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

Thursday, February 26, 2026, 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@texasleadership.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 of Directors Meeting Agenda Link

TLC ACADEMY
DBA Texas Leadership Public Schools
Board of Directors
Meeting Agenda
3522 W. Loop 306,
San Angelo, Texas 76904
February 26, 2026
12:00 p.m.

Open Session:

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

2. **Those registered to speak**

3. **Counselor Awards Recognition:** Krista Kain, CREST Award; Estella Pina, CREST Award, Criselda Gonzalez, CREST Award; and Tracie Spears, Three Rivers Counseling Association Counselor of the Year.

4. **Approval of Minutes:** January 15, 2026

5. **Convene into Closed Session under Tex. Gov't Code § 551.072, Deliberations about Real Estate and Tex. Gov't Code § 551.076. Deliberations Regarding Security Devices or Security Audits and Discussion of District-Wide Intruder Detection Audit Report Findings.**

6. **Reconvene into Open Session**

7. **Action Items**
   a. **Finance/Human Resources**
      i. Staff Pay- Bad Weather Days
      ii. Updates to the 2025-2026 Staff Handbook

   b. **Corporate Board Business**
      i. Assume oversight of Next Level Educational Institutions

   c. **Academics**
      i. Updates to the Code of Conduct
      ii. Updates to all 2025-2026 Academic Calendars
      iii. Certification of Instructional Materials

   d. **TEA Requests**
      i. Attendance Waivers
         1. 01/23/2026- Low Attendance
         2. 01/26/2026- District Closure
         3. 01/27/2026- District Closure
         4. 01/28/2026- Abilene Closure
         5. 01/28/2026- Arlington and Cedar Hill Closure
      ii. Purple Star Proclamation

   e. **Policy**
      i. Student Drug Testing Policy

   f. **Safety and Security**
      i. Security Personnel

8. **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

9. **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 February 20, 2026 at 10:38 am.

BOARD OF DIRECTORS MEETING
3522 W. Loop 306
San Angelo, Texas 76904
Feb 26, 2026
12:00 p.m.
Sign In Sheet

Name	Title	Time In	In-Person or Virtual
Walt Landers	Board President / CEO/Founder	11:51	IP
Tommy Olive	Board Vice President	11:59	V
Charity Vasquez	Board Secretary 12:02	~~12:00~~	V
Ron Ledbetter	Board Member	11:51	IP
Bruce Binkley	Board Member	Absent	—
Bobbe Ynostrosa	Board Member	12:00	IP
Diana Chavarria	Child Nutrition Director		
Dan Dukes	Chief Academic Officer	11:51	IP
Amanda Duncan	State and Federal Programs Manager		
Monica Goodroe	Director of Human Resources		
Mark Hennesy	Director of Student Services	12:13	V
Kellye Hermes	Executive Assistant	11:51	IP
Jill Jones	District Security Coordinator	11:58	IP
Paula Kelly	Director of School Improvement	11:51	IP
Lindsey McGuire	Chief of Staff	11:51	IP
Curtis Milbourn	Director of Compliance	11:51	IP
Carla Montanez	Business Operations Mgr		
Jill Ramon	Dist Business Mgr		
Joel Smith	Director of Technology and AI	11:51	IP
Scott White	Chief Operations Officer	11:51	IP
Susan White	Executive Director of Curriculum and Instruction		
Kirby Zett	Asst Dir HR	11:51	IP
Krista Kain	Counselor SAMS	11:51	IP
Scott Kain	~~Teacher~~ Teacher SAMS	11:51	IP
Cristal DeGonzales	Counselor SAES	11:51	IP

Name	Title	Time In	In-Person or Virtual
Sabrina McLaren	Principal SAES	11:51	IP
Allison Tonne	Principal SAMS	11:51	IP
Becca Edwards	Sec District Emergency Mgmt Coor.	11:58	IP
Stella Piña	Counselor SAES	11:58	IP
Maggie Speed	Dir of Counseling + CTE	11:58	IP

TLC ACADEMY
DBA Texas Leadership Public Schools
Board of Directors
Meeting Agenda
3522 W. Loop 306,
San Angelo, Texas 76904
February 26, 2026
12:00 p.m.

Open Session: Time: 12:00

1. **Roll Call, Establishment of Quorum, Pledge of Allegiance and Invocation**
2. **Those registered to speak**

3. **Counselor Awards Recognition:** Krista Kain, CREST Award; Estella Pina, CREST Award, Criselda Gonzalez, CREST Award; and Tracie Spears, Three Rivers Counseling Association Counselor of the Year.-**Maggie**

4. **Approval of Minutes:** January 15, 2026 **Mo** RL **2nd** BV **Un** ✓

5. **Convene into Closed Session under Tex. Gov't Code § 551.072, Deliberations about Real Estate and Tex. Gov't Code § 551.076. Deliberations Regarding Security Devices or Security Audits and Discussion of District-Wide Intruder Detection Audit Report Findings.** Moved to end of meeting

   Time In: 12:53 **Time Out:** 1:07 **Actions Taken:** None

6. **Reconvene into Open Session**
7. **Action Items**

   a. **Finance/Human Resources** Kirby
      i. Staff Pay- Bad Weather Days-~~Monica~~ **Mo** BV **2nd** CV **Un** ✓

      ii. ~~Updates to the 2025-2026 Staff Handbook-~~**Monica** **Mo** ____ **2nd** ____ **Un** ____ Not needed

   b. **Corporate Board Business-Walt Mo** RL **2nd** CV **Un** ✓
      i. Assume oversight of Next Level Educational Institutions:
      Consideration and possible action regarding TLC Academy (a Texas non-profit corporation and charter holder of Texas Leadership Public Schools) assuming final oversight and management authority over Next Level Educational Institutions, a separate Texas non-profit corporation, including governance and oversight of its Board of Directors.

   c. **Academics**
      i. Updates to the Code of Conduct-**Mark** **Mo** BV **2nd** CV **Un** ✓

      ii. Updates to all 2025-2026 Academic Calendars- **Dan** **Mo** RL **2nd** BV **Un** ✓

      iii. Certification of Instructional Materials-**Dan** **Mo** CV **2nd** RL **Un** ✓ Missed ~~his~~ vote from Tommy (left meeting)

d. **TEA Requests**
   i. Attendance Waivers-**Dan** **Mo** BV **2nd** RL **Un** ✓
      1. 01/23/2026- Low Attendance
      2. 01/26/2026- District Closure
      3. 01/27/2026- District Closure
      4. 01/28/2026- Abilene Closure
      5. 01/28/2026- Arlington and Cedar Hill Closure

i. Purple Star Proclamation-**Paula** Mo BY 2nd RL Un ✓

e. **Policy**

* Campuses - locations. SPES, SAJH, SAHS & ABES

i. Student Drug Testing Policy-**Curtis** Mo BY 2nd CV Un ✓

f. **Safety and Security**

i. Security Personnel-**Jill** Mo BY 2nd CV Un ✓

Moved to end

~~Tommy~~

8. **Administrator Reports and Updates**

- Chief Executive Officer, Walt Landers

-EOY

- Chief of Staff/Business Officer, Lindsey McGuire
  - Houston - TEFA Conference
  - Bond - ~~Bond Issue~~ hoping to complete in next couple mon.
  - Activity Accts. switched

- Chief Operation Officer, Scott White
  - Business, as usual
  - Construction-Abilene

- Chief Academic Officer, Dan Dukes
  - Brag - ~~Attendance~~ Process
  - AP Principal Academy - Mark
    - Stephanie Higgins - SPED doing great!
    - Susan TIA Teachers 19 across district Need 33 total

9. **Adjournment** Time: 1:10 Mo BY 2nd TO Un ✓

Docusign Envelope ID: 3529F652-0B3D-8914-81D7-8E2065091CE6

Board of Directors Minutes
3522 W Loop 306
San Angelo, Texas 76904
Thursday, February 26, 2026
12:00 p.m.

Open Session:

1. **Opening of the Meeting**
   Roll Call, Establishment of Quorum, Pledge of Allegiance and Invocation
   Walt Landers, Board President, called the meeting to order at 12:00 p.m.

   Present:
   - **Board of Directors:** Walt Landers, CEO/Board President; Tommy Olive, Board Vice-President; Charity Vasquez, Board Secretary; Ron Ledbetter, 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; Jill Jones, District Security Officer; Becca Eldredge, District Emergency Services Coordinator; Maggie Speed, Director of Counseling and CTE; Kirby Zett, Assistant Director of Human Resources; and others.

   Absent:
   - **Board of Directors:** Bruce Binkley, Board Member

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

3. **Counselor Awards Recognition:**
   Maggie Speed, Director of Counseling and CTE, recognized the following CREST Award recipients: Krista Kain, San Angelo Middle School Counselor; Estella Pina, San Angelo Elementary School Counselor; and Criselda Gonzalez. Maggie Speed also recognized Tracie Spears, Cedar Hill Secondary Counselor, as the Three Rivers Counseling Association Counselor of the Year.

4. **Approval of Minutes**
   A motion was made to approve the minutes for January 15, 2026, by Ron Ledbetter and seconded by Bobbe Ynostrosa. The board unanimously approved the Board Minutes for January 15, 2026.

5. **Closed Session (moved to the end of the meeting)**
   The board convened into closed session at the end of the meeting after all action items except Security Personnel, from 12:53 p.m. to 1:07 p.m. under Tex. Gov't Code § 551.072, Deliberations about Real Estate and Tex. Gov't Code § 551.076. Deliberations Regarding Security Devices or Security Audits and Discussion of District-Wide Intruder Detection Audit Report Findings. No actions were taken during closed session.

6. **Reconvene to Open Session (moved to the end of the meeting)**

7. **Action/Discussion Items**
   a. **Finance/Human Resources**
      i. **Staff Pay- Bad Weather Days**
      Kirby Zett requested permission to pay staff for inclement weather that forced the closure of each campus and district administration. The entire district was closed on January 26-27, 2026. On January 28, 2026, the campuses and district offices in Abilene, Arlington and Cedar Hill were closed as well. After discussion, a motion was made to approve paying staff on the dates stated above by Bobbe

Ynostrosa and seconded by Charity Vasquez. The board unanimously approved payment to staff for inclement weather that forced the closures stated above.

ii. **Updates to the 2025-2026 Staff Handbook-** No action was taken, item not needed.

b. Corporate Board Business

i. **Assume oversight of Next Level Educational Institutions**

Walt Landers provided background and recommended that TLC Academy assume final oversight and management of Next Level Educational Institutions, a Texas non-profit corporation, and its Board of Directors in order to centralize governance, ensure operational alignment, and maintain compliance. After discussion, a motion was made by Ron Ledbetter and seconded by Charity Vasquez to approve the assumption of final oversight and management authority by TLC Academy over Next Level Educational Institutions and its Board of Directors, and to authorize the Chief Executive Officer, Chief of Staff/Chief Business Officer, and legal counsel to execute all necessary documents and take all actions required to implement the transition, including any filings with the Texas Secretary of State, Texas Education Agency, IRS, or other agencies. The board unanimously approved the assumption of final oversight and management authority by TLC Academy over Next Level Educational Institutions and its Board of Directors, and authorized the Chief Executive Officer, and Chief of Staff/Chief Business Officer, with oversight from legal counsel to execute all necessary documents.

c. Academics

i. **Updates to the Code of Conduct**

Mark Hennesy presented and recommended approval updated Code of Conduct. After discussion, a motion was made to approve the Code of Conduct by Bobbe Ynostrosa and seconded by Charity Vasquez. The board unanimously approved the Code of Conduct.

ii. **Updates to the Academic Calendars**

Dan Dukes presented and recommended approval the updated 2025-2026 Academic Calendars for San Angelo, Midland, Trinity Leadership, and Abilene. After discussion, a motion was made to approve all updated 2025-2026 Academic Calendars by Ron Ledbetter and seconded by Bobbe Ynostrosa. Tommy Olive was offline; all other board members unanimously approved the 2025-2026 Academic Calendars for San Angelo, Midland, Trinity Leadership, and Abilene.

iii. **Certification of Instructional Materials**

Dan Dukes presented and recommended approval the 2026-2027 Certification of Instructional Materials. After discussion, a motion was made to approve the 2026-2027 Certification of Instructional Materials by Charity Vasquez and seconded by Ron Ledbetter. The board unanimously approved the 2026-2027 Certification of Instructional Materials.

d. TEA Requests

i. **Attendance Waivers**

Dan Dukes requested approval to request a Low Attendance Days Waiver due to inclement weather on January 23, 2026 for the district. As well as, Missed School Days Waivers for the district on January 25-26, 2026 and for Trinity Leadership and Texas Leadership of Abilene on January 27, 2026. After discussion, a motion was made to approve all waiver requests stated above by Bobbe Ynostrosa and seconded by Ron Ledbetter. The board voted unanimously to approve the request a Low Attendance Days Waiver and the Missed School Days Waivers for dates stated above.

ii. **Purple Star Proclamation**

Paula Kelly requested approval of a Board Resolution for Purple Star Proclamation for 2026. After discussion, a motion was made to approve the Board Resolution by Bobbe Ynostrosa and seconded

Docusign Envelope ID: 3529F652-0B3D-8914-81D7-8E2065091CE6

by Ron Ledbetter. The board unanimously approved the Board Resolution for the Purple Star Proclamation for 2026.

e. Policy

Student Drug Testing Policy

Curtis Milbourn 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 Bobbe Ynostrosa and seconded by Charity Vasquez. The board unanimously approved the updated Student Drug Testing Policy.

f. Safety and Security

Security Personnel

(Moved to the end of the meeting after closed session)
Jill Jones presented a Written Authorization for Designated School Guardian in closed session. After closed session a motion was made to approve the Written Authorization for Designated School Guardian by Bobbe Ynostrosa and seconded by Charity Vasquez. The board unanimously approved the Written Authorization for Designated School Guardian.

8. Administrator Reports

Chief Executive Officer, Walt Landers:

- End of Year

Chief Business Officer, Lindsey McGuire:

- TEFA Conference in Houston
- Bond Status
- Activity Accounts

Chief Operations Officer Report, Scott White:

- Abilene Annex

Chief Academic Officer Report, Dan Dukes:

- Brag
  - Attendance Process
  - AP Principal Academy
  - SPED
  - TIA Designations= 19 new designations and 33 total across the district

6. Adjournment

Motion to Adjourn: Tommy Olive
Second: Bobbe Ynostrosa
Vote: Unanimous
Adjourn: 1:10 p.m.

Accepted Date: 03/26/2026

Approved by: Signed by: Charity Vasquez, Board Secretary
439E21EE740E43B...

Docusign Envelope ID: 2C6AF922-5011-4BC6-B9E0-CB870C562F8F

BOARD OF DIRECTORS

Proclamation for Enhancing Collaboration with Military Organizations and Providing Supports to Military Families

WHEREAS, the Texas Leadership Public Schools Board of Directors recognizes that our country owes daily freedoms and safety to members of the Armed Forces, their family members, and loved ones who share in their service and sacrifice; and

WHEREAS, we celebrate the exceptional service, strength, and character of military-connected students and families at Texas Leadership Public Schools.

WHEREAS, we acknowledge that military families face unique challenges due to deployments throughout our state, country, and the world, service in combat zones, reintegration, and frequent relocations based on duty assignments; and

WHEREAS; the Texas Leadership Public Schools Board of Directors affirms their commitment to providing resources and programs to support military-connected students academically, socially, and emotionally; and

WHEREAS, we acknowledge the important role military organizations can embrace in cooperating with school districts to provide for career exploration opportunities and supporting the success of ALL students;

WHEREAS, the Board of Directors calls for the continued creation of opportunities for military families and community members to purposefully partner with schools in supporting student achievement, aspirations and social-emotional development;

NOW THEREFORE, the Board of Directors at Texas Leadership Public Schools, a public charter holder, at a lawfully-called meeting of the Board, held in compliance with the Texas Open Meetings Act, do hereby support the following initiatives:

BE IT HEREBY RESOLVED: The Texas Leadership Public Schools Board of Directors officially supports all military children and families and plans to work with campuses across the District to accomplish the following:

- Enhance Web Accessibility: Provide military families with an easily accessible, dedicated campus webpage containing comprehensive information on relocation, enrollment, academic planning, and available support resources.
- Ensure Regulatory Compliance: Provide campus administration and enrollment staff with training on the Military Interstate Children's Compact Commission (MIC3) to ensure successful educational transitions and the proper application of its provisions for relocating military families.
- Support Transition and Resiliency: Equip school administrators with tools to identify military-connected students and implement transition programs that foster encouragement and resiliency during family relocations, deployments, or departures.
- Holistic Student Support: Commit to supporting the academic, social, and emotional well-being of all military-connected students, including dependents of active-duty members, National Guard, Reserves, and veterans.
- Designate Campus Liaisons: Encourage all campuses to pursue the Purple Star Campus Designation and ensure each participating campus has a designated military liaison to serve as a central point of contact for families.
- Foster Career Exploration: Provide military career exploration opportunities, such as high school seminars where local military representatives can share information about various career paths and service opportunities.
- Commit to Professional Development: Facilitate ongoing professional development for staff regarding the unique needs of military-connected learners, including topics like military culture, the impact of deployments, and high mobility.
- Honor Service and Sacrifice: Participate in annual district-wide and campus-level recognitions, such as Veterans Day and the Month of the Military Child (April), to honor the resilience and sacrifices of our military-connected community.

BE IT FURTHER RESOLVED: That the Texas Leadership Public Schools Board of Directors encourages all school staff and community members to initiate support, and participate in appreciation activities designed to recognize the exceptional role and unique sacrifices our military-connected youth and their families make in our nation's best interest.

[Signature Page Follows]

Docusign Envelope ID: 2C6AF922-5011-4BC6-B9E0-CB870C582F8F

PASSED AND APPROVED BY THE MAJORITY OF MEMBERS OF THE BOARD OF DIRECTORS AT TEXAS LEADERSHIP PUBLIC SCHOOLS, CHARTER HOLDER, ON THIS, THE 26th DAY OF February, 2026.

Director Voting In Favor Of The Resolution:

Signed by
Dr. Walt Landers

Signed by
Tommy Olive , Board Vice-President
Tommy Olive

Signed by:
Charity Vasquez, Board Secretary
Charity Vasquez

Signed by
Ron Ledbetter, Board Member
Ron Ledbetter

Absent
Bruce Binkley

DocuSigned by
Bobbe Ynostrosa, Board Member
Bobbe Ynostrosa

The undersigned, being the Secretary of the Corporation, hereby certifies that
The foregoing represents a true copy of a Resolution of the Board of Directors
Of the Corporation, duly held on February 26, 2026
Which Proclamation is in full force and effect and has not been revoked or amended.

Signed by:
Charity Vasquez, Board Secretary
02/26/2026
Secretary Date