APPROVED

International Leadership of Texas, Inc.

Minutes

February 18, 2026

Regular Board Meeting

Date and Time
Wednesday February 18, 2026 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
Andrew Carr (remote), Lynne Beach, Marcela Monahan (remote), Peter Gudmundsson, Tracy Cox

Directors Absent
None

Directors who arrived after the meeting opened
Marcela Monahan

Guests Present
Bettith Garza, Catherine Barrera (remote), Charles Hairgrove, Charles Klein, Craig Timberlake (remote), Donald Day, Dr. Laura Carrasco, Dr. Thomas Seaberry, Eddie Conger, James Shelton, Tiffany Harrod (remote)

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 Feb 18, 2026 at 6:15 PM.

II. Approve Minutes of Prior Meetings

A. Approve Minutes

Lynne Beach made a motion to approve the minutes from Regular Board Meeting on 01-21-26.
Tracy Cox 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 wished to speak.

IV. Superintendent-CEO Report and Information Items

A. Superintendent Report

Edward Conger reported on his recent trip to Washington, D.C.

Dr. Thomas Seaberry presented to the Board the Class of 2026 students who will share their recent scholarship and admittance to various Universities. Dr. McKoy, Houston Area Superintendent introduced the Houston Area students virtually. Each provided a brief discussion as to their choice of university and how their time at ILTexas shaped their education.

Dr. Laura Carrasco and Tiffany Harrod present the Board with the 2024-2025 Texas Academic Performance Report (TAPR) and its findings. Dr. Seaberry discussed Section 5 of the Annual Report which pertains to violent and criminal incidents. Dr. Seaberry provide a detailed account of the 1 incident that occurred at a campus. This section is a requirement pursuant to Texas Education Code Section 39.306 to publish as part of the report.

Board Candidates Dr. Shawntel Landry and Sanjay Joshi spoke to Board about their tour of the campus experience.

V. Board Committee Reports

A. Report from Finance and Audit Committee

No Report from the Finance Committee.

VI. Board Items for Consideration/Action

A. Consider and take possible action of the January 2026 Financials

Tracy Cox made a motion to approve the January 2026 Financial.
Lynne Beach seconded the motion.
Chief James Shelton presented the January Financial to the Board.
The board **VOTED** unanimously to approve the motion.

B.

Consider and take possible action on proposed board resolution and associated policy related to a period of prayer and reading of the Bible or other religious text, in accordance with Section 25.0823 of the Texas Education Code.

Tracy Cox made a motion to not adopt a resolution nor corresponding policy.
Lynne Beach seconded the motion.
On February 18, 2026, the Board of Directors of International Leadership of Texas not adopt a resolution nor corresponding policy that would require a period of prayer and reading of the Bible and other religious texts as permitted under Section Bill 11 from the 89th Texas Legislative Session, which took effect September 1, 2025. Further this record of the board is taking place within months of the bill, becoming effective as required by law. The Board of Directors affirms compliance with the Equal Access Act of 1984 and all laws protecting voluntary, student-initiated, and employee-initiated religious expression. The Board's actions today does not restrict lawful religious expression by students or employees, including non-coercive personal expression by staff.
The board **VOTED** unanimously to approve the motion.

C. Consider and take possible action on appointment of new Board Member and officer designations

Marcela Monahan arrived.
No action was taken on new Board Members. Board candidates did speak to the Board about their experience touring the campuses.

VII. Executive Session

A. Authorization

B. Texas Government Code 551.071 - Consultation with attorney

The Board entered Executive Session at 7:47 p.m. and returned to Open Session at 8:23 p.m.

The Board entered into Executive Session a second time at 8:24 p.m. and returned to Open Session at 8:40 p.m. to address the remaining matters.

C. Texas Government Code 551.071 - Consultation with attorney regarding proposed settlement of EEOC Charge

D. Gov’t Code 551.074, 551.082 - Consider terminated employee grievance

While in open session to hear the oral presentation in connection with a grievance appeal filed by a former employee. For the record, a quorum is present and able to hear this matter. Former employee is also present for the appeal presentation. Because the former employee's appeal involves complaints against individual IL Texas employees, the board

moved to executive session unless the employee who was the subject of the complaint requests an open hearing. Open hearing was not requested, the board moved to closed session to hear the appeal presentation under authority of sections 551.074 and 551.082 of the Texas Government Code.

VIII. Action on Items from Executive Session

A. Consider and take possible action on proposed settlement of EEOC Charge

Andrew Carr made a motion to approve the settlement.
Tracy Cox seconded the motion.
The board **VOTED** unanimously to approve the motion.

B. Consider and take possible action on terminated employee grievance

Tracy Cox made a motion to uphold the prior administrative decision.
Lynne Beach seconded the motion.
The board **VOTED** unanimously to approve the motion.

IX. Consent Agenda

A. Items for Approval and Ratification

Lynne Beach made a motion to to Approve the Consent Agenda.
Tracy Cox seconded the motion.
The board **VOTED** unanimously to approve the motion.

X. Closing Items

A. Adjourn Meeting

Lynne Beach made a motion to adjourn the meeting.
Andrew Carr 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 8:45 PM.

Respectfully Submitted,
Catherine Barrera