November – Taos

December – San Miguel

January – Mora

February – Gallup

March – Raton

April – Colfax

May – Los Alamos

Madam Executive Director informed the board that we're working with the One Stop Operator to bring in partners and employers to these events. Currently there are approximately 17 employers participating in the Sant Fe Career Fair, so we're hoping for a huge turnout. Our marketing cost will be for flyers, posters, event space, radio ads, newspaper ads, marquee and hot spots. The budget will run between \$7,500-\$10,000 depending on the county. Attached to the modification will be a complete budget summary provided by our service provider, which

will include the marketing costs. Madam Executive Director recommends approval of the modifications for our out of school youth and dislocated worker.

Rudy Garcia mentioned that there was a discussion earlier regarding item 6.4 and HELP NM is aware of their new requirements and number of participants they need to reach those requirements. He mentioned that during the finance committee there was discussion on if there would be advertisement, the budget available for this, and using a professional company for marketing.

Motion to approve the modifications for our out of school youth and dislocated worker. This motion, made by Rudy Garcia and seconded by Rebecca Estrada, passed unanimously.

Vince Howell asked if the board will receive a midpoint update and if Help New Mexico feels confident they will be able to be successful in this.

Madam Executive Director informed Mr. Howell that we will provide monthly updates in our committee meetings to ensure that everybody is aware of the funding stream, and yes, HELP NM is confident and they can say a few words if he'd like them to.

Chairman Weathers asked if there were any more comments or questions

#### 6.5 Approval of HELP NM Modification One Stop Operator

Item 6.5 was removed from the agenda.

#### 7. Announcements

Chairman Weathers gave a brief report to the Board. He stated, last week when he attended the first public comment in Farmington for the re-alignment of the boards, there were two plans presented. The two plans that were presented were, the Rio Grande Corridor and the Split State. Neither one of the plans were warmly greeted by the individuals who attended the meeting. He mentioned that they spoke with the State and the Northern Board intends on proposing their own plan in hopes that it'll be shown in future public meetings. He invited all board members to attend the next meeting, which will be virtual, and take place on August 18, from 10am-2pm.

Madam Executive Director added that if any board members need help registering for this meeting, we can assist them with that.

Rebecca Estrada stated that initially this meeting was meant to be in person, and they recently changed it to a ZOOM meeting. She mentioned that she has already registered, and the zoom link hasn't been sent out yet.

Chairman Weathers informed Mr. Howell that we asked the state, and they did cancel the Las Vegas public comment meeting. However, we provided them with the forms from Luna Vocational College, and we asked them if they would reschedule the meeting in Las Vegas. We have not heard back from them yet on whether this is possible. He believes that it's important that the Eastern and Northeastern portion of the state is heard.

Rudy Garcia asked Chairman Weathers for more information regarding the public comment meetings taking place.

Chairman Weathers informed Mr. Garcia that the Governor's office has mandated that the State go out and seek public comment from the four regions. There are 9 meetings scheduled and

currently only one is virtual. Northern College decided to have theirs virtually due to their concerns around the COVID-19 protocols. The purpose of these 9 meetings throughout the state is to gather feedback from the public comment.

Rebecca Estrada stated that the recommendations that were initially made can be found on the Department of Workforce Solutions website. However, the PowerPoint that they presented to the state workforce board regarding that transformation that they'd like to do, is now slightly out of date because the federal government told the State that they couldn't do the two-board idea initially.

Chairman Weathers agreed with Miss Estrada, the initial one went to the Federal Government and the WIOA regulations state that any board or any region must be connected by county and there was a disconnect with Dona Ana County and the other counties that they initially had passed at the state board level.

Chairman Weathers announced that he needed to step away and asked Vince Howell to run the meeting.

## 8. Informational Reports

### 8.1 Financial Report

Rick Sandoval stated that they're currently getting all of the payables and obligations in so they can close out the fiscal year. Once those are completed, they'll complete the June report and provide the activity for July. In July there was a total of \$570,895 expended. There is some work experience expenditures included in that number that need to be rolled back to June. Mr. Sandoval mentioned that during the last Finance Committee Meeting there was a discussion in regard to the program year close out for PY18. During the transition from the previous service provider to the current, there was a delay in SER turning in their close out package. He stated that prior to the close out they provided an estimate of expenditures, and when SER's actual expenditures came in they were below what they anticipated spending. This led to the board holding PY18 funds of about \$23,000. In May of 2021 there was an approval, and the funds were released to SER. He explained that as the board's fiscal agent he should have notified DWS that they had this money sooner than they did. During the close out they set up a meeting with the State and they allowed the board to use that \$23,000 on youth expenditures that were incurred. At the beginning of this fiscal year, they had to do a little bit of shifting on expenditures to utilize that \$23,000. He wanted to make sure that the board was aware of the excess money and basically the disposition of it. He mentioned that the close out package has been turned in and we can now move forward with the rest of the grant and the activity.

Vince Howell asked Mr. Sandoval if we have a marketing line item on the budget report?

Mr. Sandoval stated that, it has been discussed with part of the effort involving HELP NM and the amounts that are being used to recruit individuals to expend the additional funding that had been obligated up to this point. Mr. Sandoval explained to Mr. Howell that this is part of the modification.

Rebecca Estrada explained that it's her understanding that we can't actually have a marketing budget, the marketing budget has to be given to the service provider.

Vince Howell asked if the provider is clear on what they need to spend the budget on and if that amount is sufficient for what we need to do marketing wise?

Mr. Sandoval mentioned that HELP NM does have a plan on how they intend on spending those funds.

Madam Executive Director added that, Mr. Sandoval is correct. On the modification intent sheet, there is a budget summary attached, that includes all the costs, that will be identified in regard to the modification to reach out to our dislocated workers.

## 8.2 Strategic Planning Update

Mario Lucero informed the board that the Strategic Planning Committee has been tasked with overseeing the implementation of the contract modification of \$1.1 million to the provider to increase services to dislocated workers. In regard to the comments/suggestions made by the State on the boards intent to modify this contract Mr. Lucero explained some of the reasons the boards chose this direction. He stated that number one on the modification is to develop deliverables for unobligated funds. The committee's plan to meet this goal is to have a series of scheduled hiring events throughout the 10 northern counties.

Madam Executive Director added that in the intent the goal is to serve about 80 additional Dislocated Worker clients, and about 86 additional out of school youth clients.

Mr. Lucero mentioned that one of the comments made by Veronica was, the enrollment goals should be based on the following: specific projects, expected financial expenditures, and service delivery strategies. Our goal is to ensure that we can spread the 1.1 million over as many clients as possible, while trying to understand each client's needs in order to achieve their vocational goal on an individualized basis. This may vary from client to client or county.

Number three, we've identified 10 specific events in the northern region. In high retail service areas like malls and Walmart's.

Madam Executive Director mentioned that we can adjust San Miguel and Mora because they typically receive a lot of snow in those scheduled months.

Jessica stated that their efforts have included meeting with partners once a week to coordinate the Santa Fe Place Mall event and coordinating between partners on recruiting employers for the events. Currently there are 17 employers, plus additional partners such as Santa Fe Community College and the Regional Development Corporation.

Mario agreed that the provider and partners have been working hard on recruiting employers to our events. Recently the Santa Fe One Stops office had a hiring event and there were 10 employers that participated and a total of 20 job seekers that attended the event.

Another question discussed was, how do we better target displaced homemakers and veterans. Jessica Hudson explained that we've been wanting to specifically target displaced homemakers and the spouse of veterans. There was discussion of creating an informative sheet or brochure for board members and staff to help them better understand the criteria. They would like to also create flyers and marketing specifically for these populations, and work with the other agencies and organizations in the communities that work with these specific populations.

As for marketing materials, we do plan to have flyers, posters, event space radio ads, newspaper ads, kiosks, and hotspots. Our budget for marketing is between \$7,500-\$10,000.

Madam Executive Director explained that the marketing cost will vary depending on the county. For example, in Santa Fe we have to pay for a space for two weekends, other spaces may not require rent.

Madam Executive Director mentioned that the flyer is almost ready to be released for everybody. However, this morning Buffalo Thunder was advertising the flyer on their marquee.

During the strategic planning committee there was discussion on some of the verbiage for the flyer. One of the suggestions was to include a statement that some jobs are paying above \$14 an hour to hopefully catch the attention of job seekers.

Number seven on the modification asks the question, how do we identify employers and training providers in the board region to design and implement career pathways leading to employment. Mr. Lucero stated that LANL is leading the way with their connections between themselves and northern. He mentioned that one of our newest board members Patricia Maule, mentioned a consortium of employers and training providers up in the Farmington area and asked her to speak on this topic for the board.

Patricia informed the board that the hospital already has an agreement with San Juan college for a few programs, specifically, nursing assistant. She mentioned that they have also been working on a partnership with EMS to recruit students at San Juan College and provide work experience at the hospital while they're getting their education. They would like to use this as a recruitment tool for an advanced degree. For example, if an individual comes in as a EMS basic EMT, with the hopes of becoming a paramedic, they will provide that pathway, while those individuals are working to get from EMT to a paramedic.

Mario stated that not only are we creating these pipelines from job seeker, to training provider to employer, they're also in alignment with our sector strategies. We have also identified that we need to partner with our regional economic development partners.

Eric informed the board that they have reached out to the Regional Development Corporation, and he had a few conversations with their executive director; they're planning on participating at our August event to be able to provide services directly to employers since they work directly with businesses and economic development on the economic development side.

Mario asked the board if anyone had any questions in regard to what our strategies are for reaching dislocated worker and youth an increasing this modification to the contract with our provider to increase services.

Krutik Bhakta suggested that there should be a detailed breakdown for the marketing cost that includes each vendor, marketing type, and overall total per event. Mr. Howell agreed with Mr. Bhakta.

Madam Executive Director stated that, we have a budget summary of what the cost will entail for these events. She stated that we don't have it broken down in detail per event, however we can provide that information for them. There is a cost summary of what the ads will cost, the

radio ads, the flyers, the printing of posters, social media, and digital display (Some of these items will vary in cost).

Krutik asked if these funds for marketing are specifically for these events or if they can be used to continue to bring awareness to the board.

Madam Executive Director informed Mr. Bhakta that our specific target is dislocated workers and out of school youth for these funds.

Mr. Bhakta expressed his concern about marketing for these events. He stated that attendance very important for these events to be successful.

Mr. Vasquez informed Krutik that, the one stop operations has been working closely with the provider to develop a marketing campaign for these events. He stated, for the first event there was a very short window of time, so they went ahead and started working with a media consultant, partners, and employers to make it happen. Our goal is to ensure these events are highly advertised to bring in as many dislocated workers and youth as possible.

Mr. Howell stated that, the actions that the Strategic Planning Committee and the Sector Strategy Committee, and the One Stop Committee are putting forth won't show unless there's enough funds for advertisement.

Mr. Vasquez agreed with Mr. Howell and assured him that we're seeing a good effort and thanked all of the partners for stepping up to make this happen.

Rebecca stated, along with the marketing plan, the efforts that the One Stop operator and the service provider have been putting forth in leveraging relationships with partners is something the board hasn't seen. The partners that they've reached out to and have been working with will also leverage resources and networks. She stated that they've also been requesting and receiving access to students/other community members in the continuing education, contract training realm, and high school equivalency preparation. These partners want to know how they can help spread that word to rural communities, to students at all levels. She expressed that she feels that one of the challenges is finding the dislocated homemakers.

Vince Howell suggested that the Finance Committee be involved in these efforts because the board has the responsibility on how these funds are to be spent, and the priorities for the dislocated workers and also the youth.

Madam executive Director informed Mr. Howell that, this was presented yesterday during the finance committee meeting, and we'll continue to make sure that they're aware of the funding that's been expended.

Evangeline asked Madam Executive Director if we could add Grants to the outreach plan because there are individuals unemployed in Grants.

Christina stated that what's being discussed is phenomenal because a lot of work is being done by HELP and the board and leveraging the resources. It would be extremely helpful to organize those pieces into this modification so that the board has a better idea as to what the scope of work is going to be specifically to this modification. She stated, when doing a modification, it has to be distinctly different from what is already expected of the service provider. It helps the board to better comprehend what is actually going to be done, what is

going to be spent, and how it's going to look distinctly different from what is already the expectation of reaching out to those Dislocated Workers, Adults, and Youth.

Vince Howell thanked Christina, and suggested that HELP NM, the one stop committee, sector strategy committee, and strategic planning committee, and finance should all meet together to discuss this, and how we can improve the modification.

### 8.3 Sector Strategy update

Rebecca gave the board a brief update on the sector strategy committee. She informed the board that the committee asked the service provider to do outreach on our behalf to particular organizations that had been identified in previous meetings such as health care in Farmington and San Miguel Counties. She stated that the committee is continuing to look for early childcare employers who will be working with Highlands and hiring leaders of the early childhood certification program. The committee also discussed ways that board members can help in their communities with networking while still allowing the service provider to do their own outreach. By educating the board members about target areas such as dislocated worker and providing them with tools we can accomplish this goal. HELP NM and the One Stop Operator agreed to think of talking points, brochures, simple definitions, or even a business card with a QR code for more information; to provide information appropriately and accurately so that people know who is eligible. Miss Estrada informed the board that, as these ideas and actions continue to mature, she will give an update on the committee's work.

Vince Howell agreed with Rebecca, it's important to have the right tools and knowledge.

### 8.4 OSO Report

Jessica gave a brief update of the northern region. She stated that the governor has requested that all One Stop centers across New Mexico reopen their doors back in July. Some of the offices are by appointment only due to the shortage of staff and low recruitment of security guards in the area.

Title I is partnering with Farmington high schools. They're going into the classrooms and providing career prep training with the students for their work-based learning programs. Title I will provide placement for the work experience with eligible candidates. DWS and Burlington Coat Factory are working together. Burlington has been utilizing the Santa Fe One Stop for new hire orientations and DWS has helped Burlington Coat Factory hire 35 individuals. Title I have some new hires and Espanola Las Vegas, Gallup, and Grants. DWS is having a rapid hiring event across the State on August 11<sup>th</sup>, 12<sup>th</sup>, and 13<sup>th</sup>.

On July 31, Title I participated in the Rio Arriba community day fair, connecting with local programs and organizations. They also have been participating in business after hours Chamber of Commerce events in Gallup and Farmington. They've been partnering with Title II enrollments at their orientation students' events at the colleges in Farmington, Taos, and Santa Fe. Santa Fe One Stop had their first monthly job fair on July 29<sup>th</sup>. This job fair had 10 participating employers and 20 job seekers.

She mentioned that the Santa Fe Place Mall Event will include all the core partners and 17 employers, some of these employees include: City of Santa Fe, Waste Management, Safety Zone, Los Alamos National Labs, the Santa Fe Adult Detention Center, Burlington, Christus St. Vincent, Presbyterian, and others.

Jessica gave an update on the UI claims in the northern counties. She stated that, there has been a decline on claims. During the state workforce board meeting on August 4, they mentioned that there's a total of 68,141 claimants still receiving payments from unemployment.

Vince Howell asked when the extended benefits are scheduled to end?

Maria Herrera informed Mr. Howell that the extended UI benefits will end on September 4, and at this time there is nothing to suggest that the State will be extending the benefits.

#### 8.5 HELP NM Report

Teresa Quintana, Evangeline Touchine, and Ericka Van Eckhoutte presented the HELP NM report to the full board. Their report included an update on participants served by programs, regional updates (Northwest, Northeast, and Northcentral), and their success stories. For more information on each region please see attachment A.

Evangeline informed the board that, they started PY20 with the goal of serving 500 Adult/Dislocated Workers. They met their enrollments at 94% and served 464 new clients. Their goal for youth was 210 and they served 174 youth and met enrollment at 87%. She mentioned that the deadline is September 4, 2021 for the Federal UI extensions. For PY21 they have 44 Youth carry overs and 85 Adult/Dislocated Worker carryover clients.

Roger and Teresa and their leadership team decided that they needed to restructure because they needed someone in the Santa Fe Area. Evangeline introduced Erica as her new Associate Director. She stated that Erica is very active, outgoing, and is out in the community.

Evangeline mentioned that they recently found out that there are no programs approved for Highlands on the ETPL. She stated that they have some students that are interested, and one of their staff reached out to Elena to see how they can get the college to go through the process to get their programs enrolled.

Rebecca Estrada added that, the message regarding ETPL has gone to all levels of the administration, including President Minner, Dr. Roxanne Gonzales the Provost and Vice President for Academic Affairs, Kimberly Blair the Dean of Students, and Ian Williamson. She stated that they're all aware of this. The staff member who was maintaining the ETPL for them and reapplying for the programs is no longer working with Highlands, and currently don't have the staffing to put someone else fully in charge of it.

Elena stated that they have already reached out several times and they plan to reach out to them again to see if they have any updates on who will take on that role.

#### 8.6 NM DWS update

Christina informed the board that they are having community input sessions across the state, these sessions were advised by the governor's office to get community input regarding the two-region system. The first session took place last week in Farmington and there was a good attendance. She thanked the board and HELP NM for attending and encouraged them attend each session if possible. This is important because, at each session there will be different conversations that happen in different areas around the state. Christina stated that the next meeting will be August 18<sup>th</sup> and will be hosted by Northern New Mexico College. Their

president Dr. Bailey requested a virtual event instead of in person, because of the rise of the delta variant. She informed the board that they have a few sessions scheduled that are in person, however, they are prepared to pivot based on the rise of the Delta variant for COVID. She informed Chairman Weathers that she didn't receive the documents regarding Luna Community College to host a meeting, and she requested that those documents be sent directly to her. Christina mentioned that on September 14, they will be in Las Cruces at the community college, and on September 15, they will be in Deming at their Event Center.

Christina added that she sent over completed grant agreements, those are fully executed and there was a modification attached. In regard to the New Mexico Civil Rights Act, they updated the liability requirement from \$1 million to a \$2 million policy requirement. They've given each of the boards 45 days to update that. It was sent on July 27<sup>th</sup> and is due back to the State by September 10<sup>th</sup> and will require signatures from the board chair and the lead CEO, once signed it'll be sent to the secretary's office to be fully signed to ensure that everyone is in compliance.

Madam Executive Director thanked Christina and informed her that we are working on that liability insurance. She then asked where the September 14<sup>th</sup> session will take place in Las Cruces.

Christina informed Madam Executive Director that the event will take place at the community college, they have three large classrooms that turn into one large classroom. She added that, the college asked them to cap the meeting at 50 people and masks are required.

## 9. Public Comments

There were no public comments.

## 10. Next Meeting Date Beginning of October

## 11. Adjournment

Vince Howell thanked Lisa and her staff for their hard work. He stated that he believes that it's important for board members voices to be heard and that they understand their responsibilities in terms of finance, and providers.

Motion to adjourn at 12:57 PM. This motion, made by Rebecca Estrada, seconded by Krutik Bhakta, passed unanimously.

- An Executive Session may be called at any time during the meeting. Pursuant to New Mexico Open Meetings Act Section 10-15-1 (H) Subsections; (1) Meetings pertaining g to issuance, suspension, renewal or revocation of a license, except that a hearing at which evidence is offered or rebutted shall be open. All final actions on the issuance, suspension, renewal or revocation of a license shall be taken at an open meeting; (2) Limited personnel matters; provided that for purposes of the Open Meetings Act, "limited personnel matters" means the discussion of hiring, promotion , demotion, dismissal, assignment or resignation of or the investigation or consideration of complaints or charges against any individual public employee; provided further that this paragraph is not to be construed as to exempt final actions on personnel from being taken at open public meetings, nor does it preclude an aggrieved public employee from demanding a public hearing. Judicial candidates interviewed by any commission shall have the right to demand an open interview; (3) Deliberations by a public body in connection with an

administrative adjudicatory proceedings For purposes of this paragraph, "administrative adjudicatory proceeding" means a proceeding brought by or against a person before a public body in which individual legal rights, duties or privileges are required by law to be determined by the public body after an opportunity for a trial-type hearing. Except as otherwise provided in this section, the actual administrative adjudicatory proceeding at which evidence is offered or rebutted and any final action taken as a result of the proceeding shall occur in an open meeting;

(4) The discussion of personally identifiable information about any individual student, unless the student or the student's parent or guardian requests otherwise;

(5) Meetings for the discussion of bargaining strategy preliminary to collective bargaining negotiations between the policymaking body and a bargaining unit representing the employees of that policymaking body and collective bargaining sessions at which the policymaking body and the representatives of the collective bargaining unit are present;

(6) that portion of meetings at which a decision concerning purchases in an amount exceeding two thousand five hundred dollars (\$2,500) that can be made only from one source is discussed and that portion of meetings at which the contents of competitive sealed proposals solicited pursuant to the Procurement Code are discussed during the contract negotiation process.

(7) Meetings subject to the attorney-client privilege pertaining to threatened or pending litigation in which the public body is or may become participant;

(8) Meetings for the discussion of the purchase, acquisition or disposal of real property or water rights by the public body.