



Board Meeting Minutes

November 12, 2021

Board Members Present: Al Lopez, Collin Sewell, Reba C. McNair, Erich Holmsten, Xenia Garza, Ryan Vaughan, David Earl, Michael Adams, Ed Rivera

Other Board Members Present: Dr. Richter, Susan Val Verde, Bill Martin

Board Members Not Present: Dr. Saam Zarrabi, Gary Lindgren

Staff and Consultants Present: Joseph Hoffer, Tom Sage, Martin Winchester, Phillip Garza, Samuel Goessling, Leanne Hernandez, Cody Grindle, Candice Burns, Jessica Hess, Layne Fisher, Massie Ritsch, Amir, Roohi, Jennifer Meer, Carlo Hershberger, Jazmin Leon-Wing, Javier Campos, Jennifer White, Miguel Berlanga, Alejandra Loya, Fidel Ozuna, Amy Loibl, Tita Teran

Audience Present: Mrs. J.C. Heygood

Meeting was called to order by Chair, Al Lopez, at 9:35 AM CST

Summary of Motions and Approvals

1. The Board passed a motion to approve the payment during closure resolution for the greater Houston region: IDEA Hardy.

Motion by: Ryan Vaughan

Second by: Erich Holmsten

Motion passed unanimously.

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

- a. *Contracts – Finance Committee Approved*

1. Construction & Improvements
2. Non-Construction
 - a. Copier Agreements
 - b. Interlocal Agreements
 - c. Software Agreements
 - d. Postal Service Agreements
 - e. Contracted Services
3. Contract Ratification



- ii. Approving Participation in Special Events and Sponsorships – *Finance Committee Approved*
- iii. October 22, 2021 Board Meeting Minutes
- iv. October Committee Meeting Minutes
- v. July Financial Statements – *Finance Committee Approved*
- vi. August Financial Statements – *Finance Committee Approved*

Motion by: Ed Rivera
Second by: David Earl
Motion passed unanimously.

- 3. The Board passed a motion to approve the transition into Executive Session to discuss matters pursuant to Govt. Code 551.071 (consultation with Legal Counsel regarding pending legal issues and matters), 551.074 (personnel) and 551.082 at 10:29 AM CST.

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

- 4. The Board passed a motion to reconvene in Open Session at 1:15 PM CST.

Motion by: David Earl
Second by: Erich Holmsten
Motion passed unanimously.

- 5. The Board passed a motion to uphold the termination of Mr. Lester and deny or refuse any request for compensation he may make.

Motion by: David Earl
Second by: Ryan Vaughan
Motion passed unanimously.

- 6. The Board passed a motion to approve the 20-21 performance incentives as discussed in closed session.

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



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7. The Board passed a motion to approve the central, regional, campus administration/leader employment agreements and ratification as discussed in closed session.

Motion by: Erich Holmsten

Second by: Ed Rivera

Motion passed unanimously.

8. The Board passed a motion to approve the compensation recommendations per Mercer presented in closed session.

Motion by: Ryan Vaughan

Second by: Michael Adams

Motion passed unanimously.

9. The Board passed a motion to approve the plan of finance next steps.

Motion by: Erich Holmsten

Second by: Xenia Garza

Motion passed unanimously.

10. The Board passed a motion to approve the next steps related to the tax matters as discussed in closed session.

Motion by: Ryan Vaughan

Second by: Erich Holmsten

Motion passed unanimously.

11. The Board passed a motion to adjourn the meeting at 1:21 PM CST.

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 November 12, 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, conducted the meeting in the headquarters offices in Weslaco, Texas, as posted. He further indicated 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, Chief Compliance and Administrative Officer, confirmed there was one request for public comment from J.C. Heygood. She was given three minutes to provide her comments. Mrs. Heygood provided her public comment in which she expressed her concern regarding masks. She requested the board to require mask requirements in school. The Board thanked Mrs. Heygood for her public comment. Jessica Hess opened the forum for any other attendees to participate in the public comment section, to which no others participated.

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, Acting CEO/Superintendent, presented highlights about the challenges and the wins of the organization more specifically to the financial status, a vaccination update, and the participation of UIL competition. He further detailed that one the IDEA Frontier Boys' cross-country team qualified state competition. He further added that 43 of IDEA campuses were ranked among the best of the nation by the US and News report. Lastly, he announced that 1,426 out of the 1433 graduating Seniors matriculated to college. He continued by thanking the whole team for the perseverance and achieving the matriculation goal. He further talked about the increase in attendance throughout the campuses.

Committee Reports:

Academic Committee by Ryan Vaughan

The Academic Committee met on November 11, 2021 and received updates on the virtual academy, the 2022-23 school-year program improvements, and college matriculation communication. The next Academic Committee meeting is January 13, 2022 at 10:00 am.

Governance Committee by Collin Sewell

The Governance Committee met on November 4, 2021. The Committee reviewed continued recruitment plans and received a presentation on potential candidates to form a National Advisory Committee. Lastly, the Committee reviewed the 20-21 performance incentives next steps. The next governance committee meeting is December 2, 2021 at



8:30 am.

Real Estate by David Earl

The Real Estate Committee met on November 2, 2021 and reviewed real estate plans and made recommendations based on acquisitions and future planning. The committee was provided an update on sites for divestment and the timeline. They also discussed realtor recommendations for a RGV site. The next Real Estate committee meeting is December 2, 2021 at 10:00 am.

Finance Committee by Erich Holmsten

The Finance Committee met on November 4th and reviewed the financial results for the month of July and August 2021 and the budget amendments for the months of September and October 2021. The Committee was also presented with a Child Nutrition Program update regarding the 21-22 meal participation and the TDA spend down plan. A compliance update was provided on the Charter FIRST public hearing, the FSP reporting, the 990 form for the 20-21 school year and the 2021 charter fee survey. And update on grant contributions and reviewed grants in process. Lastly, the Committee reviewed the plan of finance. The next Finance Committee meeting is December 3, 2021.

The Finance Committee reviewed financial results for the months of July and August 2021 and budget amendments for the months of September and October. The team provided an update on the fiscal year 2020-2021 external audit completion timeline and is on track for presentation to the Board for approval at the November 19, 2021 Special Board meeting. The finance team is also on track to achieve the \$128M operating income org wide financial goal for fiscal year end June 30, 2022.

Payment During Closure

Al Lopez presented the resolution for payment during closure for a weather event in Houston which resulted in IDEA Hardy closing for a half a day.

The Board passed a motion to approve the resolution for payment during closure related to the payment during closure for IDEA Hardy.

Motion by:	Ryan Vaughan
Second by:	Erich Holmsten
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:

- a) Contracts
 - 1. Construction & Improvements
 - 2. Non-Construction
 - (a) Copier Leases
 - (b) Interlocal Agreements
 - (c) Software Agreements
 - (d) Postal Service Agreements
 - (e) Contracted Services
 - 3. Contract Ratifications
- b) Approving Participation in Special Events and Sponsorships
- c) October 22, 2021 Board Minutes
- d) October Committee Meeting Minutes
- e) July Financial Statements
- f) August Financial Statements

Motion by: Ed Rivera
Second by: David Earl
All in favor: All
All opposed: None

Motion passed unanimously.

Board Training

Joseph Hoffer, Board Counsel, provided training on conflicts of interest and Governance reporting in advance of the governance forms submission on December 1st.

Executive Session

The Board passed a motion to approve the transition into Executive Session to discuss matters pursuant to Govt. Code 551.071 (consultation with Legal Counsel regarding pending legal issues and matters), 551.074 (personnel, and 551.082 at 10:29 AM CST. The Board invited the management to join the 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 reconvene in Open Session at 1:15 PM CST.

Motion by: David Earl
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.

Grievance Appeal

The Board passed a motion to uphold the termination of Mr. Lester and deny or refuse any request for compensation he may make.

Motion by: David Earl
Second by: Ryan Vaughan
All in favor: All
All opposed: None
Motion passed unanimously.

Performance Incentives and Goals

The Board passed a motion to approve the 20-21 performance incentives as discussed in closed session.

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

Agreements

The Board passed a motion to approve the central, regional, campus administrator/leader



employment agreements and ratification as discussed in closed session.

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

Compensation

The Board passed a motion to approve the compensation recommendations per Mercer presented in closed session.

Motion by: Ryan Vaughan
Second by: Michael Adams
All in favor: All
All opposed: None
Motion passed unanimously.

Plan of Finance

The Board passed a motion to approve the plan of finance next steps.

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

Tax Matters

The Board passed a motion to approve the next steps related to the tax matters as discussed in closed session.

Motion by: Ryan Vaughan
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 1:21 PM CST.

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 Meeting of IDEA Public Schools held on November 12, 2021.

DocuSigned by:
Anthony Vaughan
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Anthony Ryan Vaughan, Board Secretary

1/23/2022

Date