



IDEA Public Schools
2115 W. Pike Blvd.
Weslaco, Texas 78596

Regular Board Meeting Minutes

June 16, 2023

Board Members Present: Ed Rivera, Anthony Ryan Vaughan, Erich Holmsten, Gary Lindgren (joined at 9:36 a.m.), Theresa Barrera-Shaw, Reba C. McNair, David Earl, Dr. Nanette Cocero

Board Members Not Present: Collin Sewell, Michael Adams

Legal Counsel, Staff, and Consultants Present: Joe Hoffer, Dr. Jeffrey Cottrill, Mike Higgins, Jessica Hess, Leanne Hernandez, Layne Fisher, Cody Grindle, Dolores Gonzalez, Phillip Garza

Audience Present: None

The meeting was called to order by presiding officer, Ryan Vaughan, at 9:32 a.m. CST.

Welcome and Call to Order

Mr. Vaughan welcomed the Board Members to the June 16, 2023, Board of Directors' meeting and confirmed the quorum was present for the meeting in addition to members of the management team. Mr. Vaughan as presiding officer conducted the meeting at IDEA Headquarters in Weslaco, TX, as duly posted.

General Comment

Mr. Vaughan restated the policy and procedures for general comment. Jessica Hess, Chief Governance Officer, confirmed there were no prior requests for employee and staff comments, but made an announcement if anyone on the public line would like to participate.

Agenda Item Comment

Mr. Vaughan stated that the public, employees, and staff have three (3) minutes each to comment on items that are on the agenda for this meeting if they wish to do so. Jessica Hess confirmed that no prior requests to comment on a specific agenda item were made. She provided the opportunity for anyone in the meeting and in the public line, but no requests to comment were made.

Organizational Update

- A. Dolores Gonzalez, Chief Program Officer provided an update regarding CTE and Extracurricular Activities.
- B. Layne Fisher, Chief Operations Officer, presented updates on Enrollment.
- C. Phillip Garza, Chief College Officer shared an update on College Access.

Organizational Priorities Update

Dr. Jeffery Cottrill provided the presentation on the updated organizational priorities. These updates included.

- Staff Experience- Manager Development- Support leaders & and retention of staff
- Student Experience- Strong culture and climate- Fosters engagement, increases day to day attendance. Delores Gonzalez presented
- -Disciplinary literacy- all classrooms need to incorporate reading, writing, discussing, and thinking. Embedded in all curriculum. Teachers will be offered bi-weekly webinars and monthly trainings.
- Trainings have been in progress pertaining to Org Priorities in the last month.

Dr. Cocero- How are we addressing work/life balance.

Dr. Cottrill- Modeling the behavior at the top. We will incorporate this topic in our leadership development training.

2023-24 Annual Operating and Capital Expenditures Budget

Leanne Hernandez, Chief Financial Officer, presented information on this item. The Board was asked to consider and approve 2023-24 Annual Operating and Capital Expenditures Budget.

The Board passed a motion to approve the 2023-24 Annual Operating and Capital Expenditures Budget as presented.

Motion by: Gary Lindgren
Second by: Eric Holmsten
All in favor: All
All opposed None

Motion passed unanimously.

Public comments will be considered as we plan and work on the grant application for the 2023-2024 school year.

Committee Updates

Erich Holmsten, Committee Chair, provided the Finance update.

The IDEA Finance Committee met on Friday, June 9, 2023, and received a cash update and recommended the financial statements for April 2023. In the budgetary segment of the meeting, we recommended the May 2023 budget amendments and the June 2023 proposed budget amendments. Regarding compliance, the items recommended were the purchasing and travel policy exceptions. For the real estate segment of the meeting, we discussed real estate divestitures.

Additionally, we discussed the May 2023 corporate card report, and an update on grants and contributions. Other recommendations were the FY2023-24 Insurance program renewal, and grant agreement amendment, which are presented today for your approval. All other recommendations are included in the consent agenda today for approval. The next finance committee meeting will be held on Thursday July 20, 2023 at 9:30 am CST.

David Earl, Committee Member, presented the Real Estate update.

The Real Estate Committee met on Wednesday June 14, 2023, and reviewed Compensation for senior management, board training, internal audit plan amendments. The next audit meeting will be held on Tuesday July 11, 2023, at 10:30 am CST.

Ed Rivera, Committee Chair, presented the Audit update.

The IDEA Audit Committee met on Tuesday, June 6, 2023, we reviewed and approved internal audit plan amendment number three which will shift part of the work priorities of the internal audit team for the rest of the year. We received an update by the Grant Compliance Audit Manager on Federal grant spending to date, the status of federal drawdowns and other relevant monitoring and compliance reports. We also reviewed the quarter three corporate card review reports prepared by the internal audit team and the corporate card violation reports from the business office team. Our next Audit Committee meeting is tentatively scheduled for July 11, 2023, at 10:30 AM.

Ed Rivera, Board Vice-Chair, presented the Executive update.

The IDEA Executive Committee met on Monday, June 12 and recommended a residency exception and a stipend agreement for IB support, both moved to today's consent agenda.

The next Executive Committee meeting is Tuesday July 25, 2023, 8:30 am CST.

Ed Rivera presented the Governance update.

The IDEA Governance Committee met on Tuesday, June 6, 2023, and reviewed policy recommendations related to personnel and infrastructure that are recommended today. We reviewed compensation for senior management and an annual update to Dr. Jeff Cottrill's contract based on his new title and scope. We also reviewed an update on board training – please be sure you are working with the Governance team on IDEA's staff to complete your board training. Thank you to those of you who have finished. The next committee meeting is scheduled for Tuesday July 11, 2023 at 8:30 am CST.

Policy Recommendations

Various presenters provided information regarding policy updates and recommendations. The Board was asked to consider and approve the policy updates and recommendations as presented.

- a) Possession of Use of Weapons
- b) Board Policy & Admin Procedures
- c) Employee Searches
- d) Employee Attendance
- e) Non-Discrimination Policy
- f) Information Security

Presenter: Jessica Hess presented the policy recommendations from the Governance Committee.

- g) State Assessments
- h) Homebound Services Policy
- i) Parental Option for Student Retention
- j) Dyslexia
- k) Grading Policy

Presenter: Dolores Gonzalez presented the policy recommendations regarding academics and students.

- l) 23-24 Texas Student Handbook

Presenter: Megan Arenas-Goosen provided a presentation on the updates, with rationale and context,

regarding the student handbook.

The Board passed a motion to approve all policy recommendations in one action.

Motion by: Nannette Cocero
Second by: Theresa Barrera-Shaw
All in favor: All
All opposed: None

Motion passed unanimously.

Consent Agenda:

The following items were included on the Consent Agenda:

- (a) Contracts
 - (1) Construction & Improvements
 - (2) Non-Construction
 - (a) Interlocal Agreements
 - (b) Cooperative Agreements
 - (c) Contracted Services
 - (d) Software Services
 - (e) Instructional Material Services
 - (f) Postage Services
 - (g) Transportation
 - (3) Contract Ratifications
 - (4) Grant agreements
 - (5) Personnel Agreements
 - (6) Midland ISD-IDEA agreement related to 1882 partnership
- (b) Superintendent Evaluation Plan (Governance Committee, June 6, 2023)
- (c) 23-24 Teacher Career Pathway Updates (Governance Committee, June 6, 2023)
- (d) 23-24 Recognition Program (Governance Committee, June 6, 2023)
- (e) Internal Audit Plan Amendment (Audit Committee, June 6, 2023)
- (f) Travel Policy exceptions (Finance Committee, June 9, 2023)
- (g) Insurance Renewal 23-24 (Finance Committee, June 9, 2023)
- (h) May 2023 Budget Amendments (Finance Committee, June 9, 2023)
- (i) Proposed June 2023 Budget Amendments (Finance Committee, June 9, 2023)
- (j) April Financial Statements (Finance Committee, June 9, 2023)
- (k) Low Attendance Waiver
- (l) Residency Policy Exception (Executive Committee, June 12, 2023)
- (m) Academic Calendar Update – Brownsville
- (n) June Board Workshop and Committee Meeting Minutes

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

Motion by: David Earl
Second by: Nannette Cocero
All in favor: All
All opposed: None

Motion passed unanimously.

Districtwide Intruder Detection Audit Report Findings

Ed Rivera left the meeting at 12:08 p.m.

Executive Session

Mr. Vaughan called for a motion to move to Executive Session pursuant to Tex. Govt. Code 551.076 Security Personnel and/or Security Audit, Tex. Govt. Code 551.071 Consultation with Legal Counsel regarding pending legal matters, Tex. Govt. Code 551.074 Personnel Matters, and Tex. Govt. Code 551.082 School Children, School District Employees, Disciplinary matter, or complaint.

The Board passed a motion to move to Executive Session.

Motion by: Eric Holmsten
Second by: Nannette Cocero
All in favor: All
All opposed: None
Motion passed unanimously.

The Board moved into Executive Session at 10:59 a.m. CST.

Open Session

Ryan Vaughn called for a motion to reconvene in Open Session at 12:29 p.m.

Open Session

The Board passed a motion to reconvene in Open Session.

Motion by: David Earl
Second by: Nannette Cocero
All in favor: All
All opposed: None
Motion passed unanimously.

The Board reconvened in Open Session at 12:29p.m. CST. No action was taken during the Executive Session.
- Ed Rivera did not return after the closed session.

Districtwide Intruder Detection Audit Report Findings

The Board passed a motion to approve the District Intruder Detection Audit Report findings as presented in Executive Session.

Motion by: Nannette Cocero
Second by: Eric Holmsten
All in favor: All
All opposed: None
Motion passed unanimously.

IP agreement between IDEA Public Schools as Licensor and IPS Enterprises, Inc., as Licensee

The Board passed a motion to approve the IP agreement between IDEA Public Schools as Licensor and IPS Enterprises, Inc. as Licensee as presented in Executive Session.

Motion by: Reba McNair
Second by: Eric Holmsten

All in favor: All
All opposed None
Motion passed unanimously.

Waiver and Expansion Amendment for TEA

The Board passed a motion to approve the waiver, expansion amendment and related business plan for TEA as presented in Executive Session.

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

Resolution- to approve the sale of Real Property

The Board passed a motion to approve the resolution to approve the sale of Real Property as presented in Executive Session.

Motion by: David Earl
Second by: Theresa Barrera-Shaw
All in favor: All
All opposed None
Motion passed unanimously.

Sale of property in Los Fresnos, Texas

The Board passed a motion to approve the sale of property in Los Fresnos, Texas as presented in Closed Session.

Motion by: David Earl
Second by: Reba McNair
All in favor: All
All opposed None
Motion passed unanimously.

Compensation for Chief Program Officer, Chief College Officer, Chief Human Assets Officer, Chief Financial Officer, Chief Operations Officer, Chief Governance Officer, Area Superintendent

Mr. Vaughan called for a motion to approve the Mercer Executive Compensation Analysis in relation to the Chief Program Officer, Chief College Officer, Chief Human Assets Officer, Chief Financial Officer, Chief Operations Officer, Chief Governance Officer, and Area Superintendent roles and compensation for the roles named above. Mr. Vaughan stated that the board would need to adopt the following findings:

1. The Board obtained and relied on appropriate comparability data in making its determination, specifically the Mercer Executive Compensation Analysis.
2. The total compensation package is now being approved in advance by the Board, and no individuals who had an actual or potential conflict of interest with respect to the compensation arrangement participated

in deliberations; and

3. The Board has herein adequately and contemporaneously documented the basis for its determination.

Mr. Vaughan called for a motion that the compensation provided to the officers named above is fair, reasonable, and not excessive and appropriately in line with the individual's education, experience, prior salary history, the job duties actually performed, and what a typical person with similar skills, experience, and job duties would earn.

In one motion, the Board adopted the findings in relation to the Mercer Executive Compensation Analysis regarding the Chief roles and Area Superintendent roles named above and compensation as well as approved that the compensation provided to these roles is fair, reasonable, and not excessive and appropriately in line with the individual's education, experience, prior salary history, the job duties actually performed, and what a typical person with similar skills, experience, and job duties would earn.

Motion by: Gary Lindgren

Second by: Eric Holmsten

All in favor: All

All opposed None

Motion passed unanimously.

CEO/Superintendent contract

The Board passed a motion to approve the amended CEO/Superintendent Contract as presented in Executive Session.

Motion by: Nannette Cocero

Second by: Reba McNair

All in favor: All

All opposed None

Motion passed unanimously.

2023-24 Board Calendar

The Board passed a motion to approve the revisions to the 23-24 Board Calendar as presented in Executive Session.

Motion by: Theresa Barrera-Shaw

Second by: Nannette Cocero

All in favor: All

All opposed None

Motion passed unanimously.

Adjourn

The Board passed a motion to adjourn the meeting at 12:37 PM CST.

Motion by: David Earl

Second by: Theresa Barrera-Shaw

All in favor: All
All opposed None
Motion passed unanimously.

I certify that the foregoing are the true and correct minutes of the regular meeting of the Board Meeting of IDEA Public Schools held on June 16, 2023.

DocuSigned by:

A. Ryan Vaughan

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Anthony Ryan Vaughan, Board Secretary

9/6/2023

Date