



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

Regular Board Meeting Minutes

November 18, 2025

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

Board Members Not Present: None

Legal Counsel, Staff, and Consultants Present: Dr. Jeffrey Cottrill, Cody Grindle, Dolores Gonzalez, Jessica Hess, Martin Winchester, Layne Fisher, Dr. Colleen Stearns, April Seidensticker, Alejandra Loya, Genevieve Cheng, Dr. David Lee, Veronica Conforme, Joe Hoffer, Fidel Ozuna III, Elizabeth Valades.

Audience Present:

The meeting was called to order by Board Chair Collin Sewell at 5:02 PM CST.

Welcome and Call to Order

Board Chair Sewell welcomed the Board Members to the November 18, 2025 Board of Directors meeting and confirmed quorum was present for the meeting in addition to members of the management team. Board Chair Sewell conducted the meeting as duly posted. He further indicated that 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, stated that there were no prior requests.

Agenda Item Comment

Presiding Officer 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. No prior requests to comment on a specific agenda item were made.

External Audit

Laurie Gutierrez from Blazek & Vetterling presented the FY 2025 Annual Audit Results to the Board. The Board passed a motion to approve the audit as presented.

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

Charter FIRST Public Hearing & Financial Management Report

Tony Kingman, Vice President of Finance, presented the Charter FIRST Public Hearing. This presentation included the Charter FIRST rating results and indicators, and lastly the financial management report. No action was taken on this item.

TAP Public Hearing

Jacklyn Verdin, Chief of Staff for Schools, presented the Turnaround Plan Process and timeline. The Board passed a motion to approve the Turnaround Plan, or TAP, as presented.

Motion by: Dr. Nanette Cocero
Second by: Theresa Barrera-Shaw
All in favor: All
All opposed: None
Motion passed unanimously.

Jessica Hess, Chief Governance Officer, presented the non-expansion amendment needed in relation to the IDEA Hardy TAP. The Board passed a motion to approve the resolution for the non-expansion amendment related to the IDEA Hardy TAP.

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

TEA Conservator Report

TEA conservator Dr. David Lee presented the monthly TEA Conservator Report. No action was taken on this item.

Organizational Updates

Dr. Jeffrey Cottrill, Superintendent and CEO, shared several organizational updates including Org-Wide Progress to Goals and Team & Family highlights. No action was taken on this item.

24-25 Organizational Goals

Dr. Cottrill continued by presenting the 24-25 Goal Updates, which included Team Performance and Incentive Pay. No action was taken on this item.

25-26 Team and Family Recognition Payment

The next item was a presentation from Dr. Cottrill on the 25-26 Team and Family Recognition estimated total payout and the recognition guidelines. The Board passed a motion to approve the 25-26 Team and Family Recognition Payment as recommended.

Motion by: Ed Rivera
Second by: Connie Miner
All in favor: All
All opposed: None
Motion passed unanimously.

Dr. Cottrill, clarified at 7:04 PM CST that the Team and Family Recognition Payment includes all staff employed as of November 14, 2025. The Board passed a motion to ratify the approval of the recognition program as shared by Dr. Cottrill at 7:04 PM CST.

Motion by: David Dunn
Second by: Lilya Matos
All in favor: All

All opposed None
Motion passed unanimously.

HB3 Early Literacy, Math and CCMR Goals

Dolores Gonzalez, Deputy Superintendent, presented the next agenda item on HB3 Goals. She shared the results on the 25-26 HB3 Goals and Objectives for Math, Reading, CCMR, and Postsecondary Outcomes. The Board passed a motion to approve the HB3 Early Literacy, Math, and CCMR Goals as presented.

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

School Health Advisory Council (SHAC) Requirements

Eva Rodriguez, Vice President of Student Health and Wellness, presented the requirements and the 25-26 proposed members for the School Health Advisory Council. The Board passed a motion to approve a board resolution authorizing the creation of the local School Health Advisory Council (SHAC) and the appointment of its members, as well as the SHAC bylaws and operating procedures, as presented and in one board action.

Motion by: Lilya Matos
Second by: Ed Rivera
All in favor: All
All opposed None
Motion passed unanimously.

Committee Updates

Dr. Nanette Cocero, Academic Committee Chair, presented the Academic Committee Updates. The Academic Committee met on October 16, 2025, with David Dunn and Dr. Cocero present. The committee received presentations regarding School Improvement and Turnaround Plans, and an overview of the Turnaround Plan for IDEA Hardy, which was presented earlier in today's meeting. No action was taken on these items in committee. An academic workshop was held on November 13, 2025 to review a formative assessment on the District Improvement Plan. The next Academic Committee meeting is December 4, 2025.

Ed Rivera, Audit Committee Chair, presented the Audit Committee Updates. The Audit Committee met on October 14, 2025, with members Erich Holmsten, Lilya Matos, Theresa Barrera-Shaw and Ed Rivera present. The committee received presentations regarding the 25-26 TEA Grant Risk Assessment Results, with no action taken on this item, before moving into Executive Session to review the Student Records Audit. The committee then reconvened in Open Session, with no action taken on the Student Records Audit, before adjourning. The Audit Committee also met on November 11, 2025, with members Erich Holmsten, Lilya Matos and Ed Rivera present. The committee received a presentation from Blazek and Vetterling regarding the 24-25 External Audit Review, as well as presentations regarding Grant Monitoring Results and a Contract Policy and Review Audit, with no action taken on these items. The next Audit Committee meeting is December 9, 2025.

Erich Holmsten, Finance Committee Chair, presented the Finance Committee Updates. The Finance Committee met on October 17, 2025, with David Dunn and Erich Holmsten present. The committee received presentations regarding CFO updates, including the announcement of new VP of Finance Tony Kingman, updates on the government shutdown, November budget amendments, SB12, Goal Progress Measures and Audit Updates, as well as a Liquidity Update. No action was taken on these items. The committee also received

presentations regarding August 2025 Financial Statements, Budget Amendments, Regions Bank Child Nutrition Program Account Closure, and Purchasing and Travel Exceptions to Policy. These items were all recommended for board approval and are on today's consent agenda. The Finance Committee also met on November 11, 2025, with David Dunn, Collin Sewell, Ed Rivera, Lilya Matos and Erich Holmsten present. The committee received presentations regarding CFO updates, including 25-26 Enrollment Update, 25-26 Budget Amendments, Exit Criteria and Goal Progress Measures, as well as a preview of the 24-25 Charter FIRST Rating, Liquidity Update, and FY2025 External Audit Review by Blazek and Vetterling. No action was taken on these items. The committee also received presentations regarding September 2025 Financial Statements, Budget Amendments, Public Funds Investment Act Q1 Report, Spring 2026 Sponsorship Events, and Purchasing and Travel Exceptions to Policy. These items were all recommended for board approval and are on today's consent agenda. The next Finance Committee meeting is December 12, 2025.

Board Chair Collin Sewell presented the Governance Committee and Executive Committee Updates. The Governance Committee met on November 6, 2025, with members Ed Rivera, Nanette Cocero, Gary Lindgren and Collin Sewell present. The committee received presentations regarding Board Training, Texas Governance Reporting, and Board Recruitment through a partnership with GHP, with no action taken on these items. The committee also received presentations regarding revisions to IDEA's Bylaws, and updates to IDEA's Board Structure and Operations Policy, both of which were recommended for approval and are on today's consent agenda. The Committee entered into Executive Session, and upon returning to Open Session, passed a motion to defer action on a resolution related to non-expansion amendment for organization chart, as discussed in Executive Session. The next Governance Committee meeting is January 15, 2026.

The Executive Committee meeting was held on November 7, 2025, with members Erich Holmsten, Ed Rivera and Collin Sewell present. The committee received a presentation from TEA Conservator Dr. David Lee, as well as a presentation regarding Org-Wide Goal Verification and Performance Payout, with no action taken on either of these items. The committee also received presentations regarding Non-Expansion Amendments for Deferrals of Houston and Tarrant County expansion sites, Compensation Setting Policy Updates, and Employee Handbook Revisions, which were all recommended for approval and are on today's consent agenda. The committee then moved into Executive Session to discuss legal matters, subsequently recommending for approval settlement agreements as discussed in Executive Session. This item is on today's consent agenda. The next Executive Committee meeting is December 16, 2025.

Consent Agenda

The board passed a motion to approve the Consent Agenda in one board action.

Motion by:	Theresa Barrera-Shaw
Second by:	Erich Holmsten
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 an update regarding the districtwide intruder detection audit report. No action was taken on this item.

Executive Session

Considering the nature of the rest of the safety information, Board Chair Sewell called for a motion to move into Executive Session pursuant to Texas Govt. Code 551.076 Security Personnel and/or Security Audit. Further, considering the remaining items on the agenda, I'd like to continue in Executive Session pursuant to Texas Govt. Code 551.071 Consultation with Legal Counsel regarding pending legal matters, Texas Govt. Code

551.074 Personnel Matters, Texas Govt. Code 551.074 Superintendent Performance Feedback, and Texas Govt. Code 551.074 Superintendent Evaluation.

Executive Session

The Board passed a motion to move to Executive Session pursuant to Texas Govt. Code 551.076, Texas Govt. Code 551.074, and Texas Govt. Code 551.071.

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

The Board moved into Executive Session at 7:26 PM CST.

Open Session

The Board passed a motion to reconvene in Open Session.

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

The Board reconvened in Open Session at 8:50 PM CST. No action was taken during Executive Session.

Votes on Executive Session Items

The Board passed a motion to approve the 25-26 Multi-hazard Emergency Operations Plan as discussed in Executive Session.

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

The Board passed a motion to approve the CEO/Superintendent delegation related to compensation offers for Chief Talent Officer and Chief College Officer as discussed in Executive Session.

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

Recess

Board Chair Sewell recommended recessing the IDEA Board Meeting to the next business day to commence at 8:30 AM CST pursuant to Texas Govt. Code 551.0411.

Motion by: Ed Rivera

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

Reconvene

The Board passed a motion to reconvene from the recess of the November 18th Board Meeting on November 19, 2025 at 8:31 AM CST.

Motion by: Dr. Nanette Cocero
Second by: Ed Rivera
All in favor: All
All opposed: None
Motion passed unanimously.

Executive Session

The Board passed a motion to move to Executive Session pursuant to Texas Govt. Code 551.071 and Texas Govt. Code 551.074.

Motion by: Dr. Nanette Cocero
Second by: David Dunn
All in favor: All
All opposed: None
Motion passed unanimously.

The Board moved into Executive Session at 8:32 AM CST.

Open Session

The Board passed a motion to reconvene in Open Session.

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

The Board reconvened in Open Session at 9:29 AM CST. No action was taken during Executive Session.

Votes on Executive Session Items

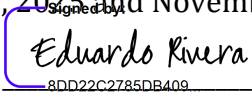
The Board passed a motion to approve the next steps related to the CEO/Superintendent performance evaluation as discussed in Executive Session.

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

Adjourn

The Board passed a motion to adjourn the meeting at 9:30 AM CST.

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 November 18, 2025 and November 19, 2025.

Signed by

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Ed Rivera, Board Secretary

1/23/2026

Date