APPROVED

TEXAS CENTER FOR ARTS + ACADEMICS

Texas Center for Arts + Academics

Minutes

TCA+A Board Meeting - Annual Meeting

Date and Time
Tuesday August 26, 2025 at 6:00 PM

Location
Kathleen E. Connors Theater
Texas School of the Arts (TeSA)
6025 Village Parkway
Edgecliff Village, TX 76134

In-person Meeting Return: *Governor Abbott's March 2020 order temporarily suspending certain provisions of the Open Meetings Act due to the COVID-19 pandemic disaster expired August 31, 2021. Consequently,* ***TCA+A Board Meetings*** *will return to in-person meetings at Texas School of the Arts.*

Directors Present
Cheryl Bean, Daniel Bates, Leslie Scott, Myong Chong, Steven Jones, Wes Poole

Directors Absent
Michael Wellbaum

Directors who arrived after the meeting opened
Myong Chong

Ex Officio Members Present
Anika Perkins

Guests Present
Amber Ledbetter, Amy Prickett, Jocelyn Greenman, Kiera Wallace, Krista Langford, Lacey Gaymon, Penny Clay, Ross Mitchell

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I. Opening Items

A. Call the Meeting to Order

Leslie Scott called a meeting of the board of directors of Texas Center for Arts + Academics to order on Tuesday Aug 26, 2025 at 6:08 PM.

B. Record Attendance and Guests

II. Public Comments

A. Public Comments

- There were no public comments

III. Consent Agenda

A. Approve June 24, 2025 Meeting Minutes

Daniel Bates made a motion to approve the minutes from TCA+A Board Meeting on 06-24-25.
Cheryl Bean seconded the motion.
The board **VOTED** unanimously to approve the motion.

B. Finance Statements

Daniel Bates made a motion to approve June 2025 and July 2025 finance statements.
Cheryl Bean seconded the motion.
The board **VOTED** unanimously to approve the motion.

IV. Closed Session

A. Convene to Closed Session

- Closed Open Session at 6:10pm
- Convened in Closed Session at 6:12pm

Myong Chong arrived at 6:30 PM.

B. Reconvene to Open Session

- Closed Closed Session at 7:53pm
- Reconvened in Open Session at 8:03pm

C. Action Item

Cheryl Bean made a motion to approve a 4.55% raise of CEO/Superintendent's base salary for the 2024-2025 school year to be paid out in one lump sum in the next payroll period.
Daniel Bates seconded the motion.

- Mrs. Scott thanked Dr. Perkins for everything she has done in the 2024-2025 school year

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

V. Finance

A. Renewal of PCB Line of Credit

Wes Poole made a motion to approve paying off the balance of the PCB Line of Credit.
Steven Jones seconded the motion.

- Balance due: $14,154.98
- Keep line of credit open

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

B. TCA+A Lease Agreement for TeSA

Wes Poole made a motion to approve TCA+A's 2025-2026 Lease Agreement for TeSA.
Steven Jones seconded the motion.

- Lease terms of $47,000.00 per month
- Terms are the same as the 2024-2025 agreement

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

C. TCA+A Lease Agreement for FWAFA

Wes Poole made a motion to approve TCA+A's 2025-2026 Lease Agreement for FWAFA.
Cheryl Bean seconded the motion.

- Lease terms of $67,000.00 per month
- Terms are the same as the 2024-2025 agreement

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

D.

Resolution for Financial & Transition Authority

Daniel Bates made a motion to approve the Resolution for Financial & Transition Authority.
Steven Jones seconded the motion.

- Frost Accounts:
  - Replace Region 11's Anne Mason with Norma Espinoza
  - Add: Amber Ledbetter and Kiera Wallace - new principals - for signatures on checks
- PlainsCapital Accounts
  - Replace Region 11's Anne Mason with Norma Espinoza

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

E. Resolution for Wealth Management & Trust Accounts Authority

Steven Jones made a motion to approve the Resolution for Wealth Management & Trust Accounts Authority.
Cheryl Bean seconded the motion.

- Replace Region 11's Anne Mason with Norma Espinoza

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

F. TeSA 2024-2025 Proposed Budget Amendment

Wes Poole made a motion to approve TeSA's 2024-2025 Proposed Budget Amendment.
Steven Jones seconded the motion.
Mrs. Greenman:

- 12 amendments in total
  - notable expenses
    - increase in instruction due to payroll adjustments
    - increase in contracted services
- proposed budget: deficient of $437,298.95

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

G. FWAFA 2024-2025 Proposed Budget Amendment

Steven Jones made a motion to approve FWAFA's 2024-2025 Proposed Budget Amendment.
Cheryl Bean seconded the motion.
Mrs. Greenman:

- 12 amendments in total
  - notable expenses

        - increase in instruction due to payroll adjustments
    - proposed budget: deficient of $311,509.88

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

H. TCA+A 2024-2025 Proposed Budget Amendment

Steven Jones made a motion to approve TCA+A's 2024-2025 Proposed Budget Amendment.
Wes Poole seconded the motion.
Mrs. Greenman:

- 6 amendments in total
    - decrease in expenses
- proposed budget: $976,347.66

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

I. TeSA Proposed 2025-2026 Budget

Steven Jones made a motion to approve TeSA's Proposed 2025-2026 Budget.
Wes Poole seconded the motion.
Mrs. Greenman:

- Proposed budget: deficient $192,689.50

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

J. FWAFA Proposed 2025-2026 Budget

Steven Jones made a motion to approve FWAFA's Proposed 2025-2026 Budget.
Cheryl Bean seconded the motion.
Mrs. Greenman:

- Proposed budget: $207,798.48

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

K. TCA+A Proposed 2025-2026 Budget

Steven Jones made a motion to approve TCA+A's Proposed 2025-2026 Budget.
Cheryl Bean seconded the motion.
Mrs. Greenman:

- Proposed budget: $356,053.09

Wes Poole:

- All budgets are on cash basis and since TCA+A owns both TeSA and FWAFA buildings this budget does not include depreciation expenses; that gets reported at year end

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

L. 2025-2026 Revised Compensation Schedule

Wes Poole made a motion to approve the 2025-2026 Revised Compensation Schedule.
Steven Jones seconded the motion.
Mrs. Gaymon:

- this includes TeSA and FWAFA staff
- updated teacher salary schedule to be in line with the new Teacher Retention Allotment required by the state during the 89th legislative session
- extra duty cost were added; already paying but was not in writing in the schedule
- stipends added for TeSA at the request of the principal
- realigned some of the scales to ensure any employees who received a higher compensation for the school year fall within the correct scale

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

M. Revised TCA+A's Benefit Contributions for Auxiliary Employees

Cheryl Bean made a motion to approve TCA+A's Revised Benefit Contributions for Auxiliary Employees.
Steven Jones seconded the motion.
Mrs. Gaymon:

- this includes TeSA ($4,500.00) and FWAFA ($9,000.00) contributions
- based on new benefit costs and student enrollment numbers
- increase benefits due to wanting no employee's take home pay to be less than previous year
- increase benefits for those employees from $325/month to $450/month

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

VI. Academics

A. TeSA 2025-2026 Student Handbook-Revisions

Steven Jones made a motion to approve TeSA's 2025-2026 Student Handbook Revisions.
Cheryl Bean seconded the motion.
Mr. Mitchell:
1. page 7 - mental health can be an excused absence

2. page 12 - built out policy to align with 1481 adding bluetooth headphones; students will be subject to discipline
3. page 37 - aligned sexual hassment definition to match 2020 rules
4. page 42, 43, & 44 - parent complaints timelines updated to align with verbiage in SB12
5. page 58 - SB25 took out withholding lunch detention
6. page 59 - ISS can now be indefinite but requires a review every 10 days
7. page 60 - removing a student from a classroom doesn't have to be documented behavior just has to be disruptive behavior
8. page 64 - added new virtual expolsion rules

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

B. FWAFA 2025-2026 Student Handbook-Revisions

Wes Poole made a motion to approve FWAFA's 2025-2026 Student Handbook Revisions.
Cheryl Bean seconded the motion.
Mr. Mitchell:
1. page 7 - mental health can be an excused absence
2. page 14 - built out policy to align with 1481 adding bluetooth headphones; students will be subject to discipline
3. page 30 - should read: "Only students who attend tutoring will have the opportunity to improve their test grade."
4. page 34 - highlighted area is to show this was added
5. page 40 - add verbiage of SB12 and remove the Equal Access Act
6. page 49 & 50 - aligned sexual hassment definition to match 2020 rules
7. page 55, 56, & 57 - parent complaints timelines updated to align with verbiage in SB12
8. page 70 - SB25 took out withholding lunch detention
9. page 71 - removing a student from a classroom doesn't have to be documented behavior just has to be disruptive behavior
10. page 73 - ISS can now be indefinite but requires a review every 10 days
11. page 76 - added new virtual expolsion rules

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

C. TeSA 2025-2026 Personnel Handbook-Revisions

Daniel Bates made a motion to approve TeSA's 2025-2026 Personnel Handbook Revisions.
Wes Poole seconded the motion.
Mr. Mitchell:

- 8.13 Employee Misconduct - added SB571 misconduct definition; added includes but is not limited to
- 8.18 added employees are prohibited from adding students on social media or allowing students to follow them

- 8.20 - changed reporting timeline to 24 hours
- Mr. Bates asked that page numbers be added

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

D. FWAFA 2025-2026 Personnel Handbook-Revisions

Cheryl Bean made a motion to approve FWAFA's 2025-2026 Personnel Handbook Revisions.
Daniel Bates seconded the motion.
Mr. Mitchell:

- 8.13 Employee Misconduct - added SB571 misconduct definition; added includes but is not limited to
- 8.18 added employees are prohibited from adding students on social media or allowing students to follow them
- 8.20 - changed reporting timeline to 24 hours
- Mr. Bates asked that page numbers be added

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

E. TCA+A 2025-2026 Personnel Handbook-Revisions

Daniel Bates made a motion to approve TCA+A's 2025-2026 Personnel Handbook Revisions.
Myong Chong seconded the motion.
Mr. Mitchell:

- 8.12 Employee Misconduct - added SB571 misconduct definition; added includes but is not limited to
- 8.17 added employees are prohibited from adding students on social media or allowing students to follow them
- 8.19 - changed reporting timeline to 24 hours
- Mr. Bates asked that page numbers be added

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

F. TeSA 2025-2026 Substitute Handbook-Revisions

Daniel Bates made a motion to approve TeSA's 2025-2026 Substitute Handbook Revisions.
Wes Poole seconded the motion.
Mr. Mitchell:

- page 7 - added employees are prohibited from adding students on social media or allowing students to follow them

- Mr. Mitchell recommended adding Misconduct and Abuse reporting as 1.9.11 and 1.9.12 verbiage from other personnel handbooks

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

G. FWAFA 2025-2026 Substitute Handbook-Revisions

Daniel Bates made a motion to approve FWAFA's 2025-2026 Substitute Handbook Revisions.
Steven Jones seconded the motion.
Mr. Mitchell:

- page 6 - added employees are prohibited from adding students on social media or allowing students to follow them
- Mr. Mitchell recommended adding Misconduct and Abuse reporting as 1.9.2.1 and 1.9.2.2 verbiage from other personnel handbooks

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

H. Resolution 0n Celebration of Constitution Day

Steven Jones made a motion to approve Resolution 0n Celebration of Constitution Day.
Daniel Bates seconded the motion.

- part of TEKS learning

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

VII. Governance

A. Restrictions on Vendor Contracts

- Dr. Perkins gave a breakdown on content of restrictions

B. Parental Notification of Employee Misconduct Policy

Cheryl Bean made a motion to approve Parental Notification of Employee Misconduct Policy.
Daniel Bates seconded the motion.

- Dr. Perkins gave a breakdown of this policy
- Mrs. Scott asked about creation of training and Dr. Perkins said training will be provided annually

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

C. Parental Engagement Policy

Daniel Bates made a motion to approve Parental Engagement Policy.

Cheryl Bean seconded the motion.

- Dr. Perkins gave a breakdown of this policy
- Created email accounts which will be posted on TCA+A's school websites
  - TeSAengagement@artsacademics.org and FWAFAengagement@artsacademics.org
  - those emails will go to superintendent, campus principal, and governance email

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

D. Prohibition Against DEI Practices Policy

Wes Poole made a motion to approve Prohibition Against DEI Practices Policy.
Daniel Bates seconded the motion.

- Dr. Perkins gave a breakdown of this policy

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

E. Board Resolution re-Non Enrolled Students and UIL

Wes Poole made a motion to approve the Resolution re-Non-Enrolled Students and UIL.
Cheryl Bean seconded the motion.

- TCA+A asked the board to decline non-enrolled FWAFA students from participating in UIL activities on behalf of FWAFA

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

F. Participation in UIL Activities by Non-Enrolled Students Policy

Daniel Bates made a motion to approve Participation in UIL Activities by Non-Enrolled Students Policy.
Myong Chong seconded the motion.

- Dr. Perkins gave a breakdown of this policy stating that only FWAFA enrolled students can participate in UIL activity (adopting option 1 in the policy)

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

G. School Health Advisory Councils (SHACs) for Charters Policy

Daniel Bates made a motion to approve School Health Advisory Councils (SHACs) for Charters Policy.
Steven Jones seconded the motion.

- Dr. Perkins gave a breakdown of this policy

- Mr. Bates pointed out board required participation in appointing committee members

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

H. Student Health Curriculum Policy

Cheryl Bean made a motion to approve Student Health Curriculum Policy.
Daniel Bates seconded the motion.

- Dr. Perkins gave a breakdown of this policy
- Mrs. Bean asked about curriculum as this is sensitive matter and Mr. Poole asked about timeline of implementation
    - Dr. Perkins stated that TEA will provide guidance for curriculum content and timelines for policy implementation

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

I. Opening Meetings Act Requirements Policy

Daniel Bates made a motion to approve Opening Meetings Act Requirements Policy.
Cheryl Bean seconded the motion.

- Dr. Perkins gave a breakdown of this policy

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

J. Personal Communication Device Ban Policy

Daniel Bates made a motion to approve Personal Communication Device Ban Policy.
Cheryl Bean seconded the motion.

- Dr. Perkins gave a breakdown of this policy
- Mrs. Scott stated the need to add bluetooth headphones to policy to match handbook verbiage
- Mr. Bates pointed out changing ringing of the bells to match each campus' start and end of day

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

K. CEO Contract

Daniel Bates made a motion to approve to extend CEO/Superintendent contract to a three year contract with a yearly extension option that renews at the end of every year at the compensation level discussed in closed session.
Steven Jones seconded the motion.
The board **VOTED** unanimously to approve the motion.

L.

Officer Election

Daniel Bates made a motion to approve Cheryl Bean as TCA+A's new Chairman of the Board of Directors.
Steven Jones seconded the motion.
The board **VOTED** unanimously to approve the motion.
Daniel Bates made a motion to approve Steven Jones as TCA+A's new Chair Elect/Secretary of the Board of Directors.
Cheryl Bean seconded the motion.
The board **VOTED** unanimously to approve the motion.
Mrs. Scott gave huge thank you to Mr. Bates for his years of service on TCA+A's Board of Directors.

VIII. CEO Report

A. Updates

- 2025-2026 Enrollment Information
  - FWAFA - 670 students
  - TeSA - 331 students
  - 15 on waitlist in grades 5, 6, 7, & 9
  - 44 openings between TeSA and FWAFA
- 2024-2025 Summer Camps
  - grossed $57,530.00 / expenses $26,785.00 / net profit $30,360.00
- 2024-2025 Conservatory
  - grossed $140,502.00 / expenses $59,613.43 / net profit $80.888.00
  - Dr. Perkins gave a huge shout out to Mrs. Langford, Director of Admissions and Community Outreach, for her efforts to continue to grow TCA+A programs
- Teacher Incentive Allotment
  - 4 TeSA teachers received payouts
  - 4 FWAFA teachers received payouts
- Convocation
  - Guest Speakers
    - Ally Crutcher - Texas Public Charter Schools Association, Director of Regional Advocacy
    - Dr. Pamela Brown - Deputy Executive Director of Region 11
    - Ericka Garza - President & CEO of Fort Worth Hispanic Chamber of Commerce
- North Texas Giving Day - September 18, 2025
  - Mrs. Skinner, Development Director, has secured TCA+A to be on WFAA on September 18th to share TCA+A's story
- Thank You - Mr. Bates for his board service

IX. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 10:09 PM.

Respectfully Submitted,
Leslie Scott

B. CERTIFICATE AS TO POSTING OR GIVING OF NOTICE

Documents used during the meeting

- Cash Analysis Board - JUNE 2025.pdf
- TCA+A JUNE 2025 Income Statement.pdf
- TeSA JUNE 2025 Income Statement.pdf
- FWAFA JUNE 2025 Income Statement.pdf
- Cash Analysis Board - JULY 2025.pdf
- TCA+A JULY 2025 Income Statement.pdf
- TeSA JULY 2025 Income Statement.pdf
- FWAFA JULY 2025 Income Statement.pdf
- Approving_Financial_&_Transition_Authority_Resolution_Redacted.pdf
- Wealth Management & Trust Accounts Authority Resolution_Redacted.pdf
- TeSA BUDGET PROJECTIONS - UPDATE AUG.pdf
- FWAFA BUDGET PROJECTIONS - UPDATE AUG.pdf
- TCA+A BUDGET-UPDATE AUG.pdf
- TeSA 25-26 PROPOSED BUDGET 8.21.25.pdf
- FWAFA 25-26 PROPOSED BUDGET 8.21.25.pdf
- TCA+A 25-26 PROPOSED BUDGET 8.21.25.pdf
- 2025-2026 Compensation Scale with TRA update.pdf
- TCAA Compensation Plan 2025-2026.pdf
- Increased Benefits Contributions - Non-Exempt.pdf
- 2025-2026 TeSA Student Handbook & Code of Conduct (Revised).pdf
- 2025-2026 FWAFA Student Handbook_Changes Added-RM Edit.pdf
- 2025-2026 TeSA Personnel Handbook.pdf
- 2025-2026 FWAFA Personnel Handbook.pdf
- 2025-2026 TCA+A Personnel Handbook.pdf
- 2025-2026 TeSA Substitute Handbook.pdf

- 2025-2026 FWAFA Substitute Handbook.pdf
- TCA+A_Resolution_ON_CELEBRATION_OF_CONSTITUTION_DAY.pdf
- 2025.08.04-Client-Advisory-HB-210-Vendor-Relationships-.pdf
- PG-4.204-Reporting-Employee-Misconduct-July-2025.pdf
- PG-1.206-Parental-Engagement-Policy-July-2025.pdf
- PG-4.212-Prohibition-on-Diversity-Equity-and-Inclusion-Duties-July-2025.pdf
- Board-Resolution-re-Non-Enrolled-Students-and-UIL-July-2025.pdf
- Policy-PG-3.506-Student-Activities-July-2025.pdf
- Policy-PG-3.321-Student-Health-Advisory-Council-August-2025.pdf
- PG-2.114-Student-Health-Curriculum-August-2025.pdf
- PG-1.201-Board-Meetings-August-2025.pdf
- PG-3.404-Personal-Communication-Devices-August-2025.pdf