



Board of Directors Meeting Minutes

June 11, 2021

Board Members Present: Al Lopez, Collin Sewell, Ryan Vaughan, Ed Rivera, Reba Cardenas McNair, David Earl, Erich Holmsten, Dr. Saam Zarrabi, David Handley, Xenia Garza

Guest Board Members Present: William "Bill" Martin; IDEA USA, Dr. Virginia Richter; IDEA USA, Rex Gore; IDEA USA

Board Members Not Present: Michael Burke

Staff and Consultants Present: Joseph Hoffer, Laura Murray, Massie Ritsch, Martin Winchester, Elizabet Garza, Samuel Goessling, Phillip Garza, Dolores Gonzalez, Carlo Hershberger, Leanne Hernandez, Jessica Hess, Jazmine Leon-Wing, Javier Campos, Layne Fisher, Jennifer Meer, Jose Ramirez, IV., Alejandra Loya, Tita Terán

Audience Present: None

Meeting was called to order by Chair, Al Lopez, at 9:31 a.m.

Summary of Motions and Approvals

1. The Board passed a motion to approve the employee and staff comment policy.
Motion by: Ed Rivera
Second by: Ryan Vaughan
Motion passed unanimously.
2. The Board passed a motion to approve the 2021-22 Annual Operating and Capital Expenditures Budget
Motion by: Ed Rivera
Second by: Xenia Garza
Motion passed unanimously.
3. The Board passed a motion to approve the application for a waiver allowing remote instruction for May 12, 2021.
Motion by: David Handley
Second by: Erich Holmsten
Motion passed unanimously.



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4. The Board passed a motion to approve the Telecommuting Policy.
Motion by: Ryan Vaughan
Second by: Xenia Garza
Motion passed unanimously.

 5. The Board passed a motion to approve the Wellness Policy.
Motion by: Xenia Garza
Second by: Erich Holmsten
Motion passed unanimously.

 6. The Board passed a motion to approve the Vehicle Allowance Policy.
Motion by: Xenia Garza
Second by: Ryan Vaughan
Motion passed unanimously.

 7. The Board passed a motion to approve the Permian Basin Policy.
Motion by: Ryan Vaughan
Second by: Erich Holmsten
Motion passed unanimously.

 8. The Board passed a motion to approve the non-expansion request for a name change and to solicit TEA's approval to grant the change.
Motion by: Xenia Garza
Second by: Erich Holmsten
Motion passed unanimously.

 9. The Board passed a motion to approve all items on the consent agenda items in one Board action.
Motion by: Ryan Vaughan (all consent agenda items as stated)
Second by: Ed Rivera
Motion passed unanimously.

 10. The Board passed a motion to approve the transition into Executive Session to discuss matters pursuant to 551.071 (consultation with Legal Counsel regarding pending legal issues and matters) and 551.074 (personnel) and invited the legal counsel to join at 10:31 a.m.
Motion by: Xenia Garza
Second by: Erich Holmsten



Motion passed unanimously.

11. The Board passed a motion to reconvene in Open Session at 12:59 p.m.

Motion by: Ryan Vaughan

Second by: David Handley

Motion passed unanimously.

12. The Board passed a motion to approve the Senior Leaders' Compensation and Work structures as discussed in closed session.

Motion by: Ryan Vaughan

Second by: Erich Holmsten

Motion passed unanimously.

13. The Board passed a motion to approve the Executive Benefits plan changes and structures as discussed in closed session.

Motion by: Xenia Garza

Second by: David Handley

Motion passed unanimously.

14. The Board passed a motion to approve the request to TEA for a monitor/conservator assignment as discussed in closed session.

Motion by: Xenia Garza

Second by: David Earl

Motion passed unanimously.

15. The Board passed a motion to approve the mediated Special Education Student Agreement presented by legal counsel in closed session.

Motion by: Ryan Vaughan

Second by: Erich Holmsten

Motion passed unanimously.

16. The Board passed a motion to approve the sale of the property in Los Fresnos, Texas.

Motion by: Erich Holmsten

Second by: David Handley

Motion passed unanimously.

17. The Board passed a motion to adjourn the meeting at 1:03 p.m.

Motion by: Ryan Vaughan



Second by: Ed Rivera
Motion passed unanimously.

Welcome and Call to Order

Al Lopez, Board Chair, welcomed the Board Members to the May 14, 2021 Board of Directors meeting and confirmed quorum was present for the meeting in addition to members of the management team that were present as well. Mr. Lopez went on to state that given the Governor’s suspension of parts of the Open Meetings Act they are conducting today’s meeting via video conference and have a phone line for members of the public to join in the meeting should they wish to do so. Mr. Lopez noted they have a variety of updates to receive today and critical business items to take care of as he called the meeting to order. Mr. Lopez asked for public comment to which there was none.

Public Comment

None

Employee and Staff Comment

Jessica Hess discussed the employee and staff comment policy and made a recommendation to have the policy be incorporated and become effective immediately. She further explained that employees and staff would have three minutes to share their comments. The Board passed a motion to approve the employee and staff comment policy.

Motion by: Ed Rivera
Second by: Ryan Vaughan
All in favor: All
All opposed: None
Motion passed unanimously.

The committee asked if any employee present wanted to make use of the policy. No employee and staff comments were made.

Organizational Update

Mr. Al Lopez provided an update on the Board-wide goals. He further discussed on the priorities of the organization during this transitional time:

1. College Matriculation on track,
2. School Rating A off track due to the suspension of letter grades by the TEA;
3. Persistence Goal on track at 68% Progress-to-Goal in enrollment;
4. Teacher and staff retention on track at 90% for teacher and 90% for staff;



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5. Operating Income Goal on track; and
 6. Fundraising Goal on track at 42M.

2021-22 Annual Operating and Capital Expenditures Budget

Leanne Hernandez provided an update and overview of the workshops conducted prior to this meeting. She also indicated a second meeting would be happening on July 16, 2021 at 12:00 pm to allow public comments from the community.

The Board passed a motion to approve the 2021-22 Annual Operating and Capital Expenditures Budget.

Motion by: Ed Rivera
Second by: Xenia Garza
All in favor: All
All opposed: None
Motion passed unanimously.

Committee Reports:

Academic Committee (Xenia Garza)

The Committee reviewed the following areas:

1. Waivers for Pre-K for Permian Basin
2. Student Handbooks
3. Improvements and changes to 21-22 School Year
4. College Matriculation
5. IDEA Thrive – Special Education Program in IDEA Edinburg

Next Meeting July 8th at 10:00 am.

Governance Committee (Collin Sewell)

The Committee reviewed the following areas:

1. Update on the board recruitment efforts
2. Reviewed Candidate Profiles
3. Reviewed the Employee and Staff Comment Policy
4. Reviewed the Permian Basin Housing Policy
5. Discussed the revisions to the annual board evaluations
6. Reviewed the annual pay scales
7. Reviewed the updates on the staff handbook.



8. Reviewed the compensation and employee agreement structures

Next governance committee meeting is June 29, 2021, at 8:30 am.

Finance Committee (Erich Holmsten)

The Committee met on June 2th and reviewed the following areas:

1. Financials Results and Budget Amendments for April 2021
2. Operating Income 217M as of April 2021; on track to achieve the goal
3. CNP Cash on Hand on track for this current fiscal year
4. Compliance update and reviewed the Foundation School Program 6-week ADA report submission
5. Grant Applications (2)
6. Fiscal Year 2021-22 Insurance Program

Next meeting: June 25, 2021 at 11:30 am

Audit Committee (Ed Rivera)

The Committee met on June 2nd and reviewed the following areas:

1. Results of the High Risk Federal Programs Audit
2. Reviewed the external audits and reviews Update
3. TDA Procurement Audit
4. Reviewed the monthly Senior Leadership Credit Card Meal and Travel activity for April 2021

Next meeting: June 30, 2021 at 9:30 am

Real Estate Committee (Al Lopez for David Earl)

The Committee met on June 8th and reviewed plans and made recommendations based on acquisitions and future planning.

Next meeting: June 29, 2021 at 10:00 am

Bad Day Weather Waiver

Jessica Hess presented on the application for waiver allowing remote instruction for IDEA Riverview, IDEA San Benito and IDEA Edinburg in the RGV region who operate virtually on May 12 due to shortage of power.

The Board passed a motion to approve the application for a waiver allowing remote instruction for May 12, 2021.



Motion by: David Handley
Second by: Erich Holmsten
All in favor: All
All opposed: None
Motion passed unanimously.

Telecommuting Policy

Martin Winchester presented the recommendation for a Telecommuting Policy in order to allow employees and staff more flexibility to work from home along with providing guidance to managers.

The Board passed a motion to approve the revisions to the Travel Policy.

Motion by: Ryan Vaughan
Second by: Xenia Garza
All in favor: All
All opposed: None
Motion passed unanimously.

Wellness Policy

Layne Fisher presented on the Wellness Policy requirements and minor adjustments to the policy. He also provided a background on the reasoning to have a wellness policy as part of the quality-of-care requirement.

The Board passed a motion to approve the Wellness Policy.

Motion by: Xenia Garza
Second by: Erich Holmsten
All in favor: All
All opposed: None
Motion passed unanimously.

Vehicle Allowance Policy

Leanne Hernandez presented the changes to the Vehicle Allowance Policy in the areas of aligned IRS reimbursement rates, alignment with other policies and TEA regulations.

The Board passed a motion to approve the Vehicle Allowance Policy.



Motion by: Xenia Garza
Second by: Ryan Vaughan
All in favor: All
All opposed: None
Motion passed unanimously.

Permian Basin Policy

Jennifer Meer presented the changes on the Permian Basin Policy for recruitment efforts to include instructional staff.

The Board passed a motion to approve the Permian Basin Policy.

Motion by: Ryan Vaughan
Second by: Erich Holmsten
All in favor: All
All opposed: None
Motion passed unanimously.

Campus Change and TEA Approval

Sam Goessling and Jessica Hess presented on the Campus Name Change and TEA Approval for the IDEA Amber Creek campus in San Antonio. The transition will first begin with the mascot now being an admiral, and when TEA finalizes the approval, the name change to IDEA Amber and Freda Robinson. The approval requested is to approve the resolution to request the name change to TEA.

The Board passed a motion to approve the non-expansion request for a name change and to solicit TEA's approval to grant the change.

Motion by: Xenia Garza
Second by: Erich Holmsten
All in favor: All
All opposed: None
Motion passed unanimously.

Consent Agenda

The Board reviewed all consent agenda items listed.

The Board passed a motion to approve all items on the consent agenda in one Board action.



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- a. Contracts
 - a. Construction & Improvements
 - b. Non-Construction
 - 1. Curriculum, Software Renewals
 - 2. Copiers
 - 3. Professional Development
 - 4. Transportation
 - 5. Lease Renewal
 - 6. Special Education Services
 - c. Contract Ratification
 - b. Grant Agreements
 - c. April 2021 Budget Amendment
 - d. April 2021 Financial Statements
 - e. Instructional Materials Allotment & TEKS Certification, 2021-22
 - f. 2021-22 Staff Handbook
 - g. 2021-22 Student Handbook
 - h. 2021-22 Pay Scales
 - i. 2021-22 Insurance Program

Motion by: Ryan Vaughan (all consent agenda items as stated)

Second by: Ed Rivera

All in favor: All

All opposed: None

Motion passed unanimously.

Executive Session

The Board passed a motion to approve the transition into Executive Session to discuss matters pursuant to 551.071 (consultation with Legal Counsel regarding pending legal issues and matters) and 551.074 (personnel) at 10:31 am and invited the management team to be part of the beginning portion of closed session, in addition to the legal team.

Motion by: Xenia Garza

Second by: Erich Holmsten

All in favor: All

All opposed: None

Motion passed unanimously.

The Board Chair announced that no action occurred in Executive Session.

The Board passed a motion to reconvene in Open Session at 12:59 p.m.

Motion by: Ryan Vaughan



Second by: David Handley
All in favor: All
All opposed: None
Motion passed unanimously.

***Closed Session Action Items**

Senior Leaders Work Agreements and Structures

The Board passed a motion to approve the Senior Leaders' Compensation and Work structures as discussed in closed session.

Motion by: Ryan Vaughan
Second by: Erich Holmsten
All in favor: All
All opposed: None
Motion passed unanimously.

Executive Benefits Plan Changes and Structures

The Board passed a motion to approve the Executive Benefits plan changes and structures as discussed in closed session.

Motion by: Xenia Garza
Second by: David Handley
In favor: All
All Opposed: None
Motion passed unanimously.

TEA Monitor/Conservator Assignment

The Board passed a motion to approve the request to TEA for a monitor/conservator assignment as discussed in closed session.

Motion by: Xenia Garza
Second by: David Earl
In favor: All
All Opposed: None
Motion passed unanimously.

Special Education Student Agreement

The Board passed a motion to approve the mediated Special Education Student Agreement presented by legal counsel in closed session.



Motion by: Ryan Vaughan
Second by: Erich Holmsten
In favor: All
All Opposed: None
Motion passed unanimously.

The Board passed a motion to approve the sale of land in Los Fresnos, Texas.

Motion by: Erich Holmsten
Second by: David Handley
In favor: All
All Opposed: None
Motion passed unanimously.

Adjourn

The Board passed a motion to adjourn the meeting at 1:03 p.m.

Motion by: Ryan Vaughan
Second by: Ed Rivera
All in favor: All
All opposed: None
Motion passed unanimously.

I certify that the foregoing are the true and correct minutes of the meeting of the Board of Directors of IDEA Public Schools held on June 11, 2021.

DocuSigned by:

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Ryan Vaughan, Board Secretary

7/26/2021

Date