APPROVED

International Leadership of Texas, Inc.

Minutes

November 20, 2019 Regular Meeting

Date and Time
Wednesday November 20, 2019 at 6:15 PM

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

Directors Present

Lynne Beach, Major General James Williams, Peter Gudmundsson, Tracy Cox

Directors Absent
Soner Tarim

Guests Present
Aaron Thorson, Anthony Palagonia, Dr. Laura Carrasco-Navarrete, Dr. Matilda Orozco, Dr. Thomas Seaberry, Eddie Conger, Emily Painter, Finn Simmensen, Kayla Nations Perkins, Rodney Cooksy

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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 Leadership of Texas, Inc. to order on Wednesday Nov 20, 2019 at 6:15 PM.

C. Approve Minutes of October 16, 2019 Regular Meeting

Peter Gudmundsson made a motion to approve minutes from the October 16, 2019 Regular Meeting on 10-16-19 October 16, 2019 Regular Meeting on 10-16-19.
Lynne Beach seconded the motion.
The board **VOTED** unanimously to approve the motion.

D. APPROVE MINUTES OF OCTOBER 18, 2019 SPECIAL MEETING

Peter Gudmundsson made a motion to approve minutes from the October 18, 2019 Special Board Meeting on 10-18-19 October 18, 2019 Special Board Meeting on 10-18-19.
Tracy Cox seconded the motion.
The board **VOTED** unanimously to approve the motion.

II. Report and Information Items

A. CHIEF ACADEMIC OFFICER REPORT

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

B. CHIEF ADMINISTRATIVE OFFICER REPORT

Chief of Staff Mr. Aaron Thorson reported to the Board.

C. SCHOOL LEADERSHIP REPORT

D.

SUPERINTENDENT-CEO REPORT

Superintendent-CEO Eddie Conger reported to the Board.

III. Board Action Items on the Consent Agenda

A. CONSENT AGENDA FOR VOTE

Board President Williams moved Consent Agenda Items B, C and D to Section V for discussion as separate items.
Superintendent-CEO briefed the Board on Consent Items E and F.
Tracy Cox made a motion to approve Consent Agenda Items E and F only.
Lynne Beach seconded the motion.
The board **VOTED** unanimously to approve the motion.

B. CONSIDER/ACT ON EXPENDITURE ITEMS EXCEEDING $100,000

CFO James Dworkin briefed the Board.
Tracy Cox made a motion to approve the expenditure items.
Peter Gudmundsson seconded the motion.
The board **VOTED** unanimously to approve the motion.

C. CONSIDER/ACT ON MERIT PAY TO TEACHERS FOR STUDENT GROWTH RESULTS

Superintendent-CEO briefed the Board and responded to questions.
During discussion, the amount requested was revised.
Peter Gudmundsson made a motion to approve the merit pay increase in the amount of $156,100,00.
Tracy Cox seconded the motion.
The board **VOTED** unanimously to approve the motion.

D. CONSIDER/ACT TO INCREASE COMPENSATION FOR TEACHERS, LIBRARIANS, COUNSELORS AND NURSES

Superintendent-CEO Eddie Conger briefed the Board.
During discussion, the amount requested was revised.
Tracy Cox made a motion to approve the increase in the amount of $116,400.00.
Peter Gudmundsson seconded the motion.
The board **VOTED** unanimously to approve the motion.

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

This item was a subject of the vote on the Consent Agenda.

F.

CONSIDER/ACT TO AMEND POLICY AND EMPLOYEE HANDBOOK PROVISIONS FOR BEREAVEMENT LEAVE

This item was a subject of the vote on the Consent Agenda.

IV. Board Action Items for Separate Consideration

A. CONSIDER/ACT ON OCTOBER, 2019 FINANCIAL REPORT

Chief Financial Officer James Dworkin reported to the Board.
Peter Gudmundsson made a motion to approve the October, 2019 Financial Report.
Tracy Cox seconded the motion.
The board **VOTED** unanimously to approve the motion.

B. CONSIDER/ACT ON APPROVAL OF TARGETED IMPROVEMENT PLANS FOR MULTIPLE ILTEXAS CAMPUSES

Deputy Superintendent of School Leadership Dr. Thomas Seaberry briefed the Board on the TIPs generally.
Area Superintendents Anthony Palagonia (Dallas), Rodney Cooksy (Tarrant) and Dr. Matilda Orozco (Houston) briefed the Board on the efforts and plans of their respective Areas to improve academic performance.
Lynne Beach made a motion to approve the Targeted Improvement Plans.
Peter Gudmundsson seconded the motion.
The board **VOTED** unanimously to approve the motion.

V. Executive Session

A. AUTHORIZATION

The Board recessed Open Session and entered Executive Session at 7:46 p.m.
The Board returned to Open Session at 8:16, having made no decisions and having conducted no votes during Executive Session.

VI. Closing Items

A. Adjourn Meeting

Tracy Cox made a motion to adjourn the meeting.
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 8:17 PM.

Respectfully Submitted,
Finn Simmensen