

Full Board Meeting  
Tuesday, January 12, 2021 10:00 AM  
Mountain

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

Floyd Archuleta:	Present
Krutik Bhakta:	Absent
Jane Clements	Present
Rebecca Estrada:	Present
Zane Fischer:	Present
Rudy Garcia:	Present
Tomas Garcia:	Present
Maria Herrera:	Present
Vince Howell:	Excused
Mario Lucero:	Present
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:** Veronica Alonzo - DWS, Christina Garcia-Tenorio – DWS, Rick Sandoval – Zlotnick Laws Sandoval, Eric Vasquez – One-Stop Operator, Jessica Hudson – One-Stop Operator Assistant, Roger Gonzales – HELP NM, Teresa Quintana – HELP NM, Evangeline Touchine – HELP NM, Irene Panlilio – HELP NM, Hanna Smith – UNM Taos/Taos HIVE, Kylee Shipp – UNM Taos, Julio Garcia – Legal Counsel, Tommy Garcia, Melynn Schuyler – YouthWorks, Hicham Ghzlane – YouthBuild, Tim Hagaman - Economic Development Department, Joseph Garcia - New Board Member

### 1. Call Meeting to Order

The meeting was called to order at 10:01AM 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 the agenda. This motion, made by Jon Paul Romero and seconded by Rudy Garcia, passed by unanimous vote.

#### 5. Approval of Board Meeting Minutes

Motion to approve 11/2/20 board meeting minutes. This motion, made by Rock Ulibarri and seconded by Zane Fischer, passed by unanimous vote.

#### 6. Action Items

##### 6.1 Approval of New Policy requirements (Restrictions on residency requirements)

Madam Executive Director informed the Board that a few clients from outside our ten-county region reached out to HELP NM. She stated that she had a discussion with Veronica, and we would need Board approval to create a policy or directive in order to serve these participants. She informed the Board that they need to decide if we should serve participants outside of our northern region or deny any participant that doesn't reside in our ten counties.

Floyd Archuleta asked if any of the other boards are implementing such a program? Madam Executive Director informed Mr. Archuleta that she doesn't believe any of the other Boards are doing this and mentioned that she spoke with the Central Board and they stated that they aren't implementing such a program.

Rock Ulibarri asked what the purposes is of serving these participants that are outside the county, and how this idea come up?

Evangeline Touchine informed the Board that they have been receiving requests outside of the 10 northern counties. She stated that it's her understanding that previously this was allowed. There has been requests from Guadalupe and Sandoval County. There's an ABE program and a local law enforcement who is requesting services. Teresa Quintana added that we have had requests from Sandoval County, because Sandoval students often attend SFCC versus CNM.

Rock Ulibarri- Luna Community Colleges is providing adult education services in Santa Rosa because some of their students were far from resources. He stated that they were providing services to students from Union County, because there were no services in that area for them. He stated that they provided services for them in Colfax County because it was the closest place for convenience purposes.

Chairman Weathers stated that Mr. Ulibarri is correct, both those areas are serviced by Springer Luna campus and Santa Rosa actually has a Luna site as well. Chairman Weathers stated since SFCC is in our district he recommends the approval of this policy.

Motion to approve the new policy requirements. This Motion, made by Tomas Garcia and seconded by Rock Ulibarri, passed by unanimously by rollcall vote 17 Yays.

Veronica Alonzo highly recommend that after this Board meeting the executive director, reach out to the other executive directors in those areas to inform them that this motion was passed to avoid any confusion for customers, institutions and those counties being served by multiple Boards. Chairman Weathers thanked Mrs. Alonzo and informed her that they will take her advice and have that discussion after this meeting.

## 6.2 Approval of new Board Member Patricia Maule

### 6.2A. Oath of Office

## 6.3 Approval of new Board Member Mark Gallegos

### 6.3A. Oath of Office

## 6.4 Approval of new Board Member Joseph Garcia

Joseph Garcia thanked the Board and gave a brief introduction, he stated that he appreciates the opportunity and will do the best job possible to serve.

Motion to approve new Board Member Joseph Garcia. This motion made by Rock Ulibarri and seconded by Rudy Garcia.

Chairman Weathers asked Mr. Ulibarri if he could reaffirm the motion to include Patricia Maule, Mark Gallegos, Joseph Garcia, and he'll swear them in at a later time.

Mr. Ulibarri amended his motion to include Patricia Maule, Mark Gallegos, and Joseph Garcia. Rudy Garcia seconded that motion.

Veronica Alonzo stated that before we proceed with a rollcall vote she wants to make sure that there doesn't need to be any language in the motion that states that these board members have been recommended by your CEOs for Board approval. Madam Executive Director informed Mrs. Alonzo that Mr. Garcia was recommended by Mora County Commissioner Veronica Serna. Chairman Weathers added that both Mark Gallegos and Patricia Maule were recommended by the CEO Chairman. Mrs. Alonzo recommended that the motion include that information.

Motion to approve Patricia Maule, Mark Gallegos, and Joseph Garcia as recommended by their local CEOs as a new Board Members. This motion, made by Rock Ulibarri and seconded by Rudy Garcia, passed unanimously by rollcall vote 17 Yays.

### 6.4A. Oath of Office

Joseph Garcia recited the Oath of Office.

## 6.5 Nomination of Board Secretary

Motion to nominate Floyd Archuleta as Board Secretary. This motion, made by Rock Ulibarri and seconded by Rudy Garcia

Tomas Garcia made a motion to nominate Jolene Nelson as Board Secretary. Jolene Nelson accepted her nomination.

Floyd Archuleta stated that he appreciates Mr. Ulibarri's nomination for board secretary however, if Jolene is willing to serve, he would like to withdraw his nomination. He also mentioned that he supports her nomination as well. Mr. Ulibarri withdrew his nomination.

Rebecca Estrada agreed with Jolene Nelson as the new Board Secretary.

Motion to approve Jolene Nelson as the Board Secretary. This motion, made by Jon Paul Romero and seconded by Rock Ulibarri, passed unanimously by rollcall vote 18 Yays (including Joseph Garcia).

#### 6.6 Revised By-Laws (Correction Article III, IV)

Madam Executive Director informed the Board that they revised the bylaws to correct article three, which is our mission statement and article four, which is the correction of the federal rule from 31113112, according to Department of Workforce Solutions. Madam Executive Director asked the Board if we could include our new mission statement and the correction of Article four.

Rudy Garcia thanked Lisa and the whole staff for their excellent job making updates as needed Motion to approve the revised bylaws to include the corrections to article III and IV. This motion, made by Rudy Garcia and seconded by Jolene Nelson, passed by unanimously by rollcall vote 18 Yays.

Kevin Romero asked for clarification, he stated on the bylaws he received by email article four still states 3111. He asked if this was corrected? Madam Executive Director informed him that the bylaws had been revised.

#### 6.7 Approval of MOA - Power Up Agreement

#### 6.8 Approval of MOA UNM Taos

Madam Executive Director Lisa stated that they're asking for the approval of the MOA's for items 6.7 and 6.8, the MOA Power Up Agreement with Luna Community College and the MOA with UNM Taos.

Teresa Quintana informed the Board that they have been talking with all of the colleges within the north northern part of NM to help them engage. She stated that in July, or August, a template was approved by the Board for Santa Fe Community College, and they have shared that template with the other colleges so they could engage in the Power Up Program.

Mrs. Quintana stated that the Power Up MOA was created for the Board at the advice of the State for the colleges to engage with a Memorandum of Agreement directly with the Board. This means that no matter who the provider is, services will still continue.

Mrs. Quintana stated that this type of agreement never took place in the past. Previously the MOA was done directly with the provider, and once the provider was replaced services had to stop. This MOA will prevent services from stopping in the future. HELP NM recommends that the Board review the memorandums of agreement.

Eric Vasquez mentioned that there are representatives from UNM Taos in attendance for today's meeting to provide any additional information.

Hanna Smith the integrated education and training coordinator at UNM Taos spoke briefly about the slight changes that they made to the MOA. She stated that mostly they changed some of the language around the IET model to make it more aligned with federal standards. They also outlined their obligations to develop courses that align with these standards

Chairman Weathers asked the Board if we have a motion to approve item 6.7 and 6.8. jointly, the Power Up Agreement and the MOA with UNM Taos.

Motion to approve both the Luna Community College and the UNM Taos MOA's respectively. This motion, made by Rebecca Estrada and seconded by Zane Fischer, passed unanimously by rollcall vote 19 Yays (including Joseph Garcia).

## 7. New Business

### 7.1 NALWDB PY 2019 Monitoring Report by Department of Workforce Solutions

Madam Executive Director informed everyone that the board has received a grant auditing report completed by New Mexico Department of Workforce Solution for PY 2018 and 2019. The attached report is a desk review, which includes compliance findings. Each finding consists of areas reviewed governance, administrative and financial systems, programs, services, delivery systems, and performance accountability. Although the northern board has had compliance struggles in the past, we are continuing to address these findings. She stated, as Executive Director and her previous capacity we have moved forward in a positive direction. Our staff is better trained, our partners are more engaged, and fiscal practices go above and beyond. She stated that we have awarded adult, dislocated worker, youth services provider contracts, and one stop operator contract as well as a new contract for our fiscal agent. Our priority is educating our participants, engaging businesses and employers through our sector strategy plan. We will ensure that our workforce connection centers are effective and responsive to customers and that our workforce system partners collaborate and supports a strong regional economy. Madam Executive Directors top three priorities includes continuing to have fiscal and performance accountability, as well as accountability for our grant awardees. Our laser fiche software properly documents our IPAs, OJT's, financial documents (such as our payment vouchers), our budget reports, and timesheets. She mentioned that we have completed our Local Area Designation and Local Plan for the next four years. The Northern board currently updated all policies to ensure continued quality control and effectiveness. We will continue to address monitoring and provider performance so we can better meet performance measures. We have increased committee engagement and will continue to emphasize more committee meetings due to the fact that the Board's work is mostly done in that setting. We continue to engage CEOs on fiscal responsibility and board member approval. She hopes that in the future there will be a joint Full Board and CEO Board meeting. She mentioned that our goal is to see that the Northern Board is off oversight. Madam Executive Director thanked all of DWS and stated that we will continue to work with NM DWS to resolve all oversight issues.

Rudy Garcia stated that during previous years there have been some struggles however, now we have a good Board, a new staff, and a new service provider. He thanked Lisa for management of priorities and her hard work. He stated that Lisa has engaged her staff and their doing an excellent job. Mr. Garcia made a motion to approve this report.

Chairman Weathers informed Mr. Garcia that this is not an action item.

Madam Executive Director state that we are just making the Board aware of this report in case they have any questions or concerns.

Veronica Alonzo stated that Lisa provided very good information in her report. The primary findings in the program of fiscal monitoring report took place with the previous service provider, some administrative and some board issues. Mrs. Alonzo informed the Board that over the past year and a half, there has been significant improvements with administrative

oversight. The relationship between the state, the administrative staff, and the board members, is very different from previous years. She stated that they're able to allow for the administrative staff and the board to make more decisions on their own with very little guidance. The State has been supportive of the decisions that the staff and Board have made. The technical assistance approach is very different from where we were a year and a half ago.

Chairman Weathers thanked the State and Deputy Secretary Yolanda Montoya-Cordova for their technical assistance and their desire to work with the Northern Board so that we can improve.

Chairman Weathers informed Mrs. Alonzo that we would like to always have an open invitation to Deputy Secretary Yolanda to speak at our board meetings at any time.

Mrs. Alonzo stated that Deputy Secretary Yolanda Montoya-Cordova may have some conflicts with other meeting however, she will relay the message.

Madam Executive Director mentioned that the response to this audit report is due January 27<sup>th</sup> and we are currently working on a letter.

## 7.2 Youth Works Grant request letter of support

Melynn Schuyler introduced herself as the YouthWorks Executive Director, and her colleague Hicham Ghizlane the YouthBuild Program Director. She stated that they attended the meeting to answer any questions and ask for the Board's support for our fifth round of Department of Labor, Employment and Training Administration YouthBuild funds. Mrs. Schuyler informed the Board that they're currently delivering their fourth round and are in their second year of their fourth round, and a new application is due February 9. She stated, having the Board's support and partnership is very valuable to their organization. They've been in operation for 20 years, doing very much the same work as the Board working primarily in Santa Fe but also serving young people from Rio Arriba, Pecos, and Mora. The YouthBuild funds are directed exactly to serve marginalized dislocated youth and young adults ages 16 to 24 population with education services, workforce skills, training services, and placements. She stated that they have increasingly improved their performance outcomes each grant year, and she believes that they would be a valuable partner for the Board, the WIOA provider HELP New Mexico, and the One Stop. They're asking for a letter of support from the Board. Mrs. Schuyler mentioned that in the past they've received letters from the Northern Board in support of all of their YouthBuild grants.

Eileen Yarborough thanked the Northern Board, all of the Board's staff, and HELP New Mexico. She stated on behalf of SoloWorks Cibola, a remote work job program that is being piloted out of grants in Cibola County. She appreciates the investment and training/placing of these individuals in economic base remote work, and she hopes that this program will continue.

Chairman Weathers asked HELP NM to reach out to Mrs. Yarborough to potentially help with our youth numbers from the Cibola County area.

Rudy Garcia thanked Mrs. Yarborough and informed her that they could use her help this year during the legislative session. He asked if she could speak to Chairman Patricia Lundstrom because Mrs. Yarborough is from that area and they need a voice to reach out to Mrs.

Lundstrom. Mrs. Yarborough stated that she'd be happy to do so if Mr. Garcia can put her in touch with who she needs to be in touch with.

Rebecca Estrada mentioned that she's looking at trying to put a sector strategy meeting together for next week. She stated that the committee has some decision making to do regarding some possible pivoting in strategy.

## 8. Old Business

There was no old business.

## 9. Informational Reports

### 9.1 Finance Report

Rick Sandoval gave a brief introduction to the new board member and explained his duties and how he serves as the Boards fiscal agent.

Mr. Sandoval gave a brief report on the expenditure summary by allocation. He informed the Board that we haven't utilized any of the admin money for PY20 or FY21 because, we still have grant balances available from the prior grant award which are designated as PY19 and FY20. Mr. Sandoval stated that in January, they will have projected expenditures included so that the Board can see where they'll be at the end of the fiscal year June 30, 2021. Mr. Sandoval informed Board that the youth expenditures and the utilization of that Grant has been a challenge. He mentioned that the youth committee has been in conjunction with HELP New Mexico to get youth activities to utilize some of that funding to avoid having to revert those funds back to the State. The total allocations available are 8.9 million and the total expended to date is 1.2 million. He mentioned that this grant is still good for another year after this current year is over.

Mr. Sandoval gave a brief report on the northern administrative budget to actual document. He stated that this report includes the activities for the staff of the board, it covers for travel, and is strictly operations, this does not include any participant payment costs or contract provider costs. One of the areas that he's spoken to Executive Director Ortiz about is, adjusting the legal cost budget, which has been increased more than anticipated.

Mr. Sandoval gave a report on the northern fiscal statements, this report includes the cover letter, statement of financial position, statement of activities, and the budget to actual. He informed the Board that they strive to have these reports prepared by the 10<sup>th</sup> of each month. Mr. Sandoval stated due to the deadline occurring the day prior to the meeting they need additional time to ensure that the bank statements are available, and they can reconcile the accounts before issuing the financial statements. He pointed out that under the expenses, account 7400 One-Stop Facility Costs has negative numbers. Those numbers represent reimbursements from partners from the One-Stop Offices. Typically, the Board upfronts the money to pay the rent and utilities and every quarter the Board bills those partners.

On the summary budget taxable on the section titled program, which is where the HELP contract is and their activities. Those are about 20% expended based on what they anticipate spending. He mentioned that the SER transition has not moved forward, and they have not had any payments on that. The Board has utilized about 10% of the training and support costs for One-Stop. He mentioned that he spoke with Executive Director Ortiz, and HELP NM about

requesting their projected cost for training to be able to utilize the projected reports to give the Board an idea as to where they'll end up at the end of the fiscal year based on what they see as obligations or commitments for participant costs.

Rudy Garcia - thanked Mr. Sandoval and his staff member for the last two-three years for helping everyone through this process.

Mr. Sandoval gave a brief report on the participant costs. He mentioned that under the youth category the utilization for the training costs is just under 10%. He stated that it's important looking forward into the next six months to see what amount has been obligated and or committed for training to see where the board ends up in terms of utilizing the total about 2.3 million that was set aside for training. Mr. Sandoval recommended that in terms of scheduling the board and finance committee meetings, if the board will keep in mind the deadline for getting the most current reports out which is the 10th of the following month. He believes it would be helpful to the board and the committee if members had a little more time to review the reports.

Chairman Weathers thanked Mr. Sandoval for his recommendation and informed him that the Board will take that under advisement.

## 9.2 HELP NM Report

Evangeline Touchine gave the Board an update on the participants served by each program, each region, and participant success stories. She stated that their goal for the Adult and Dislocated Worker is 500, and their current enrollment is 116, however they have 144 carryovers from the previous program year. With that said the total co-enrollment is 260. They are also providing follow up services to 403 adults and dislocated workers. Currently in the youth program their goal is 288 and they currently have 50 enrollments and 89 carryover Youth participants. They are providing follow up services to 98 Youth participants. Mrs. Touchine also informed the Board of all the partners from each region: North Central (Santa Fe, Los Alamos, Espanola, and Taos), North West (San Juan, McKinley, and Cibola), and North East (San Miguel, Mora, and Colfax). (Please see Attachment A. for more information.)

Chairman Weathers asked Evangeline what they are doing with the dislocated workers and adult participants. And what type of energy and resources are they dedicating towards dislocated and adult? He stated that it seems that the numbers are low.

Evangeline informed the Chairman that with their dislocated workers, they are receiving reports every month from the UI so they're able to access individuals that are in the UI and receiving UI to engage them and let them know what they have available. If they don't qualify as a dislocated worker, then they transfer them to the adults. She stated that they have marketing tools that they use to conduct outreach. They also have internal programs that they use different funding sources to assist with emergency assistance.

Chairman Weathers commended and thanked HELP NM and their staff. He mentioned that Madam Executive Director and the Local Board staff have informed him that the lines of communication with HELP New Mexico have been exquisite. The communication has been very open, which wasn't the case with the previous provider.

## 9.3 One-Stop Operator Report

Eric Vasquez presented a power point to the Board that included an update on the Northern Region, winter youth academy, developing partnerships, UI claims in the Northern Counties, and goals/focus for the new year. (Please see Attachment B. for details.)

Chairman Weathers mentioned that the Central Board had a pilot program that they did to reduce recidivism and create employment for folks leaving the corrective system. Chairman asked Mr. Vasquez if he's looked into this program, as far as helping dislocated workers or adult participants that are coming out of that system and helping them gain employment?

Mr. Vasquez informed Chairman Weathers that they have looked into some training programs for the corrections for dealing with people who are in corrections. He stated that he's not very familiar with the pilot program that the Central did.

Chairman Weathers stated that he believes it was done with the county jail there in Albuquerque with MDC.

Christina Garcia Tenorio - stated that she can find out some more information from Joy, the One-Stop Operator for the Central. But they're from my background with apprenticeship, there was a program that we were trying to work on to be able to assist with that there are some difficulties with that opportunity. But those were some areas that they were able to overcome. She recommended that Eric and Lisa reach out to Joy because she would be a great resource.

Mr. Vasquez stated that he hasn't heard of that program however, he can reach out to joy and communicate with her every now and then.

Madam Executive Director added that we reached out to corrections department and believes that we met with the corrections department, HELP New Mexico, and Eric. The corrections department wants to have a pilot program with forklift training, to train the inmates so that they can get out into the workforce. She stated that she believes that we had a boot camp on construction in the past. So, we want to follow that same kind of model.

Mr. Vasquez asked Christine if the program that joy was running is similar to what Lisa just mentioned.

Christina - I can't speak directly to that, because I'm not exactly sure. With apprenticeship, it was a little different. We were looking at different opportunities that were of a registered apprenticeship style. So that and it was depending on different portions of the state, because different areas have different opportunities, just within the facilities that they operate in. And find out, you know, what kind of analysis they did on whether it was successful or not.

Eric informed Chairman that he thinks they'd welcome that very much, and they can make it a point to look at that as well, in addition to the training program that Lisa mentioned.

Chairman Weathers thanked Mr. Vasquez and stated that he just sees it as a point to help reduce recidivism of those folks and allowing them back into society with a second chance.

Eric Vasquez introduced his new assistant Jessica Hudson, and she said a few words.

#### 9.4 State Update

Christina Garcia stated that she doesn't have anything to report as of right now. She did however inform the Board about a business engagement summit coming up at the end of the month. This summit is a two-day program and will include some really good speakers. She encouraged the Board to register for this event to see how different areas are engaging businesses around the state and stated that she would greatly appreciate their participation.

Chairman Weathers asked if the Board could use this summit towards their continuing education? Christina informed Chairman Weathers that she doesn't see why not, however she will double check and get back to him on that question.

Chairman Weathers asked if Christina could introduce herself to the board members who haven't already met her?

Christina gave a brief introduction to everyone. She stated "My name is Christina Garcia Tenorio, I am the CEO and local board liaison for the Department of Workforce Solutions. If you all remember Alex King, she retired in June. I am attempting to fill her very important shoes and I've been on the job now about a month and a half. I'm working towards getting to know all of you and creating a springboard of resources for all of you so that I can be a wealth of knowledge and also advocate for the Board, as well to the state."

Madam Executive Director informed Christina that the staff here at the Board are registered for the business engagement summit next week.

Chairman Weathers reminded Madam Executive Director to inform the members of the 10 hours of continuing education. He also mentioned that he is looking forward to her scheduling a zoom conference to complete those credits CEU's by the end of the fiscal year. Madam Executive Director informed Chairman Weathers that she would be happy to follow through with his request.

## 10. Public Comments

Tim Hagaman informed the Board that he works for the Economic Development Department and is also the tribal liaison. He stated that he would like to give the Board an update in regard to the Create Bridges project. The Create bridges project is one of three in the country, this project is being done in Southern Illinois, North Carolina, and New Mexico. He mentioned that a few of the counties served for that project in New Mexico include Colfax, San Miguel, and more. Mr. Hagaman stated that they have conducted NEDO (North Eastern Economic Development Organization) regional meetings within those counties. NEDO is a member Economic Development organization that serves the Northeastern Front Range of New Mexico. The scope of work that the Create Bridges project is serving is funded by Walmart and through New Mexico State University who is facilitating the management of that grant. They're getting ready to conduct business retention and expansion visits with businesses that are engaged in the lodging, entertainment, and tourism industry. Within those three counties they're finalizing the surveys for employees, as well as businesses. He stated that they're looking forward to in the next few months, working with the committees within those counties that have been engaged with the NEDO organization to meet with these businesses and employees and get them the support that they eagerly need during this recovery. He informed the Board if they have any additional collaboration that they want to engage with their office is located in Mora and would be happy to serve in that capacity.

11. Next Meeting Date February 25, 2021 at 10:00AM

## 12. Adjournment

Motion to adjourn at 11:37AM. This motion, made by Rebecca Estrada and seconded by Rudy Garcia, 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 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 proceeding 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.