

Regular Meeting
Monday, November 2, 2020 10:00 AM
Mountain

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

Floyd Archuleta:	Present
Krutik Bhakta:	Present
Jane Clements	Present
Rebecca Estrada:	Excused
Zane Fischer:	Present
Rudy Garcia:	Present
Tomas Garcia:	Present
Maria Herrera:	Present
Vince Howell:	Present
Mario Lucero:	Excused
Chris Madrid:	Present
Sean Medrano:	Present
Jolene Nelson:	Present
Nani Rivera:	Present
Jon Paul Romero:	Present
Kevin Romero:	Present
Arthur Sparks:	Excused
Rock Ulibarri:	Present
Joseph Weathers:	Present
Eileen Yarborough	Present

Present:17, Absent:3.

Also in attendance: NALWDB Staff: Lisa Ortiz - Executive Director/Financial Specialist, Barney Trujillo - Operations Manager, Elena Maestas - Program Support, Deborah Wildenstein – Program Monitor, Amber Gomez – Project Specialist/Communications **Guests:** Margarito Aragon – DWS, Veronica Alonzo - DWS, Camilla Jaquette – DWS, Julie Ann Pacheco – DWS, Michelle Velarde – DWS, Waldy Salazar – DWS, Rick Sandoval – Zlotnick Laws Sandoval, Eric Vasquez – One-Stop Operator, Roger Gonzales – HELP NM, Teresa Quintana – HELP NM, Evangeline Touchine – HELP NM, Hanna Smith – UNM Taos/Taos HIVE, Maxine Palomino – Gallup Area Manager DWS, Rudy Grano - DVR, Christy Grren – NMSU Grants Adult Education, Julio Garcia – Legal Council

1. Call Meeting to Order

The meeting was called to order at 10:04AM by Chairman Joseph Weathers.

2. Roll Call and Determination of a Quorum

Roll call was made 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

Motion to approve agenda. This motion, made by Rock Ulibarri and seconded by Floyd Archuleta, passed by unanimous vote.

5. Approval of Board Minutes- August 26, 2020

Motion to approve 08/26/2020 minutes. This motion, made by Jon Paul Romero and seconded by Vince Howell, passed by unanimous vote.

6. Waiver or disclosure

There were no waivers or disclosures.

7. Action Items

7.1 Interim Executive Director - Official Approval of Executive Director Position

Motion to approve the promotion of Lisa Ortiz as Interim Executive Director to the Boards permanent Executive Director. This motion, made by Tomas Garcia and seconded by Sean Medrano, passed by unanimous vote.

7.2 Greater Gallup Economic Development Corp. MOU

Madam Executive Director mentioned that in PY19 a partnership was developed with the Northern Board and Greater Gallup Economic Development Department. She stated that there was a MOU signed for a three-year pilot program however the expiration date did not reflect the duration of the pilot program. A new MOU has been created to incorporate the dates. Madam Executive Director explained that there were minor changes made to the MOU, and those changes include: the three-year day expiring June 2022, incorporating the students for the welding and heavy equipment operator programs (which have both been successful in the Gallup area), and identifying the responsibilities of the Northern Board and HELP NM.

Rudy Garcia agreed and stated that San Juan College is booming and is a great place for an individual interested in learning a trade.

Motion to approve the approve the Greater Gallup Economic Development Corp. MOU. This motion, made by Rudy Garcia and seconded by Sean Medrano, passed by unanimous vote.

7.3 Power up Program Discussion of MOU - Presented by Youth Committee Rock Ulibarri

Rock Ulibarri explained that the Power Up Program is an incentive program for youth for retention and completion of adult education programs across the northern area. A cash incentive is given based on the individuals attendance, level gains, and successful completion of high set or the GED. He mentioned that there was a pilot program a year ago with UNM Taos and the community college which was very successful. He stated that this program was implemented a few years ago and ended due to unavailable funds.

Madam Executive Director asked if we need to prepare an MOU between the Northern Board and Luna. Mr. Ulibarri stated that he thought the MOU was intended for the entire northern region not just Luna Community College. Mrs. Ortiz clarified that the previous MOU reflected the previous provider, and she asked if we can make those changes to incorporate the new service provider HELP NM.

Mr. Ulibarri informed Madam Executive Director that he reached out to HELP NM approximately three months ago to implement those changes as soon as their contract was signed. Mr. Ulibarri informed the Board that he is no longer the director at Luna Community College, however he still supports this effort 100% for all the adult education programs in the northern area. Mr. Gonzales informed Mr. Ulibarri since his departure his staff has been working with the interim director Miss Lisa Benson. He stated that they HELP NM is currently in the draft format of the MOU with Luna Community College and mentioned that they've been the only ABE program to want to consider and continue with this initiative.

Mr. Ulibarri asked Mr. Gonzalez if he's spoken to all the other adult education programs. Mr. Gonzales informed him that his staff has, but personally he's only spoken with Miss Benson who reached out to him.

Mr. Ulibarri stated that he'd like to get an MOU for the Northern board, and all adult education programs in the northern area. He mentioned that we've been trying to get this program launched since July. Mr. Gonzales stated that they were advised by DWS to ensure that every institution of higher learning has an MOU with this Board. He mentioned that the Board has a MOU with Santa Fe Community College and this will be the second Community College that's ready to sign an MOU.

Veronica Alonzo informed the Board that the discussion with the administrative staff during a youth committee meeting and possibly another committee meeting DWS advised that the Power Up Program the MOU needs to be between the Northern Board and the adult basic education programs in the northern area. It's not necessary to have a separate MOU with the current service provider HELP NM and the adult basic education programs. She mentioned that the MOU must align and be in compliance with the Board's current youth incentive policy.

Mr. Ulibarri stated that Mrs. Alonzo was correct, during the last few committee meetings there was discussion, and the committee agreed to recommend to the Board to enter into an agreement. There was also discussion in that meeting that Michelle, the adult education director from Higher ED, would assist in getting all the other adult education programs on board.

Motion to approve an MOU with the Northern Board and the northern area adult education for the Power Up program. This motion, made by Rock Ulibarri and seconded by Vince Howell, passed by unanimous vote.

7.4 Breakthrough Leadership Program Proposal- Presented by Youth Committee Rock Ulibarri

Rock Ulibarri informed the Board that the Breakthrough Leadership Program proposal was submitted by Michael Brown to HELP New Mexico along with another proposal. He stated that HELP NM suggested that this program proposal is approved because it falls within all the required parameters. Both the finance committee and youth committee has approved it for the full board approval.

Vince Howell agreed with Mr. Ulibarri's statement and he thinks this program will really be helpful for youth within the northern area. He also mentioned that he had requested that Mrs. Ortiz send information to the committee in regards to this program.

Motion to approve the Breakthrough Leadership program proposal. This Motion, made by Vince Howell and seconded by Floyd Archuleta, passed by unanimous vote.

Chairman Weathers stated that there were recommendations from both the finance and youth committees . He also mentioned that he's glad to finally see this program passed because it's taken quite a while.

Vince Howell asked Mr. Gonzalez and his staff to keep him informed on the implementation of these two programs. He expressed that it's very important that his committee knows exactly how these programs are being implemented. Mr. Gonzales assured Chairman Weathers and the Board that these two initiatives are included in our report to not only to Mr. Howells committee but also to this Board.

7.5 Approval of Local Plan 2020-2023

Madam Executive Director informed the Board that we are required to submit a Local Plan for program years 2020-2023 to the Department of Workforce Solutions. This plan outlines continuous strategies for the local area, workforce development systems, and the plan must align with all WIOA required activities in a consistent manner. She mentioned that on September 30, 2020 the plan was posted on our website and in the newspaper for 30 days for public comment. On October 30th, which was the final day for submission, we received a public comment from Rick Schmitt. Mr. Schmitt is an advanced education administrator for college and career readiness. Mrs. Ortiz stated that we have reviewed all of his comments and intend to incorporate most of Mr. Schmitt's recommendations into the Local Plan, which must be submitted on November 6, 2020.

Madam Executive Director recommend that we incorporate these changes into the local plan and we just need Board approval of the local plan and submission on November 6.

Motion to incorporate the changes recommended by Rick Schmitt and approval of the Local Plan and submission to DWS on November 6, 2020. This motion, made by Jon Paul Romero and seconded by Vince Howell and Nani Rivera, passed by unanimous vote.

7.6 ETPL-Cosmetology/Barbering Support in the Northern Area-

Elena Maestas informed the Board that they have the option to either support or not support any program on the Eligible Training Provider List (ETPL). A decision must be made whether any given program will be funded. She mentioned that the ETPL Committee currently has a dilemma with the cosmetology/barbering programs in the northern area. The State has asked that the Board determine if they support this program, reason being that the Central, Eastern, and Southwestern Board's do not support the cosmetology/barbering programs. She explained that in previous program years and current there has not been a high demand for these programs. Miss Maestas mentioned that she reached out to HELP NM and currently there are no participants enrolled in this program.

She explained, in the in the past 2-3 years for the barbering/cosmetology program there were only two participants in Rio Arriba County at Northern College. Currently Northern offers a cosmetologist certificate, a barbering associates degree, and also a barbering certificate. Northern has not reapplied for both the barbering certificate and the associate degree.

In Santa Fe. County, Vogue College of Cosmetology is the only College requesting to be placed on the ETPL. Vogue has reapplied for their cosmetology and esthetician program, however at the next ETPL Committee meeting the committee must determine whether or not to recommend these programs for final approval. In the past three years Vogue has had a total of eight participants.

During the past three years in McKinley County there has only been two participants at UNM Gallup. Currently they have an approved cosmetology certificate that will expire August 14, 2021.

Lastly in San Juan County, San Juan College has had eight participants. Currently they have an approved cosmetology associate degree that will expire January 15, 2021. The program that San Juan College has not reapplied for include the manicure/pedicure and the cosmetology barbering associate degree.

Chairman Weathers thanked Miss Maestas for her very informative update on the Cosmetology/Barbering programs offered at each college in Northern New Mexico.

Veronica Alonzo agreed that Miss Maestas gave a great summary of the what programs are offered in cosmetology and barbering at the training institutions in the northern area and how many participants have enrolled in these programs in the past few years. Mrs. Alonzo stated that she recommended that this discussion come to the Full Board and informed the Board that she shared with the ETPL Committee that currently the other Boards aren't supporting cosmetology and barbering in their areas and they have not supported these programs for the last 3-5 years. She mentioned that Elena was going to reach out to each of the other Boards to have a better understanding on why they don't support that type of occupational skill. Mrs. Alonzo stated that the programs on the ETPL should be in alignment with the Boards mission and vision. Occupational skills training should align with occupations in demand and the Board's policies. It should also be incorporated in the Board's Local Plan, Annual Plan, and Sector Strategies. Mrs. Alonzo stated that cosmetology and barbering are occupations that at some point in time the Board must make a decision if they want to support this occupational skills training in the northern area. She informed the Board that they can change their decision in June to support the program. If the Board chooses to not support the program for this program year, they can choose to revisit the next program year. However, this particular occupation must be decided by the Board so that the ETPL committee can move forward and Elena can explain to that each training institution that the governing Board has decided not to support that type of occupation at this time.

Chairman Weathers stated that Mrs. Estrada isn't on the meeting to give her feedback. Mr. Weathers mentioned that cosmetology and barbering are not included in the priority fields that the sector strategy committee is focusing on. He also mentioned that this program is not as high in demand for the participants or the institutions as it once was.

Motion to not approve the ETPL Cosmetology/Barbering program. This motion, made by Rock Ulibarri and seconded by Floyd Archuleta, Jolene Nelson abstained her vote due to joining the meeting late, passed by majority vote.

Rudy Garcia asked Chairman Weathers why the Board wouldn't support this program? He stated that this program is a career opportunity for individuals finishing high school.

Chairman Weathers explained to Mr. Garcia that this is not an industry that's in high demand and there's not a lot of student participation in any of our northern institutions. Currently the only one that has an active program is the Santa Fe Vogue College of Cosmetology. These programs have not been discussed in the sector strategy meetings and is not part of the mission that the northern board is incorporating right now. Chairman Weathers stated that he agrees with Mr. Garcia that this occupation provides a service to the community, however there isn't enough participants applying for the program. He informed him that the Board can revisit this program in a year if the Board feels that there is a higher demand and institutions can provide proof.

7.7 NALWDB Pandemic Protocol Policy

Eric Vasquez – Chairman and member of the board your one stop operator in front of you today. You have the protocols and procedures for addressing the COVID-19 in our office. This includes procedures for trying to mitigate or reduce the chances that we have an infection in any of our sites, and also procedures and policies are what occurs. If we do have a exposure or confirm the case of the, of the disease at any of our Workforce Solutions offices. This policy was originally drafted in preparations for the anticipated reopening of the offices by DWS for in person services staff are going to start to return to the office, HELP New Mexico's staff has already returned to their offices. He informed the Board that this DRAFT policy was shared with all the staff at each office and went into effect on October 19th in anticipation of the October 21st opening. On October 20, 2020 a positive COVID case was reported and they were able to follow these procedures. During that process they discovered there were some deficiencies in the procedures. During a meeting with the State, Deputy Secretary, Board Chair and staff there was a discussion about amendments to this policy. One of the major changes included reporting any possible infections in our office to DWS and this rest of the State in a very timely manner. Mr. Vasquez mention that he's had conversations with other individuals in state government, and they also requested that we make a couple minor changes to this policy.

Mr. Vasquez recommend to the Board that this policy be approved with the amendment of including the New Mexico Department of Health in the line that reads "Notify the New Mexico environment department COVID-19 rapid response team within two hours of confirming a positive case.". The second amendment would be to change the language in the line that reads "Any test for exposed staff must be administered no sooner than four days after the exposure incident." to seven days to follow Department of Health protocols. DOH are recommending that the test cannot be taken until seven days after the exposure incident.

Roger Gonzales asked Mr. Vasquez if the test should be taken seven days from the direct contact or the presumed contact. Mr. Vasquez stated that they should be tested from the last possible exposure incident. For example: in the incident that occurred in Santa Fe there's three days where the person who was confirmed to be infected was in the office. Seven days would be from the last day that the infected person was in the office, if an individual was in the office earlier than the last day the infected person was at the office they would test seven days from when they may have been exposed to that person.

Mr. Gonzalez asked Mr. Vasquez if he means seven days from the actual contact of the positive person. Mr. Vasquez stated yes, this is for direct exposure cases within our office if staff want to return and they were exposed in our office or if they report that they were

exposed at home, they will be asked to be tested seven days after they were exposed to a direct positive.

Rudy Garcia thanked Mr. Vasquez for discussing this matter during the One-Stop committee meeting this past week. Mr. Garcia made a motion to approve the NALWDB Pandemic Protocol Policy. Floyd Archuleta seconded that motion to include the amendments that were recommended by the One Stop Operator. Mr. Garcia mentioned that he agrees with the amendments recommended by Mr. Vasquez. Motion passed by unanimous vote.

Chairman Weathers asked Mr. Vasquez to notify himself and or Chairman Rudy in the future if there are any more positive cases. Mr. Vasquez assured Chairman Weathers that he will notify him or Mr. Garcia if there is another positive case.

Margarito Aragon recommended adding what Chairman Weathers stated into the language of the policy under the section that states “who will be notified”. Mr. Aragon advised to add the Board Chair, Vice Chair, and One Stop Chair so there’s a reporting transparency protocol codified in the policy. Chairman Weathers agreed with Mr. Aragon and asked Mr. Garcia to restate his motion.

Motion to approve the NALWDB Pandemic Protocol Policy with the recommended amendments made by the One Stop Operator and the State. This motion, made by Rudy Garcia and seconded by Floyd Archuleta, passed by unanimous vote.

Mr. Vasquez asked Chairman Weathers to confirm that the policy should state that the Board Chair, Vice Chair and Chair of the One Stop Committee should be notified. Chairman Weathers confirmed Mr. Vasquez was correct.

7.8 NMSU Grants Adult Education - MOA

Madam Executive Director informed the Board that we've drafted a memorandum of agreement between NMSU Grants Adult Education and the Northern Board. The purpose of this MOU was to build and strengthen partnerships. She stated that we are asking the Board for approval of the MOA.

Christy Green, the director of NMSU Grants Adult Education introduced herself to the Board and mentioned that she looks forward to having a great working partnership with the Board, and learning about the partnerships between the community colleges, and the workforce board. She stated that during the last year NMSU has been really focused on enhancing their career pathway opportunities for their students and they look forward to working with the Board in the future.

Chairman Weathers thanked and welcomed Mrs. Green.

Madam Executive Director recommend approval of the MOA. Motion to approve the NMSU Grants Adult Education MOA. This motion, made by Jon Paul Romero and seconded by Eileen Yarborough, passed by unanimous vote.

Rock Ulibarri suggested that they also move forward with the MOU for the Power Up program with the higher ED department

8. New Business

8.1 Introduction New Legal Counsel - Julio Garcia

Julio Garcia introduced himself and thanked everyone for the warm welcome, he also gave everyone well wishes. Mr. Garcia stated that he looks forward to the opportunity especially because he's from Las Vegas New Mexico which is located within the region that the Board serves. He really admires the efforts, programs, and initiatives that the Board is working on, particularly with the youth. He mentioned that he comes from humble beginnings and this is a great opportunity. Mr. Garcia informed the Board if they any question or need any assistance they can give him a call or send him an email. He also mentioned that he's been working closely with Lisa and is glad that the Board approved her as the Executive Director.

9. Old Business

There was no old Business.

10. Informational Reports

10.1 Financial Report

Rick Sandoval presented the financial report from July 1, 2020 through September 30, 2020 to the Board. Mr. Sandoval stated as we're closing out the fiscal year there will be an adjustment to the workforce investment funds that are available under revenues. Currently it's at \$9,051,000 and the variance is probably less than \$100,000. He also mentioned that under program expenses and the One-Stop locations budgeted \$200,000 and the expenditures were \$97,000 which is almost half of the budgeted amount. He explained that this amount doesn't reflect the billings that will be prepared now through October. Once the partners at the Santa Fe office are billed, we anticipate that the \$97,000 will decrease by approximately half. Once they reimburse the northern board for those. So instead of 48% it will be closer to 25%, which is in line with where we should be for the first quarter.

10.2 HELP NM Report

Roger Gonzales deferred the report to his workforce development director Evangeline Touchine.

Evangeline Touchine gave the Board a brief summary of the HELP NM report. In her report she discussed the following: participants served by counties, adult/dislocated worker services, 14 WIOA youth elements, challenges, partnerships and commitments for enrollments, co-enrollment opportunities, performance, participant follow-up services, and success stories.

Joseph Weathers asked Mr. Sandoval to confirm that the financial report states that we've spent \$53,858 on in school youth and \$135,611 in the first quarter. Mr. Sandoval confirmed that Mr. Weathers was correct. Mr. Sandoval stated that those amounts would be the payments to HELP and the numbers above are the actual payroll.

Chairman Weathers asked Mr. Sandoval what percentage have we spent in youth money in the first quarter? Mr. Sandoval estimated about 40% through September.

Chairman Weathers asked Ms. Touchine if the summer youth program from the previous year are included in the numbers on the participants earned. Ms. Touchine stated yes, they would be carryover clients.

Roger Gonzales stated because of the balances on the available funds, he's asked his staff to try to meet their contract pools by December 31 in terms of participants and encumbrances. Mr. Gonzales stated from a budget perspective they're in a comfortable place. He hopes to get better numbers now in November and December so that in early January they can tell whether their obligations for the base contract have been met. The spring semester approaching so he wants to make sure that they get some youth or adults who are in ITA's in the pipeline. He also mentioned that they have made some adjustments with staff and will continue to make adjustments.

Chairman Weathers asked Mr. Gonzales why the numbers in Los Alamos county were zero. Mr. Gonzales stated that the reason the numbers are at zero is because there has yet to be a qualifying or eligible individual from that county. HELP NM has received a couple of referrals, but they have all been deemed ineligible by the WIOA guidelines.

Chairman Weathers asked Mrs. Alonzo if the possibility of a virtual work experience can be done. Mrs. Alonzo stated that she doesn't have an answer although she can work with HELP NM and the administrative staff to schedule a meeting to start that discussion.

Mrs. Alonzo asked Chairman Weathers, "When you asked the fiscal agent, the percentage that had been spent in youth funding was your question of total expenses or specifically the percentage that had been spent on participants?" Chairman Weathers stated that Mr. Sandoval answered his question correctly when he explained what was being paid to the participants.

Roger Gonzales informed Chairman Weathers and The Board that HELP NM provides the Executive Director with a detailed listing that breakdown per youth participant per County and the amount of money they've received. He mentioned that this list is provided on a monthly basis and is available if the Board wishes to see it. Chairman Weathers thanked Mr. Gonzales and expressed his concerns for the Northeastern Counties as far as office space and outreach and requested to have a discussion at another time to address this concern.

Vince Howell asked Mr. Gonzalez who the representative is at the Las Vegas workforce connection office. Mr. Gonzales stated that there are three individuals who are actually housed within the One Stop center in Las Vegas, and they have another staff member whose housed within their HELP New Mexico office. The three individuals that would be community support advocates are: Andrea Martinez, Deserae Trujillo and Eleanor Ash.

Vince requested a meeting with the HELP NM representatives for San Miguel County. He mentioned that he's has a few discussions with many organizations in San Miguel in regards to what the youth needs. One interest San Miguel County has expressed is the intent to start a customer service program. Big Brothers and Big Sisters is also interested in incorporating workforce initiatives for the youth which could be implemented in the other 10 counties. Mr. Howell also requested that his committee members find representatives in their respective area to have a further discussion on the youth needs at the next youth committee meeting.

Roger Gonzales informed Mr. Howell that he will have Evangelion contact their career navigator/job developer Mr. Lovato. Roger encouraged Mr. Howell and any of his partners to visit <https://www.nnmworkforceconnection.com> and all the contact information are broken down on the website.

Deborah Wildenstein informed Mr. Howell and Mr. Gonzales that Andrea is doing a great job and has been in contact with Mayor Trujillo and she is aware of what is needed for the youth in San Miguel County. She made a suggestion to Mr. Howell to reach out to Andrea as well.

Roger Gonzales informed Mr. Howell that they have a logic model that they're deploying as The Board's Service Provider and Mrs. Martinez will work within that logic model to get the services done. Mr. Howell stated that he's really excited to add programs and initiatives for our youth, and wants to expand it all 10 of the northern counties.

10.3 One Stop Operator Report

10.3A. Planning procedures for the staggard inservice reopening

Madam Executive Director mentioned that the One-Stop operator Eric Vasquez spoke a little about this item during his other report.

Eric Vasquez informed the Board, that these procedures are on hold right now because of the increased rates of COVID-19 positive testing in the state. He stated that they're not sure when they will reopen, although a lot of the staff is a trying to work with clients remotely. He reminded the Board that the unemployment benefits for thousands of New Mexicans is going to expire in December and our services are going to be needed as we're approaching that point in time. He mentioned that they're trying to find ways to meet the needs of the public during these difficult times.

Chairman Weathers asked Mr. Aragon if he'd like to make any comments before the meeting is adjourned.

Margarito Aragon reported that he's very pleased with the fiscal side of the Board. He mentioned that the cash requests that have been submitted have significantly improved from the previous service provider. Everything is clearly labeled and there are very few corrections that need to be made on them. He stated that he plans to continue to review the cash requests up until December 3, 2020. On January 31, 2021 He will turn them over to the FMB department and they will spot check a few of the cash requests once a quarter. Mr. Aragon mentioned that he spoke with Deputy Secretary Yolanda Montoya-Cordova about this and they came up with this plan that will hopefully allow the Northern Board to regain control over the fiscal side, which is a positive step moving forward. Mr. Aragon informed the Board that an email will be sent to the Chairman, lead CEO, and the Executive Director regarding this plan. He stated that this is a major accomplishment for the Northern Board and a clear display of the confidence that the State is starting to have in the Northern Board.

11. Next Meeting Date January 12, 2020 at 10:00AM

12. Adjournment

Motion to adjourn at 11:26AM. This motion, made by Sean Medrano and seconded by Nani Rivera, passed by unanimous vote.

-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.