

Johnna Bruhn, Superintendent
Lisa Davis, Business Manager
Margaret Green, Secretary

District No. 5
Mosquero Municipal Schools
P.O. Box 258 * 43 McNeil Ave.
Mosquero, N.M. 87733
Phone 575-338-4653 * Fax 575-673-2305

Board of Education

Victor R. Vigil, President
Amanda Culbertson, Vice-President
Jacob Green, Secretary
William Lewis, Member
James Ray, Member

This meeting will be held in compliance with the New Mexico "Open Meetings Act," NMSA 1978, Section 10-15-1 to 10-15-4. The following agenda sets forth subjects of the meeting. The order in which the Agenda is followed is subject to change by the Board, if a topic on the agenda is permitted by law to be discussed in closed session, the board may or may not, at that time, close the meeting as to such topic. An agenda may be obtained at the main office of the Mosquero Schools, twenty-four (24) hours prior to the meeting. All action items on the agenda are marked with an asterisk (*) and may be first studied, reviewed and discussed by committee. The meeting is also being conducted in accordance with the Americans With Disabilities Act (42 U.S.D.12101 1991). The facility where the meeting is to be held is wheel chair accessible and handicapped parking is available. Requests for sign interpretive services are available. Requests should be received at least 48 hours prior to the meeting. To arrange for those or other handicapped services, please call the number above.

Special Board Meeting
September 24, 2025 @ 6:00 PM
Superintendent's Office

Zoom link:

<https://mosquero-net.zoom.us/j/95076481269?pwd=mlkPUPgbs78znRCq3ZOWPA0i9xDLjk.1>

Meeting ID: 950 7648 1269

Passcode: 2271

1. Call to Order, Invocation, and Pledge of Allegiance
2. Approve Current Agenda
3. Visitors—Public Comment

30-7-2.1

4. Action

- Board Policy for Armed Security

5. Executive Session

- Legal

6. Adjourn

District No. 5

Dr. Johnna Bruhn, Superintendent
Lisa Davis, Business Manager
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Special Board Meeting September 24, 2025 @ 6:00 PM Superintendent's Office

Members Present:

Victor R. Vigil
Jacob Green
William Lewis
James Ray
Amanda Culbertson

Others Present:

Johnna Bruhn
Hilary Hawks
Margaret Green
Christina Vigil
Gina Martinez
Mike Shumate
Martina Artalejo
Sherrie Ray
Libbie Dawson
Bailey Roberts
Lisa Davis

Quorum was established by President Vigil.

1. Call to Order, Invocation, and Pledge of Allegiance

Meeting was called to order at 6:00 PM. The group said the Pledge of Allegiance and President Vigil led the invocation.

2. Approve Current Agenda

030-2526 **Jacob Green moved to approve the agenda as presented. Motion was seconded by William Lewis. All were in favor. Motion carried.**

3. Visitors—Public Comment No comments from those in attendance.

4. Action:

a. Board Policy for Armed Security

Superintendent Bruhn presented a draft version of policy *E-1000ECAA ARMED SCHOOL SECURITY PERSONNEL*. She read the policy aloud. Discussion followed.

Special Meeting
September 24, 2025

approved: 09/24/25

submitted to NMSBA
on: 10/8/25

Mosquero Municipal Schools Policy:

E-1000ECAA

ARMED SCHOOL SECURITY PERSONNEL

The Board determines that it is in the best interest of the District to authorize armed school security personnel to be employed by the District. In accordance with Sections 22-5-18 NMSA 1978, the Board authorizes armed school security personnel to carry a firearm on any public school premises or other District property as permitted under this policy.

Armed school security personnel shall have the following scope of duties:

- to perform the duties of school security personnel and, in addition, to carry firearms on school premises to protect students and staff from violent conduct constituting an emergency, to help ensure a safe and secure educational environment, and to mitigate loss of life during an emergency until local law enforcement arrives.

The District shall only employ former certified and commissioned law enforcement officers as Armed School Security Personnel under the conditions outlined in this policy.

This policy shall not apply to school resource officers employed by a law enforcement agency.

Definitions. The following definitions apply to this policy:

•"**Firearm**" means a handgun, as recommended by the department of public safety and authorized by the New Mexico public school insurance authority, adopted for use by a local law enforcement agency in the jurisdiction within which the District is located.

•"**School premises**" means:

- the building and grounds, including playgrounds, playing fields, and parking areas, and any school bus or vehicle of a public school, whether owned or under contract by the District, in or on which school or school-related activities are being conducted under the supervision of the Board; or

- any other public buildings, or grounds; including playing fields and parking areas that are not public school property, in or on which school-related and school sanctioned activities are being performed.

•"**Armed School Security Personnel**" means:

- Formerly certified and commissioned law enforcement officers employed by the District and authorized by New Mexico public education department ("department") and Board policy to carry a firearm on school premises.

Employment Requirements, Policies, and Procedures for Armed School Security Personnel

Prior to beginning duties for the District as armed school security personnel with authority to carry a firearm on school premises; a person shall meet the following requirements:

- provide proof that the former law enforcement officer was certified and commissioned for no less than three (3) years and left law enforcement in good standing;

- successful completion of a sixteen (16)-hour program of training, approved by the department in collaboration with the New Mexico public school insurance authority, for working with students with special needs;

- successful completion of a four (4)-hour program of training, approved by the department in collaboration with the New Mexico public school insurance authority, on cultural competency and prohibited profiling practices;

- proof of current firearms training and successful firearms qualification provided by a certified use-of-force instructor through a local law enforcement agency, or through a New Mexico law enforcement academy certified firearms instructor approved by a local law enforcement agency in the jurisdiction in which the District is located. Firearms training shall include the following:

- an initial use-of-force training program of eight (8) hours, prior to employment as armed school security personnel, including, the following topics:

- ▲resistance;

- ▲confrontational dynamics;

- ▲deadly force (when it is justifiable);

- ▲communication;

- ▲self-control, fear, and anger management in the use of force;

- ▲consequences of unreasonable force;

- ▲vicarious liability;

- ▲legality of use of force in school settings by armed school security personnel;

- ▲documenting use of force;

- ▲search and seizure; and

^other topics as recommended by the local law enforcement agency or District;

- an initial firearms training program of sixteen (16) hours prior to employment;

- prior to employment as armed school security personnel and annually thereafter, a qualification shoot requiring qualifying scores that meet or exceed the New Mexico law enforcement academy standard scores in daytime qualification shoot and night or low light qualification shoot; and

- an annual firearms manipulation training program of four (4) hours.

- a background check indicating the individual has not been convicted of a crime or engaged in behavior that violates prohibitions against ethical misconduct pursuant to the New Mexico School Personnel Act, Section 22-10A-5 NMSA 1978 or Subsection A of 6.12.12.8 NMAC, in addition to other requirements applicable to all employees; and

- any other conditions required by law, department rule, or District policy.

Limiting Scope of Work of Armed School Security Personnel:

- Armed school security personnel are prohibited from performing any other job in the District, by title or duty, other than school security, while carrying a firearm.

- Armed school security personnel do not have the power of arrest or detention as school resource officers and law enforcement agents.

- In accordance with Board Policy GBEB, physical intervention by armed school security personnel shall be used only to restrain students actively engaged in or threatening physical violence or harm toward himself/herself, other staff members, or students. Instances of such physical restraint by armed school security personnel shall be reported by the involved armed school security personnel to the school site supervisor as soon as practicable and shall be reported by the school site supervisor to the superintendent as soon as practicable.

- Armed school security personnel are "school security personnel" under Board Policy JIH and searches by armed school security personnel shall be conducted in accordance with Board Policy JIH.

Additional Armed School Security Personnel Requirements

Prior to armed school security personnel being permitted to carry firearms, armed school security personnel shall successfully pass a physical and psychological evaluation to determine suitability to carry a firearm.

- The physical examination shall:

- be conducted and signed by a licensed medical doctor;
- be completed on the department-approved form; and
- indicate the individual is fit for duty.

- The psychological evaluation shall:

- be conducted and signed by a licensed psychologist;
- be completed on the department-approved form; and
- indicate the individual is fit for duty.

The School District shall bear the cost of the physical and psychological evaluations for current and potential armed school security personnel.

Prohibitions of Employment as Armed School Security Personnel

Persons prohibited from employment as armed school security personnel include the following:

- an individual who has been convicted of a felony or a misdemeanor involving moral turpitude and the criminal conviction relates to the employment as armed school security personnel;
- an individual who has been convicted of trafficking in controlled substances, criminal sexual penetration or a related sexual offense, child abuse, or sexual exploitation of children;
- an individual who has been subject to an employment investigation or other investigation under Subsection H of NMSA Section 22-10A-5 that resulted in a finding of ethical misconduct, including:
 - inappropriate touching;
 - sexual harassment;
 - sexual assault;
 - sexual abuse;
 - discrimination; or
 - behavior intended to induce a child into engaging in illegal, immoral, or other prohibited behavior.

- an individual who has been convicted of battery on a household member or dependent, criminal damage to property of a household member or dependent, or stalking;
- an individual who has been convicted of the negligent or illegal use of a firearm; or
- an individual who has received formal discipline for the use of excessive force.

Student Records

The use of personally identifiable information from student education records shall comply with the Family Educational Rights and Privacy Act (FERPA). Armed school security personnel shall be considered a "school official" under FERPA and may be provided students' education records or personally identifiable information from education records on an as-needed basis to carry out duties for legitimate educational purposes including school premises safety. The armed school security personnel may only use personally identifiable information for the purpose for which the disclosure was made and to promote school safety and the physical security of students and staff. Armed school security personnel must comply with FERPA and may not disclose personally identifiable information obtained from education records, without prior consent, to others, including law enforcement officers, unless disclosed in compliance with FERPA consent requirements or unless the disclosure fits within one of the exceptions to consent in FERPA.

Adopted: July 16, 2024

LEGAL REF.: 22-5-18 NMSA (1978)
22-10A-5 NMSA (1978)
22-10A-40 to 22-10A-40.1 NMSA (1978)
32A-4-3 NMSA (1978)
6.11.2.10 NMAC
6.12.12.8 NMAC

031-2526 William Lewis moved to accept policy *E-1000ECAA ARMED SCHOOL SECURITY PERSONNEL* as presented. Motion was seconded by James Ray. All were in favor. Motion carried.

5. Executive Session:
a. Legal

032-2526 At 6:18 PM, James Ray moved to recess the meeting into closed session in compliance with the New Mexico "Open Meetings Act," Section 10-15-1 paragraph (H)(2) for the purpose of discussing legal matters. Motion was seconded by Jacob Green.

Roll Call Vote: Victor R. Vigil, aye; Amanda Culbertson, aye; Jacob Green, aye; William Lewis, aye; and James Ray, aye. The motion carried unanimously.

Board members and Superintendent Bruhn remained in the room; everyone else exited. During this session, Mr. Shumate was called into the meeting room.

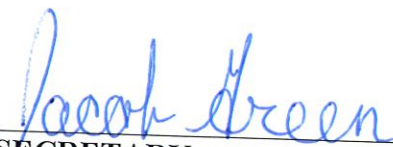
At 6:55 PM, President Vigil stated that the Board met in closed session in compliance with the New Mexico "Open Meetings Act" to discuss legal matters. President Vigil stated no action was taken.

6. Adjournment

033-2526 William Lewis moved to adjourn at 6:56 PM. Motion was seconded by James Ray. All were in favor. Motion carried.



PRESIDENT



SECRETARY

EXECUTIVE SESSION

During the Mosquero Municipal School Board Meeting on 9/24/25 (date), a motion was made to enter "CLOSED or EXECUTIVE SESSION" at 6:18 (time).

During the CLOSED SESSION, only the following topics were discussed:

☒ Legal

☐ Personnel

No other items were discussed and no motion was made or vote taken in the "CLOSED SESSION".

SIGNATURES:

President:

[Signature]

Vice President:

Amanda Culbert

Member:

Cody Sevier

Member:

[Signature]

School Board Secretary:

Jacob Green

Date: 09/24/25

School Board Secretary shall assure that the drafting of the Board Minutes contains the required language in the draft minutes reflecting the above Open Meetings Act Amendment – 1993 – was followed.

Mosquero Municipal Schools Policy:

~~Draft~~ approved
as is on
09/24/25

E-1000ECAA

ARMED SCHOOL SECURITY PERSONNEL

The Board determines that it is in the best interest of the District to authorize armed school security personnel to be employed by the District. In accordance with Sections 22-5-18 NMSA 1978, the Board authorizes armed school security personnel to carry a firearm on any public school premises or other District property as permitted under this policy.

Armed school security personnel shall have the following scope of duties:

- to perform the duties of school security personnel and, in addition, to carry firearms on school premises to protect students and staff from violent conduct constituting an emergency, to help ensure a safe and secure educational environment, and to mitigate loss of life during an emergency until local law enforcement arrives.

The District shall only employ former certified and commissioned law enforcement officers as Armed School Security Personnel under the conditions outlined in this policy.

This policy shall not apply to school resource officers employed by a law enforcement agency.

Definitions. The following definitions apply to this policy:

- "**Firearm**" means a handgun, as recommended by the department of public safety and authorized by the New Mexico public school insurance authority, adopted for use by a local law enforcement agency in the jurisdiction within which the District is located.

- "**School premises**" means:

- the building and grounds, including playgrounds, playing fields, and parking areas, and any school bus or vehicle of a public school, whether owned or under contract by the District, in or on which school or school-related activities are being conducted under the supervision of the Board; or

- any other public buildings. or grounds; including playing fields and parking areas that are not public school property, in or on which school-related and school sanctioned activities are being performed.

- "**Armed School Security Personnel**" means:

- Formerly certified and commissioned law enforcement officers employed by the District and authorized by New Mexico public education department ("department") and Board policy to carry a firearm on school premises.

search and seizure; and

other topics as recommended by the local law enforcement agency or District;

- an initial firearms training program of sixteen (16) hours prior to employment;
 - prior to employment as armed school security personnel and annually thereafter, a qualification shoot requiring qualifying scores that meet or exceed the New Mexico law enforcement academy standard scores in daytime qualification shoot and night or low light qualification shoot; and
 - an annual firearms manipulation training program of four (4) hours.
- a background check indicating the individual has not been convicted of a crime or engaged in behavior that violates prohibitions against ethical misconduct pursuant to the New Mexico School Personnel Act, Section 22-10A-5 NMSA 1978 or Subsection A of 6.12.12.8 NMAC, in addition to other requirements applicable to all employees; and
 - any other conditions required by law, department rule, or District policy.

*Limiting Scope of Work of Armed
School Security Personnel:*

- Armed school security personnel are prohibited from performing any other job in the District, by title or duty, other than school security, while carrying a firearm.
- Armed school security personnel do not have the power of arrest or detention as school resource officers and law enforcement agents.
- In accordance with Board Policy GBEB, physical intervention by armed school security personnel shall be used only to restrain students actively engaged in or threatening physical violence or harm toward himself/herself, other staff members, or students. Instances of such physical restraint by armed school security personnel shall be reported by the involved armed school security personnel to the school site supervisor as soon as practicable and shall be reported by the school site supervisor to the superintendent as soon as practicable.
- Armed school security personnel are "school security personnel" under Board Policy JIH and searches by armed school security personnel shall be conducted in accordance with Board Policy JIH.

*Additional Armed School Security
Personnel Requirements*

- discrimination; or
- behavior intended to induce a child into engaging in illegal, immoral, or other prohibited behavior.
- an individual who has been convicted of battery on a household member or dependent, criminal damage to property of a household member or dependent, or stalking;
- an individual who has been convicted of the negligent or illegal use of a firearm; or
- an individual who has received formal discipline for the use of excessive force.

Student Records

The use of personally identifiable information from student education records shall comply with the Family Educational Rights and Privacy Act (FERPA). Armed school security personnel shall be considered a "school official" under FERPA and may be provided students' education records or personally identifiable information from education records on an as-needed basis to carry out duties for legitimate educational purposes including school premises safety. The armed school security personnel may only use personally identifiable information for the purpose for which the disclosure was made and to promote school safety and the physical security of students and staff. Armed school security personnel must comply with FERPA and may not disclose personally identifiable information obtained from education records, without prior consent, to others, including law enforcement officers, unless disclosed in compliance with FERPA consent requirements or unless the disclosure fits within one of the exceptions to consent in FERPA.

Adopted: July 16, 2024

LEGAL REF.: 22-5-18 NMSA (1978)

22-10A-5 NMSA (1978)

22-10A-40 to 22-10A-40.1 NMSA (1978)

32A-4-3 NMSA (1978)

6.11.2.10 NMAC

6.12.12.8 NMAC

TITLE 6 PRIMARY AND SECONDARY EDUCATION
CHAPTER 12 PUBLIC SCHOOL ADMINISTRATION – HEALTH AND SAFETY
PART 12 ARMED PUBLIC SCHOOL SECURITY PERSONNEL

6.12.12.1 ISSUING AGENCY: Public Education Department, hereinafter the department.
[6.12.12.1 NMAC – N, 7/28/2020]

6.12.12.2 SCOPE: This rule applies to school districts, local school boards, state-chartered charter schools, and governing bodies of charter schools.
[6.12.12.2 NMAC – N, 7/28/2020]

6.12.12.3 STATUTORY AUTHORITY: This rule is promulgated pursuant to Sections 9-24-8, 22-2-1, 22-2-2, 22-5-18, 22-10A-5, 22-10A-40, 22-10A-41, and 28-2-4 NMSA 1978.
[6.12.12.3 NMAC – N, 7/28/2020]

6.12.12.4 DURATION: Permanent.
[6.12.12.4 NMAC – N, 7/28/2020]

6.12.12.5 EFFECTIVE DATE: July 28, 2020, unless a later date is cited at the end of a section.
[6.12.12.5 NMAC – N, 7/28/2020]

6.12.12.6 OBJECTIVE: The objective of this rule is to provide parameters for a local school board or governing body of a charter school to authorize formerly certified and commissioned law enforcement officers employed by a school district or charter school as school security personnel to carry a firearm on school premises or other school property to mitigate loss of life during an emergency and until local law enforcement arrives.
[6.12.12.6 NMAC – N, 7/28/2020]

6.12.12.7 DEFINITIONS:

A. "Firearm" means a handgun, as recommended by the department of public safety and authorized by the public school insurance authority, adopted for use by a local law enforcement agency in the jurisdiction within which a school district or charter school is located.

B. "School premises" means:

(1) the building and grounds, including playgrounds, playing fields, and parking areas, and any school bus or vehicle of a public school, whether owned or under contract by the school district or charter school, in or on which school or school-related activities are being conducted under the supervision of the local school board or governing body of a charter school; or

(2) any other public buildings or grounds, including playing fields and parking areas that are not public school property, in or on which school-related and school-sanctioned activities are being performed.

C. "School security personnel" means formerly certified and commissioned law enforcement officers employed by a school district or governing body of a charter school and authorized by department rules and local school board or governing body policy to carry a firearm on school premises.

[6.12.12.7 NMAC – N, 7/28/2020]

6.12.12.8 PROHIBITION OF EMPLOYMENT AS SCHOOL SECURITY PERSONNEL: Persons prohibited from employment as school security personnel include the following:

A. an individual who has been convicted of a felony or a misdemeanor involving moral turpitude and the criminal conviction relates to the employment as school security personnel;

B. an individual who has been convicted of trafficking in controlled substances, criminal sexual penetration or a related sexual offense, child abuse, or sexual exploitation of children;

C. an individual who has been subject to an employment investigation under Subsection H of Section 22-10A-5 NMSA 1978 that resulted in a finding of ethical misconduct, including:

(1) inappropriate touching;

(2) sexual harassment;
(3) sexual assault;
(4) sexual abuse;
(5) discrimination; or
(6) behavior intended to induce a child into engaging in illegal, immoral, or other prohibited behavior.

D. an individual who has been convicted of battery on a household member or dependent, criminal damage to property of a household member or dependent, or stalking;

E. an individual who has been convicted of the negligent or illegal use of a firearm; or

F. an individual who has received formal discipline for the use of excessive force.

[6.12.12.8 NMAC – N, 7/28/2020]

6.12.12.9 EMPLOYMENT REQUIREMENTS OF SCHOOL SECURITY PERSONNEL: Each local school board and governing body of a charter school shall establish policies and procedures addressing pre-employment and continuing employment requirements for school security personnel. Policies and procedures shall include the following:

A. requirement of proof that the former law enforcement officer was **certified and commissioned for no less than three years** and left law enforcement in good standing;

B. **successful completion of a 16-hour program of training, approved by the department in collaboration with the New Mexico public school insurance authority, for working with students with special needs,** prior to employment as school security personnel;

C. **successful completion of a four-hour program of training, approved by the department in collaboration with the New Mexico public school insurance authority, on cultural competency and prohibited profiling practices,** prior to employment as school security personnel; and

D. **proof of current firearms training and successful firearms qualification provided by a certified use-of-force instructor through a local law enforcement agency, or through a New Mexico law enforcement academy certified firearms instructor approved by a local law enforcement agency in the jurisdiction in which the school district or charter school is located. Firearms training shall include the following:**

(1) **an initial use-of-force training program of eight hours,** prior to employment as school security personnel, including the following topics:

- (a) resistance;
- (b) confrontational dynamics;
- (c) deadly force (when it is justifiable);
- (d) communication;
- (e) self-control, fear, and anger management in the use of force;
- (f) consequences of unreasonable force;
- (g) vicarious liability;
- (h) legality of use of force in school setting by school security personnel;
- (i) documenting use of force;
- (j) search and seizure; and
- (k) other topics as recommended by the local law enforcement agency, school

district, or charter school;

(2) **an initial firearms training program of 16 hours prior to employment** as school security personnel;

(3) **prior to employment as school security personnel and annually thereafter, a qualification shoot requiring qualifying scores that meet or exceed the New Mexico law enforcement academy standard scores in daytime qualification shoot and night or low light qualification shoot; and**

(4) **an annual firearms manipulation training program of four hours.**

E. **a background check** indicating the individual has not been convicted of a crime or engaged in behavior that violates prohibitions against ethical misconduct pursuant to the New Mexico School Personnel Act, Section 22-10A-5 NMSA 1978, as ethical misconduct; or Subsection A of 6.12.12.8 NMAC; and

F. any other conditions required by law, department rule, or school district or charter school policy.

[6.12.12.9 NMAC – N, 7/28/2020]

6.12.12.10 LIMITING SCOPE OF WORK OF ARMED SCHOOL SECURITY PERSONNEL: Each school board or governing body of a charter school shall adopt policies and procedures prohibiting armed school security personnel from performing any other job in the school district or charter school, by title or duty, other than school security, while carrying a firearm. School security personnel do not have the power of arrest or detention as do school resource officers and law enforcement agents.

[6.12.12.10 NMAC – N, 7/28/2020]

6.12.12.11 ADDITIONAL SCHOOL SECURITY PERSONNEL REQUIREMENTS:

A. Prior to school security personnel being permitted to carry firearms as authorized by department rule and local school board or governing body policy, school security personnel shall successfully pass a physical and psychological evaluation to determine suitability to carry a firearm.

- (1) **The physical examination shall:**
 - (a) be conducted and signed by a licensed medical doctor;
 - (b) be completed on the department-approved form; and
 - (c) indicate the individual is fit for duty.
- (2) **The psychological evaluation shall:**
 - (a) be conducted and signed by a licensed psychologist;
 - (b) be completed on the department-approved form; and
 - (c) indicate the individual is fit for duty.

B. **The school district or charter school shall bear the cost of the physical and psychological evaluations** for current and potential school security personnel.

[6.12.12.11 NMAC – N, 7/28/2020]

6.12.12.12 SCHOOL SECURITY PERSONNEL CONSTRUCTION: Nothing in this rule shall be construed as:

A. Allowing armed school security personnel to carry firearms on school premises if doing so would be a violation of state or federal law; or

B. Applying to school resource officers.

[6.12.12.12 NMAC – N, 7/28/2020]

HISTORY OF 6.12.12 NMAC: [RESERVED]