

**NMAA Hardship Review Committee Eligibility Hearings**  
**December 9, 2025**  
**8:00 a.m.**  
**Virtual**

Welcome – Meeting called to order by Mr. Gary Salazar, NMAA Hardship Review Committee Chair, at 8:01 a.m. Ms. Alissa Wesbrook, Assistant to the Executive Director, conducted roll call and the following members were present:

Mr. Bruce Carver  
Mr. Matt Martinez  
Ms. Karen Nougues  
Mr. Sam Olney  
Mr. Gary Salazar – Chair  
Mr. Gary Schuster  
Mr. Ernie Viramontes

Not present:  
Ms. Taryn Bachis

**Approval of the Agenda:** Mr. Salazar asked for a motion to approve the agenda. Mr. Schuster made a motion to approve the agenda as presented. Mr. Viramontes seconded the motion. A vote was taken and passed unanimously (7-0).

**Organ Mountain High School Hardship Hearing:** Mr. Salazar asked the petitioning party whether to conduct the hearing in open or closed session. The petitioning party requested the hearing be conducted in closed session.

**Closed Session:** Mr. Salazar asked for a motion to go into closed session to conduct the Organ Mountain High School Hardship Hearing. Mr. Schuster made a motion to enter closed session at 8:04 a.m. Mr. Carver seconded the motion. A roll call vote was taken and the motion passed unanimously (7-0).

Yes/For	No/Against	Hardship Committee Member Name
X		Mr. Bruce Carver
X		Mr. Matt Martinez
X		Ms. Karen Nougues
X		Mr. Sam Olney
X		Mr. Gary Salazar
X		Mr. Gary Schuster
X		Mr. Ernie Viramontes

**Executive Session:** Mr. Salazar asked for a motion to go into executive session for deliberations at 8:19 a.m. Mr. Viramontes made a motion to enter executive session. Mr. Martinez seconded the motion. A roll call vote was taken and the motion passed unanimously (7-0).

Yes/For	No/Against	Hardship Committee Member Name
X		Mr. Bruce Carver
X		Mr. Matt Martinez
X		Ms. Karen Nougues
X		Mr. Sam Olney
X		Mr. Gary Salazar
X		Mr. Gary Schuster
X		Mr. Ernie Viramontes

Mr. Salazar asked for a motion to exit out of executive session at 8:20 a.m. A motion to exit executive session was made by Mr. Olney. Mr. Carver seconded the motion. Mr. Salazar stated no action was taken in executive session. A roll call vote was taken and the motion passed unanimously (7-0).

Yes/For	No/Against	Hardship Committee Member Name
X		Mr. Bruce Carver
X		Mr. Matt Martinez
X		Ms. Karen Nougues
X		Mr. Sam Olney
X		Mr. Gary Salazar
X		Mr. Gary Schuster
X		Mr. Ernie Viramontes

Mr. Salazar asked for a motion to exit closed session at 8:21 a.m. to vote on the Organ Mountain High School Hardship Hearing. Mr. Viramontes made a motion to exit closed session. Ms. Nougues seconded the motion. A roll call vote was taken and the motion passed unanimously (7-0).

Yes/For	No/Against	Hardship Committee Member Name
X		Mr. Bruce Carver
X		Mr. Matt Martinez
X		Ms. Karen Nougues
X		Mr. Sam Olney
X		Mr. Gary Salazar
X		Mr. Gary Schuster
X		Mr. Ernie Viramontes

**Action:** Mr. Salazar asked for a motion on the Organ Mountain High School Hardship hearing. Ms. Nougues made the motion to approve the Organ Mountain High School's hardship petition. Mr. Viramontes seconded the motion. A roll call vote was taken and passed unanimously (7-0).

Yes/For	No/Against	Hardship Committee Member Name
X		Mr. Bruce Carver
X		Mr. Matt Martinez
X		Ms. Karen Nougues
X		Mr. Sam Olney
X		Mr. Gary Salazar
X		Mr. Gary Schuster
X		Mr. Ernie Viramontes

**Motion to Recess:** Mr. Salazar asked for a motion to recess until 8:45 a.m. Mr. Schuster made the motion to recess. Mr. Martinez seconded the motion. A vote was taken and passed unanimously (7-0).

*Returned to Regular Session at 8:46 a.m.*

**Miyamura High School Hardship Hearing:** Mr. Salazar asked the petitioning party whether to conduct the hearing in open or closed session. The petitioning party requested the hearing be conducted in closed session.

**Closed Session:** Mr. Salazar asked for a motion to go into closed session at 8:47 a.m. to conduct the Miyamura High School Hardship Hearing. Mr. Martinez made a motion to enter closed session. Mr. Carver seconded the motion. A roll call vote was taken and the motion passed unanimously (7-0).

Yes/For	No/Against	Hardship Committee Member Name
X		Mr. Bruce Carver
X		Mr. Matt Martinez
X		Ms. Karen Nougues
X		Mr. Sam Olney
X		Mr. Gary Salazar
X		Mr. Gary Schuster
X		Mr. Ernie Viramontes

**Executive Session:** Mr. Salazar asked for a motion to go into executive session for deliberations at 9:03 a.m. Mr. Schuster made a motion to enter executive session. Mr. Martinez seconded the motion. A roll call vote was taken and the motion passed unanimously (7-0).

Yes/For	No/Against	Hardship Committee Member Name
X		Mr. Bruce Carver
X		Mr. Matt Martinez
X		Ms. Karen Nougues
X		Mr. Sam Olney
X		Mr. Gary Salazar
X		Mr. Gary Schuster
X		Mr. Ernie Viramontes

Mr. Salazar asked for a motion to exit out of executive session at 9:06 a.m. A motion to exit executive session was made by Mr. Martinez and Ms. Nougues seconded the motion. A roll call vote was taken and the motion passed unanimously (7-0).

Yes/For	No/Against	Hardship Committee Member Name
X		Mr. Bruce Carver
X		Mr. Matt Martinez
X		Ms. Karen Nougues
X		Mr. Sam Olney
X		Mr. Gary Salazar
X		Mr. Gary Schuster
X		Mr. Ernie Viramontes

Mr. Salazar asked for a motion exit out of closed session at 9:07 a.m. to vote on the Miyamura High School Hardship Hearing. Mr. Schuster made a motion to exit out of closed session. Mr. Martinez seconded the motion. A roll call vote was taken and the motion passed unanimously.

Yes/For	No/Against	Hardship Committee Member Name
X		Mr. Bruce Carver
X		Mr. Matt Martinez
X		Ms. Karen Nougues
X		Mr. Sam Olney
X		Mr. Gary Salazar
X		Mr. Gary Schuster
X		Mr. Ernie Viramontes

**Action:** Mr. Salazar asked for a motion on the Miyamura High School Hardship hearing. Mr. Schuster made the motion to approve Miyamura High School's hardship petition. Mr. Martinez seconded the motion. A roll call vote was taken and the motion passed unanimously (7-0).

Yes/For	No/Against	Hardship Committee Member Name
X		Mr. Bruce Carver
X		Mr. Matt Martinez
X		Ms. Karen Nougues
X		Mr. Sam Olney
X		Mr. Gary Salazar
X		Mr. Gary Schuster
X		Mr. Ernie Viramontes

**Motion to Recess:** Mr. Salazar asked for a motion to recess until 9:30 a.m. Mr. Schuster made the motion to recess. Mr. Viramontes seconded the motion. A vote was taken and passed unanimously (7-0).

*Returned to Regular Session at 9:30 a.m.*

**Volcano Vista High School Hardship Hearing:** Mr. Salazar asked the petitioning party whether to conduct the hearing in open or closed session. The petitioning party requested the hearing be conducted in closed session.

**Closed Session:** Mr. Salazar asked for a motion to go into closed session at 9:33 am to conduct the Volcano Vista High School Hardship Hearing. Mr. Schuster made a motion to enter closed session. Mr. Martinez seconded the motion. A roll call vote was taken and the motion passed unanimously (7-0).

Yes/For	No/Against	Hardship Committee Member Name
X		Mr. Bruce Carver
X		Mr. Matt Martinez
X		Ms. Karen Nougues
X		Mr. Sam Olney
X		Mr. Gary Salazar
X		Mr. Gary Schuster
X		Mr. Ernie Viramontes

**Executive Session:** Mr. Salazar asked for a motion to go into executive session for deliberations at 9:59 a.m. Mr. Schuster made a motion to enter executive session. Mr. Martinez seconded the motion. A roll call vote was taken and the motion passed unanimously (7-0).

Yes/For	No/Against	Hardship Committee Member Name
X		Mr. Bruce Carver
X		Mr. Matt Martinez
X		Ms. Karen Nougues
X		Mr. Sam Olney
X		Mr. Gary Salazar
X		Mr. Gary Schuster
X		Mr. Ernie Viramontes

Mr. Salazar asked for a motion to exit out of executive session at 10:05 a.m. A motion to exit executive session was made by Mr. Viramontes. Ms. Nougues seconded the motion. A roll call vote was taken and the motion passed unanimously (7-0).

Yes/For	No/Against	Hardship Committee Member Name
X		Mr. Bruce Carver
X		Mr. Matt Martinez
X		Ms. Karen Nougues
X		Mr. Sam Olney
X		Mr. Gary Salazar
X		Mr. Gary Schuster
X		Mr. Ernie Viramontes

Mr. Salazar asked for a motion exit out of closed session at 10:07 a.m. to vote on the Volcano Vista High School Hardship Hearing. Mr. Schuster made a motion exit out of closed session. Mr. Martinez seconded the motion. A roll call vote was taken and the motion passed unanimously (7-0).

Yes/For	No/Against	Hardship Committee Member Name
X		Mr. Bruce Carver
X		Mr. Matt Martinez
X		Ms. Karen Nougues
X		Mr. Sam Olney
X		Mr. Gary Salazar
X		Mr. Gary Schuster
X		Mr. Ernie Viramontes

**Action:** Mr. Salazar asked for a motion on the Volcano Vista High School Hardship hearing. Mr. Olney made the motion to deny Volcano Vista High School's hardship petition. Mr. Martinez seconded the motion. A roll call vote was taken and the motion passed unanimously (7-0).

Yes/For	No/Against	Hardship Committee Member Name
X		Mr. Bruce Carver
X		Mr. Matt Martinez
X		Ms. Karen Nougues
X		Mr. Sam Olney
X		Mr. Gary Salazar
X		Mr. Gary Schuster
X		Mr. Ernie Viramontes

**Consider Adjournment:** Mr. Salazar asked for a motion to adjourn the meeting at 10:08 a.m. Mr. Schuster made the motion to adjourn the meeting. Mr. Martinez seconded the motion. A vote was taken and passed unanimously (7-0).