

Full Board Meeting  
Wednesday, February 23, 2022 10:00 AM  
Mountain

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

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

Present: 13, Absent: 7.

**Also in attendance: NALWDB Staff:** Lisa Ortiz - Executive Director, Barney Trujillo - Operations Manager, Kevin Boyar – Program/Policy Monitor, Elena Maestas - Program Specialist, Amber Gomez – Project Specialist/Communications **Guests:** Margarito Aragon – DWS, Christina Garcia-Tenorio – DWS, Camilla Jaquette – DWS, Rick Sandoval – Zlotnick & 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, Julio Garcia – Legal Counsel, Maxine Palamino – Gallup Area Manager DWS, Amy Carlson – Farmington Area Manager DWS

### 1. Call Meeting to Order

The meeting was called to order by Chairman Joseph Weathers at 10:00 AM.

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

Roll Call was done by NALWDB Project Specialist/Communications, Amber Gomez, and Chairman Weathers indicated that a quorum was present.

### 3. Pledge of Allegiance

The pledge of allegiance was recited by all in attendance.

#### 4. Approval of Agenda

Motion to approve the agenda. This motion was made by Vince Howell, seconded by Rebecca Estrada, and passed unanimously by rollcall vote 14 Yays.

#### 5. Approval of Board Meeting Minutes - Full Board Meeting 10/21/21

Motion to approve the 10/21/21 full board meeting minutes. This motion was made by Rudy Garcia and seconded by Floyd Archuleta and passed by unanimous vote 14 Yays.

#### 6. Action Items

Chairman Weathers asked the full board if they would like to go through each action item individually or have the Executive Director present items 6.1-6.8 and include them all in one vote.

Rudy Garcia expressed that he would be ok with grouping the action items because they've already gone through subcommittees prior to this meeting.

Madam Executive Director suggested grouping 6.1-6, which are all policies that have been approved and reviewed by the state and rules committee.

Rudy Garcia mentioned that during the rules committee a few of these items were tabled because the State needed more time to review some of the policies. The committee and Mr. Boyar have worked with the State to make the necessary changes.

Kevin Boyar informed the board that he's been communicating with the State and they've determined that the boards OJT contract forms required additional language and some of the contract language was necessary for the financial aspects.

Rudy Garcia asked the State if they agreed with the changes made to the policies

Margarito Aragon informed Mr. Garcia that yes, the State agrees with the changes. He also mentioned that himself and Christina will have to leave the meeting early for another meeting.

Madam Executive Director made a recommendation for approval of action items 6.1-6.5.

Chairman Weathers asked if there were any further questions on 6.1-6.5.

Motion to approve action items 6.1.-6.5. This motion made by Rudy Garcia, seconded by Vince Howell, and passed unanimously by rollcall vote 14 Yays.

##### 6.1 OJT Policy Revision

##### 6.2 Financial Policy Revision

##### 6.3 ITA Policy

##### 6.4 Priority of Service Policy Revision

##### 6.5 Adult/Dislocated Worker Policy

##### 6.6 Greater Gallup Economic Development Corporation - Commitment Letter

Madam Executive Director stated the Greater Gallup Industry Workforce Program and the Southwest Indian foundation have asked the Northern Board for a letter of support. In the past

three years, the Northern Board has done a pilot program through an MOU with Greater Gallup Economic Development, which includes the welding and heavy equipment operator program. They have sked for a letter of commitment and moving forward through the MOU, they are going to include 60 participants with three cohorts for the next three years. Madam Executive Director mentioned that the pilot program that we've had in the past three years has been successful. There have been over 30 participants enrolled in the welding and heavy equipment operator programs, and those enrolled in the heavy equipment operator program have received their CDL license. She expressed that we would like to show our support through this letter and starting July 1<sup>st</sup> we will prepare an MOU with Greater Gallup and the Southwest Indian Foundation. Madam Executive Director made a recommendation for approval of the letter of support.

Chairman Weathers stated that he would like items 6.6-6.8 grouped in the same vote. He then asked the board if there were any questions on 6.6.

#### 6.7 Raton Lease

Madam Executive Director informed the board that the Raton Lease was been approved by the finance committee. She then asked Eric to give a brief report regarding the Raton Lease.

Eric Vasquez stated, Title I and Title III providers have agreed to co locate at the Income Support Division office in Raton where we'll be leasing the space. He mentioned that they will be renting two small offices and have some communal space within the Office for \$7,611.20 for the year. This will allow for an intake area with one space set aside for reception and a separate door that would lead into a conference room for clients coming in for Title I and Title III. have indicated they will have at least one to one FTE each located in space. He also added that the lease being presented is not the most current version. He stated the only major difference is the Leaser thought HELP NM was going to be the tenant, so it had to be rewritten to say Northern Area Local Workforce Development Board.

Chairman Weathers commended Mr. Vasquez because in his term on this Board there has never been an office in Raton.

Mr. Vasquez thanked both DWS and HELP NM for making it possible to put the staff there.

Chairman Weathers asked if there were any questions on the Raton lease.

#### 6.8 Out-of-State Travel Requests

Madam Executive Director informed the board that there are couple national conferences coming up in March and April. Because these conferences are approaching quickly, they haven't been brought up to the finance committee. She announced, there's funding available for a few staff and board members to attend. She asked all board members that are interested in attending to please contact her and Chairman Weathers. She added, the National Association Job Training Assistance Conference in San Francisco is March 7<sup>th</sup>-11<sup>th</sup>, and the National Association of Workforce Boards Forum is April 11<sup>th</sup>- 14<sup>th</sup> in Washington, DC.

Chairman Weathers asked if there were any questions.

Madam Executive Director stated that she will send information about each conference to the full board.

Rudy Garcia asked if there was enough time to process payments for the board members interested in attending with the short time frame.

Madam Executive Director informed Mr. Garcia that yes, we can get those done by Friday.

Eileen Yarborough asked if there's enough funds in the budget for everybody who may want to attend?

Madam Executive Director informed Eileen yes, depending on how many board members want to attend. She asked the board to provide that information to her as soon as possible to ensure that those funds are available.

Motion to approve action items 6.6, 6.7, and 6.8 with the amendment on the Raton Lease presented by Eric Vasquez. This motion was made by Rebecca Estrada and seconded by Nani Rivera and passed unanimously by rollcall vote 15 Yays.

Rudy Garcia expressed that he would like to have a discussion on the Gallup Lease.

Chairman Weathers and Madam Executive Director informed Mr. Garcia that the Gallup Lease isn't an action item. However, item 6.6 included a commitment letter with Greater Gallup soon to follow with an MOU and approved at the next board meeting.

Eric Vasquez informed Mr. Garcia that they're not ready to move forward on the Gallup Lease yet.

Rudy Garcia mentioned that some concerns were brought to his attention about the location.

Chairman Weathers asked if there was any more discussion.

## 7. Announcements

Chairman Weathers requested Commissioner Garcia to meet with the staff to review the attendance report and make a recommendation during the next full board meeting.

Madam Executive Director announced, we are planning a board retreat in March or April. This retreat will be in person, and it will focus on building capacity and work sessions. We want to inform all the board members where we're at structurally and get the board's engagement.

Chairman Weathers stated that this retreat will help board members and staff attain continuing education credits. He expressed that he looks forward to the board getting back together in person and being able to discuss the concerns and direction which our board should be heading. He asked if the retreat will be taking place in Albuquerque.

Madam Executive Director mentioned that there was discussion in regard to possibly going to Grant's and touring the Solo Works area. However, we're open to recommendations from the board.

Chairman Weathers asked the board to reach out to Madam Executive Director if they have any recommendations.

Jolene Nelson asked if we have a set date

Madam Executive Director informed Mrs. Nelson that we don't have a set date yet however, we can send a poll to all of the board members to see when they're available.

Floyd Archuleta announced that the next youth committee meeting is scheduled for March 8<sup>th</sup> needs to be rescheduled

Chairman Weathers informed the full board that anyone is welcome to join any committee meeting even if they're not assigned to that committee, they just can't be a voting member. He asked that the whole board be informed of all committee meetings incase board members are interested in attending.

## 8. Discussion Items

### 8.1 Bylaws

Madam Executive Director asked Chairman Weathers Lisa - Mr. Chair, you had mentioned terms of appointment, do you want to talk about that and have a discussion. I expressed that he feels that a four-year term is too long and recommended the rules committee revisit the term length and consider changing the term to two years with the opportunity to serve another term. He feels that it's important that nonprofits have positive change and new leadership to keep the organization thriving. He then asked if there were any comments or questions.

Rudy Garcia stated expressed the importance of having institutional knowledge in an organization.

Rebecca Estrada agreed institutional knowledge is important. She stated, a chairs term ending doesn't mean they have to leave the board, they can still continue contributing their knowledge with the opportunity to have new leadership. She believes that, sometimes new voices and new points of view are important, particularly in leadership positions

Chairman Weathers added that Mr. Archuleta is a good example of a previous chairman who is now a strong member on the board because of his institutional knowledge.

Krutik Bhakta stated, if the board is happy with the performance of the current leadership and the chair wished to continue in that position, he doesn't see an issue with them serving more terms or longer terms.

Chairman Weathers thanked the board for their comments and due to time constraints he asked to move on to the next item.

### 8.2 Higher Education Board Member

Madam Executive Director announced that there are three potential Higher Ed. Board Members, Dr. Becky Rowley from Santa Fe Community College, Dr. Lorenzo Reyes from San Juan College, and Dr. Edward Martinez from Luna Community College.

Chairman Weathers asked if Madam Executive Director vetted all three of them?

Madam Executive Director replied yes and recommend Dr. Becky Rowley from Santa Fe Community College.

Chairman Weathers announced, since this is not an action item the board can't vote to accept Dr. Rowley into the board's membership. He then asked Madam Executive Director to write a letter expressing her interest and she can be sworn into the board during the next meeting.

Mr. Aragon stated, some of the CEOs have expressed concern about some of the counties in the northern area not having a board member representing that area. He recommended looking at each county and identifying which counties aren't be represented before moving forward with any recommendation.

Rudy Garcia stated that he agreed with Mr. Aragon.

Chairman Weathers stated that they'll keep that in mind when considering a new board member including their experience and knowledge on WIOA.

## 9. Informational Reports

### 9.1 Executive Director Report

Madam Executive Director informed the board, the last five years have been a challenge. During this timeframe there have been three executive directors including herself for a year and a half. Around the time she became executive director the board also had a change in provider. Madam Executive Director stated, herself and her team takes this responsibility very seriously. She added, we work on a daily basis with our service provider HELP NM, worked with our fiscal agent to develop a comprehensible budget, and have been responsive to our oversight. During the previous retreat, we informed the board that there was surplus of funds in the youth and dislocated worker programs. She stated, we have worked with HELP NM to try and spend that large amount of money before the state would recapture the funds on March 31 of this year. She then shared a spreadsheets that showed a contract budget for youth of \$2.4 million, the expended to date, which is about \$662,000, and the amount that must be expended by March 31<sup>st</sup> which is \$1.4 million. Based on the amount that we need to spend in youth, we'll be returning \$780,000 to the state to be redistributed, leaving a balance of about \$359,000 to spend from now to June 30<sup>th</sup>. Under dislocated worker there is a contract budget of \$3.8 million, approximately \$640,000 that we've spent to date, \$2.4 million that we need to spend, and \$1.8 million that will be returned to the state, leaving a balance of \$292,000 in dislocated worker funds. She added that there will be a transfer of \$381,000 from dislocated worker funds to the adult program. Under adult, there's a contract budget of \$1.3 million, we've expended to date \$996,000. Because there is such a large need in the Adult program we will reach our mark by March 31<sup>st</sup>, leaving a balance of about \$132,000, which includes the transfer from dislocated worker. Madam Executive Director stated that unfortunately we have to make the tough decision to transfer the Dislocated Worker and Youth funds of \$1.8 million and \$780,300 to make our budget more manageable. She then acknowledges HELP NM for the excellent work they've done. She added that it's not their fault, it has just become unmanageable to spend the accumulation of allotments each year.

Rick Sandoval clarified that from the updated allocations they've received from the state, it indicates the dislocated worker number to be \$2 million not \$1.8 million.

Madam Executive Director stated, based on what the executive committee approved and finance, it was 1.8. We do need to submit a letter by today to the state in regard to our \$1.8 million of dislocated worker funds.

Mr. Aragon mentioned that they've been waiting for a letter from the Board with the dollar amounts and the pots of money that the recapture will be coming out from. He added, yesterday they had to process the recapture and the redistribution and without the letter the

fiscal department went off of the most recent information which was \$2 million. Once they receive the letter, the amount can be changed.

Chairman Weathers informed Mr. Aragon that the letter will be submitted today. He then asked if there were any questions.

Rudy Garcia commented that during the executive committee meeting Deputy Secretary Yolanda Montoya-Cordova, Mr. Aragon, and Mrs. Alonzo explained the importance of this transfer and how it will help other areas of the state. He mentioned that the state informed the committee that Northern Board is not the only Board who has had to transfer funds. He then thanked the state.

Joseph Garcia inquired why we weren't able to spend these funds.

Madam Executive Director continued with her presentation. She stated, based on the five-year allotments that the board does receive, it's important to look at each grant allotment by program. Over the last five years the Board has received about \$10 million in dislocated worker funds. Which is an average of about \$2 million a year, while we're averaging only \$600,000 spent. For the youth allocation we've received about \$6 million in the last five years with an average of about \$1.2 million a year, and an average of about \$800,000 spent each year. Madam Executive Director added, in PY21/FY22 we have spent more than we have before. We are spending the funds, however, every year we are receiving \$5 million of allotments, and we are not budgeting that with our service provider to reflect the expenditures. So each year there was a carry-over of funds. So by the time we got to PY 21, we had \$7.5 million of funds that we needed to spend by March 31. She informed the board that HELP NM has put a lot of effort in spending those funds through outreach. However, we could not spend the amount of \$1.4 million in youth, and 2.4 million in dislocated worker which will be returned to the state.

Rebecca Estrada mentioned that this issue has occurred with multiple service providers over a period of time. One of our challenges is the population in the rural communities. By returning these funds it will allow us to be in a healthy place to spend out our budget and allocate it appropriately with a service provider who's been more effective and is able to spend out future allotments.

Rudy Garcia agreed with Ms. Estrada.

Madam Executive Director added that we received \$1.8 million in dislocated worker funds and we have expended \$640,000 through February.

Chairman Weather stated that a dislocated worker in an urban area is different than in a rural area. One example are firemen who work eight months out of the year and don't file for unemployment. Another example is unreported income from ranchers. He stated, with the advice from the state and the discussion with the executive committee we've decided to return the money to start so=pending current money and avoid playing catch up.

Madam Executive Director stated that there's been a lot of issues such as the high cost of living, deter individuals from seeking dislocated worker assistance to reenter into the workforce, COVID, and staffing across all partners has been a problem. She added, we want to make sure that we right size our budget so that it's more manageable.

Floyd Archuleta suggested the Board continue this conversation during the retreat.

Under performance, there has been a complete transformation from the previous year. Last year we failed every category except one, and this year, we've exceeded five categories, met three categories, and failed four.

Lisa - I just want to say so as we sit midway point through our program year, the data shows that we are performing better than we have in the last five years, while also expending more of the WIOA funds in the region. The state has asked us to budget next year based on our allocation as opposed to how we've done in the past. So which we will be doing that and working with our fiscal agent and the state on those budgets. So also, we do know this is not this may not be the only year returning of funds based on our allotments it could happen again, we just want to make sure that the board is aware of where we are coming from based on our allotments and how we are expending those funds. So the remainder of the year, we will be continuing to work with our fiscal agent and our service provider to manage these funds in a more effective manner. And we do want to highlight and emphasize our goal as our partnership with higher education and the training institutions, the businesses and the tracking data that we will show the progress with our sectors. Thank you, Mr. Chair.

Chairman Weathers asked Mr. Aragon if he had anything to add to the conversation.

Vince Howell requested a conversation during the retreat in regard to best practices from nationwide workforce boards that are in comparable regions like ours to see how they're expending their funds and if they're having the similar difficulties?

Chairman Weathers stated there's a lot of good ideas coming out of today's meeting.

#### 9.1A. Audit Report

Madam Executive Director announced that, our audit with a new auditor Hinkle & Landers has been completed for PY 20. The audit report has been approved by the state auditor and is ready to be published. She informed the full board that the report will be distributed to each of them and uploaded to the website. She added that there were zero findings.

#### 9.2 Financial Report

Rick Sandoval gave the Board a brief financial report. His report included updates on the expenditures by allocation, budget to actual, training costs, and expenditures by allocation.

Rudy Garcia asked the Fiscal agent to be more transparent, proactive, and to have better communication with the staff and Board.

Chairman Weathers commented, there's been an improvement in collaboration with our provider or our fiscal agent, and the state to bring our organization in into better standings. Like, where there's more of an understanding budgeting out our entire budget instead of how it's been done in the past. So I think there's been frustrations between our administrative staff with the state oversight, the overseers. And I see that it's coming to fruition where we're getting all on the same page. So I would like to just thank all the entities that are involved in and making this a reality. And it's nice to see this collaborate. It seems like we've been in oversight for forever. But perhaps with just continuing looking at our reports, as far as you know, there's not as many red lines and we're not failing in any areas. It's nice to see that



there's advancement, and we're not stuck in a rut seems like we're kind of moving forward. Although it did take a transfer of funds. It is it. There's a silver lining in every crop cloud and I just would like to report to the board. That, that it seems like all activities are working good together, and perhaps less frustration.

Rudy Garcia agreed with Chairman Weathers.

### 9.3 Sector Strategy Report

Rebecca Estrada informed the board that during the last sector strategy committee meeting we had the opportunity to review the ongoing initiatives we've had in some priority areas. She stated that we need to get some clarification from the state regarding how we're defining success in those sector strategies. She informed the board, as the sector strategy committee chair, she has advised the committee and provider to define sector strategy success based on best practice, formal MOUs with the workforce board, training provider, and employer. Ms. Estrada thanked Roger and Teresa for all of the documentation and reports they provided in regard to sector strategies. She added, as we continue to move forward in some of these initiatives, HELP New Mexico has agreed as the service provider to provide a database of all the initiatives and where we're at with them.

Chairman Weathers thanked Ms. Estrada for being an excellent example of collaborating with entities and for the work she does for the sector strategy committee.

Rebecca Estrada stated that the whole team has done a great job.

Chairman Weathers expressed that he's very impressed with all of the committees. They have all been very engaged. He stated that he really appreciates how the Executive Committee has stepped up.

### 9.4 HELP NM Report

Ericka and Evangeline presented the Adult/Dislocated Q2 Report and the Youth Activities report. These reports both included updates on enrollments, successes/obstacles, business engagement, staffing, events, performance, and future plans. They also shared a few youth success stories.

Chairman Weathers asked Evangeline if they're working with the high schools in McKinley County.

Evangeline informed Chairman Weathers that they have been working and have great partnerships in San Juan County with the central consolidated schools. They have the youth program there where they enrolled most of their in-school youth last program year. They're trying to focus on the corridors up north, but they aren't limiting enrollments to San Juan or McKinley. She mentioned that they recently hired a new staff member in McKinley so that they can get more enrollments for in school youth. This individual has met with Central High School here in Gallup and also attended a function last week with Gallup, McKinley County schools and is going to be doing some outreach.

Chairman Weathers asked Ericka what the difference was in population in Mora and Cibola County population wise because the numbers are very similar.

Ericka Van Eckhoutte informed Chairman Weathers that she doesn't know the exact difference in population off the top of her head. However, there was an individual working through Mora longer than in Cibola. She added that there has been a challenge with outreach and establishing new partnerships in Cibola County.

Chairman Weathers added that this has been an ongoing pattern with Cibola County.

Ericka acknowledged the fact that this has been ongoing. She explained that's part of the reason they brought on the liaison teams to make sure that they are going out into those counties and hitting the smaller communities as well and making sure that they are serving all populations.

Chairman Weathers commented that he noticed a particular restraint that's been in each report and asked if that business is a work experience or OJT?

Evangeline stated, if it's just one individual- Yeah. So, um, if it's probably just one person, maybe, but it's it is a work experience. I can't even tell you who that trying it is right now I can go ahead and research it. Um, but it is a work experience.

Chairman Weathers thanked them for their report.

Sean Medrano commented that he's seen HELP NM doing outreach for the community in San Juan County and commended them for their hard work to help get the youth employed.

Chairman Weathers thanked Mr. Medrano for his strong representation on the board and his community.

Chairman Weathers asked HELP NM if the Board's policy states the age range for youth is 14-24 why does their policy say 16-24.

Evangeline informed Chairman Weathers that they have their program designed to serve 16-24 because there are issues with child labor laws and work permits. By serving 16-24-year-olds they have a better chance of meeting credentials and receiving services for longer.

Teresa Quintan informed Chairman Weathers that their main focus is to meet performance. And that's why they've designed it in that way. And that is also why help New Mexico as an entity looks for other resources to be able to provide summer programs to those younger students to engage with PD. She stated that they do serve those people and that come into their office. They don't turn those individuals away; they provide them with an opportunity through another program in HELP NM.

Chairman Weathers stated that he knows that HELP NM serves those ages in their PD program and suggested having a conversation and revisiting the age range.

Teresa Quintana stated that it's nice when they can send youth through the pipeline. For example, in summer they're in PD, and then once they reach that age where they're old enough to be able to meet performance, then obviously put them into the next program. So it is nice to have a continuum of services for each youth that they serve. And that's just part of how they structure it with help New Mexico, however, they're always open to conversation and talking about those things.

Floyd Archuleta made a recommendation for HELP NM and the OSO to utilize local radio stations as a form of outreach and to inform individuals about the opportunities we can offer them.

#### 9.5 OSO Report

Eric Vasquez gave a brief report and gave an overview of the one stop operations as a whole. His report included the status of the northern offices, new office and relocation prospects, collaboration with Title II partner, and an update on COVID-19 and its impact.

#### 10. Public Comments

There were no public comments.

#### 11. Next Meeting Date \_\_\_\_\_

Chairman Weathers requested the next full board meeting be held in person.

Madam Executive Director informed Chairman Weathers that our retreat will be in person, and we can have a full board meeting/retreat. She then thanked everyone for their reports

Motion Rebecca Jolene second

#### 12. Adjournment

Chairman Weathers asked if there were any board member that would like to go into Executive Session. He then entertained a motion for adjournment.

Motion to adjourn at 11:51AM. This motion was made by Rebecca Estrada, seconded by Jolene Nelson, and passed unanimously.

Chairman Weathers thanked everyone in attendance and informed the full board that he strongly believes that all subject matters should be held transparently in meetings and that's why he doesn't reach out to each board member individually.

- 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 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.