



# International American Education Federation, Inc., d/b/a International Leadership of Texas

## December 16, 2020 Regular Meeting and Public Hearing of the Charter FIRST Rating Report

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### **Date and Time**

Wednesday December 16, 2020 at 6:15 PM CST

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### **Meeting Notice & Mission Statement**

In compliance with the Texas Open Meetings Act, the Texas Government Code, Chapter 551, timely public advance written notice (at least 72 hours before the scheduled time of the meeting) is given of the subjects to be considered by the Board of Directors of International Leadership of Texas (the "Board") and the Board will convene a Regular Open Meeting of the Board of Directors of International Leadership of Texas on the date and time set forth herein.

### **Special Notice: Public Presentation and Hearing of the International Leadership of Texas 2019-2020 Financial Integrity Rating System of Texas (FIRST) Ratings Report**

In compliance with [19 TAC §109.1001](#), in conjunction with the above-noticed Regular Meeting, the Board of Directors will be holding the annual Presentation and Hearing of the report of the school's 2019-2020 Charter FIRST ratings at the same date and time. As to this Presentation and Hearing, the Board hereby certifies that this notice was posted on a bulletin board or on something akin thereto or at a place readily accessible and convenient to the public at 1820 N. Glenville Dr., #100, Richardson, TX 75081, as well as online at [www.ILTexas.org](http://www.ILTexas.org), at least ten calendar days in advance of the Presentation and Hearing. As to the above-noticed Regular Meeting, items noticed may be revised until 72 hours in advance of the Regular Meeting. The items on the Agenda for the Presentation and Hearing and the Regular Meeting may be taken in any order.

### **Special Notice: Public Meetings at Headquarters are Suspended Until Further Notice:**

International Leadership of Texas Board of Directors will be holding its regularly scheduled public board meeting at the date and time noticed above. Members of the public will be able to watch the meeting via the link <https://zoom.us/j/801651349> or by a link that will be posted on the ILTexas.org website (click the button "Board Meetings" to view any updates to this Notice).

If you would like to sign up to speak at the meeting, please send your name to [board@iltexas.org](mailto:board@iltexas.org), 24-Hours in advance of the noticed Meeting time so that we will be able to promote you to a panelist, which will allow you to speak with our board members.

It normally is the intent of the Board to have a quorum physically present at the above address and to allow any Board members not physically present to participate by live two-way video and audio feed in accordance with the Texas Open Meetings Act. However, due to the COVID-19 Coronavirus Pandemic and the governmental and administrative responses to that Pandemic, the Board intends to conduct the Meeting via videoconference. A quorum of the Board will not be physically present at the usual Headquarters address. Neither will the presiding officer physically be present there. Nevertheless, the Meeting will be open to the public. Every effort will be made to facilitate public viewing of the Meeting while it is in progress via live video feed and, subject to limitations of the technology and logistics, to allow the usual opportunities for those who wish to speak to do so. Please access

this Agenda via the ILTexas website as the time of the Meeting approaches, in order to find any additional information or updated links concerning the Meeting.

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/s/ Finn Simmensen, For ILTexas' Board

## Agenda

	Purpose	Presenter	Time
<b>I. Opening Items</b>			<b>6:15 PM</b>
Opening Items			
<b>A.</b> Record Attendance and Guests			
<b>B.</b> Call the Meeting to Order			
<b>II. Annual Presentation and Public Hearing of Charter FIRST Report</b>			
<b>A.</b> CALL TO ORDER	FYI	Major General James Williams	
<b>B.</b> PRESENTATION OF FINANCIAL INTEGRITY RATING SYSTEM OF TEXAS (FIRST) REPORT	FYI	James Dworkin	
<b>C.</b> ADJOURN CHARTER FIRST REPORT PRESENTATION AND PUBLIC HEARING	FYI	Major General James Williams	
<b>III. Public Speakers</b>			
Board Services			
<b>A.</b> Guests who spoke, if any	FYI		
<b>IV. Approve Minutes of Prior Meetings</b>			
<b>A.</b> APPROVE MINUTES OF NOVEMBER 18, 2020 REGULAR BOARD MEETING	Approve Minutes		
Approve minutes for November 18, 2020 Regular Board Meeting on November 18, 2020			
<b>B.</b> APPROVE MINUTES OF DECEMBER 3, 2020 SPECIAL BOARD MEETING	Approve Minutes		
Approve minutes for December 3, 2020 Special Board Meeting on December 3, 2020			
<b>V. Superintendent-CEO Report and Information Items</b>			
<b>A.</b> SUPERINTENDENT-CEO REPORT	FYI	Eddie Conger	
<b>B.</b> SCHOOL LEADERSHIP REPORT	FYI	Dr. Thomas Seaberry	
<b>C.</b> CHIEF ACADEMIC OFFICER REPORT	FYI	Dr. Laura Carrasco	
<b>D.</b> CHIEF ADMINISTRATIVE OFFICER REPORT	FYI	Jerry McCreight	
<b>VI. Executive Session</b>			
<b>A.</b> AUTHORIZATION	FYI		

Closed Session for Any and All Reasons Permissible by Texas Law, including, but not limited to, Texas Government Code Sections 551.071, 551.072, 551.073, 551.074, 551.075, 551.076, 551.082, 551.083, 551.084, pertaining to any item listed on this agenda, as permitted by applicable law.

**VII. Board Items for Discussion/Action**

- A. CONSIDER/ACT ON NOVEMBER, 2020 FINANCIAL REPORT**                      Vote                      James Dworkin  
Discuss/Take Action to approve the November, 2020 International American Education Federation (d.b.a. International Leadership of Texas) Financial Report.
- B. CONSIDER/ACT ON SUPERINTENDENT EVALUATION METRIC FOR 2020-2021 SCHOOL YEAR**                      Vote                      Eddie Conger  
Discuss/Take Action to approve a metric for evaluation of Superintendent performance for the 2020-2021 School Year.
- C. CONSIDER/ACT ON SUPERINTENDENT CONTRACT**                      Vote                      Eddie Conger  
Discuss/Take Action to approve Superintendent's contract.
- D. CONSIDER/ACT AUTHORIZING SUPERINTENDENT TO ENGAGE BELLWETHER CONSULTING FOR STRATEGIC PLANNING**                      Vote                      Eddie Conger  
Discuss/Take Action to authorize Superintendent to engage Bellwether Consulting to develop a Strategic Plan for ILTexas

**VIII. Closing Items**

- A. Adjourn Meeting**                      Vote

# Cover Sheet

## CALL TO ORDER

**Section:** II. Annual Presentation and Public Hearing of Charter FIRST Report  
**Item:** A. CALL TO ORDER  
**Purpose:** FYI  
**Submitted by:**

**BACKGROUND:**  
Annual Presentation and Public Hearing of Charter FIRST Report

## Cover Sheet

### PRESENTATION OF FINANCIAL INTEGRITY RATING SYSTEM OF TEXAS (FIRST) REPORT

**Section:** II. Annual Presentation and Public Hearing of Charter FIRST Report  
**Item:** B. PRESENTATION OF FINANCIAL INTEGRITY RATING SYSTEM OF  
TEXAS (FIRST) REPORT  
**Purpose:** FYI  
**Submitted by:**  
**Related Material:** Board Report - FIRST Hearing.pdf

BACKGROUND:  
PRESENTATION OF FINANCIAL INTEGRITY RATING SYSTEM  
OF TEXAS (FIRST) REPORT

# Financial Integrity Rating System of Texas

## 2019-2020 Charter FINAL Rating

### Based on FY 2019 Audit

**2019-2020 FINAL Rating = A-Superior (96 / 100 points)**

#### Pass / Fail

- ✓ 1. Financial audit completed and submitted on time
- ✓ 2. Auditor found no material weakness in audit
- ✓ 3. District is in compliance with debt obligations
- ✓ 4. TRS payments were made on time
- ✓ 5. Total net assets were greater than \$-0-

#### Financial Tests

- ✗ 6. 6 pts. Days cash on hand  $\geq$  44 days (60 days = 10 pts.)
- ✓ 7. 10 pts. Current Assets  $\geq$  2x Current Liabilities
- ✓ 8. 10 pts. LT Liab.  $\leq$  60% Total Assets (growth exception)
- ✓ 9. 10 pts. Earnings before depreciation  $>$  0
- ✓ 10. 10 pts. Debt Service Coverage Ratio  $\geq$  1.2x
- ✓ 11. 10 pts. Administrative cost ratio  $\leq$  14.01%

#### Operating Tests

- ✓ 12. 10 pts. No decrease in enrollment (Student: Staff Ratio)
- ✓ 13. 10 pts. Reported PEIMS data matched AFR data
- ✓ 14. 10 pts. No audit findings of Federal programs
- ✓ 15. 10 pts. No over-allocation of TEA funds

# Financial Integrity Rating System of Texas

## 2020-2021 Expected Rating

### Based on FY 2020 Audit

**2020-2021 Rating Expected = A-Superior (95 / 100 points)**

#### Pass / Fail

- ✓ 1. Financial audit complete and submitted on time
- ✓ 2. Auditor found no material weakness in audit
- ✓ 3. District is in compliance with debt obligations
- ✓ 4. TRS payments were made on time
- ✓ 5. Total net assets were greater than \$-0-

#### Financial Tests

- ✓ 6. Net Assets > 75 days or not declined >25%/3yrs
- ✓ 7. 10 pts. Days cash on hand >100days (60 days = 10 pts.)
- ✓ 8. 10 pts. Cur. Assets/Cur. Liab. = 3.9x ( $\geq 2x = 10$  pts.)
- ✓ 9. 5 pts. Earnings before depreciation > 0
- ✓ 10. 10 pts. Actual Revenue vs. TEA budget +/- 10%/3yrs
- ✓ 11. 10 pts. LT Liab.  $\leq 60\%$  Total Assets (growth exception)
- ✓ 12. 10 pts. Debt Service Coverage Ratio  $\geq 1.2x$
- ✗ 13. Unrestricted net assets <5% LT Liab. (5 pts. lost)
- ✓ 14. 10 pts. Administrative cost ratio  $\leq 14.01\%$

#### Operating Tests

- ✓ 15. 10 pts. No enrollment decrease (Student : Staff Ratio)
- ✓ 16. 5 pts. Estimated ADA within 10% of estimate
- ✓ 17. Reported PEIMS data matched AFR data
- ✓ 18. Audit found no internal control weakness
- ✓ 19. 10 pts. No audit findings of Federal non-compliance
- ✓ 20. 5 pts. Required postings on website
- ✓ 21. Geographic Boundary test (max 89pts. if failed)

# Financial Integrity Rating System of Texas

**2019-2020 FINAL (passing 60 pts.)**

## Based on FY 2019 Audit

**2019-2020 FINAL Rating = A-Superior (96 / 100 points)**

### Pass / Fail

- ✓ 1. Financial audit completed and submitted on time
- ✓ 2. Auditor found no material weakness in audit
- ✓ 3. District is in compliance with debt obligations
- ✓ 4. TRS payments were made on time
- ✓ 5. Total net assets were greater than \$-0-

### Financial Tests

- ✗ 6. 6 pts. Days cash on hand  $\geq$  44 days (60 days = 10 pts.)
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- ✓ 9. 10 pts. Earnings before depreciation  $>$  0
- ✓ 10. 10 pts. Debt Service Coverage Ratio  $\geq$  1.2x
- ✓ 11. 10 pts. Administrative cost ratio  $\leq$  14.01%

### Operating Tests

- ✓ 12. 10 pts. No decrease in enrollment (Student: Staff Ratio)
- ✓ 13. 10 pts. Reported PEIMS data matched AFR data
- ✓ 14. 10 pts. No audit findings of Federal programs
- ✓ 15. 10 pts. No over-allocation of TEA funds

**2020-2021 Expected (passing 70 pts.)**

## Based on FY 2020 Audit

**2020-2021 Rating Expected = A-Superior (95 / 100 points)**

### Pass / Fail

- ✓ 1. Financial audit complete and submitted on time
- ✓ 2. Auditor found no material weakness in audit
- ✓ 3. District is in compliance with debt obligations
- ✓ 4. TRS payments were made on time
- ✓ 5. Total net assets were greater than \$-0-

### Financial Tests

- ✓ 6. Net Assets  $>$  75 days or not declined  $>$ 25%/3yrs
- ✓ 7. 10 pts. Days cash on hand  $>$ 100days (60 days = 10 pts.)
- ✓ 8. 10 pts. Cur. Assets/Cur. Liab. = 3.9x ( $\geq$  2x = 10 pts.)
- ✓ 9. 5 pts. Earnings before depreciation  $>$  0
- ✓ 10. 10 pts. Actual Revenue vs. TEA budget  $\pm$  10%/3yrs
- ✓ 11. 10 pts. LT Liab.  $\leq$ 60% Total Assets (growth exception)
- ✓ 12. 10 pts. Debt Service Coverage Ratio  $\geq$  1.2x
- ✗ 13. Unrestricted net assets  $<$ 5% LT Liab. (5 pts. lost)
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- ✓ 20. 5 pts. Required postings on website
- ✓ 21. Geographic Boundary test (max 89pts. if failed)



## Cover Sheet

### APPROVE MINUTES OF NOVEMBER 18, 2020 REGULAR BOARD MEETING

**Section:** IV. Approve Minutes of Prior Meetings  
**Item:** A. APPROVE MINUTES OF NOVEMBER 18, 2020 REGULAR BOARD MEETING  
**Purpose:** Approve Minutes  
**Submitted by:**  
**Related Material:** Minutes for November 18, 2020 Regular Board Meeting on November 18, 2020

**DRAFT**

# International American Education Federation, Inc., d/b/a International Leadership of Texas

## Minutes

November 18, 2020 Regular Board Meeting

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### **Date and Time**

Wednesday November 18, 2020 at 6:15 PM

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### **Meeting Notice & Mission Statement**

In compliance with the Texas Open Meetings Act, the Texas Government Code, Chapter 551, timely public advance written notice (at least 72 hours before the scheduled time of the meeting) is given of the subjects to be considered by the Board of Directors of International Leadership of Texas (the "Board") and the Board will convene a Regular Open Meeting of the Board of Directors of International Leadership of Texas on the date and time set forth herein.

### **Special Notice: Public Meetings at Headquarters are Suspended Until Further Notice:**

International Leadership of Texas Board of Directors will be holding its regularly scheduled public board meeting at the date and time noticed above. Members of the public will be able to watch the meeting via the link <https://zoom.us/j/801651349> or by a link that will be posted on the ILTexas.org website (click the button "Board Meetings" to view any updates to this Notice).

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/s/ Finn Simmensen, For ILTexas' Board

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#### **Directors Present**

Chris Moreland (remote), Dr. Lynne Beach (remote), Major General James Williams (remote), PETER GUDMUNDSSON (remote), Soner Tarim (remote), Tracy Cox (remote)

#### **Directors Absent**

*None*

#### **Guests Present**

Aaron Thorson, Alexander Maldonado, Bryndan Wright, Caitlin Madison, Carla Bennett, Charles Klein, Craig Timberlake, Dr. Laura Carrasco, Dr. Matilda Orozco, Eddie Conger, Finn Simmensen, Frank Miller, James Dworkin, James Timothy Brightman, Jerry McCreight, Kayla Nations-Perkins, Kim Axtell, Lucy Mariappa, Regina Jones, Rodney Cooksy, Shannon Urbina Haider, Thomas Seaberry, Tony Palagonia, Veronica Ibarra

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### **I. Opening Items**

#### **A. Record Attendance and Guests**

#### **B. Call the Meeting to Order**

Major General James Williams called a meeting of the board of directors of International American Education Federation, Inc., d/b/a International Leadership of Texas to order on Wednesday Nov 18, 2020 @ 6:16 PM.

### **II. Approve Minutes of Prior Meetings**

#### **A. APPROVE MINUTES OF OCTOBER 21, 2020 REGULAR MEETING**

PETER GUDMUNDSSON made a motion to approve the minutes from October 21, 2020 Regular Board Meeting on 10-21-20.

Tracy Cox seconded the motion.

The board **VOTED** unanimously to approve the motion.

### **III. Superintendent-CEO Report and Information Items**

#### **A. SUPERINTENDENT-CEO REPORT**

Superintendent-CEO Eddie Conger reported to the Board.

Mr. Conger briefed the Board on an upcoming Bush China Foundation visit.

#### **B. SCHOOL LEADERSHIP REPORT**

Deputy Superintendent of School Leadership Dr. Thomas Seaberry reported to the Board.

Dr. Seaberry briefed the Board on challenges stemming from COVID-19-driven changes to the ILTexas education program.

**C. CHIEF ACADEMIC OFFICER REPORT**

Chief Academic Officer Dr. Laura Carrasco reported to the Board.

**D. CHIEF ADMINISTRATIVE OFFICER REPORT**

Chief Administrative Officer Jerry McCreight reported to the Board.  
Mr. McCreight briefed the Board on New Hires, Authorized Positions,

**IV. Executive Session**

**A. AUTHORIZATION**

The Board entered Executive Session at 8:18 p.m., after finishing the Board Items for Discussion/Action.

The Board returned to Open Session at 8:49 p.m., having conducted no vote and made no decisions during Executive Session.

**V. Board Items for Discussion/Action**

**A. CONSIDER/ACT ON OCTOBER, 2020 FINANCIAL REPORT**

Soner Tarim made a motion to approve the October, 2020 Financial Report.

PETER GUDMUNDSSON seconded the motion.

Chief Financial Officer James Dworkin reported to the Board. The board **VOTED** unanimously to approve the motion.

**B. CONSIDER/ACT ON CAMPUS TARGETED IMPROVEMENT PLANS**

PETER GUDMUNDSSON made a motion to approve the Targeted Improvement Plans.

Soner Tarim seconded the motion.

Chiefs and Executive Director of Special Populations briefed the Board and fielded questions. The board **VOTED** unanimously to approve the motion.

**C. CONSIDER/ACT TO APPROVE HB3 EARLY LITERACY/MATH & CCMR BOARD GOALS**

Tracy Cox made a motion to approve the HB3 Board Goals.

Soner Tarim seconded the motion.

Dr. Thomas Seaberry and Dr. Laura Carrasco reported to the Board.

Carla Bennett, Kim Axtell, Frank Miller The board **VOTED** unanimously to approve the motion.

**D. CONSIDER/ACT ON CONTRACT WITH NOVEL BUILDERS FOR PHASE II REMODEL AT ILTEXAS LANCASTER-DESOTO HS**

Chris Moreland made a motion to approve the contract.

Soner Tarim seconded the motion.

COO Bryndan Wright briefed the Board on the proposed contract. The board **VOTED** unanimously to approve the motion.

**E. CONSIDER/ACT ON AUTHORIZING THE ADMINISTRATION TO CLOSE ON THE PURCHASE OF LAND AND BUILDING FOR ILTEXAS HEADQUARTERS**

Dr. Lynne Beach made a motion to approve the authorization.

PETER GUDMUNDSSON seconded the motion.

COO Bryndan Wright briefed the Board on the proposed purchase. The board **VOTED** unanimously to approve the motion.

**VI. Closing Items**

**A. Adjourn Meeting**

Dr. Lynne Beach made a motion to adjourn.

PETER GUDMUNDSSON seconded the motion.

The board **VOTED** unanimously to approve the motion.

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:49 PM.

Respectfully Submitted,  
Finn Simmensen

# Cover Sheet

## APPROVE MINUTES OF DECEMBER 3, 2020 SPECIAL BOARD MEETING

**Section:** IV. Approve Minutes of Prior Meetings  
**Item:** B. APPROVE MINUTES OF DECEMBER 3, 2020 SPECIAL BOARD MEETING  
**Purpose:** Approve Minutes  
**Submitted by:**  
**Related Material:** Minutes for December 3, 2020 Special Board Meeting on December 3, 2020

**DRAFT**

# International American Education Federation, Inc., d/b/a International Leadership of Texas

## Minutes

December 3, 2020 Special Board Meeting

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### **Date and Time**

Thursday December 3, 2020 at 6:15 PM

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### **Meeting Notice & Mission Statement**

In compliance with the Texas Open Meetings Act, the Texas Government Code, Chapter 551, timely public advance written notice (at least 72 hours before the scheduled time of the meeting) is given of the subjects to be considered by the Board of Directors of International Leadership of Texas (the "Board") and the Board will convene a Special Open Meeting of the Board of Directors of International Leadership of Texas on the date and time set forth herein.

### **Special Notice: Public Meetings at Headquarters are Suspended Until Further Notice:**

International Leadership of Texas Board of Directors will be holding the above identified public board meeting at the time and place stated above. Members of the public will be able to watch the meeting via the link <https://zoom.us/j/801651349> or by a link that will be posted on the ILTexas.org website (click the button "Board Meetings" to view any updates to this Notice).

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/s/ Finn Simmensen, For ILTexas' Board

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#### **Directors Present**

Chris Moreland (remote), Dr. Lynne Beach (remote), Major General James Williams (remote), PETER GUDMUNDSSON (remote), Soner Tarim (remote), Tracy Cox (remote)

#### **Directors Absent**

*None*

#### **Directors Arrived Late**

Chris Moreland

#### **Guests Present**

Aaron Thorson (remote), Alexander Maldonado (remote), Charles Klein (remote), Eddie Conger (remote), Finn Simmensen (remote), James Dworkin (remote), James T. (Tim) Brightman (remote), Kayla Nations-Perkins (remote), Veronica Ibarra (remote)

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### **I. Opening Items**

#### **A. Record Attendance and Guests**

#### **B. Call the Meeting to Order**

Major General James Williams called a meeting of the board of directors of International American Education Federation, Inc., d/b/a International Leadership of Texas to order on Thursday Dec 3, 2020 @ 6:16 PM.

### **II. Executive Session**

#### **A. AUTHORIZATION**

The Board entered Executive Session at 6:17 p.m. and returned to Open Session at 6:36 p.m., having made no decisions and conducted no votes during Executive Session. Chris Moreland arrived late.

### **III. Board Items for Discussion/Action**

#### **A. CONSIDER/ACT ON PURCHASE AGREEMENT ADDENDUM AND ANCILLARY AGREEMENT FOR 7811 UNIVERSITY HILLS BL., DALLAS, TX 75241 PROPERTY**

Dr. Lynne Beach made a motion to approve the settlement agreement and addendum. PETER GUDMUNDSSON seconded the motion. The board **VOTED** unanimously to approve the motion.

#### **B. CONSIDER/ACT ON AGREEMENT WITH FORMER ADMINISTRATOR**

Dr. Lynne Beach made a motion to accept the settlement agreement. Soner Tarim seconded the motion.



The board **VOTED** unanimously to approve the motion.

#### **IV. Closing Items**

##### **A. Adjourn Meeting**

PETER GUDMUNDSSON made a motion to adjourn.

Chris Moreland seconded the motion.

The board **VOTED** unanimously to approve the motion.

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:38 PM.

Respectfully Submitted,  
Finn Simmensen

# Cover Sheet

## SUPERINTENDENT-CEO REPORT

**Section:** V. Superintendent-CEO Report and Information Items  
**Item:** A. SUPERINTENDENT-CEO REPORT  
**Purpose:** FYI  
**Submitted by:**  
**Related Material:** Board Orientation Packet (2).pdf  
Conger China Brief (1).pdf

BACKGROUND:  
SUPERINTENDENT-CEO REPORT



Others Before Self | Otros Antes De Uno Mismo | 先人后己

# *Board of Directors*



# Orientation Packet 2020-2021

# *Table of Contents*

**DRAFT**



## ➤ **Texas Public Charter Schools System**

- Why do Charter Schools exist
- Difference between Public and Private Charter
- Difference between Public Charter and ISD

## ➤ **International Leadership of Texas**

- Background
- Mission
- Strategic Plan
- Organizational Chart
- ILTexas Board Meeting cycle
- ILTexas Bylaws

## ➤ **Required Board Training**

## ➤ **Conflicts of Interest/Nepotism**

## ➤ **Grievance Process**

## ➤ **Texas Open Meetings Act**

## ➤ **Texas Public Information Act**

## ➤ **References**

- Texas Education Code Chapter 12
- Texas Local Government Code
- Texas Government Code
- Board Policies



# *Texas Public Charter School System*



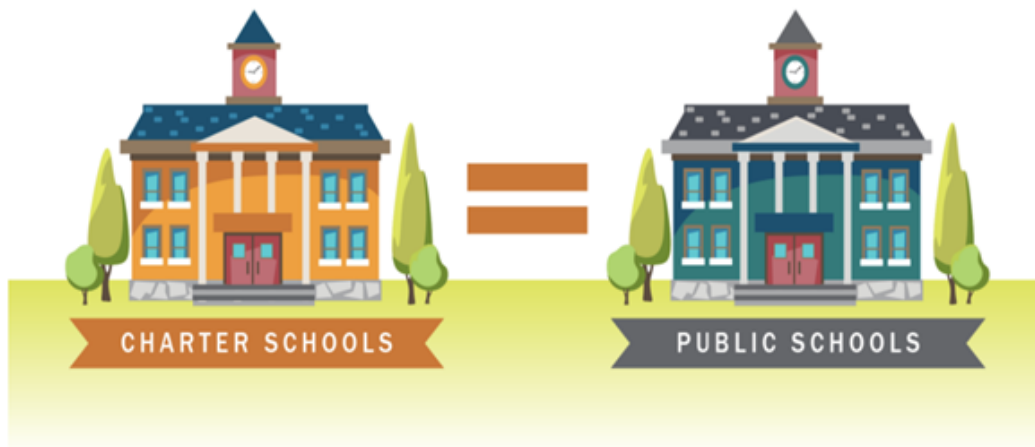
# What is a Charter School?



Charter schools are tuition-free public schools that are open to all students. They are held to strict financial and academic accountability standards in exchange for more autonomy and flexibility.

Public charter schools were authorized by the Texas Legislature in 1995 to provide more choice and options in public education.

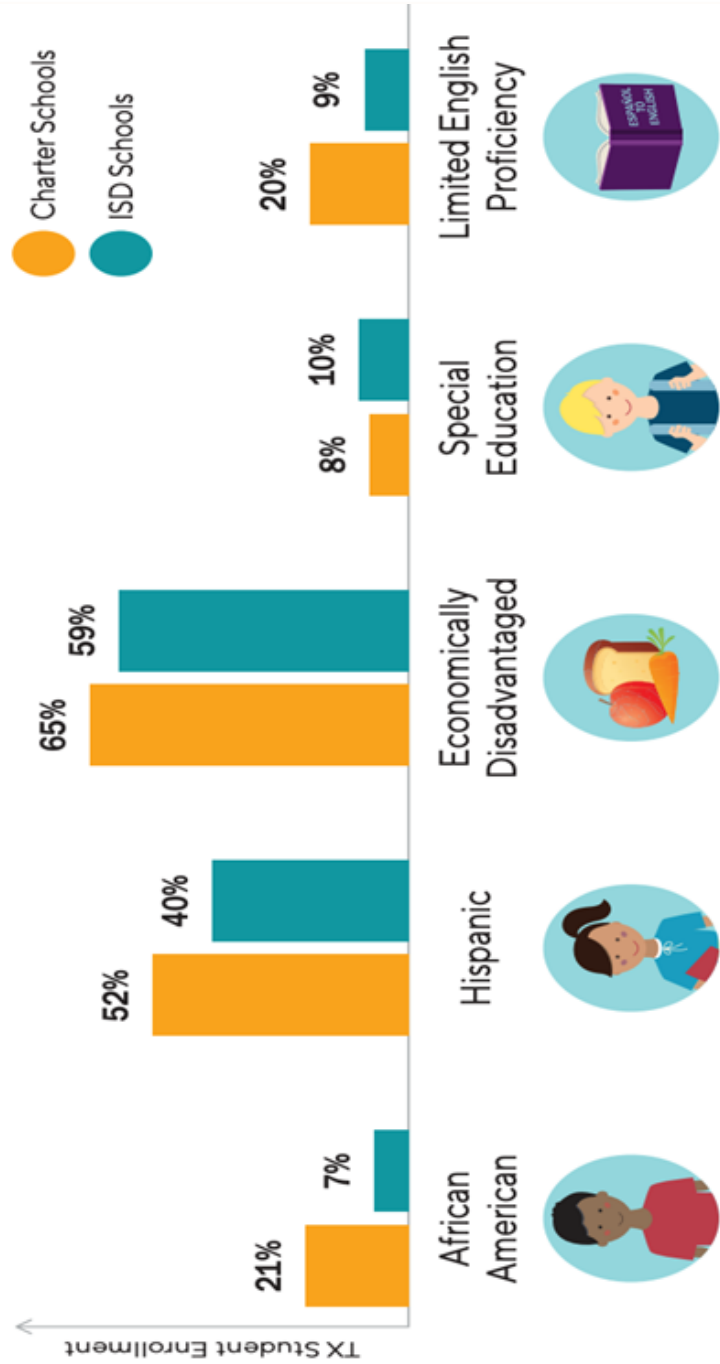
In the state of Texas, charter schools operate under and receive academic accountability ratings from the Texas Education Agency. Both charter and traditional public school students in Texas take the State of Texas Assessments of Academic Readiness (STAAR™) tests.



- ✓ Open to all students
- ✓ Tuition free
- ✓ Funded by the State of Texas
- ✓ Held to the same academic and financial standards

# Who Attends a Charter School?

CHARTER SCHOOL VS. ISD SCHOOL ENROLLMENT IN TEXAS



BY THE NUMBERS  
IN TEXAS

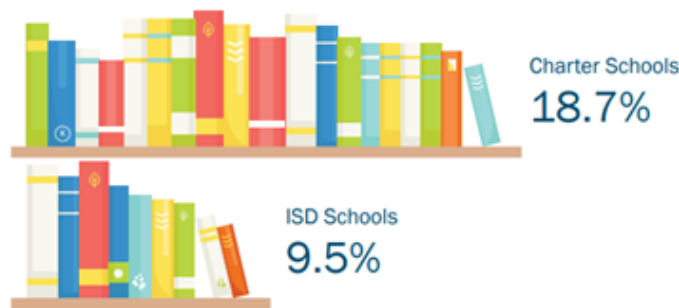
- 316,869** charter school students
- 179** charter holders
- 761** charter school campuses
- 141,000** names on charter school waiting lists
- 24** years charter schools have been serving students

# Public Charters are Preparing the Workforce of the Future



- 2/3 of the top-rated districts are charter districts
- Twice as many ELL students master English
- Black students outperform in every subject and in every grade on the STAAR
- Higher % of students who graduate with AP & IB credits
- 3 times as many charter grads are previous high school dropouts

## Twice as Many ELL Students Master English



## Black Students Outperform In Every Subject





# More Graduates of Public Charter Schools Enroll in College

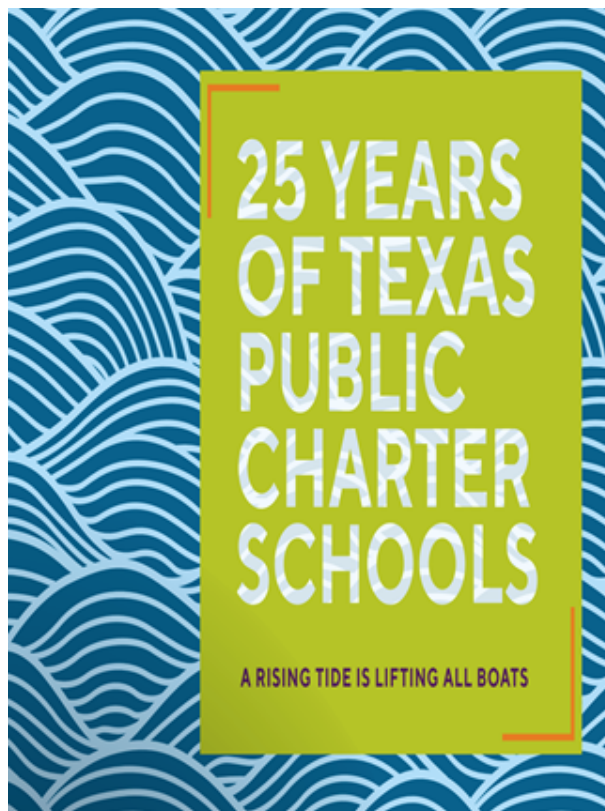


Demographic	Public Charters	ISDs
All Students	58%	54%
African American	64%	51%
Latino	58%	48%
Low-Income	60%	44%
English language learners	48%	28%
Special Education students	43%	23%

## *Charters are Compliments to ISDs*



- Both ISDs and charters are performing better as charters expand.
  - From 2012 to 2019, as total statewide charter enrollment nearly tripled, the average district raised its student achievement between 4-8% depending on the grade tested.
  
- ISDs with charters in their attendance zones are more likely to improve than ISDs without charters.
  - From 2016-2019, for example, 82% of ISDs with charters in their attendance zones boosted their 5th grade reading scores– compared to 67% without any charters.

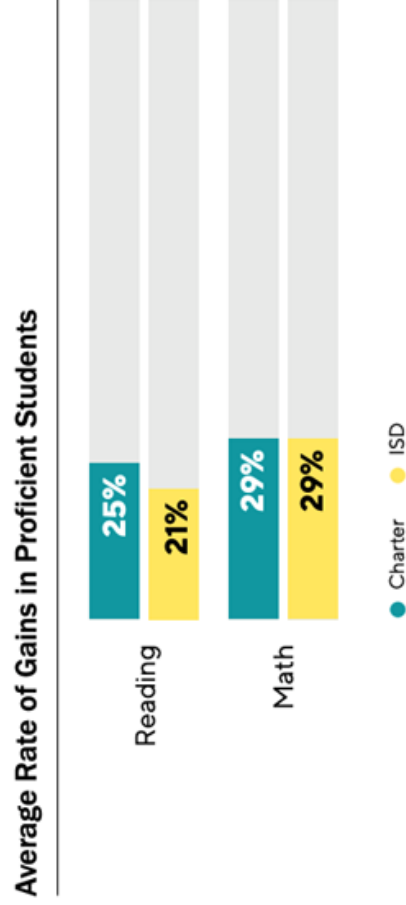
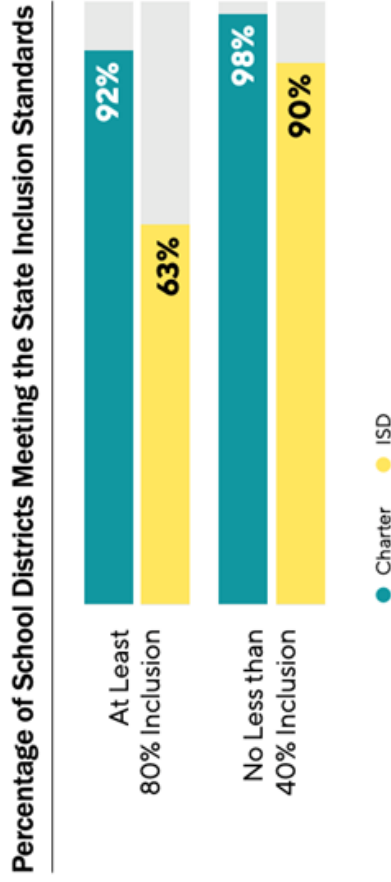


# Charters Hold & Meet High Standards for Special Education Students



According to Texas Education Agency data, special education students enrolled in Texas public charter schools:

- > have higher reading proficiency growth
- > more inclusion in general education classrooms, and
- > a greater likelihood of attending college

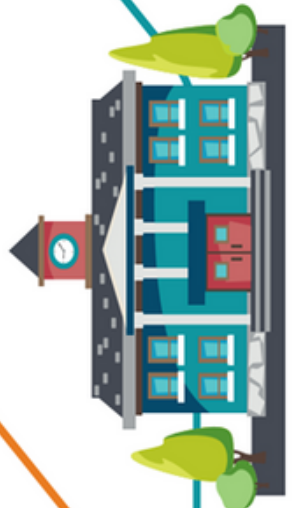


# *Charters Are Keeping Students in the Classroom*



- Public charter schools in the Lone Star State disciplined a lower percentage of their students in 2018-19 than traditional districts:  
**7.2%** charter vs. **10.5%** ISD
  
- All Students  
**Expulsion, 0.2%** charter vs. **0.1%** ISD
  
- Special Needs Students  
**ISS, 7%** charter vs. **13%** ISD
  
- Charter schools have **double** the rate of Hispanic teachers and **four** to **five** times as many Asian and Black teachers. Teachers of color interpret the “misbehavior” of children of color differently than white teachers.

# Charters are Accountable to Taxpayers



# *Issues Facing the Texas Charter Community*



- \$700 funding gap compared to ISDs
- Strong national anti-charter narrative; local Texas anti-charter coalition has a \$185 million budget
- Declining support from lawmakers in the State Senate, State House, and at the State Board of Education
- Opposition to growth and discrimination at the local level
- Ever-increasing and unrealistic regulatory burdens from TEA

# *Overall, Charters Receive Less Funding Per Student*



On average, charters receive \$700 less per student than ISD schools

Public charters do not receive local  
➤ property tax revenue

Charters do receive more in state  
➤ funds because they do not get local  
funds



# *Our Mission*



The mission of ILTexas is to prepare students for exceptional leadership roles in the international community by emphasizing servant leadership, mastering the English, Spanish, and Chinese languages, and strengthening the mind, body and character.

La misión de ILTexas es preparar a nuestros alumnos para roles de liderazgo excepcionales en la comunidad internacional, haciendo hincapié en el liderazgo de servicio, el dominio de los idiomas inglés, español y chino, y el fortalecimiento de mente, cuerpo y carácter.

德克萨斯州国际领袖学校旨在培养学生在国际社会中卓越的领导才能。我们强调学生在熟练掌握英语，西班牙语和中文的前提下加强奉献式的领导精神及身体，头脑和品德的锻炼。



# *Board of Directors*



*Major General  
James Williams*

Board President

Retired Commanding General



*Dr. Lynne Beach*

Board Vice President

Pediatrician



*Tracey Cox*

Board Secretary

Controller  
Service First Mortgage Corp.

# Board of Directors



*Dr. Sonar Tarim*

Board Member

Founder & CEO  
Royal Public Schools



*Peter A. Gudminsson*

Board Member

Managing Partner  
Longship Partners



*Chris Moreland*

Board Member

Chief Inclusion & Diversity  
Advocate  
Vizient



*"At ILTexas there are  
those who teach, and  
those who support those  
who teach."*



# *Leadership Team*



*Eddie Conger*

*Founder,  
Superintendent,  
CEO*



*Dr. Thomas Seaberry*

*Deputy  
Superintendent of  
School Leadership*



*James Dworkin*

*Chief Financial  
Officer*

# *Leadership Team*



*Aaron Thorson*  
*Chief of Staff*



*Dr. Laura Carrasco*  
*Chief Academic Officer*



*Craig Timberlake*  
*Chief of Student Leadership Development*

# *Leadership Team*



*Jerry McCreight*  
*Chief Administrative Officer*



*Tim Brightman*  
*Chief Legal Officer*



*Regina Jones*  
*Chief Equity Officer*

# *Leadership Team*



*Lucy Mariappa*

*Chief Information  
Officer*



*Bryndan Wright*

*Chief Operations  
Officer*



*Angela Marcellus*

*Area Superintendent  
- Remote Classroom  
Instruction*

# *Leadership Team*



*Rodney Cooksy*

*Area Superintendent  
Tarrant*



*Anthony Palagonia*

*Area Superintendent  
Dallas*



*Dr. Matilda Orozco*

*Area Superintendent  
Houston*





# INTERNATIONAL LEADERSHIP OF TEXAS



**Others Before Self | Otros Antes De Uno Mismo | 先人后己**

# How We Got Here

**July 2008** - I become the Principal at Thomas Jefferson (TJ) High School in Dallas ISD with Dr. Edwin Flores as my Trustee

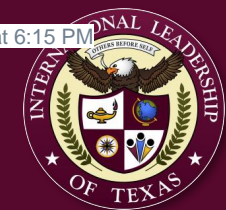
**July 2009** - I started a Chinese language program at TJ and go to China as part of the College Board China Bridge which partners with HANBAN in Beijing.

**July 2010** - A college student (Yang Yang) at SMU reached out to me about our Chinese program and wondered if we would be willing to partner with schools in China and possibly conduct student exchanges.

**Spring 2011** - I raised money to take TJ students to China

**July of 2011** - Dr. Becky Good approached me at a Dallas ISD principal training and asked if I had ever thought about starting a Charter School.





# How We Got Here

**January 2012** - Joe Hoffer renames an active 501c3 to International American Education Federation, Inc. (IAEF, Inc.)

**February 2012** - IAEF, Inc. applies for a charter school guided by a unique mission in February 2012 to the Texas Education Agency as part of the Generation 17 cycle.

*The mission of ILTexas is to prepare students for exceptional leadership roles in the international community by emphasizing servant leadership, mastering the English, Spanish, and Chinese languages, and strengthening the mind, body and character.*

**November 16, 2012** - IAEF is approved by the State Board of Education (SBOE). Only 4 out of 14 are approved.

**Early 2013** - TEA requested meeting with me concerning our charter even after approval by SBOE:

- TEA General Counsel, David Anderson
- TEA Legal Counsel for Charter School Division, Karen Johnson
- TEA Associate Commissioner of Education, Sally Partridge
- IAEF, inc. Eddie Conger, Founder and CEO

1. IAEF must be protected because if you lose your 501c3 you will immediately lose your charter
2. You need to create a private school with a separate 501c3

**April 2013** - TEA formally issues charter contract for five years.

**2013** - a separate 501c3 ILTexas-Global with IAEF as "sole member" is created.



# Building International Relationships

- Met with the **Embassy of the United States of America** in Beijing – Michael Marangell, Commercial Attaché
- Met with Consulate members in:
  - Wuhan
  - Shanghai
  - Guangzhou
- Met with the Division of International Cooperation and Exchange, Jilin Provincial Education Department – Chen Mei, Director



# Building International Relationships

- Engaged Chinese private schools and Government run public schools to establish mutually beneficial partnerships for teacher and student exchanges
- Beijing Royal School – Private School
- Beijing Bayi School – Public School
- Beijing Xin Fuxue International Academy – Private School



# Building International Relationships

- The Affiliated Foreign Language School of SCNU – Guangzhou – Private School
  - Opening was attended by:
    - Former TEA Commissioner Michael Williams
    - Senator Royce West
    - U.S. Consulate General Guangzhou
- Shengershiyan - Changchun – Public School



# International Student Success

- **Nick Goldring** – ILTexas Garland High School – Class of 2018
  - Full-ride, five-year, Chinese Government Scholarship to Beijing Language & Culture University
- Beijing Language and Culture University is now the lead university with the Chinese International Education Foundation
- ILTexas students have also applied for and received scholarships to study in Shanghai as part of the National Security Language Initiative





# National Security Language Initiative

**January 5, 2006** – “President Bush today launched the National Security Language Initiative (NSLI), a plan to further strengthen national security and prosperity in the 21st century through education, especially in developing foreign language skills. The NSLI will dramatically increase the number of Americans learning critical need foreign languages such as Arabic, Chinese, Russian, Hindi, Farsi, and others through new and expanded programs from kindergarten through university and into the workforce. The President will request \$114 million in FY07 to fund this effort.” – U.S. Department of State



Bush China  
Foundation  
[Bushchinafoundation.org](http://Bushchinafoundation.org)



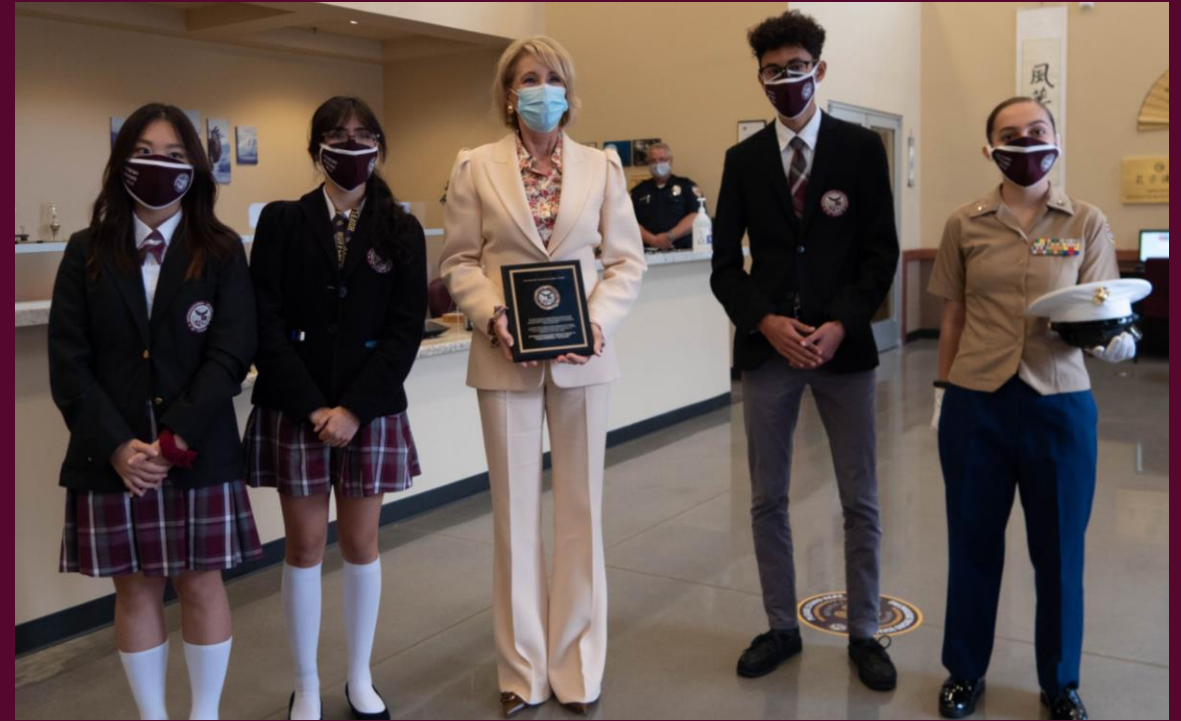
# Building U.S. Relationships

- U.S. State Department
- U.S. Defense Language Institute
- U.S. National Security Language Initiative
- Senator Cornyn and Senator Cruz staff toured our schools
- John Ratcliffe, Director of National Intelligence toured schools when he was U.S. Representative
- NDAA2020 & "World Language Advancement and Readiness Act"
- Multiple meetings with Congressmen and their staff to express importance of K-12 students learning a national security language such as Chinese
- ILTexas is a part of the Joint National Committee for Languages – National Council for Languages and International Studies (JNCL-NCLIS)



# Building U.S. Relationships

- **October 15, 2020** – U.S. Secretary of Education Betsy DeVos visited ILTexas Garland K-8 and ILTexas Garland High School
- Held a roundtable discussion with English, Spanish, and Chinese speaking students, parents, and staff members.
- Secretary DeVos and Secretary Pompeo joint letter October 9<sup>th</sup> 2020



## A Mutually Beneficial Relationship

Cross-cultural exchange is crucial for our students to promote better understanding, and to promote business opportunities for both our countries.



# Cover Sheet

## SCHOOL LEADERSHIP REPORT

**Section:** V. Superintendent-CEO Report and Information Items  
**Item:** B. SCHOOL LEADERSHIP REPORT  
**Purpose:** FYI  
**Submitted by:**

BACKGROUND:  
SCHOOL LEADERSHIP REPORT

# Cover Sheet

## CHIEF ACADEMIC OFFICER REPORT

**Section:** V. Superintendent-CEO Report and Information Items  
**Item:** C. CHIEF ACADEMIC OFFICER REPORT  
**Purpose:** FYI  
**Submitted by:**  
**Related Material:** CAO Report combined.pdf

# **ILTexas Chief Academic Officer Board Report**

December 16, 2020  
Presented by: Dr. Laura Carrasco



# 88 Instructional Days in Semester 2...

## TOTAL SEMESTER 2: 34 A, 35 B DAYS & 19 I Days

	MONTH	A Day (Mon)	B Day (Tues)	<i>Independent Study Day (I Day) &amp; C Day for Aggieland HS</i>	B Day (Thurs)	A Day (Fri)
Cycle 4 (1/4-2/11), 10 A Days, 11 B Days	<b>January</b>	* <b>Tues 5,11,25</b>	12,19,26	6,13,20,27	7, 14, 21, 28	8,15,22,29
	<b>February</b>	1,8, <b>Tues</b> 16,22	2,9,23	3,10,17,24	4,11,18,25	5,19,26
Cycle 5: (2/16-4/9): 13 A, 13 B	<b>March</b>	1,8,22,29	2,9,23,30	3,10,24,31	4,11,25	5,12,26
Cycle 6: (4/13-5/20) 11 A 11 B	<b>April</b>	5, <b>Tues 13</b> , 19,26	6,20,27	7,14,21,28	1,8,15,22,29	9,16,23,30
	<b>May</b>	3,10,17	4,11,18	5,12,19	6,13,20,	7,14





# ILTexas Assessment Calendar

## 2020-2021

Updated 12/2/2020

### 4<sup>th</sup> Six Weeks

Assessment Dates	Assessment Title	Grade Level(s)
Jan. 5-11, 2021	January iStation Reading Assessment (All students, both languages)	K-8
Jan. 5-8, 2021	MOY District Imagine Math Assessment	K-8
Jan. 13, 2021 (Wed)	ASVAB – all high schools – in person <i>All 10<sup>th</sup> graders (optional for 11<sup>th</sup> and 12<sup>th</sup> graders)</i>	10-12
Feb. 1-5, 2021	February iStation Reading Assessment (All students, both languages)	K-8
<b>K-8 Campuses</b>	<b>Spring Interim Assessments</b>	<b>Other Students to be Remote</b>
Feb. 1, 2021 (Mon)	8 <sup>th</sup> Math (STAAR & Alg. 1 EOC) a.m. – Reading (STAAR & Eng. 1 EOC) p.m. 7 <sup>th</sup> Math a.m. – Reading p.m. 4 <sup>th</sup> Math a.m. – Reading p.m.	8 7 4
Feb. 2, 2021 (Tues)	6 <sup>th</sup> Math a.m. – Reading p.m. 5 <sup>th</sup> Math a.m. – Reading p.m. 3 <sup>rd</sup> Math a.m. – Reading p.m.	6 5 3
Feb. 3, 2021 (Wed)	<b>No Testing</b>	
Feb. 4, 2021 (Thurs)	8 <sup>th</sup> Social Studies a.m. – 8 <sup>th</sup> Science p.m. 7 <sup>th</sup> Writing a.m. 5 <sup>th</sup> Science a.m. 4 <sup>th</sup> Writing a.m.	8 7 5 4
<b>High School Campuses</b>	<b>Spring Interim Assessments</b>	<b>Other Students to be Remote</b>
Feb. 1, 2021 (Mon)	English 1 EOC a.m. – Biology EOC p.m.	Primarily 9 <sup>th</sup>
Feb. 2, 2021 (Tues)	Algebra 1 EOC a.m. (regular schedule after lunch)	Primarily 9 <sup>th</sup>
Feb. 3, 2021 (Wed)	<b>No Testing</b>	
Feb. 4, 2021 (Thurs)	English 2 EOC a.m. (regular schedule after lunch)	Primarily 10 <sup>th</sup>
Feb. 5, 2021 (Fri)	US History EOC a.m. (regular schedule after lunch)	Primarily 11 <sup>th</sup>
<b>ECA #4</b>	<b>Non-STAAR Tested Subjects/Grades only</b>	
Feb. 5 (Fri) A-day	ECA #4 – Social Studies ECA #4 – Science	9, 10, 12 10, 11, 12
Feb. 8 (Mon) A-day	ECA #4 – ELAR ECA #4 – Math	11, 12 10, 11, 12
Feb. 8 (Mon) – K8	ECA #4 – Social Studies ECA #4 – Science	2-7 3-4 and 6-7
Feb. 9 (Tues) – K8	EAC #4 – ELAR	2
Feb. 9 (Tues) B-day	ECA #4 – Social Studies ECA #4 – Science	9, 10, 12 10, 11, 12
Feb. 11 (Thurs) B-day	ECA #4 – ELAR ECA #4 – Math	11, 12 10, 11, 12
Feb. 5-11, 2021	ECA #4 – LOTE Spanish	6 - 12
Feb. 5-11, 2021	ACTFL progress monitoring & reporting - Spanish & Chinese	K - 12
Feb. 8-12, 2021	Cycle 2 LEP Progress Monitoring	K - 12

Updated 12-2-2020

## ILTexas-wide Asynchronous WEDNESDAY PD Schedule November/ December 2020-2021

Date	Wednesday 7th Period 12:35-1:16	Wednesday 8th Period 1:24- 2:04	Asynchronous PD Catalog
November 4	<p><b>Topic:</b> La gramática en español usando un tema / Integrating grammar through themed lessons by DLI Department  <b>Audience:</b> K-2 DLI Spanish  <b>Zoom:</b> <a href="https://zoom.us/j/6088346639#success">https://zoom.us/j/6088346639#success</a></p>		Hybrid Teacher / Tablet Use and Set Up Video <a href="#">Rock Star Hybrid Teacher Video</a>
November 11	<p><b>Topic:</b> New to the Profession PD- Lead4Ward Part 2  <b>Audience:</b> New to Professions Teachers  <b>Zoom:</b> <a href="https://zoom.us/j/9037646257">https://zoom.us/j/9037646257</a></p>	<p><b>Topic:</b> New to the Profession PD, Culturally Responsive Teaching Part 2 with Region 10  <b>Audience:</b> New to Profession Teachers and GLAs  <b>Zoom:</b> <a href="https://zoom.us/j/9037646257">https://zoom.us/j/9037646257</a></p>	Navigate the <a href="#">ILTexas DLI Resource Website</a>
November 18	<p><b>Topic:</b> GLA Meeting- GLAs as Instructional Leaders to Finish the Semester Strong  <b>Zoom:</b> <a href="https://zoom.us/j/2103323589">https://zoom.us/j/2103323589</a></p> <p><b>Topic:</b> IStation Goal Setting/ RLA Department  <b>Audience:</b> All K-8 RLA Teachers (GLAs will be provided with recording of this session by RLA dept.)  <b>Zoom:</b> TBD</p>	<p><b>Topic:</b> GLA Meeting Part 2: Aligning GLA Work with ILTexas Racial Equity Focus  <b>Zoom:</b> <a href="https://zoom.us/j/2103323589">https://zoom.us/j/2103323589</a></p> <p>IStation Goal Setting/ RLA Department  <b>Audience:</b> All K-8 RLA Teachers (GLAs will be provided with recording of this session by RLA dept.)  <b>Zoom:</b> TBD</p>	Leadership Class 911 and WHY Asynchronous PLC <a href="#">Leadership PD Video</a>

<p>December 2</p>	<p><b>Topic:</b> Social Studies Seidlitz Training - Part 1, 1-4 pm  <b>Audience:</b> Selected K12 teachers &amp; campus ICs  <b>Zoom:</b> TBD  <b>Deliverable:</b> Teachers will learning how to use Seidlitz strategies digitally.</p> <hr/> <p><b>Topic:</b> IXL training  <b>Audience:</b> 6th-8th grade RLA teachers  <b>Zoom:</b> TBD  <b>Deliverable:</b> Teachers will learn how the IXL platform can help them provide differentiation for their English learners</p>	<p><b>Topic:</b> Social Studies Seidlitz Training- Part 1, 1-4 pm  <b>Audience:</b> Selected K12 teachers &amp; campus ICs  <b>Zoom:</b> TBD  <b>Deliverable:</b> Teachers will learning how to use Seidlitz strategies digitally.</p> <hr/> <p><b>Topic:</b> IXL training  <b>Audience:</b> 6th-8th grade RLA teachers  <b>Zoom:</b> TBD  <b>Deliverable:</b> Teachers will learn how the IXL platform can help them provide differentiation for their English learners</p>	<p>ILTexas Specific Measuring Up PD by Instructional Technology Department  <a href="https://classroom.google.com/c/MjM3NDgwOTcyNTE?cjc=ryznnww">https://classroom.google.com/c/MjM3NDgwOTcyNTE?cjc=ryznnww</a></p>
<p>December 9</p>	<p><b>Topic:</b> MOY MAP TrainingAssessment Department  Audience: Teachers (3-8 Reading, 2-8 Math, 3-8 &amp; Bio Science)  Zoom: TBD</p> <p><b>Topic:</b> Social Studies Seidlitz Training- Part 2, 1-4 pm  <b>Audience:</b> Selected K12 teachers &amp; campus ICS  <b>Zoom:</b> TBD  <b>Deliverable:</b> Teachers will learning how to use Seidlitz strategies digitally.</p>	<p><b>Topic:</b> New to the Profession PD, Culturally Responsive Teaching Part 3 with Region 10  Audience: New to Profession Teachers  Zoom: <a href="https://zoom.us/j/9037646257">https://zoom.us/j/9037646257</a></p> <p><b>Topic:</b> Social Studies Seidlitz Training (HOLD)- Part 2, 1-4 pm  <b>Audience:</b> Selected K12 teachers &amp; campus ICs  <b>Zoom:</b> TBD  <b>Deliverable:</b> Teachers will learning how to use Seidlitz strategies digitally.</p>	<p>Synchronous PLC by PD Department- Lead4Ward RCI Best Practices  <a href="#">Link to be added</a></p>
<p>December 16</p>	<p>No C &amp; I Dept PD this week</p>	<p>No C &amp; I Dept PD this week</p>	<p>No Asynchronous Sessions this week</p>

# Cover Sheet

## CHIEF ADMINISTRATIVE OFFICER REPORT

**Section:** V. Superintendent-CEO Report and Information Items  
**Item:** D. CHIEF ADMINISTRATIVE OFFICER REPORT  
**Purpose:** FYI  
**Submitted by:**  
**Related Material:** Authorized Board Notification 12.16.2020.pdf  
Authorized Board Report 12.16.2020 (1).pdf

BACKGROUND:  
CHIEF ADMINISTRATIVE OFFICER REPORT



INTERNATIONAL LEADERSHIP OF TEXAS

**Faculty and Support Staff New Hires  
Subsequent to November 18, 2020  
For Board Notification on December 16, 2020**

<b>NEW HIRES FOR THE 20/21 SCHOOL YEAR</b>			
<b>Position</b>	<b>Assignment</b>	<b>Building</b>	<b>Start Date</b>
PARA - CAMPUS	NURSE ASSISTANT	OREM ELEMENTARY	12/08/2020
TEACHER	ELEMENTARY	EAST FW ELEMENTARY	12/14/2020
PARA - CAMPUS	INSTRUCTIONAL AIDE	OREM ELEMENTARY	12/14/2020
TEACHER	HIGH	ARLINGTON HIGH	11/19/2020
TEACHER	ELEMENTARY	NRH ELEMENTARY	12/14/2020
TEACHER	ELEMENTARY	EAST FW ELEMENTARY	12/14/2020
AUX - MAINTENANCE	HVAC TECHNICIAN	DISTRICT OFFICE HOUSTON	11/30/2020
PARA - CAMPUS	INSTRUCTIONAL AIDE	SAGINAW ELEMENTARY	11/30/2020
TEACHER	ELEMENTARY	HEADQUARTERS	11/30/2020
TEACHER	ELEMENTARY	GARLAND ELEMENTARY	12/08/2020
TEACHER	INTERVENTIONIST	EAST FW ELEMENTARY	12/07/2020
PARA - CAMPUS	INSTRUCTIONAL AIDE	OREM MIDDLE	12/04/2020
PARA - CAMPUS	RECEPTIONIST	SAGINAW ELEMENTARY	12/14/2020
PARA - CAMPUS	INSTRUCTIONAL AIDE	WEST PARK ELEMENTARY	12/02/2020
AUX - MAINTENANCE	LANDSCAPER	DISTRICT OFFICE ARLINGTON	11/30/2020
PARA - CAMPUS	INSTRUCTIONAL AIDE	WEST PARK MIDDLE	12/02/2020
PARA - CAMPUS	INSTRUCTIONAL AIDE	COLLEGE STATION ELEMENTARY	11/19/2020
TEACHER	ELEMENTARY	WM LAKES ELEMENTARY	11/30/2020
AUX - MAINTENANCE	JANITOR	HEADQUARTERS	11/30/2020
TEACHER	ELEMENTARY	NRH ELEMENTARY	12/02/2020
PARA - CAMPUS	INSTRUCTIONAL AIDE	WM LAKES ELEMENTARY	12/10/2020
TEACHER	ELEMENTARY	LANCASTER ELEMENTARY	12/14/2020

**Total employees hired subsequent to 12/16/2020: 22**

**Total Employee Count for 20/21 SY: 2,108.50**

**All employees are contingent upon Fingerprint and HR Clearance.**



INTERNATIONAL LEADERSHIP OF TEXAS

**Authorized Position Report  
December 16, 2020**

**20/21 SCHOOL YEAR**

<b>Position</b>	<b># Positions</b>	<b>Positions Filled</b>	<b>Available FTE</b>	<b>Pending</b>	<b>Unfilled</b>
AUX - FOOD SERVICE	14.00	10.00	4.00	3	1
AUX - MAINTENANCE	40.00	38.00	2.00	2	-
AUX - TRANSPORTATION	31.50	19.50	12.00	12	-
COUNSELOR	52.00	52.00	-		-
LIBRARIAN/MEDIA	19.00	18.00	1.00		1
NURSE	16.00	14.00	2.00		2
PARA - CAMPUS	371.00	343.00	28.00	3	25
PARA - DISTRICT	58.50	53.50	5.00		5
PROF - CAMPUS	46.00	41.50	4.50	3.5	1
PROF - CAMPUS ADMIN	74.00	71.00	3.00		3
PROF - DISTRICT	159.00	147.00	12.00	5	7
SLP	13.00	11.00	2.00	-	2
SUPERINTENDENT	1.00	1.00	-		-
TEACHER	1,361.00	1,289.00	72.00	37	35
<b>Total</b>	<b>2,256.00</b>	<b>2,108.50</b>	<b>147.50</b>	<b>65.5</b>	<b>82</b>

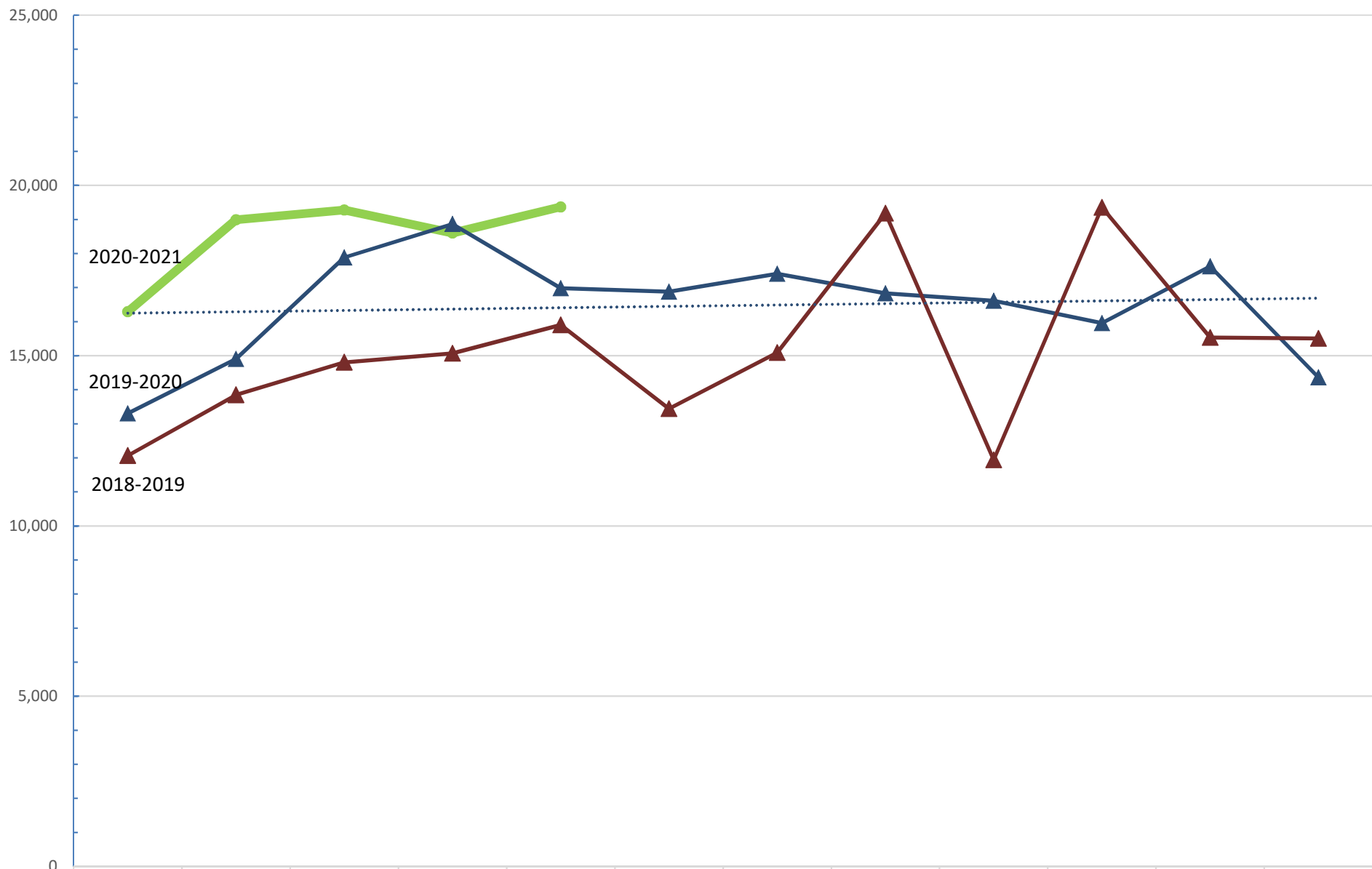
# Cover Sheet

## CONSIDER/ACT ON NOVEMBER, 2020 FINANCIAL REPORT

**Section:** VII. Board Items for Discussion/Action  
**Item:** A. CONSIDER/ACT ON NOVEMBER, 2020 FINANCIAL REPORT  
**Purpose:** Vote  
**Submitted by:**  
**Related Material:** ILTexas Board Package.pdf

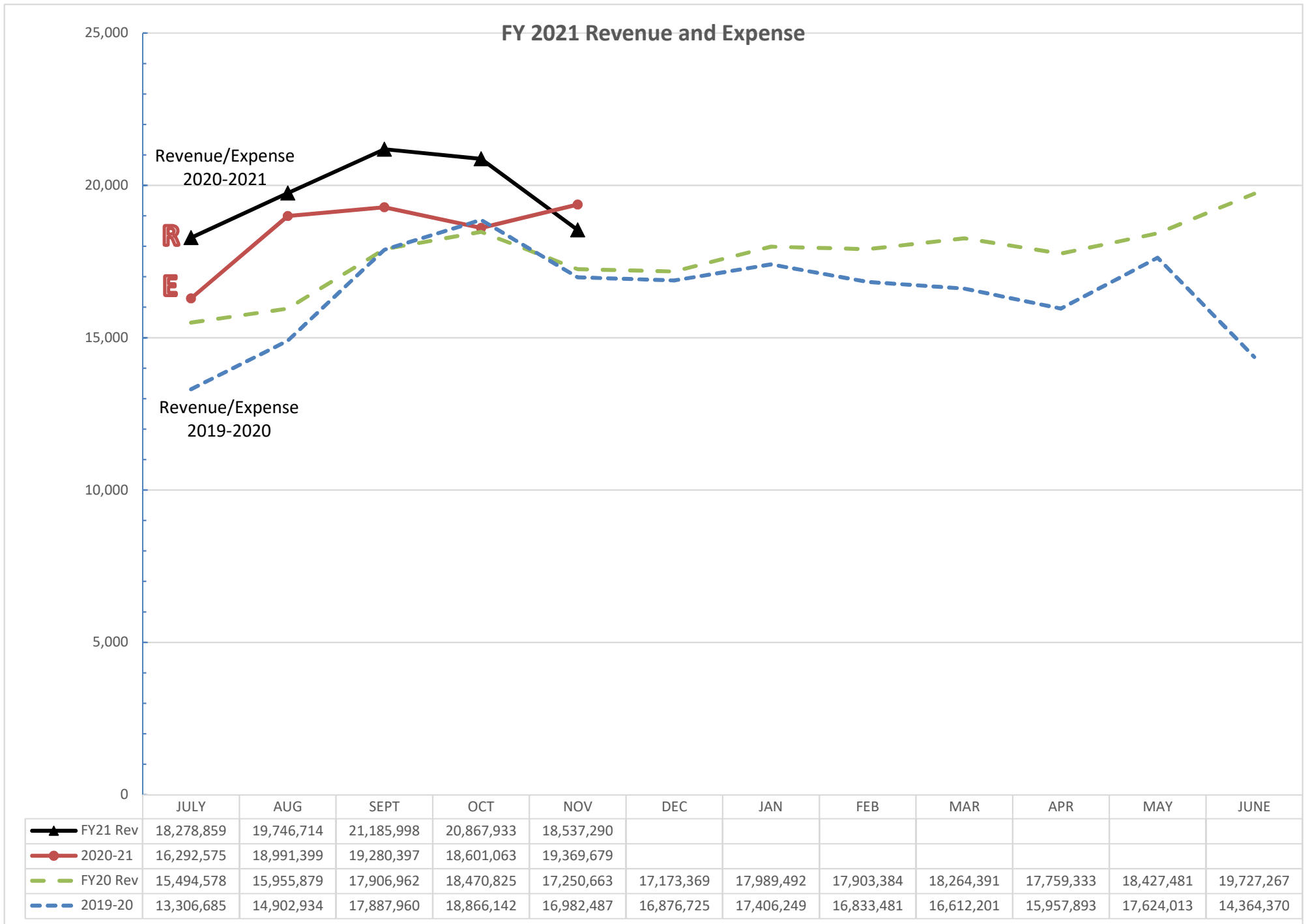
**BACKGROUND:**  
CONSIDER/ACT ON NOVEMBER, 2020 FINANCIAL REPORT

### TOTAL MONTHLY EXPENSES



	JULY	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUNE
2020-21	16,292,575	18,991,399	19,280,397	18,601,063	19,369,679							
2019-20	13,306,685	14,902,934	17,887,960	18,866,142	16,982,487	16,876,725	17,406,249	16,833,481	16,612,201	15,957,893	17,624,013	14,364,370
2018-19	12,064,266	13,846,414	14,803,071	15,066,973	15,906,248	13,443,654	15,087,697	19,185,321	11,941,085	19,356,312	15,535,001	15,506,318





# INTERNATIONAL LEADERSHIP OF TEXAS

## UNAUDITED

### Financial Summary

	Jul-20 2020-2021	Aug-20 2020-2021	Sep-20 2020-2021	Oct-20 2020-2021	Nov-20 2020-2021	Dec-20 2020-2021	FY 2021 2020-2021
Base Cash (excl. Excel. Pmt.)	\$ 29,384,172	\$ 28,072,008	\$ 24,101,084	\$ 8,007,430	\$ 7,897,866		
Accelerated TEA Payment	885,000	-	25,969,890	44,365,914	46,482,945		
<b>Total Ending Cash</b>	<b>\$ 30,269,172</b>	<b>\$ 28,072,008</b>	<b>\$ 50,070,974</b>	<b>\$ 52,373,344</b>	<b>\$ 54,380,811</b>		
<i>Days Cash (excl. Bond Int. Fund)</i>	60.7	51.7	89.3	92.9	95.3		
Bond Interest Fund							
Bond Project Fund	661,126	669,459	677,792	686,126	209,688		
Lease & Notes Payable	\$ 292,099	\$ 279,895	\$ 267,691	\$ 255,487	\$ 243,283		
\$10 million BBVA Revolver	-	-	-	-	-		
\$35 million BBVA Revolver	-	-	-	-	-		
<b>Revenues</b>	<b>\$ 18,278,859</b>	<b>\$ 19,746,714</b>	<b>\$ 21,185,998</b>	<b>\$ 20,867,933</b>	<b>\$ 18,537,290</b>		<b>\$ 98,616,795</b>
<b>Less Expenses:</b>							
<b>Payroll Costs</b>	9,232,293	10,190,727	10,298,273	9,814,488	11,246,121		50,781,903
<b>Other Operating</b>	3,358,635	5,133,213	5,274,278	5,074,605	4,403,774		23,244,505
<b>Interest &amp; Amort.</b>	2,580,264	2,546,582	2,551,035	2,551,035	2,551,035		12,779,952
<b>Depreciation</b>	1,121,383	1,120,876	1,156,811	1,160,935	1,168,749		5,728,754
<b>Change in Net Assets</b>	<b>1,986,285</b>	<b>755,315</b>	<b>1,905,601</b>	<b>2,266,870</b>	<b>(832,388)</b>		<b>6,081,682</b>
<b>EBIDA</b>	<b>\$ 5,687,932</b>	<b>\$ 4,422,774</b>	<b>\$ 5,613,447</b>	<b>\$ 5,978,840</b>	<b>\$ 2,887,396</b>		<b>\$ 24,590,388</b>
Total Liabilities	537,389,783	536,636,329	563,139,618	579,993,296	581,192,923		
Total Equity	20,152,798	20,908,113	22,813,713	25,080,583	24,248,195		
<b>D/E</b>	<b>27 : 1</b>	<b>26 : 1</b>	<b>25 : 1</b>	<b>23 : 1</b>	<b>24 : 1</b>		
<b>Interest = % of Revenue</b>	<b>14.1%</b>	<b>13.5%</b>	<b>13.0%</b>	<b>12.8%</b>	<b>13.0%</b>		
Bond Cash Interest	\$ 2,540,516	\$ 2,510,569	\$ 2,515,022	\$ 2,515,022	\$ 2,515,022		\$ 12,596,152
Bond Principal	483,788	632,705	679,621	679,621	679,621		3,155,356
Other Debt Interest	4,891	1,156	1,156	1,156	1,156		9,515
Other Debt Principal	12,202	12,204	12,204	12,204	12,204		61,018
<b>Cash Debt Service*</b>	<b>\$ 3,041,397</b>	<b>\$ 3,156,634</b>	<b>\$ 3,208,004</b>	<b>\$ 3,208,004</b>	<b>\$ 3,208,004</b>		<b>\$ 15,822,042</b>
D-S Coverage (YTD)	1.9	1.6	1.7	1.7	1.6		1.6
D-S % of Revenue	16.6%	16.3%	15.9%	15.8%	16.0%		16.0%

\* Excludes optional pre-payments

## INTERNATIONAL LEADERSHIP OF TEXAS - UNAUDITED

### BALANCE SHEET

Assets	Beginning	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20
<b>Current assets:</b>							
Cash and cash equivalents	\$ 57,332,076	\$ 30,269,172	\$ 28,072,008	\$ 50,070,974	\$ 52,373,344	\$ 54,380,811	
Cash, bond project and maintenanc fund	652,792	661,126	669,459	677,792	686,126	209,688	
Cash, bond debt service funds	17,473,186	17,473,186	17,473,186	17,473,186	17,473,186	17,473,186	
Cash, debt service reserve fund	38,393,859	38,393,859	38,393,859	38,393,859	38,393,859	38,393,859	
Due from government agencies	30,998,333	30,863,695	33,142,272	35,722,708	38,784,901	37,550,014	
Other current assets	194,376	97,188	-	-	3,833	7,667	
<b>Total current assets</b>	<b>145,044,621</b>	<b>117,758,225</b>	<b>117,750,783</b>	<b>142,338,518</b>	<b>147,715,248</b>	<b>148,015,224</b>	
<b>Non-current assets:</b>							
Land	38,839,724	38,839,724	38,839,724	38,839,724	38,839,724	42,839,724	
Buildings	429,746,529	429,746,529	429,746,529	429,746,529	429,746,529	438,857,065	
Furniture and equipment	16,338,873	16,338,873	17,673,789	18,005,998	18,005,998	18,005,998	
Vehicles	3,133,997	3,133,997	3,133,997	3,301,987	4,052,114	4,275,462	
Less: Accumulated depreciation	(51,780,338)	(52,901,721)	(54,022,597)	(55,179,408)	(56,340,343)	(57,509,092)	
Construction in Process	3,978,238	4,626,953	4,422,218	8,899,983	23,054,609	10,956,737	
<b>Total non-current assets</b>	<b>440,257,023</b>	<b>439,784,355</b>	<b>439,793,659</b>	<b>443,614,813</b>	<b>457,358,631</b>	<b>457,425,894</b>	
<b>Total assets</b>	<b>\$ 585,301,644</b>	<b>\$ 557,542,580</b>	<b>\$ 557,544,441</b>	<b>\$ 585,953,331</b>	<b>\$ 605,073,879</b>	<b>\$ 605,441,118</b>	
<b>Liabilities and Net Assets</b>							
<b>Current Liabilities:</b>							
Accounts payable	4,046,289	2,357,683	2,956,218	4,906,139	3,640,022	3,143,143	
Accrued payroll	14,014,968	14,140,142	14,241,662	14,384,824	14,516,810	14,643,323	
Accrued interest	10,954,330	10,954,330	10,954,330	10,954,330	10,954,330	10,954,330	
Student activity funds	748,529	725,535	764,867	848,828	848,564	871,505	
Deferred revenue	3,741,587	1,041,587	156,587	25,137,587	43,780,418	45,982,227	
Lease liabilities, current	146,446	144,095	141,743	139,391	137,039	134,687	
Notes payable, current	-	-	-	-	-	-	
Bonds, current maturities	5,805,455	6,012,924	6,220,402	6,427,880	6,635,358	6,842,836	
<b>Total current liabilities</b>	<b>39,457,605</b>	<b>35,376,296</b>	<b>35,435,808</b>	<b>62,798,980</b>	<b>80,512,541</b>	<b>82,572,051</b>	
	3.7	3.3	3.3	2.3	1.8	1.8	
<b>Long-term liabilities:</b>							
Lease liabilities, long-term	157,855	148,004	138,152	128,300	118,448	108,596	
Notes payable, long-term	25,000,000	-	-	-	-	-	
Bonds payable, long-term	514,768,197	514,076,940	513,236,757	512,349,658	511,462,559	510,575,460	
Bonds payable, premium net issue costs	(12,248,525)	(12,211,457)	(12,174,389)	(12,137,320)	(12,100,252)	(12,063,184)	
<b>Total long-term liabilities</b>	<b>527,677,527</b>	<b>502,013,487</b>	<b>501,200,521</b>	<b>500,340,638</b>	<b>499,480,755</b>	<b>498,620,872</b>	
<b>Total liabilities</b>	<b>90.2% 567,135,131</b>	<b>537,389,783</b>	<b>536,636,329</b>	<b>563,139,618</b>	<b>579,993,296</b>	<b>581,192,923</b>	
<b>Net assts (deficit):</b>							
Beginning balance	16,829,679	18,165,597	18,165,597	18,165,597	18,165,597	18,165,597	
Current year change in net assets	1,336,834	1,987,200	2,742,515	4,648,116	6,914,986	6,082,597	
<b>Total net assets</b>	<b>18,166,513</b>	<b>20,152,798</b>	<b>20,908,113</b>	<b>22,813,713</b>	<b>25,080,583</b>	<b>24,248,195</b>	
<b>Total liabilities and net assets</b>	<b>\$ 585,301,644</b>	<b>\$ 557,542,580</b>	<b>\$ 557,544,441</b>	<b>\$ 585,953,331</b>	<b>\$ 605,073,879</b>	<b>\$ 605,441,118</b>	

## INTERNATIONAL LEADERSHIP OF TEXAS - UNAUDITED

### CASH FLOWS

	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	FYTD
<b>Operating activities:</b>							
Increase in net assets	\$ 1,986,285	\$ 755,315	\$ 1,905,601	\$ 2,266,870	\$ (832,388)		\$ 6,081,682
Adjustments to change in net assets:							
Depreciation	1,121,383	1,120,876	1,156,811	1,160,935	1,168,749		5,728,754
Amortization of debt issuance cost	37,068	37,068	37,068	37,068	37,068		185,342
Change in cash held in trust	-	-	-	-	-		-
Changes in assets:							
Due from Texas Education Agency	134,637	(2,278,576)	(2,580,436)	(3,062,193)	1,234,887		(6,551,682)
Other current assets	97,188	97,188	-	(3,833)	(3,833)		186,709
Changes in liabilities:							
Accounts payable and accruals	(1,586,427)	739,386	2,177,046	(1,134,396)	(347,424)		(151,815)
<b>Net cash provided by operations</b>	<b>1,790,134</b>	<b>471,258</b>	<b>2,696,090</b>	<b>(735,549)</b>	<b>1,257,058</b>		<b>5,478,989</b>
<b>TEA accel. payments (deferred rev.)</b>	<b>(2,700,000)</b>	<b>(885,000)</b>	<b>24,981,000</b>	<b>18,642,831</b>	<b>2,201,809</b>		<b>42,240,640</b>
<b>Investing activities:</b>							
Misc. purchases & timing adjustments	(4,847)	100,851	(8,852)	(16,181)	(1,236,012)		(1,165,040)
Fort Worth Expansion / Keller-Saginaw	(321,266)	(80,702)	(148,891)	(511,153)			(1,062,012)
Air Handling Additions - Saginaw & EFW	(166,321)		(430,893)				(597,214)
Dallas Area Projects	(2,818)	(32,794)	(26,280)	(58,671)			(120,563)
Houston Area Projects	(43,463)	(57,476)	(64,195)	(1,272,384)			(1,437,518)
Houston - Church Purchase	(10,000)		(4,000)	(13,046,364)			(13,060,364)
Houston - Land Purchase			(3,176,298)				(3,176,298)
Admin - HQ Building	(100,000)						(100,000)
District Busses (7 total)		(223,834)	(526,166)				(750,000)
Computers & Hotspots		(424,400)	(424,400)				(848,800)
Xerox Copiers		(411,825)					(411,825)
Vehicles (4 Venue, 1 Highlander, 1 Van)			(167,990)				(167,990)
<b>Net cash used in investing</b>	<b>(648,715)</b>	<b>(1,130,180)</b>	<b>(4,977,965)</b>	<b>(14,904,753)</b>	<b>(1,236,012)</b>		<b>(22,897,625)</b>
<b>Cash flows from (to) financing activities:</b>							
Principal paid on Bond debt obligations	(483,788)	(632,705)	(679,621)	(679,621)	(679,621)		(3,155,356)
Principal paid on Other debt obligations	(12,202)	(12,204)	(12,204)	(12,204)	(12,204)		(61,018)
Bank loan - \$10M Revolver	(10,000,000)						(10,000,000)
Bank loan - \$25M Revolver	(15,000,000)						(15,000,000)
<b>Cash provided (used) by financing</b>	<b>(25,495,990)</b>	<b>(644,909)</b>	<b>(691,825)</b>	<b>(691,825)</b>	<b>(691,825)</b>		<b>(28,216,374)</b>
<b>Net increase (decr) in cash &amp; equivalents</b>	<b>(27,054,571)</b>	<b>(2,188,831)</b>	<b>22,007,299</b>	<b>2,310,703</b>	<b>1,531,030</b>	-	<b>(3,394,370)</b>
Cash and cash equivalents at beginning of period	57,984,869	30,930,298	28,741,467	50,748,766	53,059,469		57,984,869
Cash and cash equivalents at end of period	30,930,298	28,741,467	50,748,766	53,059,469	54,590,499		54,590,499

## INTERNATIONAL LEADERSHIP OF TEXAS - UNAUDITED

### Income Statement

	July 2020	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Unaudited	Budget	
	FY 2021	FY 2021	FY 2021	FY 2021	FY 2021	FY 2021	FY 2021	FY 2021	% YTD
<i>Enrollment</i>									
<b>Total Local Support</b>	4,054	22,762	23,047	412,288	54,087	-	516,237	3,457,926	15%
<b>Total State Funds</b>	16,533,012	17,600,754	18,554,245	18,124,127	16,207,537	-	87,019,675	190,870,669	46%
<b>Federal Program Revenues</b>									
Title I (Part A & SIP)	406,544	403,002	682,655	406,003	374,149	-	2,272,351		
Title II	41,217	40,230	34,070	33,918	(25,801)	-	123,634		
Title III & Immigrant	25,003	24,558	25,070	60,431	46,610	-	181,672		
Title IV	12,193	96,463	24,198	18,576	33,116	-	184,545		
IDEA B	194,993	206,700	194,800	225,728	331,842	-	1,154,064		
Carl Perkins Grant	-	31,520	-	-	-	-	31,520		
High-Quality Rep.	169,481	397,865	158,300	51,165	-	-	776,811		
CRF	-	-	36,908	757,346	913,003	-	1,707,258		
ESSER State Adj.	-	-	1,152,309	-	-	-	1,152,309		
Medicaid Admin. Claim	(1,004)	24,898	795	2,910	6,719	-	34,318		
JROTC	10,510	10,510	10,510	10,510	10,510	-	52,550		
Child Nutrition	882,858	887,453	289,091	764,930	585,519	-	3,409,851		-
<b>Total Federal Program Rev.</b>	1,741,794	2,123,199	2,608,706	2,331,518	2,275,666	-	11,080,883	22,812,221	49%
<b>Total Revenues</b>	<b>\$ 18,278,859</b>	<b>\$ 19,746,714</b>	<b>\$ 21,185,998</b>	<b>\$ 20,867,933</b>	<b>\$ 18,537,290</b>	<b>\$ -</b>	<b>\$ 98,616,795</b>	<b>\$ 217,140,816</b>	<b>45%</b>
<b>Expenses</b>									
11 Instructional	7,497,969	9,788,517	9,521,962	7,678,708	9,321,262	-	43,808,418	101,198,547	43%
12 Inst. resources & media	66,188	79,746	116,761	86,902	97,974	-	447,572	1,080,377	41%
13 Curriculum & inst. staff devel.	544,302	609,847	576,032	536,662	639,623	-	2,906,466	7,392,607	39%
21 Instructional leadership	126,074	118,107	121,232	133,733	130,446	-	629,591	1,555,137	40%
23 School leadership	782,251	845,237	862,257	861,043	826,876	-	4,177,664	10,377,796	40%
31 Guidance counseling & eval.	345,117	409,366	392,810	704,015	536,428	-	2,387,736	5,509,208	43%
32 Social work services	5,814	5,662	5,365	5,732	5,365	-	27,938	98,088	28%
33 Health services	175,521	161,729	130,912	128,927	134,980	-	732,069	1,686,076	43%
34 Student transportation	83,618	104,926	72,796	160,329	128,861	-	550,530	1,545,273	36%
35 Food services	715,101	258,306	343,178	876,025	876,059	-	3,068,668	10,377,002	30%
36 Extracurricular activities	87,627	139,383	192,693	104,526	104,800	-	629,030	1,593,899	39%
41 General administration	491,792	836,271	669,964	657,879	252,117	-	2,908,023	6,173,190	47%
51 Facilities maintenance & ops.	2,175,365	2,312,062	2,209,094	3,108,856	2,488,624	-	12,294,002	26,883,395	46%
52 Security and Monitoring	-	153,937	68,499	303,215	361,401	-	887,052	1,682,668	53%
53 Data processing services	514,972	507,835	1,149,390	537,570	677,226	-	3,386,993	5,467,207	62%
61 Community services	97,995	112,780	276,313	164,798	227,845	-	879,731	1,847,315	48%
71 Debt service	2,582,869	2,547,688	2,571,141	2,552,141	2,559,791	-	12,813,630	30,739,952	42%
81 Fundraising	-	-	-	-	-	-	-	10,000	0%
<b>Total Expenses</b>	<b>\$ 16,292,575</b>	<b>\$ 18,991,399</b>	<b>\$ 19,280,397</b>	<b>\$ 18,601,063</b>	<b>\$ 19,369,679</b>	<b>\$ -</b>	<b>\$ 92,535,114</b>	<b>\$ 215,217,736</b>	<b>43%</b>
<b>Change in Total Net Assets</b>	<b>\$ 1,986,285</b>	<b>\$ 755,315</b>	<b>\$ 1,905,601</b>	<b>\$ 2,266,870</b>	<b>\$ (832,388)</b>	<b>\$ -</b>	<b>\$ 6,081,682</b>	<b>\$ 1,923,080</b>	<b>316%</b>

## INTERNATIONAL LEADERSHIP OF TEXAS - UNAUDITED

### Expenses by Object Code

	<i>See Audit</i>	<b>Jul-20</b>	<b>Aug-20</b>	<b>Sep-20</b>	<b>Oct-20</b>	<b>Nov-20</b>	<b>Dec-20</b>	<b>ILTexas</b>
	<i>FY 2020</i>	FY 2021	FY 2021	FY 2021	FY 2021	FY 2021	FY 2021	2020-2021
6111 SALARY CONTROL	160	-	-	-	-	-	-	-
6112 SALARIES/WAGES SUB TEACH	1,548,436	-	10,338	65,297	75,875	106,360	-	257,869
6117 EXTRA DUTY/PROFESSIONAL	806,533	102,098	20,940	34,820	10,049	309,811	-	477,718
6118 STIPENDS/PROFESSIONAL	3,254,074	271,458	307,143	298,650	316,744	294,757	-	1,488,753
6119 SALARIES/WAGES TEACHERS/PROF	70,755,961	6,177,877	7,279,491	7,338,388	7,346,368	8,202,952	-	36,345,076
6121 O/T SUPPORT PERSONNEL	571,524	14,360	85,302	34,940	27,863	24,334	-	186,799
6127 EXTRA DUTY PAY/SUPPORT PERSN	171,158	7,479	16,496	11,515	15,076	21,800	-	72,366
6129 SALARIES/WAGES SUP PERSNL	10,193,479	1,331,643	970,973	971,286	973,019	951,302	-	5,198,223
6139 EMPLOYEE ALLOWANCES	224,982	919	500	-	-	-	-	1,419
6141 FICA/MEDICARE	1,165,668	110,338	118,783	119,596	119,695	135,666	-	604,079
6142 GRP HLTH/LIFE INS	5,664,946	552,360	542,065	627,552	637,718	628,851	-	2,988,546
6143 WORKERS'COMP	322,432	201,200	276,388	276,388	(278,688)	-	-	475,288
6146 TRS	4,235,016	337,561	437,309	394,841	445,769	445,287	-	2,060,767
6149 EMPLOYEE BENEFITS	(998)	-	-	-	-	-	-	-
6179 PAYROLL ACCRUAL	13,983,352	125,000	125,000	125,000	125,000	125,000	-	625,000
<b>61-- Payroll Costs</b>	<b>112,896,724</b>	<b>9,232,293</b>	<b>10,190,727</b>	<b>10,298,273</b>	<b>9,814,488</b>	<b>11,246,121</b>	<b>-</b>	<b>50,781,903</b>

#### PAYROLL BY DESIGNATED FUNDS SOURCE

199 LOCAL - UNRESTRICTED	21,797	-	-	21,305	-	-	-	21,305
420 FSP/OTHER STATE AID	106,416,794	8,646,232	9,647,701	9,677,648	9,235,567	10,661,465	-	47,868,613
427 DISCRETIONARY	160	-	-	-	-	-	-	-
429 ST FUNDED TEMP RSTRCT	1,483	-	-	-	-	-	-	-
<b>4XX State &amp; Local Funded</b>	<b>106,440,235</b>	<b>8,646,232</b>	<b>9,647,701</b>	<b>9,698,952</b>	<b>9,235,567</b>	<b>10,661,465</b>	<b>-</b>	<b>47,889,917</b>
<b>240 Child Nutrition</b>	<b>634,268</b>	<b>29,884</b>	<b>34,316</b>	<b>56,741</b>	<b>49,093</b>	<b>50,886</b>	<b>-</b>	<b>220,920</b>
211 TITLE I, A	2,830,596	312,429	240,481	277,602	265,295	270,438	-	1,366,246
224 IDEA, B FORMULA	1,993,437	169,638	193,447	190,553	190,675	190,673	-	934,986
244 CATE - BASIC	894	-	902	-	-	-	-	902
255 TITLE II, A	499,778	37,635	38,532	32,632	32,487	31,082	-	172,369
263 TITLE III, A	259,277	24,521	17,631	24,001	23,579	23,785	-	113,516
266 SFSF	106,079	-	-	-	-	-	-	-
289 FED TEMP RESTR NET ASSETS	132,160	11,954	17,718	17,792	17,792	17,792	-	83,047
<b>Federal Funds</b>	<b>5,822,221</b>	<b>556,177</b>	<b>508,711</b>	<b>542,580</b>	<b>529,828</b>	<b>533,770</b>	<b>-</b>	<b>2,671,066</b>
<b>61-- Payroll Costs</b>	<b>112,896,724</b>	<b>9,232,293</b>	<b>10,190,727</b>	<b>10,298,273</b>	<b>9,814,488</b>	<b>11,246,121</b>	<b>-</b>	<b>50,781,903</b>



# Cover Sheet

## CONSIDER/ACT ON SUPERINTENDENT EVALUATION METRIC FOR 2020-2021 SCHOOL YEAR

**Section:** VII. Board Items for Discussion/Action  
**Item:** B. CONSIDER/ACT ON SUPERINTENDENT EVALUATION METRIC  
FOR 2020-2021 SCHOOL YEAR  
**Purpose:** Vote  
**Submitted by:**

**BACKGROUND:**  
CONSIDER/ACT ON SUPERINTENDENT EVALUATION METRIC FOR 2020-2021 SCHOOL  
YEAR



# Cover Sheet

## CONSIDER/ACT ON SUPERINTENDENT CONTRACT

**Section:** VII. Board Items for Discussion/Action  
**Item:** C. CONSIDER/ACT ON SUPERINTENDENT CONTRACT  
**Purpose:** Vote  
**Submitted by:**

**BACKGROUND:**  
CONSIDER/ACT ON SUPERINTENDENT CONTRACT

## Cover Sheet

### CONSIDER/ACT AUTHORIZING SUPERINTENDENT TO ENGAGE BELLWETHER CONSULTING FOR STRATEGIC PLANNING

**Section:** VII. Board Items for Discussion/Action  
**Item:** D. CONSIDER/ACT AUTHORIZING SUPERINTENDENT TO ENGAGE  
BELLWETHER CONSULTING FOR STRATEGIC PLANNING  
**Purpose:** Vote  
**Submitted by:**

**BACKGROUND:**  
CONSIDER/ACT AUTHORIZING SUPERINTENDENT TO ENGAGE BELLWETHER  
CONSULTING FOR STRATEGIC PLANNING