International Leadership of Texas, Inc.

November 20, 2019 Regular Meeting

Date and Time

Wednesday November 20, 2019 at 6:15 PM CST

Location

1820 N. Glenville Drive, Suite 100, Richardson, TX 75081

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 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 and location set forth herein. It is the intent of the Board to have a quorum physically present at the above address. Board members not physically present may participate by live two-way video and audio feed in accordance with the Texas Open Meetings Act. If a quorum of the Board cannot be physically present at the above address, it is the intent to have the presiding officer physically present at the above address. 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. The items on this Agenda may be taken in any order. 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.

/s/ Finn Simmensen, For ILTexas' Board

Agenda

		Purpose	Presenter	Time
I.	**Opening Items**			**6:15 PM**
	Opening Items			
	A. Record Attendance and Guests			
	B. Call the Meeting to Order			
	C. Approve Minutes of October 16, 2019 Regular Meeting	Approve Minutes		
	D. APPROVE MINUTES OF OCTOBER 18, 2019 SPECIAL MEETING	Approve Minutes		
II.	**Public Speakers**			
	Board Services			
	A. Guests who spoke, if any	FYI		
III.	**Report and Information Items**			
	A. CHIEF ACADEMIC OFFICER REPORT	FYI	Dr. Laura Carrasco-Navarrete	
	B. CHIEF ADMINISTRATIVE OFFICER REPORT	FYI	Jerry McCreight	
	C. SCHOOL LEADERSHIP REPORT	FYI	Dr. Thomas Seaberry	
	D. SUPERINTENDENT-CEO REPORT	FYI	Eddie Conger	

	Purpose	Presenter	Time

IV. Board Action Items on the Consent Agenda

A. CONSENT AGENDA FOR VOTE — Vote — Eddie Conger

INCLUDED IN THE CONSENT AGENDA:
Consent Item B: Consider/Act on expenditure items individually exceeding $100,000.
Consent Item C: Consider/Act on merit pay for teachers based on student growth results.
Consent Item D: Consider/Act on compensation increase for teachers, librarians, counselors and nurses, who have served ILTexas for at least five years.
Consent Item E: Consider/Act to amend Employee Handbook re manner of recording employee absences.
Consent Item F: Consider/Act to amend Personnel Policy and Employee Handbook re bereavement leave.
The vote on this Consent Agenda item applies to all of the items listed immediately below, beginning with item B, except any item as to which a separate vote is recorded hereinbelow or as to which remarks are recorded here removing that item from the Consent Agenda.

B. CONSIDER/ACT ON EXPENDITURE ITEMS EXCEEDING $100,000 — Vote — James Dworkin

Discuss/take possible action to approve expenditure items which individually exceed $100,000:

1. P.O. for direct mail of flyers, $255,752.00.
2. Addenda (two diagnosticians) to MSA with Soliant Health, Inc., incremental $3,968.00, cumulative $109,000.00.
3. Supper Cleaning Addendum to Custodial Contract with PBS of Texas, LLC, incremental $209,425.00.

C. CONSIDER/ACT ON MERIT PAY TO TEACHERS FOR STUDENT GROWTH RESULTS — Vote — Eddie Conger

Discuss/Act to approve merit pay, total $300,000.00, to teachers in recognition of student growth results achieved during the 2018-2019 School Year.

		Purpose	Presenter	Time
D.	CONSIDER/ACT TO INCREASE COMPENSATION FOR TEACHERS, LIBRARIANS, COUNSELORS AND NURSES	Vote	Eddie Conger	

Discuss/Take action to approve increased compensation for teachers, librarians, counselors and nurses who have served ILTexas for at least five years.

E.	CONSIDER/ACT TO AMEND EMPLOYEE HANDBOOK TO CLARIFY MANNER OF RECORDING EMPLOYEE ABSENCES	Vote	Jerry McCreight	

Discuss/Act to amend the ILTexas Employee Handbook to state that "[a]ll employees are required to submit leave requests through Skyward Employee Access and, where applicable, through Aesop, for all days missed."

F.	CONSIDER/ACT TO AMEND POLICY AND EMPLOYEE HANDBOOK PROVISIONS FOR BEREAVEMENT LEAVE	Vote	Jerry McCreight	

Discuss/take action to amend Policy Group 4, Personnel, Sec. 4.13.4. Bereavement Leave, to read, *inter alia,* "No more than 3 paid bereavement leave days will be used for this purpose in any one school year unless otherwise approved by the Superintendent or designee," and correspondingly to amend the 2019-2020 ILTexas Employee Handbook at page 52, Section 6.9, Bereavement Leave.

V. Board Action Items for Separate Consideration

A.	CONSIDER/ACT ON OCTOBER, 2019 FINANCIAL REPORT	Vote	James Dworkin	

Discuss/Act to approve the Financial Report for the month of October, 2019.

B.	CONSIDER/ACT ON APPROVAL OF TARGETED IMPROVEMENT PLANS FOR MULTIPLE ILTEXAS CAMPUSES	Vote	Dr. Laura Carrasco-Navarrete	

Discuss/Act to approve Targeted Improvement Plans for those ILTexas Campuses whose TIP/CIP must be Board Approved:

- Orem Elementary School and Middle School
- East Fort Worth Elementary School and Middle School

	Purpose	Presenter	Time

- Arlington Elementary School
- North Richland Hills Elementary School
- Lancaster Elementary School and Middle School
- Windmill Lakes-Orem High School
- Windmill Lakes Elementary School and Middle School
- Saginaw Elementary School
- College Station Elementary School and Middle School

VI. Executive Session

A. 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. Action Items After Executive Session

VIII. Closing Items

A. Adjourn Meeting — Vote