



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

Regular Board Meeting Minutes

September 27, 2024

Board Members Present: Collin Sewell, Ed Rivera, Erich Holmsten, Gary Lindgren, Dr. Nanette Cocero, Theresa Barrera-Shaw, Connie Miner.

Board Members Not Present: None

Legal Counsel, Staff, and Consultants Present: Dr. Jeffrey Cottrill, Cody Grindle, Jessica Hess, Jennifer White, April Seidensticker, Christina Porter, Mike Higgins, Dolores Gonzalez, Martin Winchester, Dr. Colleen Stearns, Dr. David Lee, Christopher Ruszkowski, Joe Hoffer, Genevieve Cheng, Ana Padron, Kaitlin McDermott, Megan Goossen, Emily Boney, Felida Villarreal, Javier Campos, Lawrence Galloway, Linda Parga, Macy Torres, Osvaldo Santiago Ramos, Raquel Sanchez, Sandra Sotelo, Tanika Isaac, Fidel Ozuna III, Elizabeth Valades.

Audience Present:

Christina Gonzalez joined the public line at 8:36 am CST, left at 8:41 am CST, rejoined at 8:42 am CST, and left again at 9:05 am CST.

David Hendricks joined the public line at 8:28 am CST and left at 9:30 am CST.

Jose Perez joined the public line at 9:23 am CST and left at 9:24 am CST.

The meeting was called to order by Board Chair Sewell at 8:34am CST.

Welcome and Call to Order

Board Chair Sewell welcomed the Board Members to the September 27, 2024, Board of Directors' meeting and confirmed quorum was present for the meeting in addition to members of the management team. Board Secretary Rivera, as presiding officer, conducted the meeting as duly 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.

General Comment

Jessica Hess, Chief Governance Officer, confirmed there was a prior request from Christina Gonzalez. When called for public comment, Ms. Gonzalez was not present.

Agenda Item Comment

Board Chair Sewell 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. Ms. Hess confirmed that no prior requests to comment on a specific agenda item were made. She provided the opportunity for anyone for the meeting and in the public line, but no requests to comment were made.

Grievance Hearing

Board Chair Sewell proposed to take the agenda out of order, so that Agenda Item 12: Consider grievance appeal could be heard at the top of the meeting. Board Chair Sewell stated that given the nature of the item and pursuant to 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, proposed a motion to move into Executive Session.

The board passed a motion to move into Executive Session

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

The Board moved into Executive Session at 8:36 AM CST.

Open Session

The Board passed a motion to reconvene in Open Session.

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

The Board reconvened in Open Session at 9:23 AM CST. No action was taken during Executive Session.

The Board passed a motion to uphold the lower-level decision regarding the grievance.

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

TEA Conservator Report

Dr. David Lee and Christopher Ruszkowski, Conservators, presented the TEA Conservator Report. This report contained the third section of the TEA Needs Assessment, Human Resources/ Human Assets and Talent Management. No action was taken.

Organizational Update

The next agenda item included Organizational Updates, which were presented by various staff members. First, Dr. Colleen Stearns, Chief Academic Officer, shared the Advanced Placement Test Results for the School Year 2023-2024. Next, Megan Goossen, Vice President of Regulatory Affairs, shared a quarterly update on the Charter School Performance Framework.

24-25 Goal Metrics

Board Chair Sewell shared with the board that the 24-25 Goal Metrics were recommended by the Executive Committee, however, there was a slight update enrollment data. Martin Winchester, Chief Human Assets Officer, presented the 24-25 TX Entity, Regional & Campus Goals Metrics. The board passed a motion to approve the 24-25 Goals – Metrics and Goal Contingency as presented.

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

Committee Updates

Collin Sewell, Committee Chair, provided the Governance and Executive Committee Updates.

The Governance Committee meeting met on September 10, 2024. The Committee discussed proposed revisions to the Board Operating Procedures Policy, renewal of board member terms, election of board officers, and the committee assignments for staff and board. These items are on today's meeting agenda for the full board to discuss the recommendations of the Governance Committee and consider action. Also, the Governance Committee moved into Executive Session to conduct, review, and recommend the CEO/Superintendent evaluation; those recommendations will be reviewed by the full board at today's meeting too. The next Governance Committee meeting is scheduled for November 8, 2024.

The Executive Committee met on September 24, 2024. The Committee reviewed and recommended a non-expansion amendment on today's Consent Agenda and a Comprehensive Needs Assessment related to Human Assets. Additionally, the Committee received a presentation related to the 24-25 Goals- Metrics and Contingency Goals and provided feedback and recommendations for the presentation at the board meeting.

Ed Rivera, Committee Chair, shared the Audit Committee Update.

The Audit Committee was held on September 10, 2024. The committee received updates related to Federal Grants Compliance monitoring, corporate card violations report, a quarter 4 corporate card report, and considered revisions to the Internal Audit Charter, which were recommended for board approval via the consent agenda. The next Audit Committee meeting will be held on October 10, 2024.

Erich Holmsten, Committee Chair, shared the Finance Committee Update.

The Finance Committee met on September 20, 2024. The committee received a financial report including statements for July 2024, a cash update, and a budget variance report. The committee considered the proposed budget amendments for September 2024 and provided feedback to management. This feedback

included revising a proposed line item for IST software to \$920,000. That revision was made, and the \$920,000 amount is reflected in the budget amendments under the consent agenda material. The committee reviewed and recommended several travel and purchasing policy exception requests, also noted for approval via the consent agenda. The next Finance Committee meeting is scheduled for October 18, 2024.

Consent Agenda

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

Motion by: Ed Rivera
Second by: Gary Lindgren
All in favor: All
All opposed: None
Motion passed unanimously.

Districtwide Intruder Detection Audit Report Findings

Jorge Chipres Castaneda, Managing Director of Safety and Security, presented the Open Session part of the report that included information on the Intruder Detection Audits from TEA. No action was taken on this item.

Executive Session

Board Chair Sewell 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.

Further, considering the remaining items slated on the agenda, Board Chair Sewell recommended to continue in Executive Session pursuant to Tex. Govt. Code 551.072 Real Estate matters, Tex. Govt. Code 551.074 Personnel Matters, Superintendent Evaluation, Superintendent Contract, Tex. Govt. Code 551.076 Security Personnel and/or Security Audit, and Tex. Govt. Code 551.082 School Children, School District Employees, Disciplinary matter, or complaint.

Executive Session

The Board passed a motion to move to Executive Session.

Motion by: Dr. Nanette Cocero
Second by: Connie Miner
All in favor: All
All opposed: None
Motion passed unanimously.

The Board moved into Executive Session at 10:25 AM CST.

Open Session

The Board passed a motion to reconvene in Open Session.

Motion by: Dr. Nanette Cocero

Second by: Ed Rivera

All in favor: All

All opposed: None

Motion passed unanimously.

The Board reconvened in Open Session at 12:36 PM CST. No action was taken during Executive Session.

Action Items

The Board passed a motion to approve the Mercer Executive Compensation Analysis in relation to the role of Chief Executive Officer/Superintendent findings for the record as it pertains to the Superintendent/CEO contract and compensation.

- 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 is herein adequately and contemporaneously documented the basis for its determination.

The Board passed a motion that the compensation provided to the roles stated 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.

Motion by: Gary Lindgren

Second by: Dr. Nanette Cocero

All in favor: All

All opposed: None

Motion passed unanimously.

The Board passed a motion to approve the amended CEO/Superintendent contract as discussed in closed session.

Motion by: Gary Lindgren

Second by: Ed Rivera

All in favor: All

All opposed: None

Motion passed unanimously.

The Board passed a motion to approve Ed Rivera and Gary Lindgren for additional terms.

Motion by: Dr. Nanette Cocero

Second by: Connie Miner

All in favor: All

All opposed: None

Motion passed unanimously.

The Board recommended the following slate of candidates for Board Officers: for Board Chair, Collin Sewell; for the role of Vice-Chair & Secretary, Ed Rivera; and Treasurer, Erich Holmsten. The Board passed a motion to approve the slate of officers as presented.

Motion by: Dr. Nanette Cocero

Second by: Connie Miner

All in favor: All

All opposed: None

Motion passed unanimously.

The Board recommended the proposed Committee Assignments:

- Executive Committee: Chair-Collin Sewell and staff Chairperson-Dr. Jeff Cottrill
- Governance Committee: Chair-Collin Sewell and staff Chairpersons- Dr. Jeff Cottrill and Jessica Hess
- Academic Committee: Chair-Dr. Nanette Cocero and staff Chairpersons- Dr. Jeff Cottrill, Dolores Gonzalez, Jessica Hess
- Finance Committee: Chair-Erich Holmsten and staff Chairpersons Dr. Jeff Cottrill, Kathleen Zimmermann, Jessica Hess
- Audit Committee: Chair Ed Rivera and staff Chairpersons Dr. Jeff Cottrill, Javier Campos, Jessica Hess
Per policy, the CEO/Superintendent can adjust staff chair person as well.

The Board passed a motion to approve the proposed Committee Assignments.

Motion by: Theresa Barrera-Shaw

Second by: Dr. Nanette Cocero

All in favor: All

All opposed: None

Motion passed unanimously.

Conflicts of Interest Disclosures

Chief Governance Officer, Jessica Hess, shared information on the annual conflict of interest reporting. No action took place on this item.

Real Estate

The board passed a motion to approve the next steps related to minimum sales prices and disposition of property as discussed in closed session.

Motion by: Ed Rivera
Second by: Gary Lindgren
All in favor: All
All opposed: None
Motion passed unanimously.

Adjourn

The Board passed a motion to adjourn the meeting at 12:41 PM CST.

Motion by: Dr. Nanette Cocero
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 September 27, 2024.

Ed Rivera, Board Secretary

Date Signed