



515 Park
Ave

Gallup, NM 87301

www.hozhoacademy.org

Hózhó Academy Governing Council Board Meeting Agenda/Minutes

Tuesday, May 26, 2026 — 5:30pm

Hózhó Academy Campus and on [Zoom](#)

<https://us06web.zoom.us/j/84988963903?pwd=bjpc1UiYYfMqg1HCl9Cj55bzglCKpj.1>

Meeting Type: x Regular Special Proposed Approved

- I. Meeting was brought to order at 5:42 pm
- II. Pledge of Allegiance led by King
- III. Roll Call [SECRETARY]

Members:	Present	Absent
Gabriel Suk	x	
Erin Montano	x	
Brinn King	x	
Bill Lee		x
Rebecca Boucher	x	
Mark Macik		x (resigned)

Other Attendees: Juliane Hillock, Dan Hill, Katie Rarick

IV. Consent Agenda

- a. Motion: Motion to approve agenda for today as well as tabling May 19th minutes and approve 9 BARS as discussed by Katie by King
- Second: Boucher
- Amendments: [BLANK]

Unanimous or Ayes:	Nays:
Suk	x
Montano	x
King	x
Boucher	x

b. Approve the May 26, 2026 agenda

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c. Approval of May 19, 2026 Minutes - tabled

d. Action Requested: Approval of April 2026 Bank Recs and Check Registers

e. Approval of BARS

- i. 45-D IDEA-B (\$61,144) - adjustment for everyone
- ii. 46-D Preschool IDEA-B (\$244)
- iii. 47-IB CSP \$1,500,000 - BAR planned for next years budget
- iv. 48-I Operating \$302,929.33 - safe harmless BAR- separate issue with PED. At risk number went down since smaller being in Gallup- to help compensate for decrease
- v. 49-I Title II \$14,734 - carryover from previous years
- vi. 50-I Title I 29,67.97 - carryover from previous years
- vii. 51-I Title IV 3,602.06 - carryover from previous years
- viii. Additional BARS - 2 additional:
 - 52-I- additional impact aid \$42k
 - 53-D- decrease pre-K funding- \$84k

V. Action Requested: Move to the new PEC Framework

We were on a different framework for academic performance assessment. Switch (Rebecca Berg) but will stick with state option 1- when renew could switch to state option 2 or 3. The state wants an amendment now. Nothing will change with testing but changes how the state will grade us to put us on

a more level playing field.

Motion: Motion to move to the new PEC Framework
option 1 by Suk

Second: King

No correction or objection: [BLANK]

Unanimous or Ayes: Nays:

Suk	x
Montano	x
King	x
Boucher	x

VI. Action Requested: Update Staff Background Check Policy

Background check every 3 years previously but now we have our own ROI number so we can set our own standard. Will have everyone re-administer background checks this year then follow policy. In the future would possibly get an update from ROI company. Cost is on part of employee- could table to find out if we get charged if a ping occurs in future based on current employees. How would record keeping occur? ROI sends us a record- administration needs a person to maintain- at this point is in the HR file from FBI. Suk recommending something like a spreadsheet to monitor that background checks were completed and how often. Hillock suggests to have JR and Brittany create system to be more robust. Department of Safety has system in place that we could access with ROI # per JR. Previously had to go through FBI and request. JR- we can get updates on any ping that would come through along with existing duty to inform

Motion: motion to table pending JR and Gabe making policy
more robust by Suk

Second: Boucher

No correction or objection: [BLANK]

Unanimous or Ayes: Nays:

Suk	x
Montano	x
King	x
Boucher	x

VII. Action Requested: Nepotism Wavier

Brooke has worked 5 years for Hozho- SPED, scheduling, testing uploading etc. Olivia as SPED teacher would move here from CA. Separate vote for each waiver. Suk wants to consider setting up mechanism for new hires being different from carryover hires to make process clearer. Currently, not a lot of guidance to know when or how to approve further hires that need nepotism waivers. Do we have time for this? Hillock- need to have spot filled- not a lot of time to address- would need to interview someone else. Suk wants to make sure we are not having a closed loop process- need to do our due diligence in vetting all possible candidates. Hillock- it has been publicly posted with no current other candidates. Hill- needs to be a clear competitive process and policy/procedure with no favoritism for how person would be managed with fair oversight pathway established. Example- a specific person would be overseeing management and if there are pressure issues can be separately dealt with i.e. vice principal etc. Cants be overseen by board. Suk wants to make sure proper channels are followed- don't want to play catch up after the fact- long term to have standards established now- table to have opportunity to set it up properly. Bylaws would be amended/policy language to reflect how we want it handled going forward with hiring and filling positions. Will table and bring it up at next meeting to give us time to review.

Motion: motion to table nepotism waiver by King

Second: Boucher

No correction or objection: [BLANK]

Unanimous or Ayes:

Nays:

Suk	x
Montano	x
King	x
Boucher	x

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VIII. Action Requested: Business Manager and GC Chair to approve BARs until July 10, 2026

Every year at this time-clean up especially with 10 extra days, clean up operational funds- would be reviewed at following meeting.

Motion: motion to allow business manager and GC Chair to approve BARS until July 10, 2026 by Suk

Second: King

No correction or objection: [BLANK]

Unanimous or Ayes:

Nays:

Suk	x
Montano	x
King	x
Boucher	x

IX. Action Requested: FY27 Budget Approval

Coverage to meet rent, additional 10%, and \$1.6 million cash (45 days) both required by bond. Additional rent for middle school. A lot of next steps- hard next year when adjusting for staffing, enrollment changes etc.- all will make it challenging budget wise. Very conservative carryover to give us a bit more cushion (\$300k at this time) Following years will be easier because will have a base to go off of. IDEA, title IV, II. Operational budget all numbers from PED. Most of salaries and benefits are in operational fund details. Fundraising for trips were around \$100k. Benefits increased by 2.6%- what school pays is up to 80% and totalled about \$500k increase. Different landscape approaching due to bond covenants- cannot be violated or they could change terms of agreement. Re-establish internal fiscal controls- a lot of responsibility has fallen onto Juliane's shoulders in the past- need to be more proactive and no longer reactive for more long term stability. Need to centralize. Always have ability to modify to fit future needs. Bond is making this budget different. Cash on hand is required- one time pain for long term gain. Where we really need to watch: payroll and supplies. Growth so fast has made us play catch up every year but Bond will set us up for long term stability improvements. Salary schedule did not change this year to avoid inflated salary schedule. Board taking on more duties to help with budget and calendar preparation i.e. getting calendar out earlier even if it is a provisional calendar.

- a. Title I
- b. IDEA
- c. Operational
- d. Salary Schedule
- e. Calendar

Motion: motion to approve FY27 Budget with these 5 subsets as presented by Boucher

Second: King

No correction or objection: [BLANK]

Unanimous or Ayes: Nays:

Suk	x
Montano	x
King	x
Boucher	x

X. Action Requested: Bilingualism-Biliteracy Request

Policies that come with policies to get seal posted on diplomas- informs PED that we are adopting NMSA- 22-1-9.1 and 6.32.3 NMAC

Motion: motion to approve bilingualism-biliteracy request by Suk

Second: King

No correction or objection: [BLANK]

Unanimous or Ayes: Nays:

Suk	x
Montano	x
King	x
Boucher	x

XI. Action Requested: Axiom's FY27 Contract

In addition to contract as listed, wanting to approve additional in-depth financial support- usually for new schools- \$40k increase Katie Rarick would be this role for Hozho- will free her up with Axiom to help us maintain financials to give us coverage we need and flexibility to change in the future- overall would minimize payroll addition but not hiring outside. King- do we have additional funds to pay this? Yes- need to spend to keep long term goals met- will hopefully find the \$40k due to extra financial help. Invest smartly w/ new financial landscape.

Motion: motion to approve axioms FY27 contract and increase relationship with indepth financial support with Katie Rarick by King

Second: Montano

No correction or objection: [BLANK]

Unanimous or Ayes: Nays:

Suk	x
Montano	x
King	x
Boucher	x

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XII. Construction Report

Delay in fabric to June for dome- has to be contracted out- proprietary system. Hoping to have it ready by school year start. Landscaping added not part of contract (gratis by Murphy builders).

XIII. Board President and Committee Reports

a. Review & Feedback: Revised Bylaws (Proposed Draft)

Passed hopefully by end of the year- still on target for that and will require more work

b. Review & Feedback: Hózhó Style Guide Policy (Proposed Draft)

XIV. Principal Report

838 students enrolled, 57% native. 266 on waitlist. 66 filled out of 75 spots for Kindergarten- a lot of applications usually come in July. Pre-K is full. End of the year data NWEA math- yellow makes us higher than average in math. Reading in green in 9th, 11th, 12th- these results are not published individually NM Vistas get published about November. These scores will be important for next years renewal. If we switch to framework 2- NMASA is what we use now. Shows long term gains. 1st graduation took place and went well.

XV. Finance Report

Covered in FY27 Budget discussion earlier

XVI. Comments from the community: If you wish to submit a comment, please send an email to gsuk@hozhoacademy.org no later than noon on Tuesday May 26, 2026.

XVII. Adjourn

Meeting adjourned at 7:07 pm

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