



Board Meeting Minutes

September 17, 2021

Board Members Present: Al Lopez, Collin Sewell, Reba C. McNair, Erich Holmsten, Xenia Garza, Ryan Vaughan, Ed Rivera, Dr. Saam Zarrabi, Gary Lindgren

Board Members Not Present: David Earl, Michael Adams

Staff and Consultants Present: Joseph Hoffer, Lisa Garza, Dolores Gonzalez, Martin Winchester, Phillip Garza, Samuel Goessling, Leanne Hernandez, Cody Grindle, Carlo Hershberger, Jessica Hess, Jazmin Leon-Wing, Javier Campos, Layne Fisher, Christopher Gonzalez, Jose Ramirez, IV., Danielle Mullings, Alejandra Loya, Jennifer Meer, Fidel Ozuna, Tita Teran

Audience Present: None

Meeting was called to order by Chair, Al Lopez, at 2:05 PM CST

Summary of Motions and Approvals

1. The Board passed a motion to approve the use of the Elementary and Secondary Schools Emergency Relief II (ESSER Grant II) and subsequent budget amendment.

Motion by: Erich Holmsten

Second by: Ryan Vaughan

Motion passed unanimously.

2. The Board passed a motion to approve the payment during closure for the national employee's continuity of pay based in Louisiana due to the impact of Hurricane Ida.

Motion by: Xenia Garza

Second by: Ryan Vaughan

Motion passed unanimously.

3. The Board passed a motion to approve the payment during closure for continuity of pay for our IDEA employees in the Greater Houston due to the impact of Tropical Storm in accordance with IDEA's payment in closure policy.

Motion by: Ryan Vaughan

Second by: Erich Holmsten

Motion passed unanimously.



-
- The Board passed a motion to approve the Diversity, Equity, and Inclusion commitment.

Motion by: Erich Holmsten
Second by: Xenia Garza
Motion passed unanimously.

- The Board passed a motion to approve the IDEA Emergency Disaster Relief Assistance Policy.

Motion by: Ryan Vaughan
Second by: Xenia Garza
Motion passed unanimously.

- The Board passed a motion to approve the budget amendment related to the Emergency Disaster Relief Assistance.

Motion by: Ryan Vaughan
Second by: Erich Holmsten
Motion passed unanimously.

- The Board passed a motion to approve update to the travel policy and the 21-22 bonus program update presented.

Motion by: Ed Rivera
Second by: Xenia Garza
Motion passed unanimously.

- The Board passed a motion to approve the special exemptions for bonus payouts for 2020-21.

Motion by: Xenia Garza
Second by: Erich Holmsten
Motion passed unanimously.

- The Board passed a motion to approve the resolution to support the extracurricular programming, pre-k and boys and girls club of Pharr.

Motion by: Ryan Vaughan
Second by: Xenia Garza



Motion passed unanimously.

10. The Board passed a motion to approve the consent agenda in one board action.

Motion by: Erich Holmsten

Second by: Ryan Vaughan

Motion passed unanimously.

11. 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 3:02 PM CST.

Motion by: Xenia Garza

Second by: Erich Holmsten

Motion passed unanimously.

12. The Board passed a motion to reconvene in Open Session at 5:33 PM CST.

Motion by: Ryan Vaughan

Second by: Erich Holmsten

Motion passed unanimously.

13. The Board passed a motion to approve the TPIA related requests and authorizing/ratifying action pursuant to Gov. Code 552.324 and 552.325.

Motion by: Erich Holmsten

Second by: Ryan Vaughan

Motion passed unanimously.

14. The Board passed a motion to approve the Audit Committee Authority as discussed in closed session.

Motion by: Ed Rivera

Second by: Erich Holmsten

Motion passed unanimously.

15. The Board passed a motion to approve the Ratification of the student agreement.

Motion by: Erich Holmsten



Second by: Collin Sewell
Motion passed unanimously.

16. The Board passed a motion to approve the S.D personnel agreement.

Motion by: Ed Rivera
Second by: Ryan Vaughan
Motion passed unanimously.

17. The Board passed a motion to approve the C.N. personnel agreement.

Motion by: Erich Holmsten
Second by: Ryan Vaughan
Motion passed unanimously.

18. The Board passed a motion to approve the HQ operating cost budget amendment and the accompanying resolution.

Motion by: Collin Sewell
Second by: Ed Rivera
Motion passed unanimously.

19. The Board passed a motion to approve the non-expansion amendment for the organizational chart.

Motion by: Collin Sewell
Second by: Ryan Vaughan
Motion passed unanimously.

20. The Board passed a motion to approve the Acting CEO/Superintendent's recommendation related to the Chief Compliance and Administrative Officer.

Motion by: Reba Cardenas McNair
Second by: Collin Sewell
Motion passed unanimously.

21. The Board passed a motion to approve the 2020-21 performance incentives.



Motion by: Ryan Vaughan
Second by: Erich Holmsten
Motion passed unanimously.

22. The Board passed a motion to approve the appointing of Gary Lindgren to the IDEA Public Schools' board. The motion to include that term will begin effective first board workshop or meeting attended.

Motion by: Reba Cardenas McNair
Second by: Erich Holmsten
Motion passed unanimously.

23. The Board passed a motion to approve the slate of board officers for the executive committee as discussed in closed session and in continuity Al Lopez as Chair, Collin Sewell as Vice Chair, Ryan Vaughan as Secretary and Ed Rivera as Treasurer.

Motion by: Reba Cardenas McNair
Second by: Erich Holmsten
Motion passed unanimously.

24. The Board passed a motion to approve the following individuals for additional terms as recommended.

- Al Lopez – 2021-23
- David Earl – 2021-24
- Ryan Vaughan – 2021-24
- Xenia Garza – 2021-23
- Erich Holmsten – 2021-23
- Ed Rivera – 2021-24

Motion by: Xenia Garza
Second by: Erich Holmsten
Motion passed unanimously.

25. The Board passed a motion to approve the Committee Assignments as discussed in closed session including assigning Staff Co-Chair for Committees.



Motion by: Ed Rivera
Second by: Collin Sewell
Motion passed unanimously.

26. The Board passed a motion to approve the disposition of the site in Tarrant County.

Motion by: Reba Cardenas McNair
Second by: Erich Holmsten
All in favor: All
Motion passed unanimously.

27. The Board passed a motion to approve the July 2021 Budget Amendments that were added as an addendum to this meeting.

Motion by: Ed Rivera
Second by: Erich Holmsten
All in favor: All
Motion passed unanimously.

28. The Board passed a motion to adjourn the meeting at 5:46 PM CST.

Motion by: Collin Sewell
Second by: Xenia Garza
Motion passed unanimously.

Welcome and Call to Order

Al Lopez, Board Chair, welcomed the Board Members to the September 17, 2021, Board of Directors' meeting and confirmed quorum was present for the meeting in addition to members of the management team. Mr. Lopez, as presiding officer, was conducting the meeting in the headquarters offices in Weslaco, Texas, as posted. He further indicated that some members joined via videoconference and a phone line was available for members of the public to join in the meeting if they wish to do so.

Public Comment

Jessica Hess, VP of Board Relations and Governance, confirmed there were no requests for public comment.

Employee and Staff Comment



Jessica Hess, VP of Board Relations and Governance, confirmed there were no requests for employee and staff comments.

Organizational Update

Al Lopez presented the 20-21 End-of-Year Org Wide goals update that included the A rating, retention, enrollment, and persistence for the year. He further discussed the 21-22 Progress-to-Goal Org Wide goals to include the college matriculation goal and the launch of the Quality Application Campaign to ensure students are able to access opportunities at transformational colleges and universities, the student achievement data for assessments administered, the retention efforts, the enrollment application campaign and the persistence compared to the previous year.

COVID Update

Layne Fisher, VP of Auxiliary Services provided an COVID 19 update to include student and staff data that reflect a decrease in cases in the last three weeks. Martin Winchester, Chief Human Assets, discussed the unprecedented substitutes requests due to absenteeism as a result of COVID 19 and the fill rate and the impact of the tight labor market. He further discussed the current process of giving them additional monies for substitutes that are willing to work consecutive days and commit to longer assignments. He indicated there is a current mitigation plan of redeployment of staff at campuses and the national team.

Committee Reports:

Academic Committee by Xenia Garza

The Academic Committee met on September 9, 2021 to discuss important topics and were presented with updates on IDEA College graduates and the Class of 2021 matriculation. The committee discussed student cohort persistence and the requirements of HB15 regarding the remote conferencing and virtual learning. The next Academic Committee meeting is October 7, 2021 at 10:00 am.

Governance Committee by Collin Sewell

The Governance Committee met on September 8th to discuss important topics such as the DEI commitment, the 21-22 SDC and Bonus Policy, and the policy special exceptions for the 20-21 Bonus Policy. Additionally, the Committee received an update on board recruitment efforts and discussed the non-expansion amendment, the Chief Administrative and Compliance Officer offer, the board officer elections, and the committee assignments. The next governance committee meeting is October 5, 2021 at 8:30 am.



Finance Committee by Erich Holmsten

The Finance Committee met on August 27th and reviewed the preliminary financial results for the month of June 2021 and the budget amendments for the months of July and August 2021, the operating income org wide financial goal by fiscal year end June 30, 2021. The Committee was also presented with a Child Nutrition Program update to include attendance participation, kitchen equipment face-lifts as part of a plan reinvestment strategy, meal for all programs, and new regionalized menus. Moreover, the advancement team provided a grant and contributions update in which the Committee reviewed the submitted grant applications, grant proposals and grants awarded, and the sponsorship list for fiscal year 2021-2022. The next Finance Committee meeting is October 1, 2021.

Audit Committee by Ed Rivera

The Audit Committee met on August 27, 2021 and reviewed the Payroll Audit Report that included the results of a regularly scheduled payroll audit. The committee was presented with six main issues found during the audit mainly related to final pay of terminated employees, the accuracy of hourly pay, and garnishments and withholdings. The Committee also reviewed Engagement Letter with Blazek and Vetterling and approved the fees for an external audit engagement. The Committee approved the contract for Blazek and Vetterling CPAs to conduct the final year of our three-year agreement. The Committee also reviewed the results of a Title II, Part A desk review completed by TEA, and the detailed management's timeline for corrective action response. Lastly, the Committee reviewed the Monthly Senior Leadership Corporate Card and Meal and Travel Reports and activity month of July 2021. The next Audit Committee Meeting is scheduled for October 1, 2021 at 9:30 AM.

Real Estate by Al Lopez for David Earl

The IDEA Real Estate Committee met on September 8, 2021 and made recommendations based on acquisitions and future planning. The Committee received updates and discussed strategies on real estate and its due diligence, as well as the tentative camps launch schedule and the proposed sites for divestment. The Committee approved the sale of a site in Tarrant County. The next Real Estate committee meeting is October 5, 2021 at 10:00 am.

Elementary and Secondary Schools Emergency Relief II (ESSER Grant II)

Leanne Hernandez presented the Elementary and Secondary Schools Emergency Relief II (ESSER Grant II) budget. She further presented the changes in the allocation regarding to custodian flex-teacher and co-teacher needs and requested to increase the allocation budget in these areas. The



Board passed a motion to approve the use of the Elementary and Secondary Schools Emergency Relief II (ESSER Grant II) and subsequent budget amendment.

Motion by: Eric Holmsten

Second by: Ryan Vaughan

All in favor: All

All opposed: None

Motion passed unanimously.

Payment During Closure – Hurricane Ida

Al Lopez presented the request to ratify payment of employees due to the hardship of the storm's impact. The Board passed a motion to approve the payment during closure for the national employee's continuity of pay based in Louisiana due to the impact of Hurricane Ida.

Motion by: Xenia Garza

Second by: Ryan Vaughan

All in favor: All

All opposed: None

Motion passed unanimously.

Payment During Closure – Tropical Storm Nicholas

Al Lopez presented the consideration and possible action on the payment during closures as a result of Tropical Storm Nicholas, similar to the last item but for the Greater Houston region. The Greater Houston region was closed one day this week – on Tuesday – due to what was Tropical Storm – and later Hurricane Nicholas. The schools had no notable damage and power was restored within the day. Leanne further added more context regarding the revenue stream. Cody Grindle, Chief Information Officer, further indicated there was no need to request a waiver due to the surplus in the number of minutes that are scheduled for the current school year. The Board passed a motion to approve the payment during closure for continuity of pay for our IDEA employees in the Greater Houston due to the impact of Tropical Storm in accordance with IDEA's payment in closure policy.

Motion by: Ryan Vaughan

Second by: Erich Holmsten

All in favor: All

All opposed: None

Motion passed unanimously.



Diversity, Equity and Inclusion (DEI) Commitment

Martin Wincher and Danielle Mullings presented on the Diversity, Equity and Inclusion commitment and the multi-year approach. The Board passed a motion to approve the Diversity, Equity, and Inclusion commitment.

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

Emergency Disaster Relief Assistance Policy

Sam Goessling, Chief Advancement Officer, presented on the proposed Emergency Disaster Relief Assistance policy. He further indicated the IDEA team and family came together to raise funds for the victims of Hurricane Ida, and in doing this, the team realized that this may be a policy that should be added to help those in need. The Board passed a motion to approve the IDEA Emergency Disaster Relief Assistance Policy.

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

Budget Amendment related to the Emergency Disaster Relief Assistance

The Board passed a motion to approve the budget amendment related to the Emergency Disaster Relief Assistance.

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

Policies Updates and New Policies

Leanne Hernandez and presented the revisions regarding the Travel Policy and Jennifer Meer, Sr. VP of Compensation and Benefits, presented the 21-22 Staff Development Cycle and Bonus Policy. The



Board passed a motion to approve the update to the travel policy and the 21-22 bonus program update presented.

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

Motion passed unanimously.

Special Bonus Pay Outs for 2020-21, Special Exceptions

Jennifer Meer presented the special bonus pay outs for 20-21, special exceptions to include payment to employees that earned the bonus but are now deceased. The Board passed a motion to approve the special exemptions for bonus payouts for 2020-21.

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

Motion passed unanimously.

Resolution related to Supporting Extracurricular Programming

Lisa Garza presented request to approve the resolution related to supporting extracurricular programming, pre-k and boys and girls club of Pharr. The Board passed a motion to approve the resolution to support the extracurricular programming, pre-k and boys and girls club of Pharr.

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

Motion passed unanimously.

Consent Agenda

The board passed a motion to approve the consent agenda in one board action: with the exception of the June Financial Statements as they were not readily available.

- a) Contract
 - i) Construction & Improvements



- ii) Non-Construction
 - (1) Copier Leases
- iii) Contract Ratification
- b) June 2021 Budget Amendments
- c) August 20, 2021 Board Minutes
- d) August 26, 2021 Workshop Minutes
- e) August Committee Meeting Minutes
- f) ADA Manual Update, 2021-22
- g) Salary Setting Manual
- h) 21-22 NH Pay Scale Update
- i) Right of Entry Agreement for SAWS
- j) Date Sharing Agreement with TRS Active Care/Benefits consultant
- k) Toros Facility Use MOU and License Agreement

Motion by: Erich Holmsten
Second by: Ryan Vaughan
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 3:02 PM CST. The Board invited the management to join the closed session.

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 5:33 PM CST.

Motion by: Ryan Vaughan



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

Closed Session Items

The Board passed a motion to approve the TPIA related requests and authorizing/ratifying action pursuant to Gov Code 552.324 and 552.325 as discussed in closed session.

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

The Board passed a motion to approve the Audit Committee Authority as discussed in closed session.

Motion by: Ed Rivera
Second by: Erich Holmsten
All in favor: All
All opposed: None
Motion passed unanimously.

The Board passed a motion to approve the ratification of the student agreement as discussed in closed session.

Motion by: Erich Holmsten
Second by: Collin Sewell
All in favor: All
All opposed: None
Motion passed unanimously.

The Board passed a motion to approve the S.D. personnel agreement as discussed in closed session.

Motion by: Ed Rivera
Second by: Ryan Vaughan
All in favor: All



All opposed None
Motion passed unanimously.

The Board passed a motion to approve the C.N. personnel agreement as discussed in closed session.

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

The Board passed a motion to approve the HQ operating cost budget amendment as discussed in closed session.

Motion by: Collin Sewell
Second by: Ed Rivera
All in favor: All
All opposed None
Motion passed unanimously.

The Board passed a motion to approve the non-expansion amendment for organizational chart revision as discussed in closed session.

Motion by: Collin Sewell
Second by: Ryan Vaughan
All in favor: All
All opposed None
Motion passed unanimously.

The Board passed a motion to approve the Acting CEO/Superintendent's recommendation related to the Chief Compliance and Administrative Officer as discussed in closed session.

Motion by: Reba Cardenas McNair
Second by: Collin Sewell
All in favor: All
All opposed None
Motion passed unanimously.



The Board passed a motion to approve the CAO, CPO, CCO, CSO, CHAO 20-21 performance incentives as discussed in closed session.

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

The Board passed a motion to approve the appointing of Gary Lindgren to the IDEA Public Schools' board. The motion to include that term will begin effective first board workshop or meeting attended.

Motion by: Reba Cardenas McNair
Second by: Erich Holmsten
All in favor: All
All opposed: None
Motion passed unanimously.

The Board passed a motion to approve the slate of board officers for the executive committee as discussed in closed session and in continuity Al Lopez as Chair, Collin Sewell as Vice Chair, Ryan Vaughan as Secretary and Ed Rivera as Treasure.

Motion by: Reba Cardenas McNair
Second by: Erich Holmsten
All in favor: All
All opposed: None
Motion passed unanimously.

29. The Board passed a motion to approve the following individuals for additional terms as recommended.

- Al Lopez – 2021-23
- David Earl – 2021-24
- Ryan Vaughan – 2021-24
- Xenia Garza – 2021-23
- Erich Holmsten – 2021-23



Ed Rivera – 2021-24

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

The Board passed a motion to approve the Committee Assignments including assigning Staff Co-Chair for Committees as discussed in closed session.

Motion by: Ed Rivera
Second by: Collin Sewell
All in favor: All
All opposed: None
Motion passed unanimously.

Real Estate

The Board passed a motion to approve the disposition of one site in Tarrant County.

Motion by: Reba Cardenas McNair
Second by: Erich Holmsten
All in favor: All
All opposed: None
Motion passed unanimously.

Addendum – July 2021 Budget Amendments

The Board passed a motion to approve the July 2021 Budget Amendments that were added as an addendum to this agenda on September 14, 2021 at 5:45 pm.

Motion by: Ed Rivera
Second by: Erich Holmsten
All in favor: All
All opposed: None
Motion passed unanimously.

Adjourn

The Board passed a motion to adjourn the meeting at 5:46 PM CST.



Motion by: Collin Sewell
Second by: Xenia Garza
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 Meeting of IDEA Public Schools held on September 17, 2021.

DocuSigned by:

D8651776BD7A4C2...

Ryan Vaughan, Board Secretary

10/27/2021

Date