Notice of Public Meeting

Board of Directors Meeting

3522 W. 306 Loop
San Angelo, Texas 76904

Notice is hereby given that a Regular Meeting of the Board of Directors will be held on
Wednesday, October 29, 2025, beginning at 12:00 p.m.

Meetings are held at 3522 W Loop 306, San Angelo, Texas 76904.

Members of the public may request access to the meeting by emailing Kellye.Hermes@texasleadsership.net

A quorum of the Board of Directors will participate in the meeting and be audible to the public. Public members may submit comments on any agenda item(s) to Kellye Hermes before or during the consideration of the item. Items will not be discussed ort considered in the order printed on the agenda below. Suppose during the meeting that any item on the agenda should be held in executive or closed session. In that case, the Board will convene in such or closed session as permitted by and following the Texas Open Meetings Act, Texas Government Code Chapter 551.

Board Meeting Agenda October 29, 2025

TLC ACADEMY
DBA Texas Leadership Public Schools
Board of Directors
Meeting Agenda
3522 W. Loop 306,
San Angelo, Texas 76904
October 29, 2025
12:00 p.m.

Open Session:

1. **Roll Call, Establishment of Quorum, Pledge of Allegiance and Invocation**

2. **Those registered to speak**

3. **Approval of Minutes: September 25, 2025**

4. **Action Items**

   a. **Policy-**
      i. SB11-School Prayer / Religious Text Reading
      ii. Student Code of Conduct
      iii. Student Handbook 2025-2026
      iv. Extracurricular Student Drug Testing Policy

   b. **Bids**
      i. Abilene Furniture

   c. **Lease**
      i. Abilene (3302 State St)
      ii. Trinity Cedar Hill

   d. **TEA**
      i. Expansion Amendment- Abilene Site
      ii. Title III-ESL Program Evaluation
      iii. Depository Contract

5. **Administrator Reports and Updates**
   - Chief Executive Officer, Walt Landers
   - Chief of Staff/Business Officer, Lindsey McGuire
   - Chief Operation Officer, Scott White
   - Chief Academic Officer, Dan Dukes

6. **Adjournment**

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E. Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in an open meeting. TLC Academy reserves the video right or audiotapes of this public meeting for later rebroadcast or redistribution over cable, Internet, DVD, CD, or audiotape. The notice for this meeting was posted in compliance with the Texas Open Meeting Act on October 23, 2025 at 12:15 pm.

BOARD OF DIRECTORS MEETING
3522 W. Loop 306
San Angelo, Texas 76904
Oct 29, 2025
12:00 p.m.
Sign In Sheet

Name	Title	Time In	In-Person or Virtual
Walt Landers	Board President / CEO/Founder	11:58	IP
Tommy Olive	Board Vice President	11:58	IP
Charity Vasquez	Board Secretary	Absent	
Ron Ledbetter	Board Member	11:52	IP
Bruce Binkley	Board Member	11:55	V
Bobbe Ynostrosa	Board Member	11:55	IP
Diana Chavarria	Child Nutrition Director		
Dan Dukes	Chief Academic Officer	11:52	V
Amanda Duncan	State and Federal Programs Manager	11:58	V
Bobby Gasaway	District Security Coordinator		
Monica Goodroe	Director of Human Resources	11:55	IP
Mark Hennesy	Director of Student Services	11:52	V
Kellye Hermes	Executive Assistant	11:47	IP
Paula Kelly	Director of School Improvement	11:55	IP
Lindsey McGuire	Chief of Staff	11:53	IP
Curtis Milbourn	Director of Compliance		
Carla Montanez	Business Operations Mgr	11:47	IP
Jill Ramon	Dist Business Mgr		
Joel Smith	Director of Technology and AI	11:47	IP
Scott White	Chief Operations Officer	11:52	V
Susan White	Executive Director of Curriculum and Instruction		
Amanda Duncan	For State	11:58	V

Name	Title	Time In	In-Person or Virtual

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Board of Directors Minutes
3522 W Loop 306
San Angelo, Texas 76904
Wednesday, October 29, 2025
12:00 p.m.

Open Session:

1. **Opening of the Meeting**

   Roll Call, Establishment of Quorum, Pledge of Allegiance and Invocation
   Walt Landers, President of the Board, called the meeting to order at 11:58 a.m.

   Present:
   - **Board of Directors:** Walt Landers, CEO/Board President; Tommy Olive, Board Vice-President; Ron Ledbetter, Board Member; Bruce Binkley, Board Member; and Bobbe Ynostrosa, Board Member
   - **Executives, Staff and Others:** Lindsey McGuire, Chief of Staff/Chief Business Officer; Dan Dukes, Chief Academic Officer; Scott White, Chief Operations Officer; Mark Hennesy, Director of Student Services; Amanda Duncan, Federal and State Programs Manager; Carla Montanez, Business Operations Manager; and others.

   Absent:
   - **Board of Directors:** Charity Vasquez, Board Secretary

2. **Public Comment (3 minutes/speaker)**
   No guests registered to speak.

3. **Approval of Minutes**
   A motion was made to approve the minutes for September 25, 2025, by Ron Ledbetter and seconded by Bobbe Ynostrosa. The board unanimously approved the Board Minutes for September 25, 2025.

4. **Action/Discussion Items**
   a. **Policy**
      1. **SB11- School Prayer/Religious Text Reading**
         Dan Dukes presented and recommended approval of the Prayer and Bible Reading Policy. After discussion, a motion was made for approval of the Prayer and Bible Reading Policy by Tommy Olive and seconded by Bobbe Ynostrosa. The board unanimously approved the Prayer and Bible Reading Policy.

      2. **Student Code of Conduct**
         Mark Hennesy presented and recommended approval of the updated Student Code of Conduct. After discussion, a motion was made for approval of the updated Student Code of Conduct by Ron Ledbetter and seconded by Bobbe Ynostrosa. The board unanimously approved the updated Student Code of Conduct.

      3. **Student Handbook 2025-2026**
         Mark Hennesy presented and recommended approval of the updated Student Handbook 2025–2026. After discussion, a motion was made for approval of the updated Student Handbook 2025–2026 by Bobbe Ynostrosa and seconded by Bruce Binkley. The board unanimously approved the updated Student Handbook 2025-2026.

      4. **Student Drug Testing**
         Lindsey McGuire presented and recommended approval of the updated Student Drug Testing Policy. After discussion, a motion was made for approval of the updated Student Drug Testing Policy by Ron Ledbetter and seconded by Tommy Olive. The board unanimously approved the updated Student Drug Testing Policy.

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b. Bids

1. Abilene Furniture

Carla Montanez requested approval for the administrative team to open a public bid for furniture for the Abilene Annex, delegating authority to Scott White, Lindsey McGuire, Carla Montanez, and David Morales to evaluate, rank, and award the winning bid based on the district's selection criteria in a Board Resolution. After discussion, a motion was made by Ron Ledbetter and seconded by Tommy Olive. The board unanimously approved the opening of a public bid for furniture for the Abilene Annex, delegating authority to Scott White, Lindsey McGuire, Carla Montanez, and David Morales to evaluate, rank, and award the winning bid based on the district's selection criteria in a Board Resolution.

c. Lease

1. Abilene (3302 State St)

Carla Montanez presented and recommended approval of the Lease Agreement with Angelo Christian Ministries for 3302 State St., Abilene, TX. The Lease Agreement is for ten (10) years with a monthly rate of $2,500.00 and an option to purchase. After discussion, a motion was made to approve the Lease Agreement with Angelo Christian Ministries for 3302 State St., Abilene, TX, as presented, by Bobbe Ynostrosa and seconded by Ron Ledbetter. Walt Landers abstained from the vote; all other board members present voted in favor to approve the Lease Agreement with Angelo Christian Ministries for 3302 State St., Abilene, TX.

2. Trinity- Cedar Hill

Carla Montanez presented and recommended approval of the amendment to the Lease for the Cedar Hill properties. The amendment includes revisions to Section 10(c), which pertains to the portables. In addition to rent, Texas Leadership will pay an additional annual fixed amount of $500.00 per student by home room designation in the Portable Buildings, as documented on the then most recent Public Education Information Management System ("PEIMS") report on the Annual Enrollment Snapshot Date. After discussion, a motion was made to approve the amendment to the Lease Agreement for the Cedar Hill properties, as presented, by Ron Ledbetter and seconded by Tommy Olive. The board unanimously approved the amendment to the Lease Agreement for the Cedar Hill properties.

d. TEA Requests

1. Expansion Amendment- Abilene Site

Walt Landers presented and recommended approval of the Board Resolution to request an Expansion Amendment to add a site in Abilene. After discussion, a motion was made for approval of the Expansion Amendment by Bruce Binkley and seconded by Ron Ledbetter. The board unanimously approved the Board Resolution to request an Expansion Amendment to add a site in Abilene.

2. Title III-ESL Program Evaluation

Amanda Duncan presented and recommended approval of the Title III-ESL Program Evaluation. After discussion, a motion was made for approval of the Title III-ESL Program Evaluation by Tommy Olive and seconded by Bobbe Ynostrosa. The board voted unanimously approved the Title III-ESL Program Evaluation.

3. Depository Contract- Tabled

5. Administrator Reports

Chief Executive Officer, Walt Landers:

- ESA-Vouchers

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Chief Business Officer, Lindsey McGuire:

- Audit
- Bond
- Midland homes

Chief Operations Officer Report, Scott White:

- Greg Flores, Resignation
- Abilene Annex Construction

Chief Academic Officer Report, Dan Dukes:

- Principals Weekly Meeting
- Tier I
- Math curriculum
- CCMR
  - New rules for current Jr Class
- Responsive Ed Partner
  - Bright Thinker

6. **Adjournment**

Motion to Adjourn: Tommy Olive
Second: Ron Ledbetter
Vote: Unanimous
Adjourn: 1:16 p.m.

Accepted Date: 11/18/2025 Approved by: Signed by: Charity Vasquez, Board Secretary
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TLC ACADEMY
Charter Holder of Texas Leadership Public Schools
3522 W. Loop 306, San Angelo, Texas 76904
325.653.3200 Fax: 325.942.6795

BOARD RESOLUTION OF TLC ACADEMY
CHARTER HOLDER OF TEXAS LEADERSHIP PUBLIC SCHOOLS

WHEREAS, the Board of Directors of TLC Academy, charter holder of Texas Leadership Public Schools (CDN: 226-801), *desires to request an expansion and to modify by amendment its Open-Enrollment Charter*; and

WHEREAS, *19 Texas Administrative Code §100.1035(b)(10)(D)* permits a Charter Expansion Amendment Request to add an additional campus or site; and

WHEREAS, the Board desires an additional site be added under the approved campus under Texas Leadership of Abilene (CDCN: 226-801-004), the location of the new site is 3302 State St, Abilene, TX*; and*

WHEREAS, *the proposed site meets expansion standards under 19 TAC §100.1035(b)(10), including assignment under a campus with at least 50% tested-grade enrollment and location within 25 miles*; and

WHEREAS, under *19 Texas Administrative Code §100.1035(b)(9)(A)(vii)* a Charter Expansion Amendment Request may only be approved if, before voting to request an expansion amendment, the governing body has considered a business plan as described below, and submits a Special Resolution that it has determined by majority vote of the Board that the growth proposed is financially prudent relative to the financial and operational strength of the charter school;

NOW, THEREFORE, the Board of Directors of TLC Academy, charter holder of Texas Leadership Public Schools, at a lawfully called meeting of the Board, held in compliance with the Texas Open Meetings Act, do hereby adopt the following Resolutions:

BE IT HEREBY RESOLVED THAT:

The Board of Directors of TLC Academy has considered the business plan required under *19 Texas Administrative Code §100.1035(b)(9)(A)(vii)* for an expansion amendment request, containing the following elements:

- A statement discussing the need for the expansion;
- A statement discussing the current and projected financial condition of the charter school;
- An unaudited statement of financial position for the current fiscal year;
- An unaudited statement of activities for the current fiscal year;
- An unaudited statement of cash flows for the current fiscal year;
- A pro forma budget that includes the costs of operating the charter school, including the implementation of the expansion amendment;
- A statement or schedule that identifies the assumptions used to calculate the charter school's estimated foundation school program revenues;
- A statement discussing the use of debt instruments to finance part or all of the charter school's incremental costs;
- A statement discussing the incremental cost of acquiring additional facilities, furniture, and equipment to accommodate the anticipated increase in student enrollment;

- A statement discussing the incremental cost of additional onsite personnel and identifying the additional number of full-time equivalents that will be employed;
- A statement that the growth proposed is financially prudent relative to the financial and operational strength of the charter school.
- *There are no instances of nepotism, conflicts of interest, or adverse findings or disclosures in criminal history checks that deemed any board member or employee ineligible to serve*, as reported in the Governance Reporting Forms submitted to TEA for the previous three years; and
- The charter holder meets all other requirements applicable to expansion amendment requests and other amendments *under 19 TAC §100.1035, including general expansion standards at §100.1035(b)(9)*.

The Board of Directors has determined by majority vote of the *Board* that the growth proposed in the business plan is financially prudent relative to the financial and operational strength of the charter school, and in the best interest of the students;

AND BE IT HEREBY FURTHER RESOLVED THAT:

That an additional site be added under the approved campus Texas Leadership of Abilene (CDCN: 226-801-004), the location of the new site is to be 3302 State St, Abilene, TX; and effective August 1, 2026.

PASSED AND APPROVED UNANIMOUSLY BY THE ATTENDING MEMBERS OF THE BOARD OF DIRECTORS OF TLC ACADEMY, CHARTER HOLDER OF TEXAS LEADERSHIP PUBLIC SCHOOLS, ON THIS, THE 29th DAY OF OCTOBER, 2025.

Directors voting in favor of the Resolution:

Signed by:
Walt Landers
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Walt Landers, Board President

Signed by:
Tommy Olive , Board Vice-President
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Tommy Olive, Board Vice-President

Signed by:
Ron Ledbetter, Board Member
FC1BCA77888D435...
Ron Ledbetter, Board Member

Date Signed by:
Bobbe Ynostrosa, Board Member
8722B43C1092410...
Bobbe Ynostrosa, Board Member

Signed by:
Bruce Binkley
04516955DD694D5...
Bruce Binkley, Board Member

The undersigned, being the Vice- President of the Corporation, hereby certifies that the foregoing represents a true copy of a Resolution of the Directors of the Corporation, duly held on October, 29, 2025, which Resolution is in full force and effect and has not been revoked or amended.

Signed by:
Tommy Olive , Board Vice-President
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Tommy Olive, Board Vice-President