



Agenda Governing Council
<https://www.youtube.com/live/R5W6xZmh9c4>
Thursday, January 15, 2026, 6:00 pm, RM 21
 Public Academy for Performing Arts Campus
 11800 Princess Jeanne Ave NE, Albuquerque, NM 87112

Type of meeting: Community/Monthly

Chair: Barbara CampBell

Invited to Attend

1. Kyle Malone, GC Member	5. David Littlefield, GC Member	9. Fabian Sisneros, Staff Representative	Scheduled Guests:
2. Renai Edwards, GC Member	6. Issac Trujillo, GC Vice President	10. Mark Opperman, Staff Representative	
3. Jessica Short, Secretary	7. Paul Paradise, GC Member	11. Rhonda Cordova, Business Manager	Scheduled Absence:
4. Barbara CampBell, GC President	8. Carol Torrez, Staff Representative	12. Tamara Lopez, Executive Director	

Agenda Item

Agenda Item	Presented by	Time
1. Call to Order, Roll Call (Quorum 4/7 voting members)	Chair	
2. Welcome and Introductions	Chair	
3. Approval of Agenda ACTION ITEM -	All	
4. Approval of Previous Meeting Minutes 12/11/25) ACTION ITEM -	All	
5. Open Forum for Public Comment (Form Required) -		
6. Budget & Finance Committee Report - A. DECEMBER FINANCIAL REPORT- ACTION ITEM - B. BARS/Permanent Transfer ACTION ITEM - C. CHECK REGISTER NOVEMBER-ACTION ITEM - D. POs over \$5,000 -	Paul Paradise and Rhonda Cordova	
7. Executive Director's Report a. Written Report - b. EDAC Representative - History Department Report c. Engagement Contract Holland and Hart LLP Immigration Attorney-Action ITEM d. Calendar-ACTION ITEM	Tamara Lopez	
8. Organizational Business a. President's Report - b. Long Range Planning Committee Report - c. APS Lease-ACTION ITEM	Barbara CampBell Renai Edwards	
9. Executive Session- Real Estate Acquisition- moves to close the meeting for the purpose of going into Executive Session pursuant to NMSA 10-15-1-H(2) to discuss Real Estate Acquisition via Lease or Lease Purchase Arrangement	Barbara CampBell	
10. Exit Executive Session - moves to come out of Executive session pursuant to NMSA 10-15-1-H(2) Real Estate Acquisition via Lease or Lease Purchase Arrangement.	Jessica Short	
11. Adjourn -	Barbara CampBell	

--- Statement on Open Forum for Public Comment ---Open Forum request: <https://forms.gle/FqaPgwTvt7cn7F1R9>

PAPA Open Forum Guidelines: https://docs.google.com/document/d/16hjN1n5oHzPOPsXg2rHlnzbEzySyHguhbnsa-WJ_EM/edit?usp=sharing

The Governing Council welcomes public comments during the "Public Comment" portion of the governing council meeting agenda. Individuals wishing to make public comments shall complete a Public Comment form and submit it to the Council President prior to the "Public Comment" section of the meeting. Individual oral presentations will be limited to 3 minutes. An individual may speak during the "Open Forum from the Public" agenda item after identifying themselves by signing in with the Council Secretary and being recognized by the presiding officer of the Council. All presentations should be brief and each individual speaking on an agenda item should limit his or her remarks to three (3) minutes. The Open Forum in regular Council meetings will be limited to a total of 10 minutes unless extended by a majority vote of the Council. People speaking at the Open Forum may present information to the Governing Council, but the Open Forum will include no Council actions or discussions. Individuals who wish to speak for longer than three minutes or who require Council discussion or action must use the procedure in A.15 to be placed on the Council agenda. Complaints about individual employees will not be heard at Council meetings.

--- Statement of Non-Discrimination ---Public Academy for Performing Arts does not discriminate on the basis of race, color, national origin, sex, religion, age or disability in employment or the provision of services. Persons requiring special accommodations should contact the administrative office at (505) 830-3128 Ext. 0 at least 24 hours prior to the meeting. The Title IX Coordinator is the Executive Director.

--- Additional Information ---

Audit Committee – Paul Paradise (Chair), Tamara Lopez, Rhonda Cordova, David Littlefield, Community Laura Cella, Parent Stephanie Cottrell

Finance Committee – Paul Paradise (Chair), Rhonda Cordova, Kyle Malone, Tamara Lopez, –8:10 a.m. monthly, Tuesday before Council Meeting

Long-Range Planning – Renai Edwards (Chair), Barbara CampBell, Paul Paradise, Tamara Lopez, Elisa Radcliffe,

Performing Arts Committee – Issac Trujillo (Chair), David Littlefield, Kyle Malone, Tamara Lopez, Elisa Radcliffe, Carol Torrez,

Policy Review Committee – Jessica Short (Chair), Issac Trujillo, Tamara Lopez, Mark Opperman, Paul Paradise, Brian Haycox

Executive Director Evaluation Committee – Paul Paradise, Issac Trujillo, Kyle Malone

Building Committee – Barbara CampBell (Chair), Issac Trujillo, Kyle Malone, Fabian Sisneros, Star Perkins

GOVERNING COUNCIL MEETING DATES 2025-26

All meetings will be at 6 pm typically the 3rd Thursday of the month. 7/17, 8/21, 9/18, 10/16, 11/20, 12/18, 1/15, 2/19, 3/26, 4/16, 5/21, 6/18, 7/16

Minutes Governing Council
<https://www.youtube.com/live/R5W6xZmh9c4>
 Thursday, December 11, 2025, 4:00 pm, RM 21
 Public Academy for Performing Arts Campus
 11800 Princess Jeanne Ave NE, Albuquerque, NM 87112

Type of meeting: Community/Monthly

Chair: Barbara CampBell

Invited to Attend

1. Kyle Malone, GC Member	5. David Littlefield, GC Member	9. Fabian Sisneros, Staff Representative	Scheduled Guests:
2. Renai Edwards, GC Member	6. Issac Trujillo, GC Vice President	10. Mark Opperman, Staff Representative	
3. Jessica Short, Secretary	7. Paul Paradise, GC Member	11. Rhonda Cordova, Business Manager	Scheduled Absence:
4. Barbara CampBell, GC President	8. Carol Torrez, Staff Representative	12. Tamara Lopez, Executive Director	

Agenda Item

Agenda Item	Presented by	Time
1. Call to Order, Roll Call (Quorum 4/7 voting members) Barbara CampBell, Paul Paradise, Carol Torrez, Kyle Malone, David Littlefield, Tamara Lopez, Renai Edwards, Issac Trujillo, Jessica Short, Rhonda Cordova (7/7 voting members)	Chair	4:09 pm
2. Welcome and Introductions	Chair	4:09 pm
3. Approval of Agenda ACTION ITEM - KYLE MALONE 1ST, PAUL PARADISE 2ND: APPROVED 7/7	All	4:10 pm
4. Approval of Previous Meeting Minutes 11/20/25) ACTION ITEM - KYLE MALONE 1ST, PAUL PARADISE 2ND: APPROVED 7/7	All	4:11 pm
5. Open Forum for Public Comment (Form Required) - NONE		4:11 pm
6. Budget & Finance Committee Report - Finance Committee met 12/11: there was a question on food services negative balance, will be corrected for free universal lunch. Additional journal entries were created to correct ERB deductions. <ul style="list-style-type: none"> A. NOVEMBER FINANCIAL REPORT- ACTION ITEM - JESSICA SHORT 1ST, DAVID LITTLEFIELD 2ND: APPROVED 7/7 a. BARS/Permanent Transfer ACTION ITEM - NONE b. CHECK REGISTER NOVEMBER-ACTION ITEM - DAVID LITTLEFIELD 1ST, JESSICA SHORT 2ND: APPROVED 7/7 c. POs over \$5,000 - Jostens for Yearbook 	Paul Paradise and Rhonda Cordova	4:12 pm
7. Executive Director's Report <ul style="list-style-type: none"> a. Written Report - b. EDAC Representative - Theatre Department Report 	Tamara Lopez	4:17 pm
8. Organizational Business <ul style="list-style-type: none"> a. President's Report - Lawyers are meeting to hammer out details of real estate contract b. Long Range Planning Committee Report - 	Barbara CampBell Renai Edwards	4:32 pm
9. Executive Session- Limited Personnel Matters - Limited Personnel Matters - moves to close the meeting for the purpose of going into Executive Session pursuant to NMSA 10-15-1-H(2) to discuss limited personnel matters	Barbara CampBell	None
10. Exit Executive Session - moves to come out of Executive session pursuant to NMSA 10-15-1-H(2) limited personnel matters were the only topics addressed. No action was taken and no action needs to be taken.	Jessica Short	None
11. Adjourn -	Barbara CampBell	4:43 pm

---- Statement on Open Forum for Public Comment ----Open Forum request: <https://forms.gle/FgaPewTv17cn7F1R9>

PAPA Open Forum Guidelines: https://docs.google.com/document/d/16hjN1n5pHzP0PsbXq2rHlnzbEzvSyHGuhbn6a-WJ_EM/edit?usp=sharing

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 Long-Range Planning – Renai Edwards (Chair), Barbara CampBell, Paul Paradise, Tamara Lopez, Elisa Radcliffe,
 Performing Arts Committee – Issac Trujillo (Chair), David Littlefield, Kyle Malone, Tamara Lopez, Elisa Radcliffe, Carol Torrez,
 Policy Review Committee – Jessica Short (Chair), Issac Trujillo, Tamara Lopez, Mark Opperman, Paul Paradise, Brian Haycox
 Executive Director Evaluation Committee- Paul Paradise, Issac Trujillo, Kyle Malone
 Building Committee- Barbara CampBell (Chair), Issac Trujillo, Kyle Malone, Fabian Sisneros, Star Perkins
GOVERNING COUNCIL MEETING DATES 2025-26

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Budget Report as of December 31, 2025

Operational

<u>Budget</u>	<u>Actuals</u>	<u>Encumbrances</u>	<u>Balance</u>
\$7,054,613.64	(\$2,240,036.31)	(\$2,696,975.82)	\$2,117,601.51
			\$0.00 Pending BARs
			\$0.00
			<u>\$2,117,601.51</u>

Food Services

<u>Budget</u>	<u>Actuals</u>	<u>Encumbrances</u>	<u>Balance</u>
\$272,783.34	(\$104,195.59)	(\$168,747.22)	(\$159.47)
			\$0.00 Pending BARs
			\$0.00
			<u>(\$159.47)</u>

Universal Free Lunch (State funded)

<u>Budget</u>	<u>Actuals</u>	<u>Encumbrances</u>	<u>Balance</u>
\$90,135.00	\$0.00	\$0.00	\$90,135.00
			\$0.00 Pending BARs
			\$0.00
			<u>\$90,135.00</u>

Non-Instructional Support

<u>Budget</u>	<u>Actuals</u>	<u>Encumbrances</u>	<u>Balance</u>
\$230,599.06	(\$58,369.86)	(\$58,838.97)	\$113,390.23
			\$0.00 Pending BARs
			\$0.00
			<u>\$113,390.23</u>

Entitlement IDEA-B

<u>Budget</u>	<u>Actuals</u>	<u>Encumbrances</u>	<u>Balance</u>
\$130,884.00	(\$53,055.02)	(\$75,260.64)	\$2,568.34
			\$0.00 Pending BARs
			\$0.00
			<u>\$2,568.34</u>

Teacher/Principal Training & Recruiting

<u>Budget</u>	<u>Actuals</u>	<u>Encumbrances</u>	<u>Balance</u>
\$17,095.00	(\$11,160.66)	(\$210.00)	\$5,724.34
			\$0.00 Pending BARs
			\$0.00
			<u>\$5,724.34</u>

Title XIX MEDICAID 3/21 Years

<u>Budget</u>	<u>Actuals</u>	<u>Encumbrances</u>	<u>Balance</u>
\$134,843.92	(\$1,507.92)	\$0.00	\$133,336.00
			\$0.00 Pending BARs
			\$0.00
			<u>\$133,336.00</u>

CNM Foundation

<u>Budget</u>	<u>Actuals</u>	<u>Encumbrances</u>	<u>Balance</u>
\$3,512.88	(\$500.00)	(\$2,000.00)	\$1,012.88
			\$0.00 Pending BARs
			<u>\$0.00</u>
			<u>\$1,012.88</u>

Youth Chat Grant

<u>Budget</u>	<u>Actuals</u>	<u>Encumbrances</u>	<u>Balance</u>
\$3,102.70	\$0.00	\$0.00	\$3,102.70
			\$0.00 Pending BARs
			<u>\$0.00</u>
			<u>\$3,102.70</u>

Special Capital Outlay-State

<u>Budget</u>	<u>Actuals</u>	<u>Encumbrances</u>	<u>Balance</u>
\$115,000.00	\$0.00	\$0.00	\$115,000.00
			\$0.00 Pending BARs
			<u>\$0.00</u>
			<u>\$115,000.00</u>

Capital Improvements HB-33

<u>Budget</u>	<u>Actuals</u>	<u>Encumbrances</u>	<u>Balance</u>
\$560,092.47	(\$135,341.45)	(\$424,753.02)	(\$2.00)
			\$0.00 Pending BARs
			<u>\$0.00</u>
			<u>(\$2.00)</u>

SB9 Ad Valorem

<u>Budget</u>	<u>Actuals</u>	<u>Encumbrances</u>	<u>Balance</u>
\$847,038.18	(\$82,363.40)	(\$33,579.61)	\$731,095.17
			\$0.00 Pending BARs
			<u>\$0.00</u>
			<u>\$731,095.17</u>

SB-9 State Match Cash

<u>Budget</u>	<u>Actuals</u>	<u>Encumbrances</u>	<u>Balance</u>
\$89,262.12	(\$17,268.00)	(\$32,502.00)	\$39,492.12
			\$0.00 Pending BARs
			<u>\$0.00</u>
			<u>\$39,492.12</u>

Public Academy for Performing Arts

Bank Account Register Activity Report

Bank: [All]; Bank Account: [All]; Begin Date: 12/01/2025; End Date: 12/31/2025; Status: Non-Void; Created On: 1/12/2026 4:18:30 PM

Bank	US Bank	Date	Number	Type	Payee/From	Status	Deposit	Withdrawal	Balance
		12/1/2025	16392	AP Warrant	Beginning Balance				\$3,477,121.71
		12/2/2025	16392	AP Warrant	ABCWUA	Non-Void		\$2,128.29	\$3,474,992.42
		12/2/2025	16393	AP Warrant	Apple Education Sales	Non-Void		\$11,124.00	\$3,463,868.42
		12/2/2025	16394	AP Warrant	Assessment and Technology Services	Non-Void	\$1,963.50	\$3,461,904.92	
		12/2/2025	16395	AP Warrant	Calloway, Cynthia	Non-Void		\$51.00	\$3,461,853.92
		12/2/2025	16396	AP Warrant	Rhonda Cordova	Non-Void	\$3,587.50	\$3,458,266.42	
		12/2/2025	16397	AP Warrant	Delgado, Diana	Non-Void		\$59.00	\$3,458,207.42
		12/2/2025	16398	AP Warrant	Enchantment Music Therapy	Non-Void		\$940.00	\$3,457,267.42
		12/2/2025	16399	AP Warrant	Healing Touch LLC	Non-Void		\$1,434.10	\$3,455,833.32
		12/2/2025	16400	AP Warrant	Hines, Cassius J.	Non-Void		\$10.00	\$3,455,823.32
		12/2/2025	16401	AP Warrant	Hummingbird Music Conference Center	Non-Void		\$3,023.00	\$3,452,800.32
		12/2/2025	16402	AP Warrant	Los Altos Christian Church	Non-Void		\$225.00	\$3,452,575.32
		12/2/2025	16403	AP Warrant	NM Gas Company	Non-Void		\$990.94	\$3,451,584.38
		12/2/2025	16404	AP Warrant	NMMEA Silver City	Non-Void		\$220.00	\$3,451,364.38
		12/2/2025	16405	AP Warrant	Rowden, Micah	Non-Void		\$20.00	\$3,451,344.38
		12/2/2025	16406	AP Warrant	Shamrock Supply	Non-Void		\$245.00	\$3,451,099.38
		12/2/2025	16407	AP Warrant	Southwest Copy Systems	Non-Void		\$725.02	\$3,450,374.36
		12/2/2025	16408	AP Warrant	Waste Management	Non-Void		\$259.51	\$3,450,114.85
		12/2/2025	16484	AP Warrant	Quadient	Non-Void		\$50.00	\$3,450,064.85
		12/3/2025		Payroll Liability Check	NM Retiree Healthcare Authority	Non-Void		\$8,236.61	\$3,441,828.24
		12/3/2025		Payroll Liability Check	NMPSIA	Non-Void		\$50,550.34	\$3,391,237.90
		12/3/2025	7830	Cash Receipt	Piano/General/Chromebook Charger	Non-Void	\$615.36		\$3,391,853.26
		12/4/2025		Payroll Liability Check	ING Reliastar	Non-Void		\$1,122.00	\$3,390,731.26
		12/4/2025		Payroll Liability Check	IRS	Non-Void		\$28,320.18	\$3,362,411.08
		12/4/2025		Payroll Liability Check	MG Trust Company	Non-Void		\$1,250.00	\$3,361,161.08
		12/4/2025	16409	AP Warrant	NM International School	Non-Void		\$200.00	\$3,360,961.08
		12/4/2025	16410	AP Warrant	NM International School	Non-Void		\$150.00	\$3,360,811.08
		12/4/2025	16411	Payroll Liability Check	AFLAC	Non-Void		\$1,230.06	\$3,359,581.02
		12/4/2025	16412	Payroll Liability Check	Pre-Paid Legal Services, Inc.	Non-Void		\$248.28	\$3,359,332.74
		12/4/2025	16413	AP Warrant	Boltz, Dannika	Non-Void		\$60.00	\$3,359,272.74
		12/4/2025	16414	AP Warrant	Dunn-Chavez, Melanie	Non-Void		\$3,558.08	\$3,355,714.66
		12/4/2025	16415	AP Warrant	Home Depot	Non-Void		\$283.49	\$3,355,431.17
		12/4/2025	16416	AP Warrant	J.W. Pepper	Non-Void		\$1,272.88	\$3,354,158.29
		12/4/2025	16417	AP Warrant	Lowe's	Non-Void		\$331.95	\$3,353,826.34
		12/5/2025		Payroll Liability Check	ERB	Non-Void		\$77,258.83	\$3,276,567.51

12/15/2025		Payroll Liability Check	New Mexico Taxation & Revenue	Non-Void	\$7,513.16	\$3,289,054.35
12/15/2025	16419	AP Warrant	US bank	Non-Void	\$79,339.51	\$3,189,774.84
12/15/2025	7839	Cash Receipt	Amazon.com	Non-Void	\$1,493.21	\$3,188,221.63
12/9/2025	7840	Cash Receipt	Choir/General	Non-Void	\$1,459.00	\$3,189,680.63
12/9/2025	7841	Cash Receipt	Choir/Thespian/Guitar	Non-Void	\$716.00	\$3,180,396.63
12/9/2025	7846	Cash Receipt	General/Band	Non-Void	\$1,106.00	\$3,191,502.63
12/10/2025		AP Warrant	USDA October 2025 - State	Non-Void	\$11,561.56	\$3,203,064.19
12/10/2025	16420	AP Warrant	APS	Non-Void	\$1,058.18	\$3,202,006.01
12/10/2025	16421	AP Warrant	ACES	Non-Void	\$834.09	\$3,201,171.92
12/10/2025	16422	AP Warrant	Apple Education Sales	Non-Void	\$6,144.00	\$3,195,027.92
12/10/2025	16423	AP Warrant	Chandler, Jody	Non-Void	\$59.00	\$3,194,968.92
12/10/2025	16424	AP Warrant	Charter Law Office PC	Non-Void	\$936.34	\$3,194,032.58
12/10/2025	16425	AP Warrant	Rhonda Cordova	Non-Void	\$3,581.47	\$3,190,451.11
12/10/2025	16426	AP Warrant	Cunningham, Tiffany	Non-Void	\$59.00	\$3,190,392.11
12/10/2025	16428	AP Warrant	Hudson, Su	Non-Void	\$52.20	\$3,190,339.91
12/10/2025	16429	AP Warrant	Lopez, Tamara	Non-Void	\$59.00	\$3,190,280.91
12/10/2025	16430	AP Warrant	Lozano Tello, Ramon	Non-Void	\$59.00	\$3,190,221.91
12/10/2025	16431	AP Warrant	Padilla, Antonio	Non-Void	\$59.00	\$3,190,162.91
12/10/2025	16432	AP Warrant	T-Mobile USA Inc.	Non-Void	\$100.00	\$3,190,062.91
12/10/2025	7842	Cash Receipt	Wimmerding, Virginia	Non-Void	\$59.00	\$3,190,003.91
12/11/2025		AP Warrant	Senior Class/Choir/Band	Non-Void	\$274.00	\$3,190,277.91
12/11/2025	16433	AP Warrant	APS	Non-Void	\$1,067.22	\$3,189,210.69
12/11/2025	16434	AP Warrant	Arts Schools Network	Non-Void	\$420.00	\$3,188,790.69
12/11/2025	16435	AP Warrant	Barrio, Alfredo	Non-Void	\$59.00	\$3,188,731.69
12/11/2025	16436	AP Warrant	CES	Non-Void	\$7,007.58	\$3,181,724.11
12/11/2025	16437	AP Warrant	Chandler, Jody	Non-Void	\$40.00	\$3,181,684.11
12/11/2025	16438	AP Warrant	Cunningham, Tiffany	Non-Void	\$49.47	\$3,181,634.64
12/11/2025	16439	AP Warrant	Danfeler, Jackie	Non-Void	\$88.99	\$3,181,545.65
12/11/2025	16440	AP Warrant	Labatt Food Service	Non-Void	\$20,518.11	\$3,161,027.54
12/11/2025	16441	AP Warrant	LSG and Associates, Inc.	Non-Void	\$275.00	\$3,160,752.54
12/11/2025	16442	AP Warrant	NMMEA - Albuquerque	Non-Void	\$200.00	\$3,160,552.54
12/11/2025	16443	AP Warrant	Poms & Associates	Non-Void	\$67.80	\$3,160,484.74
12/11/2025	16444	AP Warrant	PowerSchool Group, LLC	Non-Void	\$2,654.32	\$3,157,830.42
12/11/2025	16445	AP Warrant	Apodaca, Robert	Non-Void	\$7,529.38	\$3,150,301.04
12/11/2025	16446	AP Warrant	CES	Non-Void	\$4,917.60	\$3,145,383.44
12/11/2025	16447	AP Warrant	Danfeler, Jackie	Non-Void	\$91.32	\$3,145,292.12
12/11/2025	7843	Cash Receipt	NMMEA - Albuquerque	Non-Void	\$160.00	\$3,145,132.12
12/11/2025	7847	Cash Receipt	General/Choir/Orchestra	Non-Void	\$627.51	\$3,145,759.63
12/11/2025	16448	AP Warrant	SEG December 2025	Non-Void	\$444,006.04	\$3,589,765.67
12/11/2025	7844	Cash Receipt	Josten's	Non-Void	\$4,442.96	\$3,585,322.71
12/11/2025	7848	Cash Receipt	Choir/Orchestra	Non-Void	\$132.00	\$3,585,454.71
12/15/2025		AP Warrant	HB33	Non-Void	\$2,240.55	\$3,587,695.26
12/17/2025	7849	Cash Receipt	SB9	Non-Void	\$1,146.16	\$3,586,841.42
12/18/2025		Payroll Liability Check	IRS	Non-Void	\$30,615.07	\$3,586,226.35

12/19/2025		Payroll Liability Check	US bank					
12/22/2025		Payroll Liability Check	New Mexico Taxation & Revenue				\$87,459.70	\$3,470,766.65
12/22/2025	7850	Cash Receipt	USDA October 2025				\$6,915.45	\$3,463,851.20
12/22/2025	7851	Cash Receipt	HB33/SB9					\$3,475,256.22
12/26/2025	16453	AP Warrant	Amazon.com	Non-Void				\$3,613,750.48
12/29/2025	16449	AP Warrant	Baca, Anthony D.	Non-Void	\$11,405.02			
12/29/2025	16450	AP Warrant	Bennett, Peter	Non-Void				
12/29/2025	16451	AP Warrant	Rhonda Cordova	Non-Void	\$138,494.26			
12/29/2025	16452	AP Warrant	Eiland, Michelle	Non-Void			\$1,134.21	\$3,612,616.27
12/31/2025		Payroll Liability Check	INGReliaStar	Non-Void			\$59.00	\$3,612,557.27
12/31/2025		Payroll Liability Check	MG Trust Company	Non-Void			\$59.00	\$3,612,498.27
12/31/2025		Payroll Liability Check	NM Taxation & Revenue Dept.	Non-Void			\$3,587.50	\$3,606,910.77
12/31/2025	16456	Payroll Liability Check	AFLAC	Non-Void			\$59.00	\$3,606,851.77
12/31/2025	16457	Payroll Liability Check	Pre-Paid Legal Services, Inc.	Non-Void			\$1,122.00	\$3,607,729.77
12/31/2025	16458	Payroll Liability Check	Rausch Sturm LLP	Non-Void			\$1,250.00	\$3,606,479.77
12/31/2025	7845	Cash Receipt	PayPal December 2025	Non-Void			\$273.60	\$3,606,206.17
12/31/2025	7852	Cash Receipt	Interest December 2025	Non-Void			\$1,230.06	\$3,604,976.11
12/31/2025			Ending Balance				\$214.38	\$3,604,761.73
	Sub Total						\$1,119.55	\$3,603,642.18
	Grand Total							
							\$615,952.39	\$487,262.99
							\$615,952.39	\$487,262.99

Public Academy for Performing Arts

Budget Summary Of Funds Report

Fund	Description	Adopted Budget as of 07/01/2025	Revised Adopted Budget with Initial Budget Bars	Approved Bars	Current Budget with Initial Budget Bars	Pending Budget Bars	Total Anticipated Budget Bars	Unencumbered Expenditure Budget	Drawable Expenditure Budget	Unencumbered Expenditure Budget	Anticipated Expenditure Budget	Total Anticipated
11000	Operational	\$6,928,072.57	\$6,928,072.57	\$226,541.07	\$7,054,613.64	0	\$7,054,613.64	\$2,240,036.31	\$2,986,975.82	\$2,117,601.51	\$2,117,601.51	30%
21000	Food Services	\$176,800.84	\$176,800.84	\$86,902.50	\$272,783.34	0	\$104,195.56	\$168,747.22	\$159,477	\$159,477	\$159,477	0%
21100	Universal Free Lunch (State funded)	\$80,135.00	\$80,135.00	\$80,135.00	\$80,135.00	0	\$80,135.00	\$0.00	\$0.00	\$80,135.00	\$80,135.00	100%
23000	Non-Instructional Support	\$0.00	\$189,129.80	\$230,569.06	\$230,569.06	0	\$230,569.06	\$58,389.86	\$58,389.87	\$113,390.23	\$113,390.23	49%
24106	Entitlement IDEA-B	\$150,884.00	\$139,884.00	\$130,884.00	\$130,884.00	0	\$130,884.00	\$53,055.02	\$75,260.84	\$2,568.34	\$2,568.34	2%
24154	Teacher/Principal Training & Recruiting	\$17,085.00	\$17,085.00	\$17,085.00	\$17,085.00	0	\$17,085.00	\$11,160.86	\$210.00	\$5,724.34	\$5,724.34	33%
25153	Title XIX MEDICAID 3/21 Years	\$130,644.57	\$130,644.57	\$4,199.35	\$134,843.92	0	\$134,843.92	\$0.00	\$133,336.00	\$133,336.00	\$133,336.00	99%
26207	CNM Foundation	\$1,512.88	\$1,612.88	\$2,000.00	\$3,512.88	0	\$3,512.88	\$600.00	\$2,000.00	\$1,012.88	\$1,012.88	29%
29130	Youth Chat Grant	\$1,602.70	\$1,602.70	\$1,500.00	\$3,102.70	0	\$3,102.70	\$0.00	\$102.70	\$3,102.70	\$3,102.70	100%
31400	Special Capital Outlay-State	\$115,000.00	\$115,000.00	\$115,000.00	\$115,000.00	0	\$115,000.00	\$0.00	\$115,000.00	\$115,000.00	\$115,000.00	100%
31600	Capital Improvements-HB-33	\$466,332.00	\$466,332.00	\$33,700.47	\$560,032.47	0	\$560,032.47	\$135,341.45	\$24,753.02	\$24,753.02	\$24,753.02	0%
31701	SBs-Ao Valorism	\$394,371.00	\$394,371.00	\$462,667.16	\$847,038.18	0	\$847,038.18	\$82,363.40	\$33,579.61	\$731,095.17	\$731,095.17	86%
31703	SB-3 State Match Cash	\$89,262.12	\$89,262.12	\$89,262.12	\$89,262.12	0	\$89,262.12	\$17,288.00	\$32,352.00	\$39,492.12	\$39,492.12	44%
	Fund Totals			\$8,431,772.68	\$8,600,902.48	\$1,117,189.63	\$9,546,962.31	\$0.00	\$2,703,786.21	\$3,492,867.28	\$3,352,296.82	35%
												35%

Public Academy for Performing Arts

Issued and Closed POs Report

Accounting Cycle: FY2026; PO Type: [All]; Vendor: [All]; Purchase Order: [All]; Account Expression: ([Fund] >= "11000"); Include Tax and Shipping: No; Include Closed POs; Yes; Show Detail: No; Created On: 11/17/2025 11:11:46 AM

PO Number	Type	Vendor Name	Date Issued	Status	Days Outstanding	PO Amount	Involved Amount	Uninvolved Amount	Remaining Amount	Encumbered
2026-003-3	Dollar	APS	7/9/2025	Closed		\$250,000.00	\$129,652.38	\$250,000.00	\$129,652.38	\$0.00
2026-031	Dollar	ACES	7/1/2024	Issued	504	\$10,313.02	\$1,485.76	\$1,485.76	\$1,485.76	\$8,827.26
2026-625	Regular	National Hispanic Cultural Center	5/19/2025	Issued	132	\$7,212.50	\$0.00	\$0.00	\$0.00	\$7,212.50
2026-009-1	Regular	Amazon.com	7/8/2025	Closed		\$5,795.46	\$5,795.46	\$5,795.46	\$5,795.46	\$0.00
2026-014	Regular	PowerSchool Group, LLC	7/1/2025	Closed		\$6,733.36	\$6,733.36	\$6,733.36	\$6,733.36	\$0.00
2026-016-2	Dollar	APS	8/1/2025	Issued	77	\$127,989.49	\$1,111.07	\$1,111.07	\$1,111.07	\$126,878.42
2026-017	Dollar	PNM	7/1/2025	Issued	139	\$45,000.00	\$16,970.38	\$16,970.38	\$16,970.38	\$28,029.62
2026-018	Dollar	ABCWUA	7/1/2025	Issued	139	\$38,000.00	\$13,156.31	\$13,156.31	\$13,156.31	\$24,843.69
2026-019	Dollar	NM Gas Company	7/1/2025	Issued	139	\$20,000.00	\$517.52	\$517.52	\$517.52	\$19,482.48
2026-022	Dollar	Chatter Law Office PC	7/1/2025	Issued	139	\$6,000.00	\$1,624.27	\$1,624.27	\$1,624.27	\$2,375.73
2026-023-1	Dollar	Harris School Solutions	7/1/2025	Issued	139	\$17,000.00	\$16,390.58	\$16,390.58	\$16,390.58	\$609.42
2026-024-1	Dollar	Clifton Larson Allen	7/1/2025	Issued	139	\$30,000.00	\$18,726.75	\$18,726.75	\$18,726.75	\$11,273.25
2026-025	Dollar	CNM	7/1/2025	Issued	139	\$8,000.00	\$0.00	\$0.00	\$0.00	\$8,000.00
2026-026	Regular	Rhonda Cordova	7/1/2025	Issued	139	\$86,100.00	\$32,287.50	\$32,287.50	\$32,287.50	\$57,400.00
2026-030	Dollar	CES	7/1/2025	Issued	139	\$123,923.52	\$28,104.08	\$28,104.08	\$28,104.08	\$95,819.44
2026-031-1	Dollar	ACES	7/1/2026	Issued	139	\$25,000.00	\$1,806.66	\$1,806.66	\$1,806.66	\$23,193.32
2026-032	Dollar	ACES	7/1/2025	Closed		\$9,628.69	\$0.00	\$0.00	\$0.00	\$9,628.69
2026-032-1	Dollar	ACES	7/1/2025	Issued	139	\$9,628.69	\$2,502.27	\$2,502.27	\$2,502.27	\$7,126.42
2026-034	Dollar	Southwest Copy Systems	7/1/2026	Issued	139	\$11,100.00	\$2,900.06	\$2,900.06	\$2,900.06	\$8,199.92
2026-042	Dollar	Labatt Food Service	7/1/2025	Issued	139	\$176,000.00	\$43,688.56	\$43,688.56	\$43,688.56	\$136,806.47
2026-048	Dollar	BYU Continuing Education	7/1/2025	Issued	139	\$5,000.00	\$80.00	\$80.00	\$80.00	\$4,920.00
2026-053	Regular	iXL	7/1/2025	Closed		\$7,297.50	\$7,297.50	\$7,297.50	\$7,297.50	\$0.00
2026-057	Regular	Guide Care Inc Alongside	7/1/2025	Closed		\$5,050.00	\$5,050.00	\$5,050.00	\$5,050.00	\$0.00
2026-058-1	Regular	NMPSIA	7/9/2025	Closed		\$98,191.00	\$98,191.00	\$98,191.00	\$98,191.00	\$0.00
2026-062	Regular	Apple Education Sales	7/14/2025	Closed		\$15,616.00	\$15,616.00	\$15,616.00	\$15,616.00	\$0.00
2026-080-1	Dollar	Apodaca, Robert	8/5/2025	Issued	104	\$21,525.00	\$0.00	\$0.00	\$0.00	\$21,525.00
2026-082	Dollar	Dunn-Chavez, Melanie	8/1/2025	Issued	108	\$25,154.25	\$13,764.16	\$13,764.16	\$13,764.16	\$16,476.31
2026-084	Regular	School Outfitters	8/6/2025	Closed		\$9,215.03	\$9,215.03	\$9,215.03	\$9,215.03	\$0.00
2026-103	Regular	Ghost Ranch Education and Retreat	8/18/2025	Closed		\$7,687.50	\$4,458.75	\$4,458.75	\$4,458.75	\$7,687.50
2026-174-1	Regular	Solution Tree	9/26/2025	Issued	52	\$7,641.38	\$1,420.00	\$1,420.00	\$1,420.00	\$6,221.38
2026-214	Regular	Lowe's	10/17/2025	Issued	31	\$10,291.08	\$0.00	\$0.00	\$0.00	\$10,291.08
2026-218	Regular	NextGen Furniture	10/20/2025	Issued	28	\$7,755.00	\$7,755.00	\$7,755.00	\$7,755.00	\$7,755.00
2026-241	Regular	Apple Education Sales	10/24/2025	Issued	24	\$17,288.00	\$0.00	\$0.00	\$0.00	\$17,288.00
2026-242	Regular	B&H Photo Video	10/27/2025	Issued	21	\$6,233.87	\$0.00	\$0.00	\$0.00	\$6,233.87
2026-282	Regular	Jostens	12/2/2025	Issued	7	\$18,054.00	\$0.00	\$0.00	\$0.00	\$18,054.00
2026-313	Regular	Best Buy Business Advantage	12/30/2025	Issued	13	\$32,502.00	\$0.00	\$0.00	\$0.00	\$32,502.00
2026-321	Regular	National Hispanic Cultural Center	1/7/2026	Issued	5	\$9,370.00	\$4,685.00	\$4,685.00	\$4,685.00	\$4,685.00

2026-324	Regular	ACES	\$5,000.66	\$0.00	\$0.00	\$5,000.66
			12	Issued	12/31/2025	

Must submit backup for all BARs,
except transfers of funds for SEG or
direct grants

STATE OF NEW MEXICO
PUBLIC EDUCATION DEPARTMENT
300 Don Gaspar Santa Fe, NM 87501-2786
Budget Adjustment Request

Doc. ID: 001-047-2526-0012-IB

Fund Type: General Fund / Capital
Outlay / Debt Service

Adjustment Type: Initial Budget

Fiscal Year: 2025-2026

Adjustment Changes Intent/Scope of Program Yes or No?: No

Total Approved Budget (Flowthrough):

Entity Name: Public Academy For Performing Arts

Contact: Rhonda Cordova, Business Manager

Phone: 505-604-5056

Email: rhondacordova1000@outlook.com

FLOWTHROUGH ONLY

Budget Period: 2025-07-01

To: 2026-06-30

A. Approved Carryover:

B. Total Current Year Allocation:

D. Total Funding Available:

Revenue 31200.0000.43209 \$370,949.00

Fund	Function	Object	Program	Location	Job Class	Present Budget	Adj Amt Exp	Adj Budget	ADD'L FTE
31200 Public School Capital Outlay	4000 Capital Outlay	54610 Rental - Land and Buildings	0000 No Program	001047 Public Academy For Performing Arts	0000 No Job Class		\$370,949.00	\$370,949.00	
						Sub Total	\$370,949.00		
						Indirect Cost			
						DOC. TOTAL	\$370,949.00		

Justification:

Award received for FY26

Compliance with Sections 10-15-1 and 22-8-12, NMSA, 1978 Compilation:

A. The requested budget/changes were authorized at a scheduled Board of Education or Governance Council meeting open to the public on:

B. Justification for the transfer: Explanation such as "underbudgeted", "insufficient budget", or "needed to close out Project" ARE NOT ACCEPTABLE. Attach additional sheets if necessary.

ALL TRANSFER BARS MUST NET OUT TO ZERO ON THE DOC. TOTAL LINE.

Approvals by Digital Signature

Name	Role	Date
Rhonda Cordova	Business Manager	1/8/2026 8:41:12 AM



Executive Director Report January

Enrollment:

6th Grade:73, 7th grade: 79, 8th Grade:80, 9th Grade:56, 10th Grade:44, 11th Grade: 54. 12th Grade: 43 Total:429

Lottery Open Now Closes February 13, 2026

Prospective Student Open House 2/11/26 4:30 pm-6 pm

Representative Herndon visits PAPA



Albuquerque the Magazine lists the Public Academy for Performing Arts as one of the TOP 5 Best Charter Schools for 2025

Arts:

See Spring Performance Dates Handout

All State Music in process

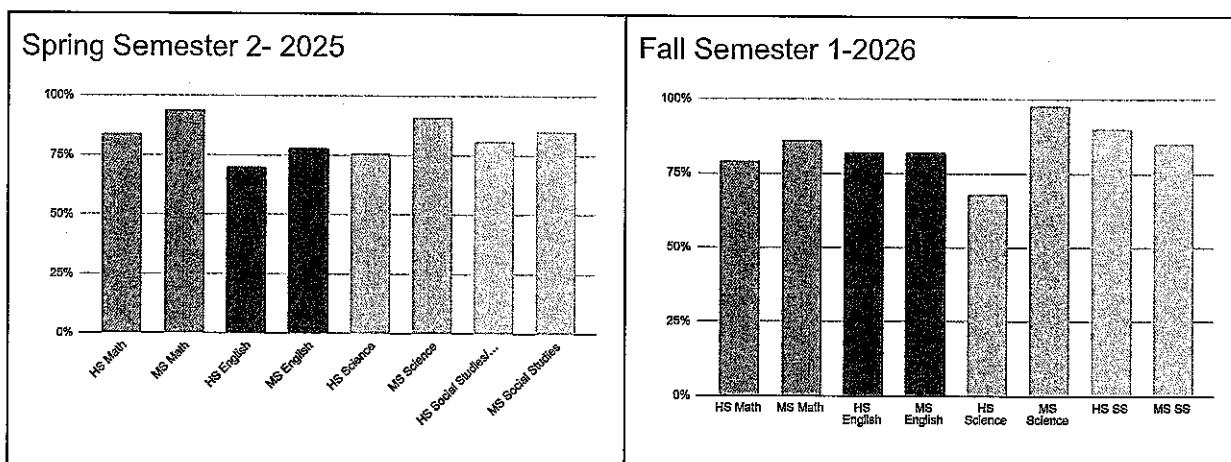
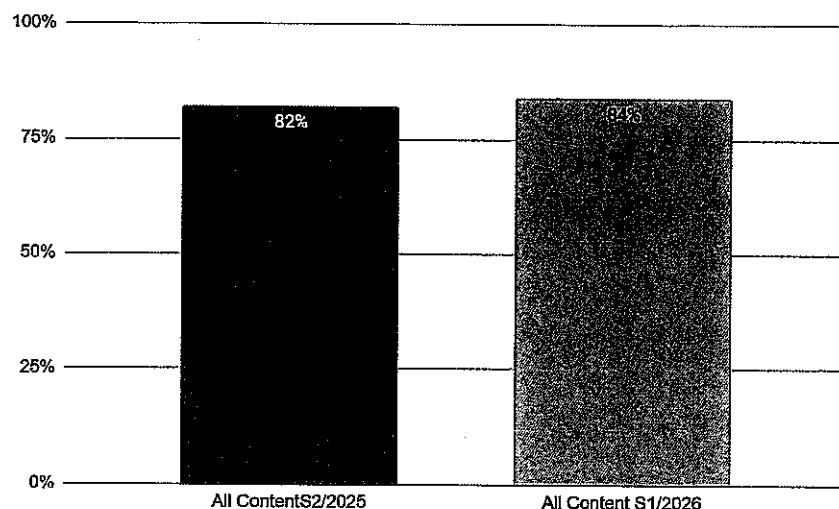
Academics:

A/B Honor Roll Quarter 2

6th Grade: 30/41%, 7th Grade: 40/50%, 8th Grade: 41/51%, 9th Grade: 28/50%, 10th Grade: 22/50%, 11th Grade: 24/44%, 12th Grade: 20/46%

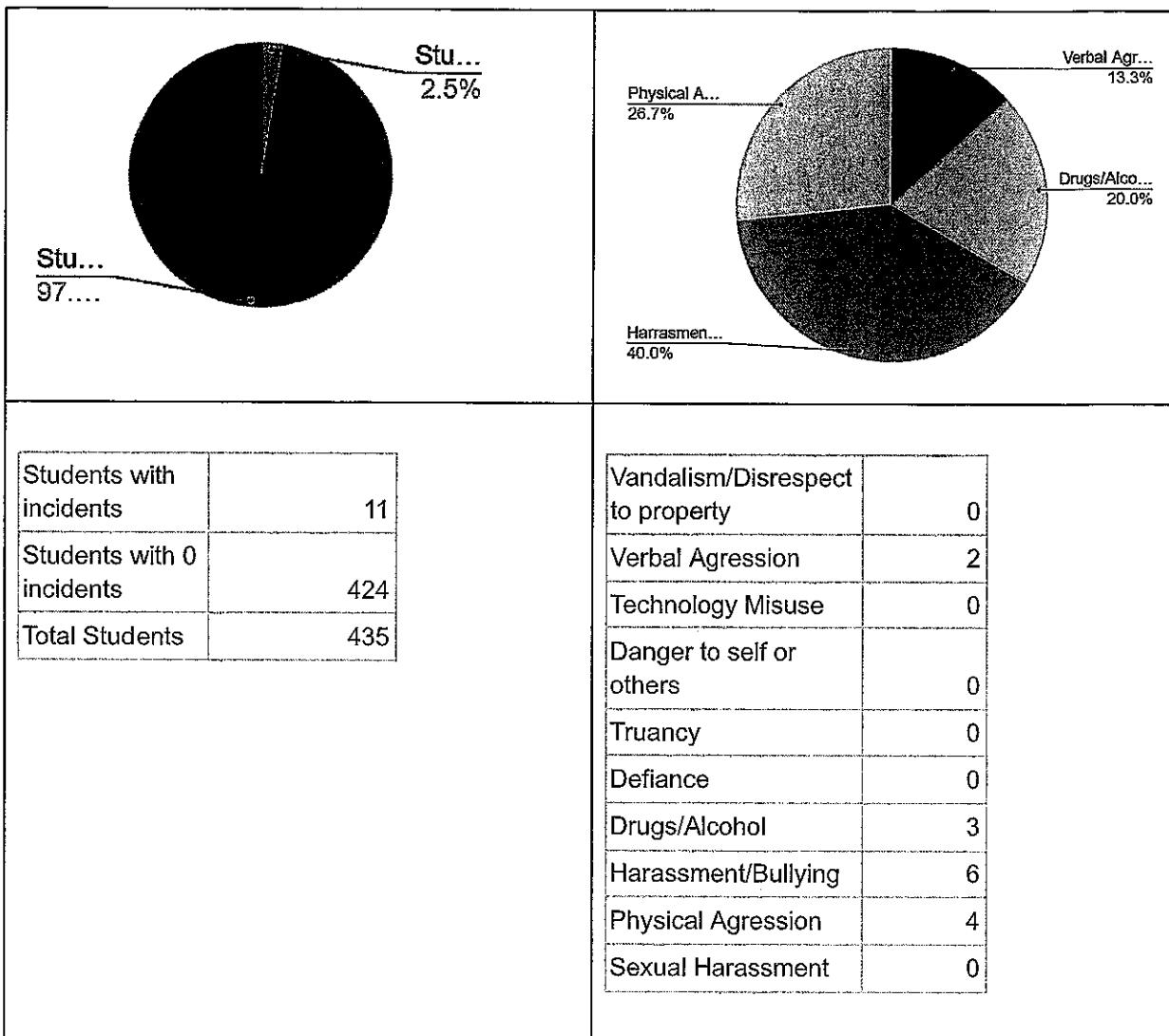
Semester 2 Failures: Grade 6=20 Courses (12 students) Grade 7= 12 courses (7 students)
Grade 8 : 8 Courses (6 students) Grade 9:8 Courses (6 Students) Grade 10: 5 Courses (3 students) Grade 11:6 Courses (3 students) Grade 12: 0 Courses/0 Students

Art Integration: To what degree can students demonstrate proficiency or above on a grade-level content standard?



Spring Semester 2- 2025 Content	Proficient/ Advanced	Fall Semester 1- 2025 Content	Proficient/ Advanced
MS Math	94%	MS Math	86%
MS Science	91%	MS Science	82%
MS Social Studies	85%	MS Social Studies	98%
MS English	78%	MS English	85%
HS Math	84%	HS Math	79%
HS Science	76%	HS Science	68%
HS SS/Spanish	81%	HS SS/Spanish	90%
HS English	70%	HS English	82%

Discipline Summary Quarter 2:



PAPA Positivity November:



Senior Moment:

"My performing art is jazz dance, and I'm thankful for PAPA giving me a supportive community with teachers and friends while I've been here."

"I'm thankful for PAPA because of all the performance opportunities, and that I have such a great little community here. I'm thankful for all of my teachers here because they all care about the students."

"I am thankful for PAPA because it gives me opportunities I could not get from other schools. It's also a big help with getting into college. PAPAP is a good school for the arts, and I'm thankful for hip hop. I am grateful for our school because it gives us a place to learn, grow, and prepare for the future. Not everyone gets the chance to have teachers who care, safe classrooms, and opportunities like clubs and activities that help us find what we love. Our school gives us a community where we can make friends, get support, and build confidence. Even when school feels stressful, it's helping us become stronger and more ready for the real world, and that's something to appreciate every day."

Parent Night: Safeguarding Our Kids in the Digital Age



Protect Your Child in a Digital World

The digital world is evolving rapidly, bringing new opportunities—and risks. This empowering session will equip you to spot potential dangers before they escalate, improve the digital health of your home, and more.

Join fellow parents for a crucial discussion on digital safety!

WHEN: January 27, 2026

TIME: 6:00 - 7:00 PM

HOST: Public Academy for Performing Arts

@icanhelp @icanhelpofficial www.icanhelp.net



ARTS EVENTS

SPRING 2026

February

2/12 & 2/13
7:00pm

Tracks - HS Theatre & Thespian Troupe
Visual Arts Exhibit in Lobby
South Broadway Cultural Center

2/26 & 2/27
7:00pm

Little Shop of Horrors - HS Musical Theatre
Visual Arts Exhibit in Lobby
South Broadway Cultural Center

March

3/4
6:30pm

Senior Showcase - Film & Art
National Hispanic Cultural Center

3/6
7:00pm

Senior Showcase - Performing Arts
National Hispanic Cultural Center

3/19-20, 7:00pm
3/21, 2:00pm

Spring Dance Show
National Hispanic Cultural Center

3/27, 6:00pm
3/28, 10am - 2pm

Art Gallery Night
408 Central SW

April

4/9 & 4/10
7:00pm

Middle School Theatre
Visual Arts Exhibit in Lobby
Black Cat Cultural Center

4/17
7:00pm

Spring Choir Concert
New Mexico International School

4/21
6:00pm

Spring Piano Concert
Los Altos Church

4/22
7:00pm

Spring Mini-Musicals
Visual Arts Exhibit in Lobby
Black Cat Cultural Center

4/23
6:00pm

Spring Modern Band
St. John's United Methodist Church

4/27
6:00pm

Spring Band Concert
Jackson Middle School

4/28
6:00pm

Spring Orchestra Concert
Cathedral of St. John

4/29
6:00pm

Spring Guitar Concert
Location TBD

4/30 & 5/1
7:00pm

Into the Woods Jr. - MS Musical Theatre
South Broadway Cultural Center



Dear PAPA Families,

As we approach winter break, we would like to take a moment to wish all our families a joyful, restful, and safe holiday season. We hope this time offers opportunities to relax, connect with loved ones, and celebrate together.

We are also proud to share that PAPA has once again earned a **Spotlight School designation** from the New Mexico Public Education Department (PED). This honor is awarded to the top 25% of schools statewide and reflects the hard work, creativity, and dedication of our students, staff, and families. Thank you for helping make this achievement possible.

Social Media Safety Reminders

As social media continues to play a significant role in students' lives, we want to share some important reminders to help support a safe and positive online school community.

- **PAPA does not have a TikTok account.**
- There are past and present students who have created fake accounts impersonating the school on all social media platforms. These accounts may use the PAPA logo or names such as "*PAPA Rumor*," "*PAPA Ship*," or "*PAPA Gossip*."
- Such accounts can cause emotional distress and may spread gossip or rumors about students.

We encourage families to talk with their children over the break about responsible social media use, family values, and the importance of supporting one another in our school community. If your child encounters or becomes aware of a fake or harmful account, please ensure they **report and block the account immediately**.

Here, you will find tips and resources to help families navigate negative social media encounters and support student well-being online.

We also invite you to follow PAPA on **Facebook and Instagram** for official updates, celebrations, and announcements.



Staying Connected

Please take a moment to verify that the school has your most current **address, phone number, and email**. Accurate contact information is critical in the event of emergencies or weather-related closures. Additionally, some school emails sent through School Messenger may be filtered into spam or other folders. We recommend adding our emails to your safe sender list; Google and YouTube offer helpful tutorials for this process.

If you have any questions or concerns, please contact us at info@paparts.org.

Enrollment Lottery Reminder

The PAPA lottery opens **January 6**. Please feel free to share this link with families or students who may be interested in joining our school community next year:

<https://www.paparts.org/current-notifications/>

Families with a younger sibling of a current PAPA student must complete a lottery application in order to receive **sibling preference**.

Spring Dance Concert 2026 Update

Looking ahead to next semester and our spring events, we are writing to inform you of an important adjustment to the structure of this year's **Spring Dance Concert (SDC 2026)**. Due to growth in our student dance population, we must modify the performance schedule to ensure reasonable and safe backstage occupancy.

To support dancer safety and maintain the quality of the concert:

- **Beginning dance classes** will perform in **one assigned show**:
 - Thursday, March 19
 - Friday, March 20
 - Saturday, March 21
- **Intermediate and advanced classes** will continue to perform in **all three shows**.



- All dancers are required to attend both technical rehearsals on
 - Tuesday, March 17
 - Wednesday, March 18

We recognize this is a change from previous years; however, it is necessary to safely accommodate our growing dance community. Performance assignments for beginning classes will be shared shortly.

PAPA's Dance Department remains committed to providing all dancers with a meaningful and positive SDC experience. Thank you for your understanding and cooperation.

Thank you for partnering with us to keep our school community safe, supportive, and connected. We wish you a wonderful winter break and look forward to welcoming our students back in the new year.

Respectfully,

A handwritten signature in black ink that reads 'Tamara Lopez'. The signature is fluid and cursive, with 'Tamara' on the top line and 'Lopez' on the bottom line.

Tamara Lopez
Executive Director

Public Academy for Performing Arts

Welcome Back to Second Semester! 🎉

School resumes **Wednesday, January 7, 2026**, and we are excited to begin a semester filled with learning, rehearsals, performances—and the graduation of the **Class of 2026**!

Our PAPA staff and faculty have been busy preparing for a strong start. Today, they participated in professional development with **UDL NM**, engaging in meaningful work such as:

- Reviewing and strengthening Google Classroom organization
- Designing and revising lessons using **Universal Design for Learning (UDL)** principles
- Exploring **AI tools** to support teaching and learning
- Brainstorming and designing **tech-free and low-tech lessons**
- Collaborating on instructional ideas, questions, and barriers

A huge **thank you and shout-out to our PAPA PTSO and parent community** for generously providing a nacho bar lunch, drinks, and treats for our staff today. Your support truly fuels our work and morale!

Staff Updates

- We celebrate **Pro Padilla** for his time in the café and wish him great success in his new role in Rio Rancho, where he will be supervising three school sites.
- We are thrilled to welcome **Chef Antonio “Chef Tony” Saccoccia** to PAPA! Chef Tony brings a wealth of kitchen experience and has already spent several days getting to know the *PAPA way*.

Parent Save the Date: Digital Safety Workshop

Parents, please mark your calendars for an exciting and important offering from **#ICanHelp**:

- 📅 **January 27**
- ⌚ **6:00–7:00 PM**
- 📍 **Zoom (join from anywhere!)**

This session will share practical ways to help protect your child in today's digital world. We strongly encourage all families to attend. In preparation for this conversation, here are some tools to support healthy tech use at home.

Looking Ahead: Advocacy, Enrollment & Celebration

This spring, PAPA will be requesting an **appropriation from the New Mexico Legislature** to support the development of our performing arts spaces. If you have connections to or know any NM Senators or Legislators, please contact info@paparts.org. Advocacy from our community makes a difference!

We also ask for your help in spreading the word about PAPA and our collective work preparing students for **college rigor and excellence in the performing arts**. We are proud to share that PAPA is once again an **NMPED Spotlight School**, ranking in the **top 25% statewide** for ELA, Math, and graduation rates.

 **The PAPA Lottery is NOW OPEN!**

If you know a student interested in college preparation and performing arts, please encourage them to apply.

 **Lottery closes February 13**

 Details are available on our school website. <https://www.paparts.org/current-notifications/>

As a reminder, siblings of current PAPA students wanting to enroll at PAPA next school year, must complete a lottery form for sibling preference.

We look forward to a joyful, focused, and inspiring spring semester together!

Cheers!

Tamara Lopez

Executive Director

Public Academy for Performing Arts



RUNNING FASTER FOR PERFORMING ARTS

2026 LEGISLATIVE SESSION CAPITAL OUTLAY REQUEST

Performing Arts Equipment Purchase

\$500,000 to plan, design, construct, purchase, equip, renovate and purchase a portable stage, sound equipment, performance lights, portable seating, a security system and computer upgrades for the Public Academy for Performing Arts located in Albuquerque, in Bernalillo county. **LCS ID: 215**

The Public Academy for Performing Arts is a performing arts school without a performing arts space!

PAPA is a
public school
in ABQ.

For more information, contact:

Robert Apodaca (Consultant)
505-412-1057 | advisory.rma@gmail.com

Tamara Lopez (Executive Director)
505-830-3128 | tlopez@paparts.org



Samantha D. Wolfe
Partner
Phone: (303) 295-8479
Fax: (303) 374-5073
sdwolfe@hollandhart.com

December 22, 2025

Public Academy for Performing Arts
Tamara Lopez, Executive Director
11800 Princess Jeanne Ave NE
Albuquerque, NM 87112
tlopez@paparts.org

Re: Engagement Agreement

Dear Tamara:

Thank you for asking Holland & Hart LLP (“Holland & Hart”) to provide legal services to Public Academy for Performing Arts (“Client”). We look forward to working with you. To ensure that our client relationship with you is productive and satisfying it is important to explain at the outset general terms of our engagement with you, as well as how we charge for our services and expenses. This engagement letter, any addenda, and the attached Terms of Service will therefore confirm our mutual understanding of the scope of our work, the financial terms which apply, and other aspects of our engagement (collectively, the “Engagement”).

Scope of Work. In this matter, you are engaging us to perform only the following specific services: Provide general immigration advice for discrete issues on which you may seek our advice from time to time in which we agree in writing (including email) to advise you. Where applicable, we may need to run conflicts checks, and our ability to provide advice will be subject to conflict clearance. We are setting up for our internal billing purposes a separate billing matter number to be called “General Immigration” so that you can track the legal advice we provide related to general immigration matters as they arise.

If Public Academy for Performing Arts requests that Holland & Hart represent any individual employees of Public Academy for Performing Arts or their dependents in application process matters the following language will apply for those representations:

It is acknowledged that Holland & Hart will represent both Public Academy for Performing Arts and the Employee and/or Employee’s dependent(s) in that matter(s), and both parties’ consent to joint representation. It is presumed at the time requested to take on said matter(s), neither you nor we perceive any conflicting or differing interests between Public Academy for Performing Arts and said individual(s). It is acknowledged that Holland & Hart will represent both Public Academy for Performing Arts and the Employee and/or Employee’s dependent(s) in that

matter(s), and both parties' consent to joint representation. It is presumed at the time requested to take on said matter(s), neither you nor we perceive any conflicting or differing interests

between Public Academy for Performing Arts and said individual(s). If during the course of the representation, we perceive any conflicting or differing interests between Public Academy for Performing Arts and said individual(s), we will advise you of that fact at once. Similarly, you will advise us at once if you come across differing or conflicting interests of which we are not aware, now or later during the course of the representation. In that event, we may not participate in the resolution of any such conflict between Public Academy for Performing Arts and said individual(s); rather you will attempt to resolve your differences between yourselves in such manner as you determine to be proper. In the event of a conflict between the representation of Public Academy for Performing Arts and said individual(s), we will request the individual(s) to agree to allow Holland & Hart to continue representing Public Academy for Performing Arts and to cease representation of the individual(s). All communications between Public Academy for Performing Arts and said individual(s) with Holland & Hart regarding that matter(s) are considered shared between both parties, meaning we shall treat all communications from any of you relating to the matter as being communicated by all of you, and such communications and all of our advice will be freely available to any of you during the course of our representation and in any dispute that may arise among you after our representation has concluded.

Once this work is completed, our representation will conclude unless you and we otherwise agree. Of course, we would welcome the opportunity to discuss assisting you on such other matters as you request and we expressly agree in writing to accept.

Staffing & Fees. We presently contemplate that our work for you will be staffed by me.

My hourly rate currently is \$690 per hour.

Terms of Service & How We Charge. Attached is a copy of our Terms of Service, which will apply to this Engagement. A copy of the current 2026 flat fee schedule is enclosed. On matters on which you engage us under a flat fee arrangement, our fee will not be increased or decreased based upon the number of hours spent.

Conflicts of Interest. Holland & Hart has a diverse and broad practice representing clients from a wide range of industries. Therefore, we prefer to address potential future ethical conflicts of interest at the outset of our representation. Please review the attached Advance Waiver addendum for more information.

If this Engagement correctly conveys your understanding of the scope of the services to be rendered to you by Holland & Hart and if all of the terms set forth are satisfactory, then please sign a copy of this letter and return it to me. Please also retain a signed copy of this letter and the attachment for your records. If any of the terms set forth in this letter or the attachment are not satisfactory to you or if you have any questions regarding the terms, please contact me



Public Academy for
Performing Arts
December 22, 2025
Page 3 of 10

immediately so that we can discuss them. In any event, unless we hear from you to the contrary, we will proceed with our representation of you on the terms stated in this Engagement.

Thank you for the opportunity to be of service. We value the relationships we are able to build with our clients. If at any time you have a question or concern, please feel free to bring it to my attention or to the attention of any other attorney responsible for your representation at Holland & Hart.

Sincerely yours,

A handwritten signature in cursive script that appears to read "S Wolfe".

Samantha D. Wolfe
Partner
of Holland & Hart LLP

Public Academy for Performing Arts

Tamara Lopez, Executive Director

Date: _____

Enclosure

ADVANCE WAIVER

Holland & Hart is a large law firm with a broad footprint throughout the Mountain West and in Washington DC. With an extensive number of practice areas, we serve many clients across a wide array of industries. This can lead to representation of clients who are competitors of each other and representation of one client adverse to another client in legal matters.

In an effort to address these potential conflicting issues at the outset of this representation, we agree that by taking on this representation, we shall be disqualified from representing any other client with an interest directly adverse to yours (i) in any matter which is substantially related to our representation of you, and (ii) with respect to any matter where there is a reasonable probability that confidential information you furnished to us could be used to your disadvantage. In exchange for our agreement to represent you in this matter and future matters (if any), you understand and agree that, with these exceptions, we are free to represent other clients, including clients whose interests may conflict with yours in litigation, business transactions, or other legal matters now or in the future and you agree that our representing you in this matter and other matters will not prevent or disqualify us from representing clients adverse to you in other unrelated matters and that you consent in advance to our undertaking such adverse representations.

Such unrelated matters may include, but are not limited to:

- a. Representation of other clients in the advice and counsel (including but not limited to drafting, negotiating, and interpreting) of agreements, contracts, licenses, mergers and acquisitions, joint ventures, loans and financings, securities offerings, legal opinions, and/or other legal documents to which you will be a party or that may affect your rights or obligations;
- b. Representation of other clients in power purchase agreements, interconnection agreements, asset or company purchase agreements, build transfer agreements, energy storage or energy services agreements, tolling agreements, shared facilities agreements, fuel supply agreements, solar rewards programs, virtual net metering programs, community solar subscription agreements or other subscription agreements of any kind, constructions agreements, transmission agreements, facilities agreements, and any other project-related or similar contracts, in which you are an interested party;
- c. Representation of other clients in bankruptcy, reorganization, receivership, liquidation, or other insolvency matters, whether judicial or non-judicial, or formal or informal, including representation of creditors, debtors, receivers, liquidators, or other parties of interest or professionals in domestic, or cross-border or other foreign matters in which you are a creditor, debtor, receiver, liquidator, or other party in interest or professional;
- d. Representation of other clients in advice and counsel on the existence, scope and/or validity of intellectual property rights and advice and counsel on protecting those rights, including but not limited to patents, copyrights, trademarks, trade secrets or other intellectual property rights in ways that may limit or constrain your rights;
- e. Representation of other clients in advice and counsel on real estate, zoning and environmental matters in which your interests in real property may be involved or adversely affected, or in which you may face liability for environmental contamination;
- f. Representation and advocacy of other clients regarding legislative issues, policy issues (including rulemakings, administrative proceedings and enforcement proceedings), or regulatory issues, including, but not limited to, any regulatory proceeding regarding cost recovery, such as rate proceedings, deferral mechanisms, riders, and/or adjustment clauses, or regarding applications for regulatory approval including

but not limited to certificates of public convenience and necessity, resource planning, wildfire mitigation, demand side management/beneficial electrification, clean heat plans, electric or natural gas infrastructure, and FERC matters in which you are interested party;

- g. Representation of other clients in any matter involving any aspect of the oil and gas industry including, but not limited to, matters involving title to oil and gas properties, joint operating agreements, contracts, mergers and acquisitions, operational issues, tax, royalty (governmental or private), injury to property, personal injury, governmental investigations, environmental issues, and climate change issues, to which you will be a party or that may affect your rights or obligations;
- h. Representation of other clients in wage garnishment matters and/or third-party discovery requests (including subpoenas for documents or depositions) to be served on you, and discovery requests (including subpoenas for documents or depositions) that have been served by you on others;
- i. Representation of other clients regarding the existence of actual or potential legal claims that our other clients may have against you or that you may have against them, in disputes with you of any nature ("dispute" is defined as a pending, threatened, or likely litigation, arbitration, bankruptcy, adversary proceeding, contested motion, or alternative dispute resolution process); and
- j. Representation of other clients in any other transactional matter not listed above.

We understand and agree that this is not an exclusive agreement, and that you are free to retain any other counsel of your choosing and that you have a right to revoke or modify this advance waiver in any respect at any time. However, if you do revoke or modify this advance waiver in any respect, you agree and consent to our withdrawal from our representation of you in accordance with the applicable Rules of Professional Conduct.

Additionally, if you revoke or modify this advance waiver in any respect, Holland & Hart may represent the parties adverse to you in the matter in future, unrelated matters which are not substantially related to the matter in which we represented you. In these situations, Holland & Hart will not utilize proprietary or confidential information we have obtained from you in the course of our representation of you in any subsequent matter in which we represent a client adverse to your interests.

This will also confirm that we advised you to consult with independent counsel, and that you have had an adequate opportunity to do so, before providing your consent and agreeing to this advance waiver. We appreciate your understanding of the business necessity of our taking this approach.

This advance waiver will become effective when we begin work on your matter.

Terms of Service

The terms below apply to this matter. Any subsequent reengagement of Holland & Hart will be governed by the terms in this Engagement, unless we separately agree in writing to other terms at that time.

Engagement Terms Applicable to All Matters

Applicable Rules of Professional Conduct

This Engagement will be governed by the Rules of Professional Conduct in effect in the jurisdiction of the Holland & Hart office handling this Engagement, unless this Engagement requires appearance before a Tribunal, in which case the Rules of Professional Conduct adopted by the Tribunal will govern.

Identification of Clients

Holland & Hart's representation is limited to the client(s) named in the Engagement. References to "you" and "your" refer to the Client(s) in this Engagement, rather than to its employees, officers, directors, managers, stockholders, or members in their individual capacities, nor will it refer to any affiliated entities. During the course of this representation, our only client is the entity or entities identified in the Engagement and not the aforementioned individuals, or additional entities, unless otherwise agreed to in writing by us.

Consultation With Ethics Counsel

Holland & Hart is a large law firm that represents many clients and handles a great number of complex matters each year. From time to time issues arise that raise questions as to our duties under the professional conduct rules that apply to lawyers. These might include conflict of interest issues and could even include issues raised because of a dispute between us and a client over the handling of a matter.

We believe that it is in our clients' interest, as well as Holland & Hart's interest, that in the event legal ethics or related issues arise during a representation, we receive informed analysis of our obligations. Accordingly, as part of our agreement concerning our representation of Client, you agree that if we determine in our own discretion during the course of the representation that it is either necessary or

appropriate to consult with our firm counsel – both Holland & Hart's internal counsel and, if we choose, outside counsel – we have your consent to do so and that our representation of you shall not, thereby, waive any attorney-client privilege that Holland & Hart may have to protect the confidentiality of our communications with counsel.

Retention of Client File/Records

We will maintain records related to this Engagement in formats and organization that we, in our sole professional judgment, determine are efficient and appropriate for the conduct of this Engagement. After the Engagement ends, meaning the date of our last bill for services in this matter, we will maintain or destroy these records in accordance with our then-existing record retention policy. If the firm determines that the records should be destroyed, and fewer than 7 years have elapsed from the conclusion of the Engagement, we will first give you written notice of our intention to destroy the records at your last address known to us. The notice will inform you that the records will be destroyed 60 days after the date of the notice unless you notify the firm in writing that you want the records to be sent to you at your expense. If the notice is returned to us as undeliverable, we will destroy the records, as the lack of a correct forwarding address will indicate that you have abandoned them. If at any time you request transfer of the records to which you are entitled, we reserve the right to transfer them in the paper and/or electronic formats and organization in which we maintained them. In that event or if you request destruction of the records, we reserve the right to retain (at our expense) a copy of any part of the records for any reason, such as to comply with legal or ethical obligations.

Conclusion of Representation

If we have not billed you in 12 months, we will deem our representation concluded, close the file, and

consider you a former client for conflict purposes. The legal work subject to this Engagement will conclude upon the date of the last bill regardless of whether a concluded matter communication has been sent.

Generative Artificial Intelligence

During the course of this Engagement, the firm may use generative artificial intelligence (“GenAI”) to enhance and streamline certain aspects of our services. While not an exhaustive or all-inclusive list, we may, for example, use this technology to aid in document analysis, assembly or management, summarize information, assist in legal research, analytics, or workflow management, and assist with billing and correspondence. Like any technology, GenAI carries some degree of risk, which may include the risk of errors in GenAI-generated content, data security vulnerabilities, and system malfunctions. We have implemented reasonable measures to safeguard against these risks, and our lawyers maintain oversight of GenAI-generated outputs. We believe and, by engaging our services, Client agrees that the benefits of using this technology outweigh the related risks, and you consent to the use of this technology.

Some clients may be tempted to conduct AI research of legal issues on their own or to run our work product through AI tools in an effort improve the ultimate work product. We strongly advise against doing so for the following reasons:

(1) Other than internal/offline AI tools, GenAI tools lack basic privacy and confidentiality controls, meaning client data and strategy may be exposed to the outside world. This loss of privacy and confidentiality may harm clients in unpredictable ways. Moreover, such loss of privacy and confidentiality may result in a waiver of the attorney-client privilege which otherwise applies to our representation.

(2) GenAI is prone to “hallucinations,” meaning it sometimes makes up data that is false despite looking authoritative. In other words, the results from GenAI are less than reliable. Indeed, such AI generated hallucinations, when incorporated into legal work, have resulted in serious sanctions against parties and attorneys.

(3) Because of its unreliability, work run through AI and strategies generated by AI must be very thoroughly scrutinized, sometimes adding to legal expenses rather than reducing them.

Corporate Transparency Act

Effective January 1, 2024, the Corporate Transparency Act, 31 USC § 5336 (“CTA”), and the rules adopted thereunder, 31 CFR § 1010.380, require entities that qualify as “Reporting Companies” to file Beneficial Ownership Information reports with the Financial Crimes Enforcement Network (“FinCEN”).

You may have obligations to file, update and/or correct reports pursuant to the CTA or a similar state or federal law with reporting requirements. Our representation does not include responsibility to advise on the applicability of or compliance with the CTA or adopted rules, or to otherwise undertake any filing obligation pursuant to the CTA or any similar state or federal reporting requirements unless we have agreed in writing through a separate engagement.

Insurance Coverage

You may have insurance policies relating to a matter for which you engage us that might cover, among other things, reimbursement of attorney’s fees and costs. If coverage is potentially available, including coverage for our fees and costs, your appropriate insurance company must be notified as soon as possible. Whether, when, and to what extent the insurance coverage might be available to reimburse all or a portion of our fees and costs, you nevertheless remain primarily obligated for amounts owed us.

Unless otherwise stated, our present Engagement does not include responsibility for review of your insurance policies to determine the possibility of coverage for the claim asserted in this matter, for notification of your insurance carriers about the matter, or for advice to you about your disclosure obligations concerning the matter under the federal securities laws or any other applicable law.

Judgments

Our Engagement does not include responsibility to report, record, renew, enforce, or collect any judgment

obtained on your behalf unless we otherwise specifically agree in writing.

Electronic Signatures

This Engagement may be executed in any number of counterparts, each of which when so executed and delivered shall be an original, but all of which shall together constitute one and the same instrument. This Engagement may be executed and delivered by facsimile transmission, by electronic mail in ".pdf" or any electronic signature complying with the U.S. federal ESIGN Act of 2000 (e.g., www.docusign.com) or the Uniform Electronic Transactions Act (or other similar law) in effect in the applicable jurisdiction.

Educational Materials

We may inform Client of developments in the law through newsletters or similar client alerts either during the Engagement or after its conclusion. Such materials are merely educational and are not legal advice. Holland & Hart does not have an obligation to continue to advise the Client about developments or changes in laws that might affect the Client's future rights and liabilities unless the Client expressly engages us to do so.

Intellectual Property Docketing Vendors

Holland & Hart provides services to clients utilizing, in some cases, outside vendors to calendar and track filing deadlines related to patent matters. The vendor may be located inside or outside of the United States, and you consent to the use of these vendors and services.

No Renewal Obligation

We do not undertake to renew or maintain any trademarks, trade names, patents, corporate filings, UCC financing statements, judgments, or other filings, unless (i) we otherwise specifically agree in writing, and (ii) we are currently representing you at the time the renewal is required. As a matter of courtesy only, we may from time to time voluntarily provide you with notices of future events or activity affecting your rights related to such filings or other documentation we have prepared, but any such notices shall not be regarded as evidence of an obligation to provide them

to you, any ongoing representation, or any assurance that such notices will be provided in the future. If we do give you any such notice, we will not take any action related to the notice unless you instruct us to do so in writing and we agree in writing to take such action.

Colorado Pricing

Unless a fixed price is agreed to beforehand in writing, the total cost of these legal services cannot reasonably be known at this time. In addition to the hourly rates of the lawyers and other service providers, the factors that determine the total cost include time and labor required, the novelty and difficulty of the questions involved, acts of the opposing party or their counsel, the skill required to perform the services, and the experience and ability of the lawyers performing the services. The total cost may therefore vary.

Nevada Disclosure

Under Rule 7.5A(c)(5)(ii) of the Nevada Rules of Professional Conduct, we are required to make the following disclosure: Holland & Hart has offices located in Las Vegas and Reno, which are staffed with lawyers who are admitted to practice law in the State of Nevada. In addition, we have lawyers admitted in other jurisdictions where Holland & Hart has offices, including Colorado, Utah, New Mexico, Wyoming, Montana, Idaho, Alaska, Arizona, and Washington D.C. We may seek assistance from other lawyers who are not admitted in Nevada but who will work with our Nevada-admitted lawyers. As the Engagement proceeds, we may enlist the services of other firm lawyers, not admitted in Nevada, in order to provide all of the legal services you have requested.

Reportable Transactions/No Imposed Confidentiality

Certain transactions become "reportable transactions" under the Internal Revenue Code and the associated regulations if an advisor, including a lawyer, requires them to be kept confidential. Holland & Hart does not require such confidentiality. Accordingly, Holland & Hart agrees that you (and your employees, representatives or other agents) may disclose to any and all persons, without limitation of any kind, (i) the Federal income tax treatment and the facts relevant to

understanding the Federal income tax treatment of our representation of you and any transaction with which we may assist, and (ii) all materials of any kind (including opinions or other tax analyses) that are provided to you by Holland & Hart relating to such tax treatment and such facts. In addition, Holland & Hart does not claim that any tax information provided by it is proprietary or exclusive.

New Mexico Succession Plan

Pursuant to New Mexico Rule of Professional Responsibility 16-119, Holland & Hart has a succession plan in place for all New Mexico-licensed lawyers.

New Mexico Gross Receipts Tax

When an attorney or paralegal performs legal services for you while located in New Mexico, state law requires us to charge and collect a gross receipts tax (GRT) on the amount billed for services. The applicable GRT rate is for work performed in the City of Santa Fe, where our office is located. The amount of the GRT is subject to change and set by state and local counties and municipalities. Unless we agree otherwise in writing, the GRT will be listed as a separate line item on our invoices.

How We Charge For Our Services and Expenses

A specific attorney (the “relationship attorney”) is responsible for billing with respect to each matter we undertake for Client. In addition to serving as your primary contact and either performing or overseeing services provided for you, the relationship attorney will review and approve each statement you receive from us.

Our usual practice is to send a statement for services and expenses monthly. Our statement describes the services we have performed on your behalf so that you have a current understanding of any charges and expenses. If we have a written agreement for some other arrangement, we will proceed accordingly.

Our responsibility is to ensure that you receive an accurate and fair statement. In return, we expect you to pay our statements within 30 days of the statement date, unless we have otherwise agreed. We accept

payment by company or personal check, Fedwire transfer, or electronic funds transfer, in each case denominated in United States dollars. We do not accept payment by credit or debit card unless we agree to specific arrangements at the time.

We encourage you to raise any questions or comments regarding any statement with your relationship attorney. If you fail to keep your account current, we reserve the right to terminate our representation in accordance with applicable ethical rules. We also reserve the right to assess a late payment charge at the rate of 1% per month on any unpaid balance beginning on the 30th day after the date of the statement.

Fees for Services

Our Engagement sets forth the terms on which we will charge you for our services. If we are providing services on an hourly basis, our Engagement discloses the current hourly billing rate of the attorneys and other service providers who will work on matters for you. From time to time other attorneys and service providers may be involved in your work. Their names and hourly rates will be reflected in our statements. In general, these are our ranges of current hourly rates: Partners, \$500 - \$2000; other attorneys, \$375 - \$1,310; and other service providers, \$120 - \$835. Our fees, whether based on our time or otherwise, are exclusive of any taxes that we are required to collect under applicable law, which will be added to our statements. Please note that we review and adjust our billing rates annually, and our adjusted billing rates typically take effect on January 1, unless we have agreed to a different arrangement or timing. You will be advised of changes in billing rates in the first statement that includes charges for services at any such adjusted rate.

Our fees are not contingent upon the outcome of the matters we handle for you, unless we separately agree in writing otherwise. Any fee projections or budgets regarding charges are only estimates. We cannot guarantee what charges will be necessary to resolve or to complete your matters.

You may have the right to recover attorney's fees from a third-party by contract or law. In such instances, we may assist you with seeking to recover all permitted fees and costs. Sometimes a court is reluctant to award the full amount of fees and costs, or any fees and costs. In any instance where a court determines that an

amount is less than our charges, you remain responsible for the full amount of our fee.

Expenses

You will be invoiced for certain direct expenses incurred in the course of providing legal services to you such as filing fees, incorporation fees, charges from court reporters, overnight courier fees, messenger fees, and similar expenses. If we retain local counsel, vendors, consultants, experts, or other third parties in connection with our representation of the Client ("Third Parties"), we do so as the Client's agent. We are not responsible for any act or omission of Third Parties, and the Client is solely responsible for payment of all invoices issued by such Third Parties. Typically, we require the Client to pay Third Party fees and expenses directly. In rare cases, we may agree in writing to advance Third Party fees and expenses on the Client's behalf, and such payments will be included on our invoices for reimbursement.

We charge expenses to your bill with no markup for handling and no surcharge for the cost of carrying the

charge until you make payment. Notwithstanding the foregoing, unless we otherwise agree, we expect you to pay directly (or prepay through a retainer) any expenses over \$2,500 invoiced by persons or companies outside our firm for your account. If we receive a subpoena or other request for documents from the Client's file, we may charge the Client and Client agrees to pay the fees and costs of responding to such requests.

Litigation Support and Trial Preparation

Holland & Hart provides a variety of litigation support and trial preparation services and products. These services and products include discovery management, trial consulting, witness preparation, jury selection, preparation of multimedia trial exhibits, trial setup, and document imaging. The charges for these services and products will be established by agreement between the Holland & Hart relationship attorney and Client at the inception of the Engagement, or in the alternative, when the need for such services arises.

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PERM Employment-Based Green Card Process

3

Stage 1: PERM
Labor
Certification
Application

- Confirm the minimum requirements for the permanent position offered.
- Confirm the minimum requirements for the permanent position offered and draft and submit the prevailing wage request. Employee works with prior employers to obtain employment verification letters confirming skills required for PERM.
- Labor Market Test (recruitment) performed by Employer
- PERM is filed with Dept. of Labor

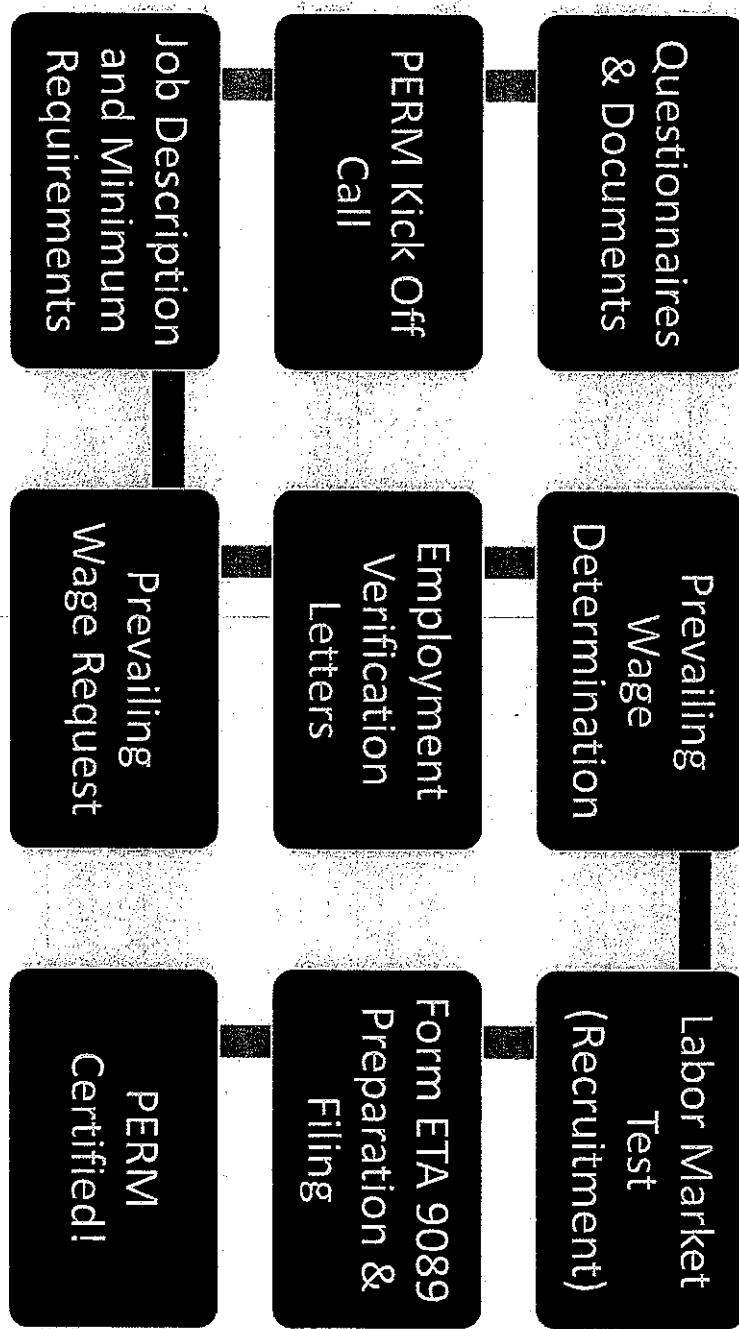
Stage 2: I-140
Immigrant
Petition

- Filed with USCIS within 6 months of PERM certification
- USCIS issues I-797 Approval Notice with priority date
- Priority date is based on when the PERM was filed and is formally established when the I-140 is approved

Stage 3: I-485
Adjustment of
Status (Green
Card)

- Filed with USCIS once the priority date becomes current (wait time depends on country of birth and monthly visa bulletin)
- Employer attests to continuing intent to employ foreign worker in the PERM/I-140 position

Stage 1: PERM Roadmap Deep Dive



Stages 2 & 3

36

- Stage 2: I-140 Immigrant Petition
 - When the PERM Labor Certification Application is certified, Holland & Hart will work with the company and employee to prepare the I-140 petition.
- Stage 3: I-485 Adjustment of Status (AOS/Green Card)
 - The I-485 forms can be filed together only if there is an “Immigrant Visa” number immediately available based on the Visa Bulletin issued monthly
 - 2 Visa Bulletin Charts: Final Action Dates (dates when visas may finally be processed) vs. Dates for Filing (earliest dates when applicants may submit AOS applications)
 - Availability is based on the Country of Birth, not nationality
 - Employment-Based categories through the PERM process fall into 2 categories which are determined by the permanent position’s minimum requirements (not based on whether the employee has higher credentials):
 - EB-2: Employment Based 2nd Preference; OR
 - EB-3: Employment Based 3rd Preference

Key Issues to Consider

- Qualifying degree and skills must have been gained BEFORE the Employee started with the employer (few exceptions apply)
- Must disclose any subsidized benefits that the employer provides to the employee, including (but not limited to):
 - Education costs
 - Housing/Relocation
- Changes in the Role: Changes in job title, duties, location, and/or employing entity, particularly prior to the PERM being filed **MUST** be analyzed as it may have impacts on the test of the labor market. *Please notify your Holland & Hart attorney of any changes to the position.*

PUBLIC ACADEMY FOR PERFORMING ARTS

26-27 Draft



July '26						
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School Days 168

PD Days 11

Early Release 14

Virtual 2

Final Registration Last Day	In-Service	1st Day

38



Early Release: 1st Period: 8:00 AM – 8:42 AM

2nd Period: 8:45 AM – 9:27 AM

3rd Period: 9:30 AM – 10:12 AM

4th Period: 10:15 AM – 10:57 AM

A Lunch: 10:57 AM – 11:27 AM/ **5th Period** (for A Lunch students): 11:30 AM – 12:12 PM

5th Period (for B Lunch students): 11:00 AM – 11:42 AM/ **B Lunch:** 11:45 AM – 12:15 PM

6th Period: 12:18 PM – 1:00 PM

7th Period: 1:03 PM – 2:15 PM

2:20-3:18 NHS Sponsored Study Hall in Cafe'

2:20-3:00- Student Staffing & Special Education Department Collaboration

3:05-4:30- PLC & Arts Integration planning/ collaboration/Senior Showcase Coaching/Special Performance Rehearsals/ALL State Prep

Special education service hours for students with 8th-period study skills:

Calculating service time on the IEP for early release days:

168 school days- 14 early release days = 154 8th period included days

154 8th period included days x 54 minutes = 8,316 minutes per year

8,316 minutes per year/10 instructional months = 831.6 minutes per month OR

8,316 minutes per year/2 semesters= 4,158 minutes per semester

Special education service minutes are an approximation of regular minimum guaranteed service level and take into account natural calendar fluctuations (i.e. Mondays off for federal holidays, etc.). These minutes are typically reflected as weekly, monthly, or semester minutes total to indicate an average time of service for the IEP student.

Justification for Early Release to Support Teacher Collaboration: Effective teaching requires ongoing collaboration, strategic planning, and professional learning. Currently, our teachers do not have dedicated time within their contract hours to engage in critical collaborative practices that directly impact student success. To address this gap, we propose an early release once or twice a month to provide structured collaboration time.

This dedicated time will allow teachers to:

- Plan meaningful arts integration and interdisciplinary lessons.
- Collaborate to support students with IEPs/align instruction w/ accommodations and modifications.
- Collaborate on BIP monitoring data/ exchange behavioral support best practices & strategies.
- Develop & refine behavior intervention plans/ensure positive student outcomes
- Engage in individualized planning between co-teachers/enhance instructional effectiveness
- Participate in a true Professional Learning Community (PLC) model, strengthening best practices and student-centered instruction.

The early release structure would maximize impact:

- For Core teachers, the first portion would focus on student staffing, data review, and implementation of best practices.
- The second portion would provide access to the special education team to address individual student needs and facilitate deeper collaboration.
- By granting this dedicated time, we empower our teachers to work proactively rather than reactively, ultimately leading to improved student outcomes, stronger instructional practices, and a more cohesive school community. Investing in structured collaboration is an investment in student success.
- For Arts teachers, time can be spent in department meetings, collaboration, Senior Panels, rehearsals, or special projects decided in the department.
- By granting this dedicated time, we empower our teachers to work proactively rather than reactively, ultimately leading to improved student outcomes, stronger instructional practices, and a more cohesive school community. Investing in structured collaboration is an investment in student success.
- **The proposed 26-27 schedule calls for 2 less early release dates**

Public Academy for the Performing Arts