

**TEXAS LEADERSHIP PUBLIC SCHOOLS BOARD POLICY
MANUAL**

**POLICY GROUP 1 – GOVERNANCE
PUBLIC INFORMATION REQUESTS**

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Sec. 1. GENERAL PROVISIONS

a) *Public Information Defined*

For purposes of the Texas Public Information Act (“TPIA”), “public information” means information that is written, produced, collected, assembled, or maintained under a law or ordinance or in connection with the transaction of official business:

1. By the Board;
2. For the Board and the Board:
 - a. Owns the information;
 - b. Has a right of access to the information; or
 - c. Spends or contributes public money for the purpose of writing, producing, collecting, assembling, or maintaining the information; or
3. By an individual officer or employee of Texas Leadership Public Schools in the officer’s or employee’s official capacity and the information pertains to official business of Texas Leadership Public Schools.

“Official business” means any matter over which Texas Leadership Public Schools has any authority, administrative duties, or advisory duties.

Information is “in connection with the transaction of official business” if the information is created by, transmitted to, received by, or maintained by an officer or employee of Texas Leadership Public Schools in the officer’s or employee’s official capacity, or a person or entity performing official business or a governmental function on behalf of Texas Leadership Public Schools, and pertains to official business of Texas Leadership Public Schools.

The definition of “public information” applies to and includes any electronic communication created, transmitted, received, or maintained on any device if the communication is in connection with the transaction of official business.

b) *Forms of Public Information*

The general forms in which the media containing public information exist include a book, paper, letter, document, e-mail, Internet posting, text message, instant message, other electronic communication, printout, photograph, film, tape, microfiche, microfilm, photostat, sound recording, map, and drawing and a voice, data, or video representation held in computer memory.

The media on which public information is recorded include:

1. Paper;
2. Film;
3. A magnetic, optical, solid state, or other device that can store an electronic signal;

4. Tape;
5. Mylar; and
6. Any physical material on which information may be recorded, including linen, silk, and vellum.

Sec. 2. PRESERVATION OF INFORMATION

The Board may determine a time for which information that is not currently in use will be preserved, subject to any applicable law or rule governing the destruction and other disposition of state and local government records or public information.

The provisions of Chapter 441, Government Code and Title 6, Local Government Code, governing the preservation, destruction, or other disposition of records or public information apply to records and public information held by a temporary custodian.

Gov't Code 552.004(a), (c).

a) *Temporary Custodians*

For purposes of the TPIA, a “temporary custodian” means an officer or employee of Texas Leadership Public Schools who, in the transaction of official business, creates or receives public information that the officer or employee has not provided to the officer for public information or the officer’s agent. The term includes a former officer or employee who created or received public information in the officer’s or employee’s official capacity that has not been provided to the officer for public information or the officer’s agent.

A current or former Board member, officer, or employee of Texas Leadership Public Schools does not have, by virtue of the individual’s position or former position, a personal or property right to public information the individual created or received while acting in an official capacity.

A temporary custodian with possession, custody, or control of public information shall surrender or return the information to Texas Leadership Public Schools not later than the 10th day after the date the officer for public information requests the temporary custodian to surrender or return the information.

A temporary custodian’s failure to surrender or return public information as requested by the officer for public information is grounds for disciplinary action by Texas Leadership Public Schools, or any other applicable penalties authorized by the TPIA or other law.

Gov't Code § 552.003(7).

b) *Calculating Timelines*

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For purposes of requesting an Attorney General determination related to surrendered or returned to Texas Leadership Public Schools by a temporary custodian, Texas Leadership Public Schools is considered to have received the request for that information on the date the information is surrendered or returned to Texas Leadership Public Schools. *Gov't Code 552.233.*

Sec. 3. ONLINE MESSAGE BOARD

If the Board maintains an online message board or similar Internet application under Government Code 551.006, and the Board removes from the online message board or similar Internet application a communication that has been posted for at least 30 days, the Board shall maintain the posting for a period of six years. This communication is public information and must be disclosed in accordance with the TPIA. *Gov't Code § 551.006(d).*

Sec. 4. AVAILABILITY OF PUBLIC INFORMATION

Public information is available to the public, at a minimum, during Texas Leadership Public Schools's normal business hours.

Sec. 5. OFFICER FOR PUBLIC INFORMATION AND REQUIRED NOTICES

a) *Officer for Public Information*

The Superintendent or designee shall be Texas Leadership Public Schools's officer for public information. Each department head shall be an agent of the officer for purposes of complying with the TPIA.

The officer for public information is responsible for the release of public information as required by the TPIA, Government Code Chapter 552. The officer for public information shall:

1. Make public information available for public inspection and copying.
2. Carefully protect public information from deterioration, alteration, mutilation, loss, or unlawful removal.
3. Repair, renovate, or rebind public information when necessary to maintain it properly.
4. Make reasonable efforts to obtain public information from a temporary custodian if:
 - a. The information has been requested from Texas Leadership Public Schools;
 - b. The officer for public information is aware of facts sufficient to warrant a reasonable belief that the temporary custodian has possession, custody, or control of the information;
 - c. The officer for public information is unable to comply with the duties imposed by the TPIA without obtaining the information from the temporary custodian; and
 - d. The temporary custodian has not provided the information to the officer for public information or the officer's agent.

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The officer for public information is not responsible for the use made of the information by the requestor or the release of information after it is removed from a record as a result of an update, correction, or change of status of the person to whom the information pertains.

Gov't Code § 552.201(a)–.204.

b) *Sign*

The officer for public information shall prominently display a sign in the form prescribed by the Attorney General that contains basic information about the rights of a requestor, the responsibilities of Texas Leadership Public Schools, and the procedures for inspecting or obtaining a copy of public information under the TPIA. The officer for public information shall display the sign at one or more places in the Texas Leadership Public Schools administrative offices where it is plainly visible to:

1. Members of the public who request public information in person; and
2. Texas Leadership Public Schools employees whose duties include receiving or responding to public information requests.

Sec. 6. ACCESS TO PUBLIC INFORMATION

a) *Rules of Access*

Texas Leadership Public Schools may promulgate reasonable rules of procedure by which public information may be inspected and copied efficiently, safely, and without delay. These rules may not be inconsistent with any provision of the TPIA. *Gov't Code § 552.230.*

It shall be the policy of Texas Leadership Public Schools to provide a suitable copy of public information within a reasonable time after the date on which the copy is requested. *Gov't Code § 552.228.*

b) *Method of Making Written Request for Public Information*

A person may make a written request for public information only by delivering the request by one of the following methods to the designated officer for public information:

1. United States mail;
2. Electronic mail;
3. Hand delivery; or
4. Any other appropriate method approved by Texas Leadership Public Schools, including facsimile transmission and electronic submission through the Texas Leadership Public Schools website.

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Texas Leadership Public Schools may designate one mailing address and one electronic mail address for receiving written requests for public information and shall provide the designated mailing address and electronic mail address to any person on request.

If Texas Leadership Public Schools posts a designated mailing address or electronic mail address on the Texas Leadership Public Schools website, or if Texas Leadership Public Schools prints those addresses on the TPIA sign noted in Section 5(b), Texas Leadership Public Schools is not required to respond to a written request for public information unless the request is received:

1. At one of those addresses;
2. By hand delivery; or
3. By a method that has been approved by Texas Leadership Public Schools.

Gov't Code § 552.234.

c) *Inquiry of Requestors*

The officer for public information and agent shall not make an inquiry of a requestor, except to establish proper identification or to ask the requestor to narrow or clarify the request. The officer for public information or agent shall treat all requests for information uniformly without regard to the position or occupation of the requestor, the person on whose behalf the request is made, or the status of the individual as a member of the media. The officer for public information or agent shall give the requestor all reasonable comfort and facility for the full exercise of the right granted by the TPIA. *Gov't Code §§552.222(a)-(b), .223-.224.*

d) *Location of Access*

Texas Leadership Public Schools complies with a request for public information by:

1. Providing the information for inspection or duplication in Texas Leadership Public Schools's offices (see TIME FOR EXAMINATION, section 6-g below); or
2. Sending copies of the information by first class mail, if the requestor requests that copies be provided and pays the postage and any other applicable charges that the requestor has accrued under Subchapter F of the TPIA (see COSTS AND CHARGES, below).
3. By referring a requestor to an exact Internet location or uniform resource locator ("URL") address on a website maintained by Texas Leadership Public Schools and accessible to the public if the requested information is identifiable and readily available on that website. If the requestor prefers a manner other than access through the URL, Texas Leadership Public Schools must supply the information by sending copies to the requestor, as described above. If the officer for public information provides by e-mail an Internet location or URL address, the e-mail must contain a statement in a conspicuous font clearly indicating that the requestor may nonetheless access the requested information by inspection or duplication or by receipt through the United States mail, as described above.

The TPIA does not authorize a requestor to remove an original copy of a public record from Texas Leadership Public Schools.

Gov't Code § 552.221(b)-(b-2), .226.

e) *Time for Response*

Texas Leadership Public Schools shall promptly produce public information for inspection, duplication, or both, on application by any person. "Promptly" means as soon as possible under the circumstances, that is, within a reasonable time, without delay.

If Texas Leadership Public Schools cannot produce the public information for inspection or duplication within 10 business days after the date the information is requested, the officer for public information or designee shall certify that fact in writing to the requestor and set a date and hour within a reasonable time when the information will be available for inspection or duplication.

If the requested information is unavailable because it is in storage or active use, the officer for public information or designee shall certify this fact in writing to the requestor and set a date and hour within a reasonable time when the information will be available for inspection or duplication.

Gov't Code § 552.221.

f) *Requests to Clarify or Narrow*

If a large amount of information has been requested, Texas Leadership Public Schools may discuss with the requestor how the scope of the request might be narrowed, but Texas Leadership Public Schools may not inquire into the purpose for which the information will be used. If what information is requested is unclear to Texas Leadership Public Schools, Texas Leadership Public Schools may ask the requestor to clarify the request.

If the request included the requestor's physical or mailing address, Texas Leadership Public Schools must send the request for discussion or clarification to that address by certified mail. The written request for discussion or clarification must include a statement as to the consequences of failure by the requestor to timely respond. If Texas Leadership Public Schools does not receive a written response by the 61st day after Texas Leadership Public Schools sends the written request, the underlying request for public information is considered to have been withdrawn by the requestor.

g) *Time for Examination*

A requestor shall complete the examination of the information not later than the 10th business day after the date the custodian of the information makes it available. If the requestor does not complete

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the examination within 10 business days and does not file a request for additional time, the requestor is considered to have withdrawn the request.

Texas Leadership Public Schools shall extend the initial examination period by an additional 10 business days if, within the initial period, the requestor files with the officer for public information or designee a written request for additional time. The officer or designee shall extend an additional examination period by another 10 business days if, within the first additional period, the requestor files with the officer a written request for more additional time.

The time during which a person may examine information may be interrupted by Texas Leadership Public Schools if the information is needed for use by Texas Leadership Public Schools. The period of interruption is not considered to be a part of the time during which the person may examine the information.

A request is considered to have been withdrawn if the requestor fails to inspect or duplicate the public information in the offices of Texas Leadership Public Schools on or before the 60th day after the date the information is made available or fails to pay the postage and any other applicable charges accrued under Government Code, Chapter 552, Subchapter F on or before the 60th day after the date the requestor is informed of the charges.

Gov't Code § 552.221(e), .225.

h) *Electronic Data*

If public information exists in an electronic or magnetic medium, the requestor may request a copy in an electronic medium, such as on diskette or on magnetic tape. Texas Leadership Public Schools shall provide a copy in the requested medium:

1. If Texas Leadership Public Schools has the technological ability to produce the information in the requested medium;
2. If Texas Leadership Public Schools is not required to purchase any software or hardware to accommodate the request; and
3. Providing the copy will not violate any copyright agreement between Texas Leadership Public Schools and a third party.

If Texas Leadership Public Schools is unable to comply with a request to produce a copy of information in a requested medium for any of these reasons, Texas Leadership Public Schools shall provide a copy in another medium that is acceptable to the requestor. Texas Leadership Public Schools is not required to copy information onto a diskette or other material provided by the requestor but may use Texas Leadership Public Schools supplies.

Gov't Code § 552.228.

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i) Requests Requiring Programming or Manipulation of Data

Texas Leadership Public Schools shall provide the requestor a written statement, described below, if Texas Leadership Public Schools determines:

1. That responding to a request for information will require programming or manipulation of data; and
2. That:
 - a. Compliance with the request is not feasible or will result in substantial interference with operations; or
 - b. The information could be made available in the requested form only at a cost that covers the programming and manipulation of data.

The written statement shall include:

1. A statement that the information is not available in the requested form;
2. A description of the form in which the information is available;
3. A description of any contract or services that would be required to provide the information in the requested form;
4. A statement of the estimated cost of providing the information in the requested form, as determined in accordance with rules established by the Attorney General; and
5. A statement of the anticipated time required to provide the information in the requested form.

Texas Leadership Public Schools shall provide the written statement to the requestor within 20 days after the date Texas Leadership Public Schools receives the request. Texas Leadership Public Schools has an additional 10 days to provide the statement if Texas Leadership Public Schools gives written notice to the requestor, within 20 days after receiving the request, that additional time is needed.

After providing the written statement described above, Texas Leadership Public Schools has no further obligation to provide the information in the requested form or in the form in which it is available, unless within 30 days the requestor states in writing that the requestor:

1. Wants the information in the requested form according to the time and cost parameters set out in the written statement, or according to other terms to which the requestor and Texas Leadership Public Schools agree; or
2. Wants the information in the form in which it is available.

If a requestor does not make a timely written statement, the requestor is considered to have withdrawn the request for information.

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The officer for public information shall establish policies that assure the expeditious and accurate processing of requests for information that require programming or manipulation of data. Texas Leadership Public Schools shall maintain a readily accessible file containing all written statements issued concerning requests for information that require programming or manipulation of data.

Gov't Code § 552.231.

j) *Repetitious or Redundant Requests*

If Texas Leadership Public Schools determines that a requestor has made a request for information for which Texas Leadership Public Schools has previously furnished or made copies available to the requestor, Texas Leadership Public Schools may:

1. Respond to the request for information as set forth below, at PROCEDURES, section 6-k below; or
2. Furnish the information, or make the information available to the requestor again in accordance with the request. If Texas Leadership Public Schools selects this option, Texas Leadership Public Schools is not required to comply with the procedures described below.

These provisions do not apply to information not previously furnished to a requestor. Texas Leadership Public Schools shall treat a request for information for which copies have not been previously furnished or made available to the requestor, including information that was not furnished or made available because the information was redacted or because the information did not exist at the time of an earlier request, in the same manner as any other request for public information.

Gov't Code § 552.232(a), (d).

k) *Procedures*

Texas Leadership Public Schools shall, free of charge, certify to the requestor that copies of all or part of the requested information were previously furnished or made available to the requestor. The certification must include:

1. A description of the information for which copies have been previously furnished or made available to the requestor;
2. The date Texas Leadership Public Schools received the requestor's original request for that information;
3. The date Texas Leadership Public Schools previously furnished copies or made available copies of the information to the requestor;
4. A certification that no subsequent additions, deletions, or corrections have been made to that information; and

5. The name, title, and signature of the officer for public information or agent making the certification.

Gov't Code § 552.232(b), (c).

d) Requests for Contracting Information Not Maintained by Texas Leadership Public Schools

Texas Leadership Public Schools shall comply with the requirements of Government Code 552.371 with respect to requests for public information related to certain contracts involving at least \$1 million in public funds when information related to the contract is in the custody or possession of the contracting entity and is not maintained by Texas Leadership Public Schools. *Gov't Code § 552.371.*

Sec. 7. ATTORNEY GENERAL DECISIONS

a) Request for Attorney General Decision

If Texas Leadership Public Schools receives a written request for information that Texas Leadership Public Schools reasonably considers to be within one of the exceptions to required disclosure and that Texas Leadership Public Schools wishes to withhold from public disclosure, Texas Leadership Public Schools shall request a decision from the Attorney General about whether the information is within the exception (see SUBMISSION TO ATTORNEY GENERAL, section 7-f below). For these purposes, the term “written request” includes a request sent by electronic mail or facsimile transmission to the officer or designee. *Gov't Code § 552.301(a).*

b) Time for Request

Texas Leadership Public Schools must submit the request to the Attorney General not later than the 10th business day after receiving the written request. If Texas Leadership Public Schools does not timely request a decision from the Attorney General and comply with the requirements at STATEMENT TO REQUESTOR, section 7-e below, the information is presumed to be subject to public disclosure and must be released unless there is a compelling reason to withhold it. *Gov't Code §§ 552.301(b), .302.*

c) Calculating Timelines

For the purposes of requesting an Attorney General decision, if Texas Leadership Public Schools receives a written request by United States mail and cannot adequately establish the actual date of receipt, the request is considered to have been received by Texas Leadership Public Schools on the third business day after the date of the postmark on a properly addressed request. *Gov't Code § 552.301(a-1).*

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For information surrendered or returned to Texas Leadership Public Schools by a temporary custodian, Texas Leadership Public Schools is considered to have received the request for that information on the date the information is returned or surrendered to Texas Leadership Public Schools. *Gov't Code § 552.233(d)*.

d) *Previous Determinations*

Except as set forth at Government Code section 552.301(g), Texas Leadership Public Schools may not request an Attorney General decision if Texas Leadership Public Schools has previously requested and received a determination from the Attorney General concerning the precise information at issue in a pending request and the Attorney General or a court determined that the information is not within one of the exceptions. This exception applies to specific information that is again requested from Texas Leadership Public Schools after the Attorney General has previously issued a decision regarding the precise information or records at issue.

Texas Leadership Public Schools may rely on a previous determination by the Attorney General regarding a specific, clearly delineated category of information if:

1. The previous decision is applicable to a school district or charter school;
2. The previous decision concludes that the category of information is or is not excepted from public disclosure;
3. The elements of law, fact, and circumstances are met to support the previous decision's conclusion that the requested records and information at issue are not excepted from public disclosure; and
4. The previous decision explicitly provides that the governmental body or bodies to which the decision applies may withhold the information without the necessity of seeking a decision from the Attorney General.

Texas Leadership Public Schools shall notify the requestor in writing of the decision or ruling upon which it is relying if it relies on any previous determination to withhold information from disclosure.

Texas Leadership Public Schools may withhold from public disclosure the categories of records listed at Texas Attorney General Open Records Decision 684 (2009).

Texas Leadership Public Schools may withhold from public disclosure personally identifiable, non-directory information in "education records" as defined in the Family Educational Rights and Privacy Act of 1974 ("FERPA").

e) *Statement to Requestor*

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If Texas Leadership Public Schools requests an Attorney General decision, it shall provide to the requestor within a reasonable time, but not later than the 10th business day after the date of receiving the requestor's written request:

1. A written statement that Texas Leadership Public Schools wishes to withhold the requested information and has asked for a decision from the Attorney General about whether the information is within an exception to public disclosure; and
2. A copy of Texas Leadership Public Schools's written communication to the Attorney General asking for the decision. If Texas Leadership Public Schools's written communication to the Attorney General discloses the requested information, Texas Leadership Public Schools shall provide a redacted copy of that written communication.

Gov't Code § 552.301(d).

f) *Submission to Attorney General*

When Texas Leadership Public Schools requests an Attorney General decision, it shall, within a reasonable time but not later than the 15th business day after receiving the request for information, submit to the Attorney General all of the following:

1. Written comments stating the reasons why the stated exceptions apply that would allow the information to be withheld;
2. A copy of the written request for information;
3. A signed statement as to the date on which the written request for information was received by Texas Leadership Public Schools or evidence sufficient to establish that date; and
4. A copy of the specific information requested, or representative samples of the information if a voluminous amount of information was requested. Texas Leadership Public Schools shall label the copies or representative samples to indicate which exceptions apply to which parts of the copy.

Texas Leadership Public Schools shall send a copy of the comments to the requestor not later than the 15th business day after Texas Leadership Public Schools receives the written request. If the written comments disclose or contain the substance of the information requested, the copy of the comments provided to the requestor shall be redacted.

Gov't Code § 552.301(e), (e-1).

Unless the information is confidential by law, Texas Leadership Public Schools may disclose the requested information to the public or the requestor before a final determination that the information is public has been made by the Attorney General or a court with jurisdiction. *Gov't Code § 552.303(a).*

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g) *Additional Information*

If the Attorney General determines that additional information is necessary to render a decision, the Attorney General shall give Texas Leadership Public Schools and the requestor written notice of that fact. Texas Leadership Public Schools shall submit the necessary additional information to the Attorney General not later than the seventh calendar day after the date the notice is received. If Texas Leadership Public Schools does not comply with the Attorney General's request, the information is presumed to be subject to required public disclosure and must be released unless there is a compelling reason to withhold the information. *Gov't Code § 552.303(c)-(e)*.

h) *Privacy or Property Interests*

If information is requested and a person's privacy or property interests may be involved, including a case under Government Code 552.101 (information confidential by law), 552.110 (trade secrets), 552.1101 (proprietary information), 552.114 (student records), 552.131 (economic development information), or 552.143 (investment information), Texas Leadership Public Schools may decline to release the information for the purpose of requesting a decision from the Attorney General. A person whose interests may be involved, or any other person, may submit in writing to the Attorney General the person's reasons why the information should be withheld or released. Texas Leadership Public Schools may, but is not required to, submit its reasons why the information should be withheld or released. *Gov't Code § 552.305(a)-(c)*.

i) *Notice to Owner of Proprietary Information*

If release of a person's proprietary information may be subject to exception under Government Code 552.101 (information confidential by law), 552.110 (trade secrets), 552.1101 (Proprietary Information), 552.113 (geological or geophysical information), 552.131 (economic development information), or 552.143 (investment information), Texas Leadership Public Schools shall, when requesting an Attorney General decision, make a good faith attempt to provide written notice to that person of its request. The notice must:

1. Be sent within a reasonable time not later than the 10th business day after Texas Leadership Public Schools receives the request for information; and
2. Include:
 - a. A copy of any written request Texas Leadership Public Schools received for the information; and
 - b. A statement, in the form prescribed by the Attorney General, that the person is entitled to submit to the Attorney General, not later than the 10th business day after the person receives the notice, a written statement of the reason(s) why the information should be withheld and a letter, memorandum, or brief supporting the reason(s).

Gov't Code § 552.305(d).

Sec. 8. CHARGES REGARDING TPIA REQUESTS

a) *Costs and Charges*

The charge for providing a copy of public information shall be an amount that reasonably includes all costs related to reproducing the information, including costs of materials, labor, and overhead. The charges shall not be excessive and shall not exceed the actual cost of producing the information or for making public information that exists in a paper record available. Charges for providing a copy of public information are considered to accrue at the time Texas Leadership Public Schools advises the requestor that the copy is available on payment of the applicable charges.

i. 50 Pages or Fewer

If a request is for 50 or fewer pages of paper records, the charge for providing the copy of the information shall be limited to the charge for each page of the paper record that is photocopied, unless the pages to be photocopied are located in two or more separate buildings that are not physically connected with each other or a remote storage facility. The charge for providing a copy may not include costs of materials, labor, or overhead.

ii. Statement of Labor Costs

If the charge for providing a copy of public information includes costs of labor, the requestor may require the officer for public information or agent to provide the requestor with a written statement as to the amount of time that was required to produce and provide the copy. The statement must be signed by the officer or agent, and the officer or agent's name must be typed or legibly printed below the signature. A charge may not be imposed for providing the written statement to the requestor.

All requests received in one calendar day from an individual may be treated as a single request for purposes of calculating costs. Texas Leadership Public Schools may not combine multiple requests from separate individuals who submit requests on behalf of an organization.

iii. Attorney General's Rules

Texas Leadership Public Schools shall use the Attorney General's rules to determine the charges for providing copies of public information and to determine the charge, deposit, or bond required for making public information that exists in a paper record available for inspection, except to the extent that other law provides for charges for specific kinds of public information.

Texas Leadership Public Schools may determine its own charges for providing copies of public information and its own charge, deposit, or bond for making public information that exists in a paper record available for inspection. However, Texas Leadership Public Schools may not charge

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an amount that is greater than 25 percent more than the amount established by the Attorney General, unless Texas Leadership Public Schools requests an exemption.

iv. Exemptions

Texas Leadership Public Schools may request that it be exempt from part or all of the rules adopted by the Attorney General for determining charges. The request must be made in writing to the Attorney General and must state the reason for the exemption. If Texas Leadership Public Schools receives notice from the Attorney General that an exemption has been granted, Texas Leadership Public Schools may amend its charges according to the Attorney General's determination.

v. Copies for Parents

Texas Leadership Public Schools may charge a reasonable fee in accordance with the above requirements for copies of materials provided to parents pursuant to Education Code 26.012.

vi. Statement of Estimated Charges

If a request for a copy of public information will result in the imposition of a charge that exceeds \$40, Texas Leadership Public Schools shall provide the requestor with a written itemized statement that details all estimated charges that will be imposed, including any allowable charges for labor or personnel costs. If an alternative less costly method of viewing the records is available, the statement must include a notice that the requestor may contact Texas Leadership Public Schools regarding the alternative method. Texas Leadership Public Schools must inform the requestor of the responsibilities imposed on the requestor by Government Code 552.2615 and the rights granted by that section and give the requestor the information needed to respond as detailed in Government Code 552.2615(a).

If, after Texas Leadership Public Schools provides the requestor the itemized statement but before it makes the copy or the paper record available, Texas Leadership Public Schools determines that the estimated charges will exceed the charges detailed in the original itemized statement by 20 percent or more, Texas Leadership Public Schools shall send to the requestor an updated written itemized statement that details all estimated charges that will be imposed, including any allowable charges for labor or personnel costs.

vii. Requestor's Response

A request for which Texas Leadership Public Schools is required to produce an (original or updated) itemized statement of estimated charges is considered to have been withdrawn if the requestor does not respond in writing to the itemized statement by informing Texas Leadership Public Schools within 10 business days after the date the statement is sent to the requestor that:

1. The requestor will accept the estimated charges;

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2. The requestor is modifying the request in response to the itemized statement; or
3. The requestor has sent to the Attorney General a complaint alleging that the requestor has been overcharged for being provided with a copy of the public information.

viii. Actual Charges

If the actual charges exceed \$40, the charges may not exceed:

1. The amount estimated in the updated itemized statement; or
2. If an updated itemized statement is not sent to the requestor, an amount that exceeds by 20 percent or more the amount estimated in the original itemized statement.

ix. Timing of Deadlines

An original or updated itemized statement is considered to have been sent by Texas Leadership Public Schools, and a requestor is considered to have responded to the statement, on the date that the statement or response is:

1. Delivered in person;
2. Deposited, properly addressed, in the U.S. mail; or
3. Transmitted by electronic mail or facsimile, provided the requestor agrees to receive the statement by those means.

The time deadlines for providing or responding to the required statement of estimated charges do not affect the application of a time deadline imposed on Texas Leadership Public Schools for requesting a decision by the Attorney General under Government Code 552, Subchapter G.

Gov't Code § 552.2615.

b) *Deposit or Bond*

The officer for public information or agent may require a deposit or bond for payment of anticipated costs for the preparation of a copy of public information if:

1. The officer or agent has provided the requestor with the written itemized statement required by Government Code 552.2615 (see STATEMENT OF ESTIMATED CHARGES, section 8-a-vi above); and
2. The charge for providing the copy is estimated by Texas Leadership Public Schools to exceed \$100, if Texas Leadership Public Schools has more than 15 full-time employees, or \$50, if Texas Leadership Public Schools has fewer than 16 full-time employees.

The officer or agent may not require a deposit or bond as a down payment for copies of public information that the requestor may request in the future.

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Gov't Code § 552.263(a), (b).

For the purposes of charging for providing copies of public information or for requesting an Attorney General's opinion, a request for a copy of public information is considered to have been received by Texas Leadership Public Schools on the date Texas Leadership Public Schools receives the deposit or bond. *Gov't Code § 552.263(e).*

A requestor who fails to make such a deposit or post such a bond before the 10th business day after the date the deposit or bond is required is considered to have withdrawn the request. *Gov't Code § 552.263(f).*

i. Modified Request

If a requestor modifies a request in response to the requirement of a deposit or bond, the modified request is considered a separate request and is considered received on the date Texas Leadership Public Schools receives the written modified request. *Gov't Code § 552.263(e-1).*

ii. Unpaid Amounts

The officer for public information or agent may require a deposit or bond for payment of unpaid amounts the requestor owes Texas Leadership Public Schools in relation to previous public information requests before preparing a copy of public information in response to a new request, if those unpaid amounts exceed \$100. The officer for public information or agent may not seek payment of those unpaid amounts through any other means. *Gov't Code § 552.263(c).*

If Texas Leadership Public Schools receives a request from a requestor who, within the preceding 180 days, has accepted but failed to pay written itemized statements of estimated charges from Texas Leadership Public Schools as provided under Government Code 552.261(b), Texas Leadership Public Schools may require the requestor to pay the estimated charges for the request before the request is fulfilled. *Gov't Code § 552.2661.*

iii. Documentation of Unpaid Amounts

Texas Leadership Public Schools must fully document the existence and amount of those unpaid amounts or the amount of any anticipated costs before requiring a deposit or bond. The documentation is subject to required public disclosure. *Gov't Code § 552.263(d).*

iv. Waivers

Texas Leadership Public Schools shall provide a copy of public information without charge or at a reduced charge if Texas Leadership Public Schools determines that waiver or reduction of the charge is in the public interest because providing the information primarily benefits the public. If

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the cost to Texas Leadership Public Schools of processing the collection of a charge for providing a copy of public information will exceed the amount of the charge, Texas Leadership Public Schools may waive the charge. *Gov't Code § 552.267.*

c) *Government Publications*

The cost provisions described above do not apply to a publication that is compiled and printed by or for Texas Leadership Public Schools for public dissemination. If the cost of the publication is not determined by state law, Texas Leadership Public Schools may determine the charge for providing the publication, or Texas Leadership Public Schools may provide the publication free of charge, if state law does not require a certain charge. *Gov't Code § 552.270.*

Sec. 9. INSPECTION OF PUBLIC INFORMATION

a) *Inspection of Public Information*

If the requestor does not request a copy of public information, Texas Leadership Public Schools may not impose a charge for making available for inspection any public information that exists in a paper record, except as set forth below. *Gov't Code § 552.271(a).*

i. Confidential Information

If a page contains confidential information that must be edited from the record before the information can be made available for inspection, Texas Leadership Public Schools may charge for the cost of making a photocopy of the page from which the confidential information must be edited. No charge other than the cost of the photocopy may be imposed. *Gov't Code § 552.271(b).*

ii. Payment, Deposit, or Bond

The officer for public information or agent may require a requestor to pay, or to make a deposit or post a bond for the payment of, anticipated personnel costs for making available for inspection public information that exists in paper records if:

1. The information specifically requested by the requestor is older than five years or completely fills, or when assembled will completely fill, six or more archival boxes; and
2. The officer for public information or agent estimates that more than five hours will be required to make the information available for inspection.

Gov't Code § 552.271(c).

If Texas Leadership Public Schools has fewer than 16 full-time employees, the payment, deposit, or bond may be required only if:

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1. The information specifically requested by the requestor is older than three years or completely fills, or when assembled will completely fill, three or more archival boxes; and
2. The officer for public information or agent estimates that more than two hours will be required to make the information available for inspection.

Gov't Code § 552.271(d).

b) *Electronic Records*

If Texas Leadership Public Schools receives a request to inspect information that exists in an electronic medium and that is not available directly online to the requestor, Texas Leadership Public Schools may not impose a charge for access to the information unless complying with the request will require programming or manipulation of data. If programming or manipulation of data is required, Texas Leadership Public Schools shall notify the requestor before assembling the information and provide the requestor with an estimate of charges that will be imposed.

If public information exists in an electronic form on a computer owned or leased by Texas Leadership Public Schools, and the public has direct access to that computer through a computer network or other means, the electronic form of the information may be electronically copied from that computer without charge if accessing the information does not require processing, programming, or manipulation on Texas Leadership Public Schools's computer before the information is copied. If such information does require processing, programming, or manipulation before it can be copied, Texas Leadership Public Schools may impose charges.

If Texas Leadership Public Schools creates or keeps information in an electronic form, Texas Leadership Public Schools is encouraged to explore options to separate confidential information from public information and make the public information available to the public through electronic access through a computer network or other means.

Gov't Code § 552.272.

Sec. 10. TEMPORARY SUSPENSION OF TPIA DUE TO CATASTROPHE

The requirements of the TPIA do not apply if Texas Leadership Public Schools is currently significantly impacted by a catastrophe such that that catastrophe directly causes the inability of the school to comply with the TPIA and complies with the requirements below for declaring a suspension period.

“Catastrophe” means a condition or occurrence that directly interferes with the ability of Texas Leadership Public Schools to comply with the TPIA’s requirements, including:

1. Fire, flood, earthquake, hurricane, tornado, or wind, rain, or snow storm;
2. Power failure, transportation failure, or interruption of communication facilities;

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3. Epidemic; or
4. Riot, civil disturbance, enemy attack, or other actual or threatened acts of lawlessness or violence.

“Catastrophe” does not mean a period when staff is required to work remotely and can access information responsive to an application for information electronically, but the physical office of the school is closed.

“Suspension period” means the period of time during which Texas Leadership Public Schools may suspend the applicability of the TPIA’s requirements.

a) *Initial Suspension Period*

The Board may suspend the applicability of the TPIA to Texas Leadership Public Schools for an initial suspension period. The School may suspend the TPIA only once for each catastrophe. The initial suspension may not exceed seven consecutive days and must occur during the period that:

1. Begins not earlier than the second day before the date Texas Leadership Public Schools submits notice to the Attorney General; and
2. Ends not later than the seventh day after the date Texas Leadership Public Schools submits that notice.

b) *Extension of Initial Suspension Period*

The Board may extend an initial suspension period if the Board determines that Texas Leadership Public Schools is still impacted by the catastrophe on which the initial suspension period was based. The initial suspension period may be extended one time for not more than seven consecutive days that begin on the day following the day the initial suspension period ends. The combined suspension period may not exceed a total of 14 consecutive calendar days with respect to any single catastrophe.

c) *Informing the Attorney General*

If the Board elects to suspend the TPIA, Texas Leadership Public Schools must submit notice to the Attorney General that Texas Leadership Public Schools is currently impacted by a catastrophe and has elected to suspend the applicability of the TPIA during the initial suspension period. The notice must be on the form prescribed by the Attorney General, and must require Texas Leadership Public Schools to:

1. Identify and describe the catastrophe that Texas Leadership Public Schools is currently impacted by;
2. State the date the initial suspension period determined by the Board begins and the date that period ends;

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3. If the Board has determined to extend the initial suspension period:
 - a. State that Texas Leadership Public Schools continues to be impacted by the catastrophe; and
 - b. State the date the extension to the initial suspension period begins and the date the period ends; and
4. Provide any other information the Attorney General determines necessary.

d) *Informing the Public*

If the Board elects to suspend the TPIA, Texas Leadership Public Schools must provide notice to the public of the suspension in a place readily accessible to the public and in each other location Texas Leadership Public Schools is required to post a notice under the Open Meetings Act. Texas Leadership Public Schools must maintain the notice of the suspension during the entire suspension time.

e) *Requests Received During a Suspension Period*

A request for public information received by Texas Leadership Public Schools during a suspension period is considered to have been received by Texas Leadership Public Schools on the first business day after the date the suspension period ends.

f) *Pending Requests Tolled During a Suspension Period*

A TPIA request received by Texas Leadership Public Schools before the date an initial suspension period begins is tolled until the first business day after the date the suspension period ends.

Gov't Code § 552.233.

Sec. 11. PRODUCTION OF PUBLIC INFORMATION WHEN ADMINISTRATIVE OFFICES CLOSED.

If the Texas Leadership Public Schools closes its physical offices but requires staff to work, including remotely, then the School shall make a good faith effort to continue responding to applications for public information, to the extent staff have access to responsive information. Failure to respond to an application for information may constitute a refusal to request an AG decision or a refusal to supply public information or information that the Attorney General has determined is public information.

Tex. Gov't Code §552.2211.

SEC 12. MISCELLANEOUS

a) *Limit on Personnel Time for Large or Frequent Requests*

After Texas Leadership Public Schools personnel collectively have spent 36 hours of time producing public information for a requestor during the Texas Leadership Public Schools fiscal year, Texas Leadership Public Schools shall charge the requestor for any additional personnel time spent producing information for the requestor, in accordance with law.

i. Request by Minor

Any time spent complying with a request submitted in the name of a minor, as defined by Family Code 101.003(a), is to be included in the calculation of the cumulative amount of time spent complying with a request for public information by a parent, guardian, or other person who has control of the minor under a court order and with whom the minor resides, unless that parent, guardian, or other person establishes that another person submitted that request in the name of the minor.

ii. Exception

This section does not apply if the requestor is an individual who, for a substantial portion of the individual's livelihood or for substantial financial gain, gathers, compiles, prepares, collects, photographs, records, writes, edits, reports, investigates, processes, or publishes news or information for and is seeking the information for:

1. Dissemination by a news medium or communication service provider, including (a) an individual who supervises or assists in gathering, preparing, and disseminating the news or information; or (b) an individual who is or was a journalist, scholar, or researcher employed by an institution of higher education at the time the person made the request for information; or
2. Creation or maintenance of an abstract plant as described by Insurance Code § 2501.004.

“Communication service provider” has the meaning assigned by Civil Practice and Remedies Code § 22.021.

“News medium” means a newspaper, magazine or periodical, a book publisher, a news agency, a wire service, an FCC-licensed radio or television station or a network of such stations, a cable, satellite, or other transmission system or carrier or channel, or a channel or programming service for a station, network, system, or carrier, or an audio or audiovisual production company or Internet company or provider, or the parent, subsidiary, division, or affiliate of that entity, that disseminates news or information to the public by any means, including:

1. Print;

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2. Electronic;
3. Mechanical;
4. Photographic;
5. Radio;
6. Television; and
7. Other means, known or unknown, that are accessible to the public.

This section also does not apply if the requestor is an elected official of the United States, the State of Texas, or a political subdivision of the State of Texas, or a representative of a publicly funded legal services organization that is a federal tax exempt entity under Section 501(c)(3), Internal Revenue Code of 1986.

iii. Written Statement of Personnel Time

Each time Texas Leadership Public Schools complies with a request for public information, Texas Leadership Public Schools shall provide the requestor with a written statement of the amount of personnel time spent complying with that request and the cumulative amount of time spent complying with requests for public information from that requestor during the applicable monthly or yearly period. The amount of time spent preparing the written statement may not be included in the amount of time in the statement.

iv. Written Estimate of Charges

If the cumulative amount of personnel time spent complying with requests for public information from the same requestor equals or exceeds the established time limit, Texas Leadership Public Schools shall provide the requestor with a written estimate of the total cost, including materials, personnel time, and overhead expenses, necessary to comply with the request. Texas Leadership Public Schools shall provide the written estimate on or before the 10th day after the date on which the request was made. The amount of this charge relating to the cost of locating, compiling, and producing the public information shall be established by rules prescribed by the Attorney General.

When a request is made by a requestor who has made a previous request to Texas Leadership Public Schools that has not been withdrawn, for which Texas Leadership Public Schools has located and compiled documents in response, and for which Texas Leadership Public Schools has issued a written estimate of charges that remains unpaid on the date the requestor submits the new request, Texas Leadership Public Schools is not required to locate, compile, produce, or provide copies of documents or prepare an estimate of charges in response to a new request until the date the requestor pays each unpaid statement issued in connection with a previous request or withdraws the previous request to which the statement applies.

v. Additional Time

If Texas Leadership Public Schools provides the requestor with written notice that additional time is required to prepare the written estimate, Texas Leadership Public Schools must provide the written estimate as soon as practicable, but on or before the 10th day after the date Texas Leadership Public Schools provided the notice that additional time was required.

vi. Acceptance of Charges

If Texas Leadership Public Schools provides a requestor with the estimate of charges and the time limits regarding the requestor have been exceeded, Texas Leadership Public Schools is not required to produce public information for inspection or duplication or to provide copies of public information in response to the requestor's request unless on or before the 10th day after the date Texas Leadership Public Schools provided the written estimate, the requestor submits payment of the amount stated in the written estimate. If the requestor fails or refuses to submit payment, the requestor is considered to have withdrawn the request.

vii. Waived or Reduced Charges

This section does not prohibit Texas Leadership Public Schools from providing a copy of public information without charge or at a reduced rate, or from waiving a charge for providing a copy of public information, under Government Code 552.267.

Gov't Code § 552.275.

b) *Filing Suit to Withhold Information*

Texas Leadership Public Schools may file suit seeking to withhold information if Texas Leadership Public Schools receives a determination from the Attorney General that information must be disclosed to a requestor. The suit must be filed in Travis County district court against the Attorney General and must seek declaratory relief from compliance with the Attorney General's decision.

Texas Leadership Public Schools must bring the suit not later than the 30th calendar day after Texas Leadership Public Schools receives the Attorney General's decision. If Texas Leadership Public Schools wishes to preserve an affirmative defense for its officer for public information, as provided by Government Code 552.353(b)(3), Texas Leadership Public Schools must file suit not later than the 10th calendar day after receipt of the Attorney General's decision.

Gov't Code §§ 552.324, .353(b)(3).

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c) *Parent's Request for Information*

Texas Leadership Public Schools shall comply with a TPIA request upon receipt of a request from a parent for public information relating to the parent's child.

If Texas Leadership Public Schools seeks to file suit to challenge a decision by the Attorney General in order to withhold information it must bring the suit not later than the 30th calendar day after the date Texas Leadership Public Schools receives the decision of the Attorney General, unless an earlier deadline is established by the TPIA. Notwithstanding any other law, Texas Leadership Public Schools may not appeal the decision of the court. This prohibition does not affect the right of a parent to appeal the decision. If Texas Leadership Public Schools does not bring suit within the period established, Texas Leadership Public Schools shall comply with the decision of the Attorney General.

Gov't Code § 26.0085.



User: Lindsey.Landers
User Role: District

Rating Year: 2021 2022

CDN: 226801

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2021 2022 Ratings Based on Fiscal Year 2021 Data - Charter School Status Detail

Charter School Status Detail Information Detail Summary Determination of Ratings

Size-Dependent Indicators

TEXAS LEADERSHIP PUBLIC SCHOOLS (226801)

Status	Indicator Num	Indicator Description	Updated	Score
P	t1 1	<u>Was the complete annual financial report (AFR) and charter school financial data submitted to TEA within 30 days of the November 27 or January 28 deadline depending on the charter school's fiscal year end date of June 30 or August 31, respectively?</u>	7/26/2022 11:47:17 AM	YES
P	t1 2	<u>Was there an unmodified opinion in the AFR on the financial statements as a whole? (The American Institute of Certified Public Accountants (AICPA) defines unmodified opinion. The external independent auditor determines if there was an unmodified opinion.)</u>	7/26/2022 11:47:17 AM	YES
P	t1 3	<u>Was the charter school in compliance with the payment terms of all debt agreements at fiscal year end? (If the charter school was in default in a prior fiscal year, an exemption applies in following years if the charter school is current on its forbearance or payment plan with the lender and the payments are made on schedule for the fiscal year being rated. Also exempted are technical defaults that are not related to monetary defaults. A technical default is a failure to uphold the terms of a debt covenant, contract, or master promissory note even though payments to the lender, trust, or sinking fund are current. A debt agreement is a legal agreement between a debtor (person, company, etc. that owes money) and their creditors, which includes a plan for paying back the debt.)</u>	7/26/2022 11:47:17 AM	YES
P	t1 4 t2 4	<u>Did the charter school make timely payments to the Teachers Retirement System (TRS), Texas Workforce Commission (TWC), Internal Revenue Service (IRS), and other government agencies?</u>	7/26/2022 11:47:17 AM	YES, Ceiling Not Activated
P	t1 5 t2	<u>Was the total net asset balance in the Statement of Financial Position for the charter school</u>	7/26/2022 11:47:17 AM	YES, Ceiling Not Activated

	<p><u>greater than zero? (If the charter school's change of students in membership over 5 years was 7 percent or more, then the charter school passes this indicator.) (New charter schools that have a negative net asset balance will pass this indicator if they have an average of 7 percent growth in students year over year until it completes its fifth year of operations. After the fifth year of operations, the calculation changes to the 7 percent increase in 5 years.)</u></p>		
+2 6	<p><u>Was the average change in total net assets over 3 years less than a 25 percent decrease or did the current year total net asset balance exceed 75 days of operational expenditures [(total expenditures less depreciation) /365]*75 days?</u></p>	7/26/2022 11:47:17 AM	Passed
7	<p><u>Was the number of days of cash on hand and current investments for the charter school sufficient to cover operating expenses? The calculation will use expenses, excluding depreciation.</u></p>	7/26/2022 11:47:17 AM	10
8	<p><u>Was the measure of current assets to current liabilities ratio for the charter school sufficient to cover short-term debt?</u></p>	7/26/2022 11:47:17 AM	10
9	<p><u>Did the charter school's revenues equal or exceed expenses, excluding depreciation? If not, was the charter school's number of days of cash on hand greater than or equal to 40 days? The calculation will use expenses, excluding depreciation.</u></p>	7/26/2022 11:47:17 AM	5
10	<p>This indicator is not being scored.</p>		10
11	<p><u>Was the ratio of long-term liabilities to total assets for the charter school sufficient to support long-term solvency? (If the charter school's change of students in membership over 5 years was 7 percent or more, then the charter school passes this indicator.) (New charter schools that have a negative net asset balance will pass this indicator if they have an average of 7 percent growth in students year over year until it completes its fifth year of operations. After the fifth year of operations, the calculation changes to the 7 percent increase in 5 years.)</u></p>	7/26/2022 11:47:17 AM	10
12	<p><u>Was the debt service coverage ratio sufficient to meet the required debt service?</u></p>	7/26/2022 11:47:17 AM	10
13	<p><u>Did the charter school have a debt-to-capitalization percentage that was reasonable for the charter school to continue operating?</u></p>	7/26/2022 11:47:17 AM	5
14	<p><u>Was the charter school's administrative cost ratio equal to or less than the threshold ratio?</u></p>	7/26/2022 11:47:17 AM	10
15	<p><u>Did the charter school not have a 15 percent decline in the students to staff ratio over 3 years (total enrollment to total staff)? (If the student enrollment did not decrease, the charter school will automatically pass this indicator.)</u></p>	7/26/2022 11:47:17 AM	10
16	<p>This indicator is not being scored.</p>		5
+2 17	<p><u>Did the comparison of Public Education Information Management System (PEIMS) data to like information in the charter school's AFR result in a total variance of less than 3 percent of all expenses by function?</u></p>	7/26/2022 11:47:17 AM	Passed
+2 18	<p><u>Did the external independent auditor report that the AFR was free of any instance(s) of material</u></p>	7/26/2022 11:47:17 AM	Passed

		<u>weaknesses in internal controls over financial reporting and compliance for local, state, or federal funds? (The AICPA defines material weakness.)</u>		
19		<u>Did the external independent auditor indicate the AFR was free of any instance(s) of material noncompliance for grants, contracts, and laws related to local, state, or federal funds? (The AICPA defines material noncompliance.)</u>	7/26/2022 11:47:17 AM	10
20		<u>Did the charter school post the required financial information on its website in accordance with Government Code, Local Government Code, Texas Education Code, Texas Administrative Code and other statutes, laws and rules that were in effect at the charter school's fiscal year end?</u>	7/26/2022 11:47:17 AM	5
+2	21	This indicator is not being scored.		
				100 Weighted Sum
				1 Multiplier Sum
				(100 Ceiling)
				100 Score
<p>+1: must pass 5 total +2: ceiling indicator</p>				

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User Role: **District**

Rating Year: **2021-2022**

CDN: **226801**

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2021-2022 Rating Based on Fiscal Year 2021 Data Charter School Status Detail

Charter School Status Detail

Indicator Detail Summary

Determination of Ratings

Size-Dependent Indicators

Did The charter school fail any of the critical indicators 1, 2, 3, 4, or 5 (parts 1 and 2)? If so, the charter school's rating is F for Substandard Achievement regardless of points earned.

Determine the rating by the applicable number of points.	Points
A - Superior Achievement	90-100
B - Above Standard Achievement	80-89
C - Meets Standard Achievement	70-79
F - Substandard Achievement	0-69

(The charter school receives an F if it scores below the minimum passing score, if it failed any critical indicator 1, 2, 3, 4, or 5, if the AFR or the data were not both complete, or if either the AFR or the data were not submitted on time for FIRST analysis.)

Ceiling Indicators		
Did the charter school meet the criteria for any of the following ceiling indicators 4, 5, 6, 17, or 18? If so, the charter school's applicable maximum points and rating are disclosed below.		
Determination of rating based on meeting ceiling criteria.	Maximum Points	Maximum Rating
Indicator 4 (Timely Payments) - Charter school was issued a warrant hold.	95	A = Superior Achievement
Indicator 5 (Total Net Assets) - Negative total net assets and pass indicator based only on 7% or more increase in students in membership over 5 years.	79	C = Meets Standard Achievement
Indicator 6 (Average Change in Total Net Assets) - Response to indicator is No.	89	B = Above Standard Achievement
Indicator 17 (PEIMS to AFR) - Response to indicator is No.	89	B = Above Standard Achievement
Indicator 18 (Material Weaknesses) - Response to indicator is No.	79	C = Meets Standard Achievement

If the charter school's overall points earned is less than the maximum points allowed by the applicable ceiling indicator, the charter school will receive a rating based on the lesser points earned. If the charter school fails a critical indicator or the charter school's total number of points is equal to or less than 69 points, the charter school will receive an **F = Substandard Achievement** rating, regardless of any ceiling indicator criteria met.

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User Role: District

Rating Year: 2021-2022

CDN: 7268011

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2021-2022 Ratings Based on Fiscal Year 2021 Data - Charter School Status Detail

Charter School Status Detail

Indicator Detail Summary

Determination of Ratings

Indicator 14

ADA Size:	≥ 1,000	500-999	< 500	Points
	≤ 0.1401	≤ 0.1561	≤ 0.2645	10
	> 0.1401 and ≤ 0.1651	> 0.1561 and ≤ 0.1811	> 0.2645 and ≤ 0.2895	8
Threshold	> 0.1651 and ≤ 0.1901	> 0.1811 and ≤ 0.2061	> 0.2895 and ≤ 0.3145	6
Ratio	> 0.1901 and ≤ 0.2151	> 0.2061 and ≤ 0.2311	> 0.3145 and ≤ 0.3395	4
	> 0.2151 and ≤ 0.2401	> 0.2311 and ≤ 0.2561	> 0.3395 and ≤ 0.3645	2
	> 0.2401	> 0.2561	> 0.3645	0

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**TEXAS LEADERSHIP PUBLIC SCHOOLS
CHIEF EXECUTIVE OFFICER**

THE STATE OF TEXAS

§
§
§

COUNTY OF TOM GREEN

This Contract is entered into by and between the Governance Board (“the Board”) of TLC Academy (“the School”), and John W. Landers (“Chief Executive Officer”).

WHEREAS, the Board desires to provide the Chief Executive Officer with a written Employment Contract (the “Contract”) in order to enhance administrative stability and continuity within the School, which the Board believes generally improves the quality of its overall education program; and

WHEREAS, the Board and the Chief Executive Officer believe that a written Employment Contract is necessary to describe specifically their relationship, and to serve as the basis of effective communication between them;

NOW, THEREFORE, the Board and the Chief Executive Officer, for the consideration herein specified, agree as follows:

I. Term

1.1 The Board hereby agrees to employ the Chief Executive Officer (CEO), formerly known as Chancellor, for the School for a term commencing on the 1st day of September, 2019 and ending on the 31st day of August, 2024 unless terminated earlier by mutual consent of both parties, or as otherwise permitted under this Contract. The CEO shall be employed as an exempt employee on a 12-month basis.

1.2 The Board has not adopted any policy, rule, regulation, or practice providing for tenure. No right of tenure is created by this Contract. No property interest, express or implied, is created in continued employment beyond the Contract term.

II. Employment

2.1 The CEO of the School shall faithfully perform his duties as prescribed in a job description for that position, and/or as may be described in the School's charter, which may be amended from time to time, and as may be assigned by action of the Board. The CEO shall be directly responsible for communicating with and advising the Board on all matters pertinent to the Board; communicating with the School's administration regarding directives from the Board; interacting with all advisory committees established by the Board; negotiating and executing contracts where authorized by the Board; evaluating program effectiveness; seeking and creating avenues of additional funding; supervising and evaluating the Superintendent of Schools and the Chief Operations Officer; participating in the evaluation of administrative staff; ensuring that the School's culture and curriculum follow the charter; planning and reporting to the Board on expansion and facilities; developing and reporting to the Board on non-academic policies and procedures; acting as Board and School representative and spokesperson for community and other functions; and performing all other assigned duties. The CEO shall comply with all Board directives, state and federal law, School policy, rules, regulations, and the School's charter, as they exist or may be amended. The CEO shall perform his duties with care, diligence, skill, and expertise, and shall devote substantially all of his time, skill, labor, and attention to his employment and the performance of his duties during the term of this Contract.

2.2 The CEO shall be permitted to attend all meetings of the Board, both public and closed, with the exception of those closed meetings involving the consideration or discussion of any action on the CEO's Contract, evaluation of the CEO's performance or the CEO's salary, terms or benefits of employment, as set forth in this Contract. The CEO may also be excused by the Chairman of the Board from such meetings where the Board is meeting to resolve internal Board conflicts, or when the Board is acting in its capacity as a tribunal.

2.3 The Board, individually and collectively, shall refer all substantive criticisms, complaints, and suggestions called to the Board's attention to the CEO or his designee for study and appropriate action, and the CEO shall either investigate or designate appropriate staff to investigate such matters and inform the Board of the results of such action, if any.

2.4 Throughout the term of this Contract, the CEO shall conduct himself in accordance with Board policy and directives, the Code of Ethics of the American Association of School Administrators, and the Code of Ethics and Standard Practices for Texas Educators, as such may be amended.

2.5 The CEO cannot be reassigned from the position of CEO to another position without the CEO's express written consent.

2.6 The School does hereby agree to defend, hold harmless, and indemnify the CEO from any and all demands, claims, suits, actions, judgments, expenses and attorneys' fees incurred in any legal proceedings brought against him in his individual or official capacity as an employee and as Chief Executive Officer of the School, providing the incident(s), which is (are) the basis of any such demand, claim, suits, actions, judgments, expenses and attorneys' fees, arose or does arise in the future from an act or omission of the

CEO as an employee of the School, acting within the course and scope of his employment with the School; excluding, however, any such demand, claim, suits, actions, judgments, expenses and attorneys' fees for those claims or any causes of action where it is determined that the CEO willfully committed a wrongful act or omission, or an act or omission constituting gross negligence, or acted in bad faith; and excluding any costs, fees, expenses or damages that would be recoverable or payable under an insurance contract, held either by the School or by the CEO. The selection of the CEO's legal counsel shall be with the mutual agreement of the CEO and the School if such legal counsel is not also the School's legal counsel. A legal defense may be provided through insurance coverage, in which case the CEO's right to agree to legal counsel provided for him will be that of the terms of the applicable insurance contract. The provisions of this section shall survive the termination of this Contract.

III. Compensation

3.1 The School shall pay the CEO an annual salary of \$161,613.80 to be paid in installments of one-twelfth (1/12th) of the total annual salary, on the 26th day of each month or the business day prior, for his services rendered during the preceding month, or in accordance with the schedule of salary payments in effect for other employees, at the option of the CEO.

3.2 **OPTIONAL:** The CEO shall receive the same medical insurance coverage as provided to other professional employees of the School, except the School shall provide coverage for the CEO, his wife, and qualifying children. To the extent required by the Patient Protection and Affordable Care Act (PPACA) and its implementing regulations, if and when any such payments by the Charter System for insurance coverage for the CEO or

his wife and such dependent children are considered "excess premium payments" or otherwise subject to discrimination testing, such payments shall be treated as taxable income to the CEO and be subject to withholding. RAM

3.3 OPTIONAL: In further addition to the compensation provided in 3.1 above, the School shall, for the duration of this Contract, provide the CEO with a mobile telephone with unrestricted local and national access for both professional and personal use. NIA

3.4 OPTIONAL: In further addition to the compensation provided in 3.2 and 3.3 above, the School shall, for the duration of this Contract, provide the CEO with a vehicle or a vehicle allowance with unrestricted access for both professional and personal use. RAM

3.5 The CEO shall devote his time, attention, and energy to the development, direction and promotion of the School. The Board encourages the continued professional growth of the CEO through his active attendance at, and participation in, appropriate professional meetings at the local, regional, state, and national levels. The Board shall encourage the use of data and information sources, and shall encourage the membership and participation of the CEO in pertinent associations, education seminars, conferences, and courses, as well as participation in informational meetings with those individuals whose particular skills, expertise, or backgrounds would serve to improve the capacity of the CEO to perform his professional responsibilities for the School. In an effort to grow professionally, the CEO shall devote a reasonable amount of time to attend such seminars, courses, conferences or meetings at the CEO's discretion.

3.6 The CEO shall be required to comply with the requirements contained in Chapter 19 of the Texas Administrative Code §100.1103, pertaining to training for Chief Executive Officers of open-enrollment charter schools, at the expense of the School.

IV. Annual Performance Goals

4.1 The Board will conduct annual evaluations of the CEO based on a list of goals for the School developed by the CEO and approved by the Board.

V. Renewal and Termination of Employment Contract

5.1 This Contract shall be terminated by the mutual agreement of the CEO and the Board, in writing, upon such terms and conditions as may be mutually agreed upon, or upon the retirement or death of the CEO.

5.2 The Board may dismiss the CEO during the term of this Contract for good cause.

5.3 In the event the Board determines that this Contract should be terminated for good cause before its term expires, the CEO shall be afforded reasonable notice and an opportunity to appear before the Board, at which time the Board shall demonstrate its cause(s), and the CEO may offer evidence and argument in rebuttal. This opportunity to appear does not limit or restrict either party's right to bring any action to enforce or interpret this Contract in a court of law or equity with appropriate jurisdiction.

VI. Miscellaneous

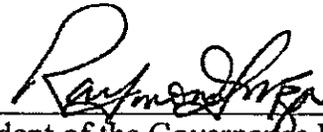
6.1 This Contract shall be governed by the laws of the State of Texas, and shall be performable in Tom Green County, Texas, unless otherwise provided by law.

6.2 This Contract embodies the entire agreement between the parties hereto, and cannot be varied except by written agreement of the undersigned parties.

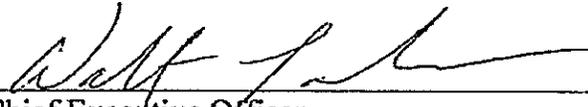
6.3 In the event any one or more of the provisions contained in this Contract shall, for any reason, be held to be invalid, illegal, or unenforceable, such invalidity, illegality, or unenforceability shall not affect any other provision hereof, and this Contract shall be

construed as if such invalid, illegal, or unenforceable provision had never been contained herein. All existing agreements and contracts, both verbal and written, between the parties hereto regarding the employment of the Chief Executive Officer have been superseded by this Contract, and this Contract constitutes the entire agreement between the parties, unless amended pursuant to the terms of this Contract.

Approved by action of the Governance Board of Texas Leadership Public Schools at a lawfully called meeting on the 28th day of August, 2020 and EXECUTED in duplicate originals by the last party to sign on the 28th day of August, 2020.



President of the Governance Board of
Texas Leadership Public Schools



Chief Executive Officer

**TEXAS LEADERSHIP PUBLIC SCHOOLS
SUPERINTENDENT OF SCHOOLS**

THE STATE OF TEXAS

§

COUNTY OF TOM GREEN

§

§

This Contract is entered into by and between the Governance Board (“the Board”) of Texas Leadership Public Schools (“the School”), and Ronald D. Ledbetter (“Superintendent of Schools”).

WHEREAS, the Board desires to provide the Superintendent of Schools, also known as the Chief Administrative Officer of Schools, with a written Employment Contract in order to enhance academic administrative stability and continuity within the School, which the Board believes generally improves the quality of its overall education program; and

WHEREAS, the Board and the Superintendent of Schools believe that a written Employment Contract is necessary to describe specifically their relationship, and to serve as the basis of effective communication between them;

NOW, THEREFORE, the Board and the Superintendent of Schools, for the consideration herein specified, agree as follows:

I. Term

1.1 The Board hereby agrees to employ the Superintendent of Schools for a term commencing on the 1st day of September, 2020, and ending on the 31st day of August, 2022, unless terminated earlier by mutual consent of both parties, or as otherwise permitted under this Contract. The Superintendent shall be employed as an exempt employee on a 12-month basis.

1.2 The Board has not adopted any policy, rule, regulation, or practice providing for tenure. No right of tenure is created by this Contract. No property interest, express or implied, is created in continued employment beyond the Contract term.

II. Employment

2.1 The Superintendent of Schools is the academic leader of the School, and shall also be known as the Chief Administrative Officer of Schools. The Superintendent of Schools shall faithfully perform the duties of this position as prescribed in this contract, a job description, as may be described in the School's charter, which duties may be amended from time to time, and as may be assigned by action of the Chief Executive Officer (CEO) and/or the Board. The Superintendent of Schools shall report directly to the CEO, supervising the day to day academic operations and campus life of the School as directed by policy and directives of the Board and CEO; planning and implementing the future academic direction of the School; managing the academic resources of the School by creating, maintaining, and evaluating structures and processes that ensures integrity of the School's academic programs; advising the CEO and the Board of the School's academic status; maintaining all required reporting to TEA; ensuring the maintenance and accuracy of academic records; determining and implementing improvements to the academic operations of the School. The Superintendent of Schools shall stay in communication with the School's attorney and remain up to date with any educational statutes, required policy, and/or public notices; and shall recommend new policies to be adopted by the Board and/or overseeing the implementation of adopted academic policies; supervising, training, evaluating, monitoring, and holding accountable campus principals, the Director of Academic Programs and

Compliance, and any other personnel assigned directly to the Superintendent; and performing all other assigned duties. The Superintendent of Schools shall comply with all superior directives, state and federal law, School policy, rules, regulations, and the School's charter, as they exist or may be amended. The Superintendent of Schools shall perform his duties with care, diligence, skill, and expertise, and shall devote his time, skill, labor, and attention to his employment and the performance of his duties during the term of this Contract.

2.2 Throughout the term of this Contract, the Superintendent of Schools shall conduct himself in accordance with Board policy and directives, the Code of Ethics of the American Association of School Administrators, and the Code of Ethics and Standard Practices for Texas Educators, as such may be amended.

2.3 The School does hereby agree to defend, hold harmless, and indemnify the Superintendent of Schools from any and all demands, claims, suits, actions, judgments, expenses and attorneys' fees incurred in any legal proceedings brought against him in his individual or official capacity as an employee, and as Superintendent of Schools, providing the incident(s) which is (are) the basis of any such demand, claim, suits, actions, judgments, expenses and attorneys' fees, arose or does arise in the future from an act or omission of the Superintendent of Schools as an employee of the School, acting within the course and scope of his employment with the School; excluding, however, any such demand, claim, suits, actions, judgments, expenses and attorneys' fees for those claims or any causes of action where it is determined that the Superintendent of Schools committed a willfully wrongful act or omission, or an act or omission constituting gross negligence, or acted in bad faith; and

excluding any costs, fees, expenses or damages that would be recoverable or payable under an insurance contract, held either by the School or by the Superintendent of Schools. Selection of the Superintendent of Schools' legal counsel shall be with the mutual agreement of the Superintendent of Schools and the School if such legal counsel is not also the School's legal counsel. A legal defense may be provided through insurance coverage, in which case the Superintendent of Schools' right to agree to legal counsel provided for him will be that of the terms of the applicable insurance contract. The provisions of this section shall survive the termination of this Contract.

III. Compensation

3.1 The School shall pay the Superintendent of Schools an annual salary of \$ 156,041.42 to be paid in installments of one-twelfth (1/12th) of the total annual salary, on the 26th day of each month or the prior business day, for his services rendered during the preceding month, or in accordance with the schedule of salary payments in effect for other employees, at the option of the Superintendent of Schools.

3.2 OPTIONAL: The Superintendent shall receive the same medical insurance coverage as provided to other professional employees of the School, except the School shall provide coverage for the Superintendent, his wife, and qualifying children. To the extent required by the Patient Protection and Affordable Care Act (PPACA) and its implementing regulations, if and when any such payments by the Charter System for insurance coverage for the Superintendent or his wife and such dependent children are considered "excess premium payments" or otherwise subject to discrimination testing, such payments shall be treated as taxable income to the Superintendent and be subject to withholding. Rem

3.3 OPTIONAL: In further addition to the compensation provided in 3.1 above, the School shall, for the duration of this Contract, provide the Superintendent of Schools with a mobile telephone and laptop computer with unrestricted local and national access for both professional and personal use. Am

3.4 OPTIONAL: In further addition to the compensation provided in 3.1 above, the School shall, for the duration of this Contract, provide the Superintendent of Schools with a vehicle or a vehicle allowance with unrestricted access for both professional and personal use. Am

3.5 The Superintendent of Schools shall devote his time, attention and energy to the direction, administration, and supervision of the School. The Board encourages the continued professional growth of the Superintendent of Schools through his active attendance at, and participation in, appropriate professional meetings at the local, regional, state, and national levels as approved by the Board.

3.6 The Superintendent of Schools shall comply with the requirements contained in Chapter 19 of the Texas Administrative Code §§ 100.1103 and 100.1105, pertaining to training for central administrative officers and business managers of open-enrollment charter schools at the expense of the School.

IV. Renewal and Termination of Employment Contract

4.1 This Contract shall be terminated by the mutual agreement of the Superintendent of Schools and the Board, in writing, upon such terms and conditions as may be mutually agreed upon, or upon the retirement or death of the Superintendent of Schools.

4.2 The Board may dismiss the Superintendent of Schools during the term of this Contract for good cause.

4.3 In the event the Board determines that this Contract should be terminated for good cause before its term expires, the Superintendent of Schools shall be afforded reasonable notice and an opportunity to appear before the Board, at which time the Board shall demonstrate its cause(s), and the Superintendent of Schools may offer evidence and argument in rebuttal. This opportunity to appear does not limit or restrict either party's right to bring any action to enforce or interpret this Contract in a court of law or equity with appropriate jurisdiction.

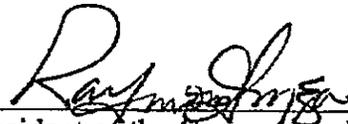
V. Miscellaneous

5.1 This Contract shall be governed by the laws of the State of Texas, and shall be performable in Tom Green County, Texas, unless otherwise provided by law.

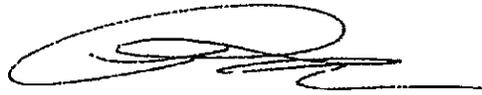
5.2 This Contract embodies the entire agreement between the parties hereto, and cannot be varied except by written agreement of the undersigned parties.

5.3 In the event any one or more of the provisions contained in this Contract shall, for any reason, be held to be invalid, illegal, or unenforceable, such invalidity, illegality, or unenforceability shall not affect any other provision hereof, and this Contract shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein. All existing agreements and contracts, both verbal and written, between the parties hereto regarding the employment of the Superintendent of Schools have been superseded by this Contract, and this Contract constitutes the entire agreement between the parties, unless amended pursuant to the terms of this Contract.

Approved by action of the Governance Board of Texas Leadership Public Schools at a lawfully called meeting on the 28th day of August, 2020 and EXECUTED in duplicate originals by the last party to sign on the 28th day of August, 2020.



President of the Governance Board of
Texas Leadership Public Schools



Superintendent of Schools

Charter FIRST Annual Financial Management Report

Texas Leadership

Title 19 Texas Administrative Code Chapter 109, Budgeting, Accounting, and Auditing Subchapter AA, Commissioner's Rules Concerning Financial Accountability Rating System, Section 109.1005, Effective 8/1/2018. The template has been established to help the charters in gathering their data and presenting it at their Charter FIRST hearing. The template may not be all inclusive.

Superintendent's Current Employment Contract

A copy of the superintendent's current employment contract at the time of the Charter FIRST hearing is to be provided. In lieu of publication in the annual Charter FIRST financial management report, the school may choose to publish the superintendent's employment contract on the school's Internet site. If published on the Internet, the contract is to remain accessible for twelve months.

Reimbursements Received by the Superintendent and Board Members

For the Twelve-Month Period Ended August 31, 2021		Ron & Walt	Meza	Olive	Vasquez	Board	Board
Description of Reimbursements	Superintendent	Board Member 1	Board Member 2	Board Member 3	Board Member 4	Board Member 5	
Meals	275.05						
Lodging	1,058.04						
Transportation							
Motor Fuel	3,135.06						
Other	748.00						
Total	\$5,216.15	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

All "reimbursements" expenses, regardless of the manner of payment, including direct pay, credit card, cash, and purchase order are to be reported. Items to be reported per category include:
 Meals - Meals consumed out of town, and in-district meals at area restaurants (outside of board meetings, excludes catered board meeting meals).
 Lodging - Hotel charges.
 Transportation - Airfare, car rental (can include fuel on rental, taxis, mileage reimbursements, leased cars, parking and tolls).
 Motor fuel - Gasoline.
 Other - Registration fees, telephone/cell phone, Internet service, fax machine, and other reimbursements (or on-behalf of) to the superintendent and board member not defined above.

Outside Compensation and/or Fees Received by the Superintendent for Professional Consulting and/or Other Personal Services

For the Twelve-Month Period Ended August 31, 2021	Amount Received
Name(s) of Entity(ies)	
NO TRANSACTIONS	\$0.00
Total	\$0.00

Compensation does not include business revenues generated from a family business (farming, ranching, etc.) that has no relation to school business.

Gifts Received by Executive Officers and Board Members (and First Degree Relatives, if any) (gifts that had an economic value of \$250 or more in the aggregate in the fiscal year)

For the Twelve-Month Period Ended August 31, 2021		Ron & Walt	Meza	Olive	Vasquez	Board	Board
	Superintendent	Board Member 1	Board Member 2	Board Member 3	Board Member 4	Board Member 5	
Total	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Note - An executive officer is defined as the superintendent, unless the board of trustees or the administration names additional staff under this classification for local officials.

Business Transactions Between School and Board Members

For the Twelve-Month Period Ended August 31, 2021		Meza	Olive	Vasquez	Board	Board
	Board Member 1	Board Member 2	Board Member 3	Board Member 4	Board Member 5	
Amounts	\$ 74,378.65	\$ 814.26	\$ -	\$ -	\$ -	\$ -

Note - The summary amounts reported under this disclosure are not to duplicate the items disclosed in the summary schedule of reimbursements received by board members.

DETAIL INFORMATION FOR CHARTER FIRST 2021-2022

SUPERINTENDENT'S EXPENSES 2020-2021 REIMBURSEMENTS & PAID EXPENSES ON BEHALF

DATE PAID	MEALS	LODGING	TRANSPORTATION	FUEL	REGISTRATION FEES AND DUES	OTHER	TOTAL
10/08/2020				114.38			114.38
10/08/2020				20.35			20.35
12/10/2020				48.57			48.57
01/05/2021				102.86			102.86
02/04/2021				58.09			58.09
03/08/2021				63.56			63.56
06/03/2021				66.79			66.79
06/08/2021	20.00						20.00
08/05/2021				68.41			68.41
08/05/2021	11.00						11.00
08/31/2021				19.60			19.60
LANDERS	TOTALS	31.00	-	-	562.61	-	593.61

DATE PAID	MEALS	LODGING	TRANSPORTATION	FUEL	REGISTRATION FEES AND DUES	OTHER	TOTAL
09/10/2020	34.80						34.80
10/08/2020				134.68			134.68
10/08/2020					624.00		624.00
11/12/2020				163.11			163.11
12/10/2020				60.20			60.20
01/05/2021				81.80			81.80
02/04/2021		115.75					115.75
02/04/2021				138.32			138.32
02/04/2021				67.02			67.02
03/05/2021	15.20						15.20
03/05/2022	16.76						16.76
03/05/2021		115.75					115.75
03/08/2021				160.73			160.73
03/08/2021				139.54			139.54
03/08/2022	11.15						11.15
03/08/2023	16.61						16.61
03/08/2024	2.16						2.16
03/08/2025		51.93					51.93
04/06/2021				215.15			215.15
04/06/2021				72.85			72.85
04/08/2021		215.66					215.66
04/08/2022	6.34						
04/08/2023	21.04						
04/08/2024	22.78						
04/08/2025		111.79					
05/06/2021				218.68			218.68
05/06/2021				186.92			186.92

TASA

05/06/2021	8.11							
05/06/2022	11.19							
05/06/2023		223.58						
05/06/2024	21.20							
05/06/2021					49.00			
05/29/2021	19.98							
05/29/2021	25.74							
05/29/2021		223.58						
06/03/2021				287.58			287.58	
06/03/2021				52.78			52.78	
06/03/2021				26.98			26.98	
07/01/2021				240.66			240.66	
07/01/2021				68.80			68.80	
08/04/2021				11.00				
08/05/2021				256.65			256.65	
LEDBETTER	TOTALS	233.05	1,058.04	-	2,583.45	673.00	-	3,792.22

BOARD'S EXPENSES 2019-2020 REIMBURSEMENTS & PAID EXPENSES ON BEHALF

	DATE PAID	MEALS	LODGING	TRANSPORTATION	FUEL	REGISTRATION FEES AND DUES	OTHER	TOTAL
		-		-	-	-	-	-
MEZA	TOTALS	-	-	-	-	-	-	-

	DATE PAID	MEALS	LODGING	TRANSPORTATION	FUEL	REGISTRATION FEES AND DUES	OTHER	TOTAL
								-
OLIVE	TOTALS	-	-	-	-	-	-	-

	DATE PAID	MEALS	LODGING	TRANSPORTATION	FUEL	REGISTRATION FEES AND DUES	OTHER	TOTAL
								-
VASQUEZ	TOTALS	-	-	-	-	-	-	-

PAYMENTS MADE DIRECTLY TO BOARD MEMBER'S BUSINESS 2020-2021

	DATE PAID					OTHER	TOTAL
	02/18/21					14,704.10	14,704.10
	04/28/21					8,340.00	8,340.00
	07/13/21					37.80	
	08/26/21					51,296.75	
TWIN MT	TOTALS	-	-	-	-	23,044.10	23,044.10

	DATE PAID					OTHER	TOTAL
	09/15/21					82.76	82.76
	11/05/21					121.50	121.50
	03/11/21					35.00	35.00
	06/24/21					375.00	375.00
OLIVE'S	TOTALS	-	-	-	-	614.26	614.26

Comprehensive Needs Assessment

Revised/Approved: July 21, 2022

Demographics

Demographics Summary

[Sec-1:12-(b)(2)] Texas Leadership Public Schools are committed to providing all students an equitable, well-rounded, high quality education that addresses learning needs and closes learning gaps. This is will be accomplished by establishing learning environments that offer enriching lessons planned with the end in mind, and the high expectation that every one can win when we collaborate, listen, respect one another, work hard, and take responsibility for our outcomes. Our families, students, and staff know that we are better together as we work to offer a well balanced experience each day.

[Sec-1:12-(b)(1),(6),(8)] To meet the needs of our students, we frequently review enrollment data and academic performance data to identify students who may be at-risk for academic failure. In an effort to support student growth and success we follow well developed procedures to reassure families that we are offering every opportunity we can for students to be successful. Examples of these procedures include progress monitoring of assessment data, progress reports, intervention opportunities and content area tutorials individually and in small groups. The district has also placed special emphasis on building strong K-2 foundational literacy skills to better prepare students for further grade level success. Campuses offer additional support to qualifying students who are considered to be homeless/unaccompanied youth, and foster care students. The additional support offered to these qualifying students is implemented by campus guidance and counseling teams in the form of check-in conferences, food, clothing, shelter referrals as needed to meet the basic needs of our students living in periods of transition.

[Sec-1:12-(b)(3),(4),(5)] Each campus implements a school-wide Title I program due to the percentages of student populations served who are what is considered to be at-risk. These students are identified by referring to our number of students eligible for free and reduced-price meals. The district will continuously address improvement planning and needs by working to develop the capacity and leadership of all stakeholders through frequent family engagement opportunities, improved two-way communication efforts, increased curriculum and content support, as well as rigorous and enriching learning experiences for students. To ensure our responsibilities and commitments are being met quarterly stakeholder meetings and improvement plan reviews are scheduled.

Historical Data: Student & Teacher Information

Total Enrollment

YEAR	TOTAL ENROLLMENT
2022-2023	3,768
2021-2022	3,424
2020-2021	2,755
2019-2020	2,827
2018-2019	2,736

Goal 3: Strengthen partnerships with our families and communities to elevate/district participation and pride.

Performance Objective 6: Explore opportunities to expand college and career enrichment opportunities with higher education business partners.

High Priority

Evaluation Data Sources: MOU data sources.

Strategy 1 Details		Reviews			
Strategy 1: Develop a collaborative relationship with Howard College in San Angelo and TSTC in Abilene		Formative			Summative
Strategy's Expected Result/Impact: Improve college/career/transition planning for secondary students as a result of a collaborative relationship with institutes of higher education. Expected impact also includes increased student participation in career and technical education learning to gain professional field experience and engage in work-based learning opportunities [112(b)(12)]		Sept	Nov	Feb	Apr
<p>Staff Responsible for Monitoring: District administration and Campus Administration</p>					
Strategy 2 Details		Reviews			
Strategy 2: Develop a tracking system in Google Classroom for secondary students to sequentially correspond with students and parents on scholarships, FAFSA, and an organizational checklist designed for college and career opportunities.		Formative			Summative
Strategy's Expected Result/Impact: Improve college/career/transition planning for secondary students as a result of a increased campus planning and efforts.		Sept	Nov	Feb	Apr
<p>Staff Responsible for Monitoring: District administration, counseling department.</p>					
Strategy 3 Details		Reviews			
Strategy 3: Develop a newsletter system for counselors at each high school campus.		Formative			Summative
Strategy's Expected Result/Impact: Improve college/career/transition planning for secondary students as a result of a increased campus planning and efforts		Sept	Nov	Feb	Apr
<p>Staff Responsible for Monitoring: District administration, counseling department</p>					
<p>No Progress</p>		<p>Accomplished</p>			
<p>Continue/Modify</p>		<p>Discontinue</p>			

Texas Leadership Public Schools

Arlington, TX | Addition + Renovation

Proposal for Architectural and Engineering Design Services

November 9, 2022

Board Amendment Budget Revision

JV# _____

Date: 11/15/2022

Account Code	Description	Increase	Decrease
420-36-6399.69-005-3-99-0-05	General Supplies		\$ 3,500.00
420-36-6411.69-005-3-99-0-05	Employee Travel		\$ 500.00
420-11-6399.00-005-3-11-0-05	General Supplies	\$ 4,000.00	
420-36-6411.60-005-3-99-0-05	Employee Travel		\$ 1,500.00
420-23-6399.00-005-3-99-0-05	General Supplies	\$ 1,500.00	
461-00-5755.31-000-3-00-0-00	Revenue	\$ 22,000.00	
461-00-5755.32-000-3-00-0-00	Revenue	\$ 42,000.00	
461-00-5755.33-000-3-00-0-00	Revenue	\$ 26,000.00	
461-00-5755.34-000-3-00-0-00	Revenue	\$ 7,000.00	
461-00-5755.36-000-3-00-0-00	Revenue	\$ 500.00	
461-00-5755.37-000-3-00-0-00	Revenue	\$ 17,000.00	
461-00-5755.44-000-3-00-0-00	Revenue	\$ 24,000.00	
461-00-5755.45-000-3-00-0-00	Revenue	\$ 9,000.00	
461-00-5755.49-000-3-00-0-00	Revenue	\$ 26,000.00	
461-36-6399.31-001-3-99-0-01	Expense	\$ 22,000.00	
461-36-6399.32-101-3-99-0-01	Expense	\$ 42,000.00	
461-36-6399.33-002-3-99-0-02	Expense	\$ 26,000.00	
461-36-6399.34-041-3-99-0-01	Expense	\$ 7,000.00	
461-36-6399.36-003-3-99-0-03	Expense	\$ 500.00	
461-36-6399.37-004-3-99-0-04	Expense	\$ 17,000.00	
461-36-6399.44-004-3-99-0-04	Expense	\$ 24,000.00	
461-36-6399.45-105-3-99-0-05	Expense	\$ 9,000.00	
461-36-6399.49-005-3-99-0-05	Expense	\$ 26,000.00	

Reason: 420 fund cross function changes, and increase 461 fund revenue and expense by \$173,500

PREPARED BY: _____

REVIEWED BY: _____

BOARD AGENDA REPORT TEXAS LEADERSHIP PUBLIC SCHOOLS

DATE: November 15, 2022
SUBJECT: Consider Approval of the Charter FIRST Rating and the Financial Management Report

BACKGROUND INFORMATION REASON FOR BOARD CONSIDERATION:

Annually the Board of Trustees reviews and approves a Financial Management Report and the Charter FIRST Rating issued by the Texas Education Agency. FIRST stands for the Financial Integrity Rating System of Texas.

ADMINISTRATIVE CONSIDERATION/FACTS AND ANSWERS:

This year the charter received a report of A – Superior Achievement.

RECOMMENDED BOARD ACTION:

The Administration recommends approval of the Charter FIRST Annual Financial Management Report and the 2021-2022 Charter FIRST Ratings based on the 2020-2021 school year data.

SUBMITTED BY: Lindsey Landers, Business Officer
SUPERVISOR: Scott White, COO

Approved for presentation to the Board of Education:

Amount: \$ 0
Budgeted: ___ Yes ___ No

Ron Ledbetter
CAO/Superintendent

BOARD AGENDA REPORT TEXAS LEADERSHIP PUBLIC SCHOOLS

DATE: November 15, 2022

SUBJECT: Public Information Requests

BACKGROUND INFORMATION REASON FOR BOARD CONSIDERATION:

Texas Leadership follows the Texas Public Information Act when public information requests are received. However, the organization does not have a formal policy, per se.

The policy recommended for approval was recommended by the school district's attorney and has been edited for local conditions.

ADMINISTRATIVE CONSIDERATION/FACTS AND ANSWERS:

None

RECOMMENDED BOARD ACTION:

Approve the recommended policy, which will formalize the public information process for Texas Leadership Public Schools..

SUBMITTED BY: Curtis Milbourn, Human Resources Director

SUPERVISOR: Scott White, Chief Operations Officer

Approved for presentation to the Board of Education:

Amount: \$0

Budgeted: ___ Yes ___ No

**Sec. 1.
WELLNESS**

Texas Leadership Public Schools shall follow nutrition guidelines that advance student health and reduce childhood obesity and shall promote the general wellness of all students by implementing measurable goals to promote sound nutrition and health through nutrition education, physical activity, and other school-based activities.

**SEC. 2.
DEVELOPMENT OF LOCAL WELLNESS PLAN**

The Superintendent or designee shall appoint a school wellness council ("SWC") to review and consider evidence-based strategies and techniques and to develop nutrition guidelines and wellness goals as required by law. In developing, implementing, and reviewing the guidelines and goals of the local wellness plan, the SWC will allow participation by parents; students; representatives of Texas Leadership Public Schools food service provider; Texas Leadership Public Schools physical education teachers, campus and/or district-level administrators, and school health professionals; Board members; and community members.

The SWC shall develop a wellness policy to implement Texas Leadership Public School's nutrition guidelines and goals. The local wellness plan must address, at a minimum:

1. Strategies for soliciting involvement by and input from individuals interested in the wellness plan and policy; 2. Activities, benchmarks, and objectives for implementing wellness goals; 3. Methods for measuring implementation of wellness goals; 4. Texas Leadership Public Schools standards for foods and beverages provided (but not sold) to students during the school day and while on campus; and 5. Methods for communicating to the public information about Texas Leadership Public Schools local wellness plan.

The SWC will review and revise the wellness plan on a regular basis, and recommend revisions to the plan when necessary.

**SEC. 3.
NUTRITION GUIDELINES**

Texas Leadership Public Schools nutrition guidelines for reimbursable school meals and other foods and beverages sold or marketed to students during the school day will be designed to promote student health and reduce childhood obesity and shall be at least as restrictive as federal regulations and guidance, except when Texas Leadership Public Schools allows an exemption for allowable fundraising activities.

DATE ISSUED: November 15, 2022
1 of 4

BOARD AGENDA REPORT TEXAS LEADERSHIP PUBLIC SCHOOLS

DATE: November 15, 2022

SUBJECT: Designated Mailing and Email Addresses for Receiving Written Public Information Requests

BACKGROUND INFORMATION REASON FOR BOARD CONSIDERATION:

Based on guidance from the school's attorney received in August 2022, Human Resources is recommending that the Board designate a mailing address and an email address for the receiving of written public information requests.

If the suggested mailing and email addresses are designated for this purpose, this information will be posted on the school's website.

ADMINISTRATIVE CONSIDERATION/FACTS AND ANSWERS:

Once designated by the Board of Directors, and posted on the school's website, the school will not be required to respond to a written request for public information unless the request is received: a) at one of those addresses; or b) by hand delivery to the mailing address.

Currently, the school is required to respond, within 10 days, to a written public information delivered by any means to any school location or any employee of the school. Potentially, this creates a very real opportunity for the request to be delayed or even lost prior to reaching District Administration.

RECOMMENDED BOARD ACTION:

Approve the recommended designation.

SUBMITTED BY: Curtis Milbourn, Human Resources Director
SUPERVISOR: Scott White, Chief Operations Officer

Approved for presentation to the Board of Education:

Amount: \$0

Budgeted: ___ Yes ___ No

An employee voluntarily resigning his or her position is requested to provide two weeks' advance notice to his/her supervisor. Failure to give notice may be considered job abandonment.

An employee who has not reported to work and not given notice of absence for two (2) consecutive days will be considered to have voluntarily resigned on the last day worked in accordance with applicable federal and state laws.

In the event of a voluntary resignation, all school-owned property (e.g., keys, uniforms, etc.) must be returned immediately upon termination of employment.

When an employee resigns, the employee's supervisor shall notify Human Resources at the time an employee gives notice of his/her resignation. The resignation letter should be forwarded to Human Resources for processing and then filing in the employee's personnel file.

If an employee's termination is involuntary, s/he will be paid within six (6) calendar days of the termination date in accordance with the Texas Payday Law. If an employee voluntarily resigns, he/she will be paid on the next scheduled pay day.

Unacceptable Employee Conduct

The following is a list of prohibited actions which will be considered good cause for employee disciplinary actions up to and including termination. This is not intended to be a complete list.

- Failure to follow the directive of a supervisor unless the directive is illegal or unethical;
- Failure to cooperate with a school investigation;
- Failure to perform duty assignments in a satisfactory, safe, or efficient manner;
- Unauthorized/excessive absences or tardies;
- Possession of any weapon;
- Dishonest, immoral, or illegal conduct on duty or on school premises, or off duty on school premises, such that the conduct would tend to bring discredit to the school;
- Abusing, defacing or destroying school property, or the property of a student or employee;
- Abuse of students;
- Falsification of any school or school-related record;
- Failure to account for school or school-related funds or property;
- Violation of standardized testing procedures and guidelines;
- Penal Code violations;
- Theft (unauthorized removal) or attempted theft or misappropriation of school, employee, student, or guest items, including any items found at the school or at a school-related event;
- Violation of the Texas Educator's Code of Ethics;
- Violation of any school policy, procedure, rule or law.

Wednesday Homework

Teachers outside of the Math or ELA fields should not assign homework to students on Wednesdays. Math or ELA teachers should use discretion so as to not assign home work that would exceed thirty to forty minutes. Teachers outside of the Math or ELA fields that normally test on Thursdays, do have the right to expect a reasonable amount of time spent by students in test preparation.

Any other exceptions that a teacher may deem necessary should be communicated to their respective principal for approval ahead of the expected date. This policy is applicable to all Texas Leadership Public School campuses.

Working Outside of Work Year Calendar

Staff, whether exempt or non-exempt, are not authorized to work outside of their work year calendar unless authorization has first been received from the Human Resources Director or his/her designee.

**TEXAS LEADERSHIP CHARTER ACADEMY
RESOLUTION REGARDING REGION XV REGIONAL DAY SCHOOL PROGRAM
FOR THE DEAF SHARED SERVICES ARRANGEMENT AGREEMENT**

***CONSENT FOR MULTIPLE REPRESENTATION AND DELEGATION OF AUTHORITY
TO SUPERINTENDENT FOR FUTURE ACTION***

WHEREAS, the Board of Trustees of the Texas Leadership Charter Academy has previously authorized and executed the Shared Services Arrangement Agreement for the Region XV Regional Day School Program for the Deaf (“RDSPD SSA”);

WHEREAS, the RDSPD SSA is a cooperative established by and through a Shared Services Agreement of school districts to operate certain aspects of their special education program for students with auditory impairments under the authority of former Section 29.007, Texas Education Code, and the Interlocal Cooperation Act, Chapter 791, Texas Government Code;

WHEREAS, the RDSPD SSA is composed of the following school district and charter school members: Ballinger Independent School District, Bangs Independent School District, Blanket Independent School District, Brady Independent School District, Bronte Independent School District, Brookesmith Independent School District, Brownwood Independent School District, Cherokee Independent School District, Christoval Independent School District, Coleman Independent School District, Comstock Independent School District, Crane Independent School District, Crockett County Consolidated Common School District, Early Independent School District, Eden Consolidated Independent School District, Grape Creek Independent School District, Harper Independent School District, Irion County Independent School District, Junction Independent School District, Lohn Independent School District, Mason Independent School District, May Independent School District, Menard Independent School District, Miles Independent School District, Nueces Canyon Consolidated Independent School District, Olfen Independent School District, Paint Rock Independent School District, Panther Creek Consolidated Independent School District, Richland Springs Independent School District, Robert Lee Independent School District, Rochelle Independent School District, Rocksprings Independent School District, San Angelo Independent School District, San Felipe Del Rio Consolidated Independent School District, San Saba Independent School District, Santa Anna Independent School District, Schleicher County Independent School District, Sonora Independent School District, Sterling City Independent School District, Texas Leadership Charter Academy, Veribest Independent School District, Wall Independent School District, Water Valley Independent School District, Winters Independent School District, Zephyr Independent School District (“Member Districts”);

WHEREAS, the Education Service Center for Region 15, while not a Member District, is the Fiscal Agent for the Region XV RDSPD SSA;

WHEREAS, the RDSPD SSA is governed by a Management Board consisting of the Superintendent of Schools or Designee for each Member District;

WHEREAS, Senate Bill 1376 was passed by the 86th Legislature and repealed Texas Education Code Section 29.007 which stated as follows,

School district may enter into a written contract to jointly operate their special education programs. The contract must be approved by the commissioner. Funds to which the cooperating districts are entitled may be allocated to the districts jointly as shared services arrangement units or shared services arrangement funds in accordance with the shared services arrangement districts' agreement.

WHEREAS, the Texas Education Agency ("TEA") continues to exercise authority over Regional Day School Programs for the Deaf as part of their authority through Texas Education Code Chapter 30, Subchapter D;

WHEREAS, school districts retain the legal authority to enter into interlocal agreements under the authority of Texas Education Code Sections 11.157 and 11.1511(c)(4) as well as under the Interlocal Cooperation Act, Chapter 791, Texas Government; and school districts continue to be required to have access to RDSPDs in accordance with 19 Texas Administrative Code § 89.1080;

WHEREAS, the Board of Trustees is authorized under Texas Education Code Section 11.1511(c)(4) and the Texas Education Agency Regional Day School Programs for the Deaf Shared Services Arrangement Procedures updated in 2020 to delegate authority to the Superintendent of Schools or Designee to take current and future action to conform the RDSPD SSA to an Interlocal Agreement and further modify the agreement to conform with TEA regulations, rules or guidance;

WHEREAS, the Board of Trustees may also lawfully delegate the authority to the Superintendent of Schools or Designee to represent the District and take action on the Management Board, without need for further approval of the Board of Trustees, with the exception of any changes to the District's participation in same or potential or anticipated litigation;

WHEREAS, the current and future changes to the RDSPD SSA requires the legal services of a law firm to ensure legal compliance, remove inapplicable legal requirements and set forth the rights and responsibilities of each party to continue to work in a cooperative manner so that RDSPD services may be provided to special education students;

WHEREAS, the Member Districts request the representation of the law firm of Walsh Gallegos Treviño Kyle & Robinson P.C. ("Walsh Gallegos") for multi-party joint representation given the shared common interest to change the RDSPD SSA to an Interlocal Agreement that meets legal requirements, and make any other Management Board-requested changes to the Interlocal Agreement including future changes caused by TEA regulations, rules or guidance or changes in law;

WHEREAS, prior written consent of all Member Districts (except for Member Districts represented by other legal counsel), including current clients of the firm, is required to engage the law firm's representation along with acknowledgments by the Member Districts that each,

- a. is not aware of any existing conflict of interest that impacts joint representation such as pending litigation or adverse interests with another District in the drafting of the Interlocal Agreement, etc.,
- b. will inform the law firm if a conflict of interest or potential conflict of interest arises during the pendency of the multi-party joint representation,
- c. agrees to a limited waiver of the attorney-client privilege as to information learned by the law firm as part of its multi-party joint legal representation (but only as between jointly represented Member Districts) that directly arises from the joint representation in drafting of a new Interlocal Agreement to replace the current RDSPD SSA and future related revisions (the limited attorney-client waiver does not apply to third parties or to information related or arising from other areas of legal representation), and
- d. delegates the authority to provide future consents for multi-party legal representation on this matter to the Superintendent of Schools or Designee;

WHEREAS, Walsh Gallegos has disclosed that the potential for a conflict of interest may arise in joint representation of clients and that it,

- a. is not aware of a conflict of interest that would prevent the firm from undertaking this representation,
- b. will notify the jointly represented Member Districts if it becomes aware of a potential or actual conflict of interest, and
- c. will withdraw from this representation upon Management Board request or should an actual conflict of interest arise to include threatened or actual litigation among jointly represented Member Districts related to the drafting and future revision of an Interlocal Agreement from the current RDSPD SSA;

BE IT RESOLVED THAT, the Board of Trustees approves by majority vote that,

1. The statements in the Preamble of this Resolution are found to be true and correct;
2. Approves the District's participation in a newly drafted Interlocal Agreement based on revisions to the current RDSPD SSA as approved by the Superintendent of Schools or Designee for the 2022-2023 school year and into the future;
3. Delegates authority to the Superintendent of Schools or Designee to:
 - a. Serve and represent the District on the RDSPD SSA Management Board, with authority to take all necessary action, with the exception of decisions to withdraw

the District from membership and/or decisions on anticipated or potential litigation, as such decisions are reserved for consideration and action by the Board;

- b. Negotiate and approve a new Interlocal Agreement from the current RDSPD SSA and any future revisions to ensure full conformity with the law and serve the best interest of the District; and
 - c. Consent to the future retention of the law firm of Walsh Gallegos and provide requested consents for continued or future multi-party joint representation on future revisions to the Interlocal Agreement;
4. Retains the law firm Walsh Gallegos Treviño Kyle & Robinson P.C. for joint multi-party representation of all Member Districts, except for Member Districts represented by other counsel, for legal counsel and service in drafting a new Interlocal Agreement; and .
5. Sufficient written notice of the date, time, place and subject of the meeting of the Board of Trustees was posted pursuant to Chapter 551, Texas Government Code, and the meeting and vote on this Resolution was open to the public as required by law.

APPROVED AND ADOPTED this ____ day of _____, 2022.

By: _____
President, Board of Trustees
Texas Leadership Charter Academy

ATTEST:

Secretary, Board of Trustees
Texas Leadership Charter Academy

CERTIFICATE FOR RESOLUTION

I hereby certify that the foregoing Resolution was presented to the Board of Trustees of the Texas Leadership Charter Academy during a meeting on _____, 2022. A quorum of the Board of Trustees being then present, it was then duly moved and seconded that the Resolution be adopted, and such Resolution was then adopted according to the following vote:

Ayes: _____

Nays: _____

Abstentions: _____

To certify which, witness my hand and the official seal of the District this _____ day of _____, 2022.

Secretary, Board of Trustees
Texas Leadership Charter Academy

Thank you for your assistance in adding to your next board agenda.

Laura Strube

Education Service Center Region 15

Deputy Director

612 South Irene Street

San Angelo, Texas 76903

Office: (325) 658-6571

Cell: (325) 234-5845



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**TEXAS LEADERSHIP CHARTER ACADEMY
RESOLUTION REGARDING REGION XV REGIONAL DAY SCHOOL PROGRAM
FOR THE DEAF SHARED SERVICES ARRANGEMENT AGREEMENT**

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WHEREAS, the Board of Trustees may also lawfully delegate the authority to the Superintendent of Schools or Designee to represent the District and take action on the Management Board, without need for further approval of the Board of Trustees, with the exception of any changes to the District's participation in same or potential or anticipated litigation;

WHEREAS, the current and future changes to the RDSPD SSA requires the legal services of a law firm to ensure legal compliance, remove inapplicable legal requirements and set forth the rights and responsibilities of each party to continue to work in a cooperative manner so that RDSPD services may be provided to special education students;

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- a. is not aware of any existing conflict of interest that impacts joint representation such as pending litigation or adverse interests with another District in the drafting of the Interlocal Agreement, etc.,
- b. will inform the law firm if a conflict of interest or potential conflict of interest arises during the pendency of the multi-party joint representation,
- c. agrees to a limited waiver of the attorney-client privilege as to information learned by the law firm as part of its multi-party joint legal representation (but only as between jointly represented Member Districts) that directly arises from the joint representation in drafting of a new Interlocal Agreement to replace the current RDSPD SSA and future related revisions (the limited attorney-client waiver does not apply to third parties or to information related or arising from other areas of legal representation), and
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 - a. Serve and represent the District on the RDSPD SSA Management Board, with authority to take all necessary action, with the exception of decisions to withdraw



User: Lindsey.Landers

User Role: District

Rating Year: 2021-2022

CDN: 226801

Select An Option

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2021-2022 Ratings Based on Fiscal Year 2021 Data - Charter School Status Detail

[Charter School Status Detail](#)

[Indicator Detail Summary](#)

[Determination of Ratings](#)

Size-Dependent Indicators

Name: TEXAS LEADERSHIP PUBLIC SCHOOLS (226801)	Publication Level 0: 7/26/2022 11:47:38 AM
Status: PASSED	Publication Level 1: 11/4/2022 3:42:41 PM
Rating: A - Superior Achievement	Publication Level 2: 11/4/2022 3:42:41 PM
Charter School Score: 100	
Passing Score: 70	Last Updated: 11/4/2022 3:42:41 PM

Options

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 The Texas Education Agency
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**TEXAS LEADERSHIP PUBLIC SCHOOLS
SUPERINTENDENT OF SCHOOLS**

THE STATE OF TEXAS

§

COUNTY OF TOM GREEN

§

§

This Contract is entered into by and between the Governance Board (“the Board”) of Texas Leadership Public Schools (“the School”), and Ronald D. Ledbetter (“Superintendent of Schools”).

WHEREAS, the Board desires to provide the Superintendent of Schools, also known as the Chief Administrative Officer of Schools, with a written Employment Contract in order to enhance academic administrative stability and continuity within the School, which the Board believes generally improves the quality of its overall education program; and

WHEREAS, the Board and the Superintendent of Schools believe that a written Employment Contract is necessary to describe specifically their relationship, and to serve as the basis of effective communication between them;

NOW, THEREFORE, the Board and the Superintendent of Schools, for the consideration herein specified, agree as follows:

I. Term

1.1 The Board hereby agrees to employ the Superintendent of Schools for a term commencing on the 27th day of October, 2022, and ending on the 31st day of August, 2023, unless terminated earlier by mutual consent of both parties, or as otherwise permitted under this Contract. The Superintendent shall be employed as an exempt employee on a 12-month basis.

1.2 The Board has not adopted any policy, rule, regulation, or practice providing for tenure. No right of tenure is created by this Contract. No property interest, express or implied, is created in continued employment beyond the Contract term.

II. Employment

2.1 The Superintendent of Schools is the academic leader of the School, and shall also be known as the Chief Administrative Officer of Schools. The Superintendent of Schools shall faithfully perform the duties of this position as prescribed in this contract, a job description, as may be described in the School's charter, which duties may be amended from time to time, and as may be assigned by action of the Chief Executive Officer (CEO) and/or the Board. The Superintendent of Schools shall report directly to the CEO, supervising the day to day academic operations and campus life of the School as directed by policy and directives of the Board and CEO; planning and implementing the future academic direction of the School; managing the academic resources of the School by creating, maintaining, and evaluating structures and processes that ensures integrity of the School's academic programs; advising the CEO and the Board of the School's academic status; maintaining all required reporting to TEA; ensuring the maintenance and accuracy of academic records; determining and implementing improvements to the academic operations of the School. The Superintendent of Schools shall stay in communication with the School's attorney and remain up to date with any educational statutes, required policy, and/or public notices; and shall recommend new policies to be adopted by the Board and/or overseeing the implementation of adopted academic policies; supervising, training, evaluating, monitoring, and holding accountable campus principals, the Director of Academic Programs and

Compliance, and any other personnel assigned directly to the Superintendent; and performing all other assigned duties. The Superintendent of Schools shall comply with all superior directives, state and federal law, School policy, rules, regulations, and the School's charter, as they exist or may be amended. The Superintendent of Schools shall perform his duties with care, diligence, skill, and expertise, and shall devote his time, skill, labor, and attention to his employment and the performance of his duties during the term of this Contract.

2.2 Throughout the term of this Contract, the Superintendent of Schools shall conduct himself in accordance with Board policy and directives, the Code of Ethics of the American Association of School Administrators, and the Code of Ethics and Standard Practices for Texas Educators, as such may be amended.

2.3 The School does hereby agree to defend, hold harmless, and indemnify the Superintendent of Schools from any and all demands, claims, suits, actions, judgments, expenses and attorneys' fees incurred in any legal proceedings brought against him in his individual or official capacity as an employee, and as Superintendent of Schools, providing the incident(s) which is (are) the basis of any such demand, claim, suits, actions, judgments, expenses and attorneys' fees, arose or does arise in the future from an act or omission of the Superintendent of Schools as an employee of the School, acting within the course and scope of his employment with the School; excluding, however, any such demand, claim, suits, actions, judgments, expenses and attorneys' fees for those claims or any causes of action where it is determined that the Superintendent of Schools committed a willfully wrongful act or omission, or an act or omission constituting gross negligence, or acted in bad faith; and

excluding any costs, fees, expenses or damages that would be recoverable or payable under an insurance contract, held either by the School or by the Superintendent of Schools. Selection of the Superintendent of Schools' legal counsel shall be with the mutual agreement of the Superintendent of Schools and the School if such legal counsel is not also the School's legal counsel. A legal defense may be provided through insurance coverage, in which case the Superintendent of Schools' right to agree to legal counsel provided for him will be that of the terms of the applicable insurance contract. The provisions of this section shall survive the termination of this Contract.

III. Compensation

3.1 The School shall pay the Superintendent of Schools an annual salary of \$182,150.00 to be paid in installments of one-twelfth (1/12th) of the total annual salary, on the 26th day of each month or the prior business day, for his services rendered during the preceding month, or in accordance with the schedule of salary payments in effect for other employees, at the option of the Superintendent of Schools.

3.2 OPTIONAL: The Superintendent shall receive the same medical insurance coverage as provided to other professional employees of the School, except the School shall provide coverage for the Superintendent, his wife, and qualifying children. To the extent required by the Patient Protection and Affordable Care Act (PPACA) and its implementing regulations, if and when any such payments by the Charter System for insurance coverage for the Superintendent or his wife and such dependent children are considered "excess premium payments" or otherwise subject to discrimination testing, such payments shall be treated as taxable income to the Superintendent and be subject to withholding. *Rjm*

3.3 OPTIONAL: In further addition to the compensation provided in 3.1 above, the School shall, for the duration of this Contract, provide the Superintendent of Schools with a mobile telephone and laptop computer with unrestricted local and national access for both professional and personal use. Rgm

3.4 OPTIONAL: In further addition to the compensation provided in 3.1 above, the School shall, for the duration of this Contract, provide the Superintendent of Schools with a vehicle or a vehicle allowance with unrestricted access for both professional and personal use. Rgm

3.5 The Superintendent of Schools shall devote his time, attention and energy to the direction, administration, and supervision of the School. The Board encourages the continued professional growth of the Superintendent of Schools through his active attendance at, and participation in, appropriate professional meetings at the local, regional, state, and national levels as approved by the Board.

3.6 The Superintendent of Schools shall comply with the requirements contained in Chapter 19 of the Texas Administrative Code §§ 100.1103 and 100.1105, pertaining to training for central administrative officers and business managers of open-enrollment charter schools at the expense of the School.

IV. Renewal and Termination of Employment Contract

4.1 This Contract shall be terminated by the mutual agreement of the Superintendent of Schools and the Board, in writing, upon such terms and conditions as may be mutually agreed upon, or upon the retirement or death of the Superintendent of Schools.

4.2 The Board may dismiss the Superintendent of Schools during the term of this Contract for good cause.

4.3 In the event the Board determines that this Contract should be terminated for good cause before its term expires, the Superintendent of Schools shall be afforded reasonable notice and an opportunity to appear before the Board, at which time the Board shall demonstrate its cause(s), and the Superintendent of Schools may offer evidence and argument in rebuttal. This opportunity to appear does not limit or restrict either party's right to bring any action to enforce or interpret this Contract in a court of law or equity with appropriate jurisdiction.

V. Miscellaneous

5.1 This Contract shall be governed by the laws of the State of Texas, and shall be performable in Tom Green County, Texas, unless otherwise provided by law.

5.2 This Contract embodies the entire agreement between the parties hereto, and cannot be varied except by written agreement of the undersigned parties.

5.3 In the event any one or more of the provisions contained in this Contract shall, for any reason, be held to be invalid, illegal, or unenforceable, such invalidity, illegality, or unenforceability shall not affect any other provision hereof, and this Contract shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein. All existing agreements and contracts, both verbal and written, between the parties hereto regarding the employment of the Superintendent of Schools have been superseded by this Contract, and this Contract constitutes the entire agreement between the parties, unless amended pursuant to the terms of this Contract.

Approved by action of the Governance Board of Texas Leadership Public Schools at a lawfully called meeting on the 27th day of October, 2022 and EXECUTED in duplicate originals by the last party to sign on the 28 day of October, 2022.



President of the Governance Board of
Texas Leadership Public Schools



Superintendent of Schools

**TLC ACADEMY
CHIEF EXECUTIVE OFFICER**

THE STATE OF TEXAS

§
§
§

COUNTY OF TOM GREEN

This Contract is entered into by and between the Governance Board (“the Board”) of Texas Leadership Public Schools (“the School”), and John W. Landers (“Chief Executive Officer”).

WHEREAS, the Board desires to provide the Chief Executive Officer with a written Employment Contract (the “Contract”) in order to enhance administrative stability and continuity within the School, which the Board believes generally improves the quality of its overall education program; and

WHEREAS, the Board and the Chief Executive Officer believe that a written Employment Contract is necessary to describe specifically their relationship, and to serve as the basis of effective communication between them;

NOW, THEREFORE, the Board and the Chief Executive Officer, for the consideration herein specified, agree as follows:

I. Term

1.1 The Board hereby agrees to employ the Chief Executive Officer (CEO), formerly known as Chancellor, for the School for a term commencing on the 27th day of October, 2022 and ending on the 31st day of August, 2025 unless terminated earlier by mutual consent of both parties, or as otherwise permitted under this Contract. The CEO shall be employed as an exempt employee on a 12-month basis.

1.2 The Board has not adopted any policy, rule, regulation, or practice providing for tenure. No right of tenure is created by this Contract. No property interest, express or implied, is created in continued employment beyond the Contract term.

II. Employment

2.1 The CEO of the School shall faithfully perform his duties as prescribed in a job description for that position, and/or as may be described in the School's charter, which may be amended from time to time, and as may be assigned by action of the Board. The CEO shall be directly responsible for communicating with and advising the Board on all matters pertinent to the Board; communicating with the School's administration regarding directives from the Board; interacting with all advisory committees established by the Board; negotiating and executing contracts where authorized by the Board; evaluating program effectiveness; seeking and creating avenues of additional funding; supervising and evaluating the Superintendent of Schools and the Chief Operations Officer; participating in the evaluation of administrative staff; ensuring that the School's culture and curriculum follow the charter; planning and reporting to the Board on expansion and facilities; developing and reporting to the Board on non-academic policies and procedures; acting as Board and School representative and spokesperson for community and other functions; and performing all other assigned duties. The CEO shall comply with all Board directives, state and federal law, School policy, rules, regulations, and the School's charter, as they exist or may be amended. The CEO shall perform his duties with care, diligence, skill, and expertise, and shall devote substantially all of his time, skill, labor, and attention to his employment and the performance of his duties during the term of this Contract.

2.2 The CEO shall be permitted to attend all meetings of the Board, both public and closed, with the exception of those closed meetings involving the consideration or discussion of any action on the CEO's Contract, evaluation of the CEO's performance or the CEO's salary, terms or benefits of employment, as set forth in this Contract. The CEO may also be excused by the Chairman of the Board from such meetings where the Board is meeting to resolve internal Board conflicts, or when the Board is acting in its capacity as a tribunal.

2.3 The Board, individually and collectively, shall refer all substantive criticisms, complaints, and suggestions called to the Board's attention to the CEO or his designee for study and appropriate action, and the CEO shall either investigate or designate appropriate staff to investigate such matters and inform the Board of the results of such action, if any.

2.4 Throughout the term of this Contract, the CEO shall conduct himself in accordance with Board policy and directives, the Code of Ethics of the American Association of School Administrators, and the Code of Ethics and Standard Practices for Texas Educators, as such may be amended.

2.5 The CEO cannot be reassigned from the position of CEO to another position without the CEO's express written consent.

2.6 The School does hereby agree to defend, hold harmless, and indemnify the CEO from any and all demands, claims, suits, actions, judgments, expenses and attorneys' fees incurred in any legal proceedings brought against him in his individual or official capacity as an employee and as Chief Executive Officer of the School, providing the incident(s), which is (are) the basis of any such demand, claim, suits, actions, judgments, expenses and attorneys' fees, arose or does arise in the future from an act or omission of the

CEO as an employee of the School, acting within the course and scope of his employment with the School; excluding, however, any such demand, claim, suits, actions, judgments, expenses and attorneys' fees for those claims or any causes of action where it is determined that the CEO willfully committed a wrongful act or omission, or an act or omission constituting gross negligence, or acted in bad faith; and excluding any costs, fees, expenses or damages that would be recoverable or payable under an insurance contract, held either by the School or by the CEO. The selection of the CEO's legal counsel shall be with the mutual agreement of the CEO and the School if such legal counsel is not also the School's legal counsel. A legal defense may be provided through insurance coverage, in which case the CEO's right to agree to legal counsel provided for him will be that of the terms of the applicable insurance contract. The provisions of this section shall survive the termination of this Contract.

III. Compensation

3.1 The School shall pay the CEO an annual salary of \$188,000.00 to be paid in installments of one-twelfth (1/12th) of the total annual salary, on the 26th day of each month or the business day prior, for his services rendered during the preceding month, or in accordance with the schedule of salary payments in effect for other employees, at the option of the CEO.

3.2 OPTIONAL: The CEO shall receive the same medical insurance coverage as provided to other professional employees of the School, except the School shall provide coverage for the CEO, his wife, and qualifying children. To the extent required by the Patient Protection and Affordable Care Act (PPACA) and its implementing regulations, if and when any such payments by the Charter System for insurance coverage for the CEO or

his wife and such dependent children are considered “excess premium payments” or otherwise subject to discrimination testing, such payments shall be treated as taxable income to the CEO and be subject to withholding. RJm

3.3 OPTIONAL: In further addition to the compensation provided in 3.1 above, the School shall, for the duration of this Contract, provide the CEO with a mobile telephone with unrestricted local and national access for both professional and personal use. RJm

3.4 OPTIONAL: In further addition to the compensation provided in 3.2 and 3.3 above, the School shall, for the duration of this Contract, provide the CEO with a vehicle or a vehicle allowance with unrestricted access for both professional and personal use. RJm

3.5 The CEO shall devote his time, attention, and energy to the development, direction and promotion of the School. The Board encourages the continued professional growth of the CEO through his active attendance at, and participation in, appropriate professional meetings at the local, regional, state, and national levels. The Board shall encourage the use of data and information sources, and shall encourage the membership and participation of the CEO in pertinent associations, education seminars, conferences, and courses, as well as participation in informational meetings with those individuals whose particular skills, expertise, or backgrounds would serve to improve the capacity of the CEO to perform his professional responsibilities for the School. In an effort to grow professionally, the CEO shall devote a reasonable amount of time to attend such seminars, courses, conferences or meetings at the CEO’s discretion.

3.6 The CEO shall be required to comply with the requirements contained in Chapter 19 of the Texas Administrative Code §100.1103, pertaining to training for Chief Executive Officers of open-enrollment charter schools, at the expense of the School.

IV. Annual Performance Goals

4.1 The Board will conduct annual evaluations of the CEO based on a list of goals for the School developed by the CEO and approved by the Board.

V. Renewal and Termination of Employment Contract

5.1 This Contract shall be terminated by the mutual agreement of the CEO and the Board, in writing, upon such terms and conditions as may be mutually agreed upon, or upon the retirement or death of the CEO.

5.2 The Board may dismiss the CEO during the term of this Contract for good cause.

5.3 In the event the Board determines that this Contract should be terminated for good cause before its term expires, the CEO shall be afforded reasonable notice and an opportunity to appear before the Board, at which time the Board shall demonstrate its cause(s), and the CEO may offer evidence and argument in rebuttal. This opportunity to appear does not limit or restrict either party's right to bring any action to enforce or interpret this Contract in a court of law or equity with appropriate jurisdiction.

VI. Miscellaneous

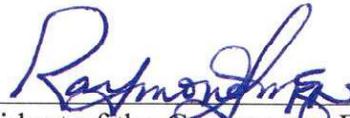
6.1 This Contract shall be governed by the laws of the State of Texas, and shall be performable in Tom Green County, Texas, unless otherwise provided by law.

6.2 This Contract embodies the entire agreement between the parties hereto, and cannot be varied except by written agreement of the undersigned parties.

6.3 In the event any one or more of the provisions contained in this Contract shall, for any reason, be held to be invalid, illegal, or unenforceable, such invalidity, illegality, or unenforceability shall not affect any other provision hereof, and this Contract shall be

construed as if such invalid, illegal, or unenforceable provision had never been contained herein. All existing agreements and contracts, both verbal and written, between the parties hereto regarding the employment of the Chief Executive Officer have been superseded by this Contract, and this Contract constitutes the entire agreement between the parties, unless amended pursuant to the terms of this Contract.

Approved by action of the Governance Board of Texas Leadership Public Schools at a lawfully called meeting on the 27th day of October, 2022 and EXECUTED in duplicate originals by the last party to sign on the 28 day of October, 2022.



President of the Governance Board of
Texas Leadership Public Schools



Chief Executive Officer

**TEXAS LEADERSHIP CHARTER ACADEMY
RESOLUTION REGARDING REGION XV REGIONAL DAY SCHOOL PROGRAM
FOR THE DEAF SHARED SERVICES ARRANGEMENT AGREEMENT**

***CONSENT FOR MULTIPLE REPRESENTATION AND DELEGATION OF AUTHORITY
TO SUPERINTENDENT FOR FUTURE ACTION***

WHEREAS, the Board of Trustees of the Texas Leadership Charter Academy has previously authorized and executed the Shared Services Arrangement Agreement for the Region XV Regional Day School Program for the Deaf ("RDSPD SSA");

WHEREAS, the RDSPD SSA is a cooperative established by and through a Shared Services Agreement of school districts to operate certain aspects of their special education program for students with auditory impairments under the authority of former Section 29.007, Texas Education Code, and the Interlocal Cooperation Act, Chapter 791, Texas Government Code;

WHEREAS, the RDSPD SSA is composed of the following school district and charter school members: Ballinger Independent School District, Bangs Independent School District, Blanket Independent School District, Brady Independent School District, Bronte Independent School District, Brookesmith Independent School District, Brownwood Independent School District, Cherokee Independent School District, Christoval Independent School District, Coleman Independent School District, Comstock Independent School District, Crane Independent School District, Crockett County Consolidated Common School District, Early Independent School District, Eden Consolidated Independent School District, Grape Creek Independent School District, Harper Independent School District, Irion County Independent School District, Junction Independent School District, Lohn Independent School District, Mason Independent School District, May Independent School District, Menard Independent School District, Miles Independent School District, Nueces Canyon Consolidated Independent School District, Olfen Independent School District, Paint Rock Independent School District, Panther Creek Consolidated Independent School District, Richland Springs Independent School District, Robert Lee Independent School District, Rochelle Independent School District, Rocksprings Independent School District, San Angelo Independent School District, San Felipe Del Rio Consolidated Independent School District, San Saba Independent School District, Santa Anna Independent School District, Schleicher County Independent School District, Sonora Independent School District, Sterling City Independent School District, Texas Leadership Charter Academy, Veribest Independent School District, Wall Independent School District, Water Valley Independent School District, Winters Independent School District, Zephyr Independent School District ("Member Districts");

WHEREAS, the Education Service Center for Region 15, while not a Member District, is the Fiscal Agent for the Region XV RDSPD SSA;

WHEREAS, the RDSPD SSA is governed by a Management Board consisting of the Superintendent of Schools or Designee for each Member District;

WHEREAS, Senate Bill 1376 was passed by the 86th Legislature and repealed Texas Education Code Section 29.007 which stated as follows,

School district may enter into a written contract to jointly operate their special education programs. The contract must be approved by the commissioner. Funds to which the cooperating districts are entitled may be allocated to the districts jointly as shared services arrangement units or shared services arrangement funds in accordance with the shared services arrangement districts' agreement.

WHEREAS, the Texas Education Agency ("TEA") continues to exercise authority over Regional Day School Programs for the Deaf as part of their authority through Texas Education Code Chapter 30, Subchapter D;

WHEREAS, school districts retain the legal authority to enter into interlocal agreements under the authority of Texas Education Code Sections 11.157 and 11.1511(c)(4) as well as under the Interlocal Cooperation Act, Chapter 791, Texas Government; and school districts continue to be required to have access to RDSPDs in accordance with 19 Texas Administrative Code § 89.1080;

WHEREAS, the Board of Trustees is authorized under Texas Education Code Section 11.1511(c)(4) and the Texas Education Agency Regional Day School Programs for the Deaf Shared Services Arrangement Procedures updated in 2020 to delegate authority to the Superintendent of Schools or Designee to take current and future action to conform the RDSPD SSA to an Interlocal Agreement and further modify the agreement to conform with TEA regulations, rules or guidance;

WHEREAS, the Board of Trustees may also lawfully delegate the authority to the Superintendent of Schools or Designee to represent the District and take action on the Management Board, without need for further approval of the Board of Trustees, with the exception of any changes to the District's participation in same or potential or anticipated litigation;

WHEREAS, the current and future changes to the RDSPD SSA requires the legal services of a law firm to ensure legal compliance, remove inapplicable legal requirements and set forth the rights and responsibilities of each party to continue to work in a cooperative manner so that RDSPD services may be provided to special education students;

WHEREAS, the Member Districts request the representation of the law firm of Walsh Gallegos Treviño Kyle & Robinson P.C. ("Walsh Gallegos") for multi-party joint representation given the shared common interest to change the RDSPD SSA to an Interlocal Agreement that meets legal requirements, and make any other Management Board-requested changes to the Interlocal Agreement including future changes caused by TEA regulations, rules or guidance or changes in law;

WHEREAS, prior written consent of all Member Districts (except for Member Districts represented by other legal counsel), including current clients of the firm, is required to engage the law firm's representation along with acknowledgments by the Member Districts that each,

- a. is not aware of any existing conflict of interest that impacts joint representation such as pending litigation or adverse interests with another District in the drafting of the Interlocal Agreement, etc.,
- b. will inform the law firm if a conflict of interest or potential conflict of interest arises during the pendency of the multi-party joint representation,
- c. agrees to a limited waiver of the attorney-client privilege as to information learned by the law firm as part of its multi-party joint legal representation (but only as between jointly represented Member Districts) that directly arises from the joint representation in drafting of a new Interlocal Agreement to replace the current RDSPD SSA and future related revisions (the limited attorney-client waiver does not apply to third parties or to information related or arising from other areas of legal representation), and
- d. delegates the authority to provide future consents for multi-party legal representation on this matter to the Superintendent of Schools or Designee;

WHEREAS, Walsh Gallegos has disclosed that the potential for a conflict of interest may arise in joint representation of clients and that it,

- a. is not aware of a conflict of interest that would prevent the firm from undertaking this representation,
- b. will notify the jointly represented Member Districts if it becomes aware of a potential or actual conflict of interest, and
- c. will withdraw from this representation upon Management Board request or should an actual conflict of interest arise to include threatened or actual litigation among jointly represented Member Districts related to the drafting and future revision of an Interlocal Agreement from the current RDSPD SSA;

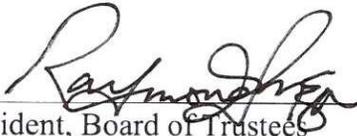
BE IT RESOLVED THAT, the Board of Trustees approves by majority vote that,

1. The statements in the Preamble of this Resolution are found to be true and correct;
2. Approves the District's participation in a newly drafted Interlocal Agreement based on revisions to the current RDSPD SSA as approved by the Superintendent of Schools or Designee for the 2022-2023 school year and into the future;
3. Delegates authority to the Superintendent of Schools or Designee to:
 - a. Serve and represent the District on the RDSPD SSA Management Board, with authority to take all necessary action, with the exception of decisions to withdraw

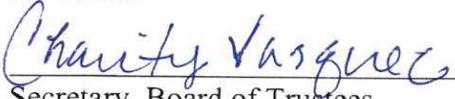
the District from membership and/or decisions on anticipated or potential litigation, as such decisions are reserved for consideration and action by the Board;

- b. Negotiate and approve a new Interlocal Agreement from the current RDSPD SSA and any future revisions to ensure full conformity with the law and serve the best interest of the District; and
 - c. Consent to the future retention of the law firm of Walsh Gallegos and provide requested consents for continued or future multi-party joint representation on future revisions to the Interlocal Agreement;
4. Retains the law firm Walsh Gallegos Treviño Kyle & Robinson P.C. for joint multi-party representation of all Member Districts, except for Member Districts represented by other counsel, for legal counsel and service in drafting a new Interlocal Agreement; and
 5. Sufficient written notice of the date, time, place and subject of the meeting of the Board of Trustees was posted pursuant to Chapter 551, Texas Government Code, and the meeting and vote on this Resolution was open to the public as required by law.

APPROVED AND ADOPTED this 15th day of November, 2022.

By: 
President, Board of Trustees
Texas Leadership Charter Academy

ATTEST:


Secretary, Board of Trustees
Texas Leadership Charter Academy

CERTIFICATE FOR RESOLUTION

I hereby certify that the foregoing Resolution was presented to the Board of Trustees of the Texas Leadership Charter Academy during a meeting on November 15, 2022. A quorum of the Board of Trustees being then present, it was then duly moved and seconded that the Resolution be adopted, and such Resolution was then adopted according to the following vote:

Ayes: 3

Nays: 0

Abstentions: 0

To certify which, witness my hand and the official seal of the District this 15th day of November, 2022.

Charity Vasquez
Secretary, Board of Trustees
Texas Leadership Charter Academy

Board Amendment Budget Revision

JV# _____

Date: 11/15/2022

Account Code	Description	Increase	Decrease
420-36-6399.69-005-3-99-0-05	General Supplies		\$ 3,500.00
420-36-6411.69-005-3-99-0-05	Employee Travel		\$ 500.00
420-11-6399.00-005-3-11-0-05	General Supplies	\$ 4,000.00	
420-36-6411.60-005-3-99-0-05	Employee Travel		\$ 1,500.00
420-23-6399.00-005-3-99-0-05	General Supplies	\$ 1,500.00	
461-00-5755.31-000-3-00-0-00	Revenue	\$ 22,000.00	
461-00-5755.32-000-3-00-0-00	Revenue	\$ 42,000.00	
461-00-5755.33-000-3-00-0-00	Revenue	\$ 26,000.00	
461-00-5755.34-000-3-00-0-00	Revenue	\$ 7,000.00	
461-00-5755.36-000-3-00-0-00	Revenue	\$ 500.00	
461-00-5755.37-000-3-00-0-00	Revenue	\$ 17,000.00	
461-00-5755.44-000-3-00-0-00	Revenue	\$ 24,000.00	
461-00-5755.45-000-3-00-0-00	Revenue	\$ 9,000.00	
461-00-5755.49-000-3-00-0-00	Revenue	\$ 26,000.00	
461-36-6399.31-001-3-99-0-01	Expense	\$ 22,000.00	
461-36-6399.32-101-3-99-0-01	Expense	\$ 42,000.00	
461-36-6399.33-002-3-99-0-02	Expense	\$ 26,000.00	
461-36-6399.34-041-3-99-0-01	Expense	\$ 7,000.00	
461-36-6399.36-003-3-99-0-03	Expense	\$ 500.00	
461-36-6399.37-004-3-99-0-04	Expense	\$ 17,000.00	
461-36-6399.44-004-3-99-0-04	Expense	\$ 24,000.00	
461-36-6399.45-105-3-99-0-05	Expense	\$ 9,000.00	
461-36-6399.49-005-3-99-0-05	Expense	\$ 26,000.00	

Reason: 420 fund cross function changes, and increase 461 fund revenue and expense by \$173,500

PREPARED BY: _____

Sindy McLean

REVIEWED BY: _____

Raymond [Signature]

The Board of Directors has designated the following email address and mailing address for receiving written requests for public information.

Email:

HR@texasleadership.net

Physical Address:

Texas Leadership Public Schools
3522 W. Loop 306
San Angelo, TX 76904

Mailing Address

Texas Leadership Public Schools
PO Box 61726
San Angelo, TX 76906

Approved by the Board of Directors on November 15, 2022