APPROVED

International Leadership of Texas, Inc.

Minutes

Regular Board Meeting

Date and Time
Wednesday October 22, 2025 at 6:15 PM

Board of Directors of International Leadership of Texas

Meeting Notice & Mission Statement
In compliance with the Texas Open Meetings Act (TOMA), Government Code Chapter 551; timely public advance written notice (at least three (3) business days before the scheduled date 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 on the date and time set forth herein. The meeting will take place at 2021 Lakeside Blvd., Richardson, TX 75082. Members of the public may watch the meeting via the link **https://zoom.us/j/801651349** or via a link posted on the ILTexas.org website (click the button "Board Meetings" to view any updates to this Notice).

To speak at the meeting, please send your name to board@iltexas.org, 24-Hours in advance of the noticed meeting time, so that we may promote you to a panelist. This will allow you to speak with our board members. 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 TOMA. 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 2021 Lakeside Blvd.,

Richardson, TX 75082, as well as online at www.iltexas.org. In person attendance is also accessible at the address listed immediately above. The items on this Agenda may be addressed by the Board 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/ Catherine Barrera, For ILTexas' Board

Directors Present
Brian Beaudreault, Lynne Beach, Marcela Monahan (remote), Peter Gudmundsson, Tracy Cox (remote)

Directors Absent
Andrew Carr

Guests Present
Adilenne Castillo, Allen Keller (remote), Bettith Garza, Catherine Barrera, Charles Hairgrove, Charles Klein, Craig Timberlake (remote), Donald Day, Dr. Laura Carrasco, Dr. Thomas Seaberry, Dr. Veronica Csorvasi, Eddie Conger, Karla Navarro, Latonjia Williams, Marianne Hood (remote), William Pilcher

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I. Opening Items

A. Record Attendance and Guests

B. Call the Meeting to Order

Peter Gudmundsson called a meeting of the board of directors of International Leadership of Texas, Inc. to order on Wednesday Oct 22, 2025 at 6:15 PM.

II. Approve Minutes of Prior Meetings

A. Approve Minutes

Lynne Beach made a motion to approve the minutes from September 17, 2025 Regular Board Meeting on 09-17-25.
Brian Beaudreault seconded the motion.
The board **VOTED** unanimously to approve the motion.

III. Public Speakers

A. Members of the public wishing to speak:

No members of the public requested to speak to the Board.

IV. Superintendent-CEO Report and Information Items

A. Superintendent Report

Mr. Conger turned it over to Dr. Laura Carrasco to update the board. Dr. Carrasco briefly discussed 3rd Annual Top Scholars Awards and presented the board a presentation of the ceremony. 3,489 students earned a total 4,025 recognitions. Dr. Carrasco mentioned that they also recognized student earning top scores on the PSAT, SAT and AP exams.

Dr. Carrasco also shared the campuses that had the highest number of kids earning recognition. The schools were Keller K-8, Katy K-8, Aggieland High School, College Station K-8, Garland K-8, Richmond K-8 and Westpark K-8.

B. Discussion of Annual EL Program Evaluation

Dr. Veronica Csorvasi, Executive Director of Emergent Bilingual Student Support presented the Board with ILTexas 2024-2025 Evaluation Report of Bilingual/ESL Program and broke down all core content areas (Reading, Math, Social Studies and Science) that are taught in English with the teacher providing native language support to make content comprehensible to students.

President Peter Gudmundsson and Vice President Lt. Gen. Beaudreault asked for more details about the program and Dr. Carrasco and Mr. Conger provided more details of the program.

V. Board Committee Reports

A. Report from Finance and Audit Committee

Mr. Tracy Cox, Board Secretary briefly discussed the meeting details held earlier that afternoon. He briefed the board about the audit results and of some changes in processes and improvements they are making in the accounting department and financial reporting.

VI. Board Items for Discussion/Action

A. Discussion/Approval of Unreconciled August 2025 Financials

Ms. Latonja Williams, CFO presented the Final Reconciled August 2025 financial report to the Board and discussed in detail the operating monthly expenses costs. She also discussed the budget to actual, along with the Financial Summary with total ending cash, revenues, along with statement of activities.

B. Discussion/Approval of the Unreconciled September 2025 Financials

Ms. Latonja Williams, CFO presented September 2025 financial report to the Board and discussed in detail the operating monthly expenses costs. She also discussed the budget to actual, along with the FInancial Summary with Total ending cash, revenues, along with statement of activities.

C. Discussion/Approval of Board Resolution pertaining to diversity, equity, and inclusion duties and certain instructional requirements and prohibitions

Charles Hairgrove, Executive Director of Legal Services and outside Counsel, Allen Keller provided a brief summary of the Resolution presented this evening to the Board. Mr. Hairgrove requested that the Board pass the signing of the Resolution until he can provide confirmation that all staff members and outside vendor providers have been notified and requested to table the signing of the Resolution until the next Board meeting.

VII. Executive Session

A. Authorization

B. Consult with Attorney Pursuant to Government Code 551.071

C. Section 551.074 — Personnel Matters

President Gudmundsson announced that the time was 7:07 pm and in open session to hear oral presentations in connection with a grievance appeal filed by an employee assigned to our North Richland Hills campus. Announced a quorum was present and able to hear this matter and were ready to proceed. Also noted that the employee was present for the appeal presentation. Because the employee's appeal involves complaints against individual ILTexas employees, the President stated that it could move into executive session. The employee did not request an open hearing.
Brian Beaudreault made a motion to Move into Executive Session.
Lynne Beach seconded the motion.
The board **VOTED** to approve the motion.

VIII. Consent Agenda

A. Items for Approval and Ratification

President Peter Gudmundsson announced that the Board was back on record at 8:59 pm.

Lynne Beach made a motion to to approve and ratify the items on the Consent Agenda.
Brian Beaudreault seconded the motion.

Item #2 - to be removed from the consent agenda.
The board **VOTED** unanimously to approve the motion.

IX. Board Items For Action, Including Items Pulled From Consent Agenda, If Any

A. Item #2 Approval of the ILTexas Student Health Advisory Council (SHAC) committee.

Brian Beaudreault made a motion to to approve the SHAC committee.
Lynne Beach seconded the motion.
The board **VOTED** to approve the motion.

X. Action on Items from Executive Session

A. Action on Employee Grievance Appeal

Brian Beaudreault made a motion to to uphold the conclusion of the Level 4 agreement.
Lynne Beach seconded the motion.
The board **VOTED** to approve the motion.

XI. Closing Items

A. Adjourn Meeting

Lynne Beach made a motion to adjourn the meeting.
Marcela Monahan 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 9:10 PM.

Respectfully Submitted,
Catherine Barrera