



TEJANO CENTER FOR COMMUNITY CONCERNS, INC.

Raul Yzaguirre Schools for Success

Tejano Center for Community Concerns, 2950 Broadway St., Houston, TX 77017
Phone: 713-640-3700 FAX: 713-644-6232 www.tejanocenter.org

“The mission of the Tejano Center for Community Concerns is to develop education, social, health, and community institutions that empower families to transform their lives.”

PUBLIC NOTICE

Meeting Agenda for Tuesday, February 27, 2024

Notice is hereby given that the Board of Directors of Tejano Center for Community Concerns, Inc., (Tejano Center) will hold its regular meeting on Tuesday, February 27, 2024, 5:30 PM. This meeting is open to the public, and community input is welcomed during the time designated for public comment. It is the intent of the Tejano Center to have, and the meeting will have, a quorum and presiding officer. If a member of the public can provide testimony or otherwise wishes to participate in the meeting when public input is permitted, but lacks the necessary technology, such will be provided at 2255 N. Coria Brownsville, TX 78520. The board will consider, discuss, and adopt such orders, resolutions, and/or motions, and take direct or indirect actions as may be necessary, convenient, or desirable with respect to the matters outlined in this agenda.

Meeting Call-In Information

This meeting will be conducted in person; however, a Zoom link to the meeting is made available for those unable to attend, please contact Jessica.Villarreal@tejanocenter.org one day prior to the meeting.

Tuesday, February 27, 2024 at 5:30 PM – Board Meeting

1. **CALL TO ORDER** (2 minutes)

2. **PRAYER** (3 minutes)
3. **PLEDGE OF ALLEGIANCE/TEXAS PLEDGE** (2 minutes)
4. **ROLL CALL** (3 minutes)
5. **PUBLIC COMMENT** (7-10 minutes) Any individual wishing to address the Board of Directors of Tejano Center for Community Concerns must sign in with Jessica Villarreal, Board Services, by emailing a request to speak, at least 72-hours prior to scheduled meeting. The request must include the name of speaker, telephone, number and email address of the speaker, and the topic of the intended comments, to Jessica.villarreal@tejanocenter.org. Those doing so will be allowed to address the board for a maximum of three minutes. Individuals will address the board in the order that they have signed in. Alternatively, the individual may email comments to the above email address.
6. **PUBLIC HEARING**
 - 6.a. **PUBLIC HEARING OF THE RYSS 2022-2023 TEXAS ACADEMIC PERFORMANCE REPORT (TAPR)**

Dr. Adriana Tamez, President/CEO & Superintendent of Schools; Justin G. Fuentes, M.Ed., Chief Schools Officer; Carla Stevens, RYSS Data and Accountability
7. **PRESIDENT'S PRESENTATIONS & UPDATES**
 - 7.a. **UPDATE ON THE RYSS EXPANSION FINANCING OPTIONS**

Dr. Adriana Tamez, President/CEO & Superintendent of Schools; Antonio Zambrano, Chief Financial & Operations Officer; Dr. Rolando "Rudy" Trevino, Deputy Chief Growth Officer; Drew Masterson & Jonathan Church, Masterson Advisors
8. **ACTION ITEMS**
 - 8.a. **APPROVAL OF THE MINUTES OF NOVEMBER 28, 2023; DECEMBER 19, 2023; AND JANUARY 24, 2024 MEETINGS OF TEJANO CENTER FOR COMMUNITY CONCERNS/RAUL YZAGUIRRE SCHOOLS FOR SUCCESS BOARD OF DIRECTORS**

Dr. Adriana Tamez, President/CEO & Superintendent of Schools
TCCC/RYSS Board of Directors met on November 28, 2023, December 19, 2023, and January 24, 2024. The minutes are presented.
 - 8.b. **APPROVAL OF JANUARY 2024 UNAUDITED FINANCIALS FOR RAUL YZAGUIRRE SCHOOLS FOR SUCCESS AND TEJANO CENTER FOR COMMUNITY CONCERNS- NON-SCHOOL**

Dr. Adriana Tamez, President/CEO & Superintendent of Schools; Antonio Zambrano, Chief Financial and Operations Officer
The Raul Yzaguirre Schools for Success 2023-2024 General Fund and Child Nutrition Fund activity as of January 31, 2024. The TCCC- Non School Activity as of January 31, 2024, is presented.
 - 8.c. **RATIFICATION OF BUDGET AMENDMENT #11 IN THE AMOUNT OF \$756,400 TO PROVIDE STUDENT MEALS FOR THE REGULAR PROGRAM AS PER TDA GUIDELINES**

Dr. Adriana Tamez, President/CEO & Superintendent of Schools; Antonio Zambrano, Chief Financial and Operations Officer
The Food Services Department is implementing meals for students after school. A new contract was approved by TDA to continue this program for 3 months. A new RFP will be prepared to extend the program into FY 24-25. Meals will be

reimbursable and included in the food program. PepsiCo Contract will be used for this program.

8.d. APPROVAL OF BUDGET AMENDMENT #12 IN THE AMOUNT OF \$459,500 TO ALLOCATE MONIES FOR PROGRAM NEEDS FOR REGULAR FOOD SERVICE PROGRAM (THIS IS A TRANSFER BETWEEN ACCOUNTS WITH NO EFFECT ON NET ASSETS)

Dr. Adriana Tamez, President/CEO & Superintendent of Schools; Antonio Zambrano, Chief Financial and Operations Officer
Reallocate the budget based on program needs.

8.e. RATIFICATION OF MONTHLY DISBURSEMENT REPORT/VENDOR CUMULATIVE PAYMENTS FOR JANUARY 2024 TO INCLUDE PROCUREMENT PROCESS AND EXPENDITURE APPROVALS

Dr. Adriana Tamez, President/CEO & Superintendent of Schools; Antonio Zambrano, Chief Financial and Operations Officer
A report of the vendor payments for RYSS and Non-School is attached for all vendor payments above \$50,000. A monthly report will be provided to the board each month.

8.f. APPROVAL OF AWARD FOR RFP #24-03JA FOR CONSTRUCTION MANAGER AT RISK SERVICES FOR BROWNSVILLE RENOVATION AND CONSTRUCTION TO NOBLE TEXAS BUILDERS

Dr. Adriana Tamez, President/CEO & Superintendent of Schools; Antonio Zambrano, Chief Financial and Operations Officer; Dr. Rolando "Rudy" Trevino, Deputy Chief Growth Officer
RFP #2403JA was issued to procure the campus renovation and new construction for Brownsville. The RFP was advertised, and responses were received. A committee was formed to evaluate and recommend the contractor. Attached is the tabulation, evaluation, and recommendation.

8.g. APPROVAL OF AWARD FOR RFP #24-04JA FOR E-RATE INTERNET ACCESS CATEGORY ONE (for BRYSS) TO FOREMOST TELECOMMUNICATIONS

Dr. Adriana Tamez, President/CEO & Superintendent of Schools; Antonio Zambrano, Chief Financial and Operations Officer
The E-rate program provides funding for infrastructure and equipment. The RFP issued was for E-rate- Internet Access for Category One for BRYSS High School for a multi-year contract for E-rate Year 2024-2025. Form 470 was issued and published for 28 days as required by federal law and posted in accordance with state purchasing requirements.

The evaluation committee ranked the vendors and requested a Best and Final Offer (BAFO) to negotiate and finalize the agreement. The recommendation will be sent prior to the board meeting.

8.h. APPROVAL OF AWARD FOR RFP #24-05JA FOR THE ERATE CATEGORY TWO (BRYSS, PASADENA AND DISTRICT CORE) TO THE PROPOSER OFFERING THE BEST VALUE TO TCCC INC./RYSS FOR THE PERIOD OF JULY 1, 2024 TO JUNE 30, 2025 (ERATE 2024-2025) FOR INTERNAL CONNECTIONS TO INCLUDE SWITCHES, ROUTERS, ACCESS POINTS, AND NETWORK CABLING (FIBER AND COPPER) AND MAINTENANCE HOURS, ETC. AND DELEGATE THE AUTHORITY TO THE

PRESIDENT/CEO/SUPERINTENDENT AND HER DESIGNEE TO NEGOTIATE, FINALIZE, AND EXECUTE THE CONTRACT(S) WITH THE AWARDED VENDOR

Dr. Adriana Tamez, President/CEO & Superintendent of Schools; Antonio Zambrano, Chief Financial and Operations Officer

The E-rate program provides funding for infrastructure and equipment. The RFP issued was for E-rate District Wide Infrastructure improvements for Category Two for internal connections to include switches, routers, access points, and network cabling (Fiber and copper), and maintenance hours, etc. for E-rate year 2024-2025.

Form 470 was issued and published for 28 days as required by federal law and posted in accordance with state purchasing requirements.

The evaluation committee ranked the vendors and requested a Best and Final Offer (BAFO) to negotiate and finalize the agreement. The recommendation will be sent prior to the board meeting.

8.i. APPROVAL OF WHITLEY PENN AUDIT ENGAGEMENT AGREEMENT IN THE AMOUNT OF \$71,000 FOR THE FISCAL YEAR ENDING AUGUST 31, 2024

Dr. Adriana Tamez, President/CEO & Superintendent of Schools; Antonio Zambrano, Chief Financial and Operations Officer

Tejano CCC is required to have an annual audit as required by TEA and other grant agencies. RFP was awarded to Whitley Penn, and this is the second-year proposal.

8.j. APPROVAL OF AGREEMENT WITH ORRICK LLC FOR THE DEVELOPMENT OF THE MASTER TRUST INDENTURE AND INTERCREDIT AGREEMENT PRIOR TO THE APPROVAL OF THE EFF AND RAZA (NEW MARKET TAX CREDITS) LOAN

Dr. Adriana Tamez, President/CEO & Superintendent of Schools; Antonio Zambrano, Chief Financial and Operations Officer; Dr. Rolando "Rudy" Trevino, Deputy Chief Growth Officer; Justin G. Fuentes, M.Ed., Chief Schools Officer

The contract is for the development of the debt structure by ORRICK LLC in order to cross-reference the transactions in the respective loans.

8.k. APPROVAL TO AUTHORIZE THE PRESIDENT/CEO TO ENTER INTO AN EARNEST MONEY CONTRACT FOR THE PURCHASE OF LAND ACQUISITION RELATED TO THE BRYSS EXPANSION FOR POSSIBLE LOAN FINANCING

Dr. Adriana Tamez, President/CEO & Superintendent of Schools; Antonio Zambrano, Chief Financial and Operations Officer; Dr. Rolando "Rudy" Trevino, Deputy Chief Growth Officer

TCCC/RVSS Inc is proposing to conduct due diligence on the property at 2999 N Coria St, Brownsville Texas This property is owned by SEF Investment LLC.

The projected cost is \$330,000. The earnest money contract is for \$10,000. Realtor for the sell will receive 0% and TCCC realtor 4%.

The purpose of this acquisition is to develop a new site for the BRYSS expansion. It is projected the acquisition cost will be paid through a loan from EFF.

8.l. APPROVAL TO AUTHORIZE THE PRESIDENT/CEO TO ENTER INTO AN EARNEST MONEY CONTRACT FOR THE PURCHASE OF LAND ACQUISITION RELATED TO NUEVA VIDA DEVELOPMENT FOR POSSIBLE GRANT FUNDING

Dr. Adriana Tamez, President/CEO & Superintendent of Schools; Antonio Zambrano, Chief Financial & Operations Officer; Dr. Rolando "Rudy" Trevino, Deputy Chief Growth Officer

TCCC Inc is proposing to conduct due diligence on the property at 7805 Kimber St. This property is owned by Christian Temple Church dba Iglesia Poder De lo Alto. The projected cost is \$1,600,000. The earnest money contract is for \$16,000. Realtor for the sell will receive 4% and TCCC realtor 2%.

The purpose of this acquisition is to develop a new site for the Nueva Vida Apartment's relocation. It is projected that the acquisition cost will be paid through a grant from the county through HOME Funds and Community Housing Development Organization CHDO.

8.m. APPROVAL OF COMIC RELIEF AGREEMENT TO ACCEPT \$210,000 OF UNRESTRICTED FUNDS IN SUPPORT OF LA TIENDITA EXPANSION AS PART OF ROUND 2 OF THE RED NOSE GRANT FUND

Dr. Adriana Tamez, President/CEO & Superintendent of Schools; Graci Garces, Chief Strategy & External Affairs Officer

In 2022, Tejano Center applied for and received the Comic Relief Red Nose Grant Fund to expand its work through La Tiendita. In 2023, a new application was submitted as part of Comic Relief's Round 2 of the Red Nose Grant Fund. Comic Relief announced that Tejano Center's application was approved for Round 2 unrestricted funding in December 2023.

Comic Relief requires that grant recipients submit a signed agreement to receive their respective funds. The Comic Relief team has been notified that the agreement would be included in the February 2024 Board Agenda for consideration, which is after the start date noted in the agreement. They have confirmed that this will not affect the program implementation.

8.n. APPROVAL OF RELIANT ENERGY RETAIL SERVICES, LLC SOLAR DONATION AGREEMENT TO ACCEPT \$136,164 FOR A SOLAR ENERGY INSTALLATION(S) AT SUNRISE LOFTS COMPLEX PROPERTY AT 3103 MCKINNEY, HOUSTON, TEXAS 77003

Dr. Adriana Tamez, President/CEO & Superintendent of Schools; Graci Garces, Chief Strategy & External Affairs Officer; Ricardo "Rich" Rodriguez, Director, Facilities & Property Development

Tejano Center will:

1. enter into a contract with the installer selected by Tejano Center for the purchase and installation of the Solar Project as described above, with this contract to be entered into no later than three (3) months after Reliant makes the Solar Donation (the "Installation Contract Deadline")
2. pay this installer in accordance with the terms of, and prior to the deadlines set forth in, this contract for the Solar Project; and

3. use its best efforts to cause the selected installer to build, install and complete the Solar Project no later than six (6) months after Reliant has made the Solar Donation (the "Project Completion Deadline").

Reliant anticipates making the full Solar Donation to Tejano Center of this amount during calendar year 2024. The anticipated date of Tejano Center's purchase and completion of the Solar Project will be on or before the end of 2024.

Tejano Center will own the solar energy system and be solely responsible for its control, performance, and any on-going maintenance, licensing, or certifications. Tejano Center will maintain adequate insurance for the Solar Project for the life of the project. Reliant will have no obligation whatsoever for the ongoing upkeep or maintenance of the Solar Project.

8.o. **APPROVAL OF UNIDOSUS GRANT AND DATA SHARING AGREEMENT TO ACCEPT \$15,000 AS PART OF THE PIONERAS EN STEM PROGRAM**

Dr. Adriana Tamez, President/CEO & Superintendent of Schools; Graci Garces, Chief Strategy & External Affairs Officer

The Pioneras en STEM program is designed as a postsecondary access and STEM career exploration program. Students are enrolled based on selection criteria established by the Affiliate partner within the parameters of serving the population targeted by UnidosUS. Pioneras en STEM uses culturally responsive materials and learning strategies to develop the following core competencies: education, career, leadership, and foundational skills. The Pioneras en STEM curriculum builds skills and understanding in each of these areas through a series of 60-minute lessons with approximately four modules delivered within the semester.

Pioneras en STEM will be offered on campus, in person. Offering the curriculum face-to-face with students will allow for better discussion and engagement and allow GRAD Cafe staff to attend as they are available. In-person instruction reduces outside distractions common with online instruction.

The weekly meetings will be for two hours, with one hour allotted to the curriculum and one to case management or other activities outlined in the curriculum. A classroom on campus has already been assigned for Pioneras in STEM, and staff had made plans to recruit students immediately upon notification of the receipt of the award.

Because the assigned lead instructor, Yulissa Mora, has used UnidosUS curriculums in the past, familiarity with processes, setup, and curriculum flow is already in place, and minimal preparation will be needed to execute the program curriculum.

8.p. **APPROVAL OF VICTIMS OF CRIME OUTREACH & SUPPORT PROGRAM 2024-2025 GRANT SUBMISSION BOARD RESOLUTION**

Dr. Adriana Tamez, President/CEO & Superintendent of Schools; Jorge Gonzalez, Director, Resolve Program

TCCC Victims of Crime Outreach and Support Program has submitted a continued grant application for PY25 Victim Assistance, General Victim Assistance Direct

Services Program (VOCA). The application requires a board resolution.

8.q. APPROVAL OF THE 2023-2027 HB3 EARLY CHILDHOOD AND COLLEGE, CAREER, AND MILITARY READINESS REVISED BOARD GOALS

Dr. Adriana Tamez, President/CEO & Superintendent of Schools; Justin G. Fuentes, M.Ed., Chief Schools Officer; Carla Stevens, RYSS Data and Accountability

The Texas Education Code (TEC), Sections 11.185 and 11.186 require school boards to adopt detailed plans developed by their management teams that achieve board approved goals in three key areas:

2. Early Childhood Literacy proficiency
3. Early Childhood Mathematics proficiency
4. College, Career, and Military Readiness (CCMR)

At the October 2021 Board Meeting, the 2021-2025 Board Goals in the areas listed above were adopted and approved. The attached 2023-2027 Board Goals have been revised to reflect improved performance the district has experienced and changes in available assessment data. The goals that the board approved through 2023 have been maintained but updated and extended to 2027. The annual targets have been adjusted to reflect actual 2023 end-of-year performance. Plans to address the board goals are included annually in the District and Campus Improvement Plans.

8.r. APPROVAL OF EXPANSION AMENDMENT FOR ADDING CAMPUS: RYSS EARLY CHILDHOOD STEM ACADEMY AT OST LOFTS

Dr. Adriana Tamez, President/CEO & Superintendent of Schools; Justin G. Fuentes, M.Ed., Chief Schools Officer; Dr. Roland "Rudy" Trevino Deputy Chief Growth Officer

The Tejano Center for Community Concerns is partnering with DWR Development Group to build a 135-unit mixed-income apartment community. Part of this project includes a stand-alone early learning center. This early learning center will provide a no-cost high quality early education program to residents and others in the neighborhood serving students in prekindergarten for ages 3 and 4, and kindergarten. We request the approval of the attached resolution for the expansion amendment for this campus.

8.s. APPROVAL OF PROPOSED 2024-2025 TEACHER CONTRACT FOR THE RAUL YZAGUIRRE SCHOOLS FOR SUCCESS

Dr. Adriana Tamez, President/CEO & Superintendent of Schools; Dr. Lauren Petrea, Deputy Chief of Talent & Culture

Teachers employed by the Raul Yzaguirre for Success (RYSS) are issued a one-year employment contract as mandated by the Texas Education Code, Sec. 21.002, Subsection (E). During the contract year, each teacher's performance is evaluated and reviewed to determine continued employment in the next year and the issuance of a subsequent contract. The RYSS Board of Education annually reviews and approves the recommended contract to be issued to eligible teachers within both the RYSS Houston and Brownsville campuses for the upcoming academic year.

The proposed contract for school year 2024-2025 includes minimum substantive

change from school year 2023-2024 (see attachment).

8.t. CONSIDERATION OF SB 763, RELATING TO ALLOWING SCHOOL DISTRICTS TO EMPLOY CHAPLAINS TO PERFORM DUTIES OF SCHOOL COUNSELORS.

Dr. Adriana Tamez, President/CEO & Superintendent of Schools; Justin Fuentes, Chief Schools Officer

SB 763 allows school districts the opportunity to employ Chaplains to perform duties of school counselors. Of note, a chaplain employed under this subsection is not required to be certified by the State Board of Educator Certification. Duties may include securing school facilities, providing security for the district, participation in school safety and security training, and providing programs related to suicide prevention, intervention, and postvention.

Each board of trustees of a school district and each governing body of an open-enrollment charter school shall take a record vote not later than six months after the effective date of this Act on whether to adopt a policy authorizing every campus of the district or school to hire a chaplain under Sections 33.002 and 48.115, Education Code, as added by this Act.

9. INFORMATION ITEMS

9.a. AFFORDABLE HOUSING & COMMUNITY REDEVELOPMENT MONTHLY REPORT

Dr. Adriana Tamez, President/CEO & Superintendent of Schools; Gabby Luna, Director of Affordable Housing and Community Redevelopment

Housing department provides homebuyer education, one-on-one individual counseling to both, homeowners and homebuyers, and home repairs to eligible homeowners.

Homebuyer Education Workshops: Eight-Hour Homebuyer Education classes held twice per month in English & Spanish.

Homebuyer Counseling: Individual Housing Counseling to assess mortgage readiness and/or obstacles/barriers in order to apply & qualify for a mortgage loan, identify program eligibility and close on a home.

Homeowner Counseling: Individual Housing Counseling for existing homeowners. Services can assist with applying for property tax discounts, understanding escrow analysis, and weatherization program, to name a few. This is also the entry point for homeowners requesting home repairs to their primary home.

9.b. CHILD PLACING AGENCY MONTHLY REPORT

Dr. Adriana Tamez, President/CEO & Superintendent of Schools; Brenda Navarrette, Director, Child Placing Agency

In order to keep the board informed about Tejano Center's Child Placing Agency (CPA) initiatives, events, and activities, the attached January report to the board is provided. The report covers activities that took place during the period subsequent to the January 2024 board meeting. The report covers the following topics:

5. Updates

6. Activities
7. Coming events
8. Staff/Foster parent training
9. Families and children served

9.c. **GRADCAFE BY PROJECT GRAD MONTHLY REPORT**

Dr. Adriana Tamez, President/CEO & Superintendent of Schools; Melissa Martinez, Director, Project GRAD & NOVA Academy

The following events and activities are the focus of our work at Project GRAD:

RYSS GRADcafé Approximately 42 high school students participated in the Escalera after school program. In this month's meeting, 9th and 10th graders had the opportunity to learn about career exploration resources and tools. While the 11th and 12th graders learned how to pay for college - the various types of scholarships and financial aid applications.

College & Career Services Virtual and In-Person the GRADcafé by Project GRAD Service Report - January 2024 which includes service numbers, event numbers, service topics, and target populations served is attached. Page one of the report covers January 2024.

GRADcafé Staff participated in the Mexican Consulate's monthly Ventanilla Educativa. Approximately 35 individuals learned about the different types of academic pathways leading to four-year degrees and workforce certifications, as well as the difference between the federal and state financial aid applications.

9.d. **HEALTH EQUITY & LA TIENDITA MONTHLY REPORT**

Dr. Adriana Tamez, President/CEO & Superintendent of Schools; Jose Rivera, Director, Health Equity Program

La Tiendita is a holistic food access program that incorporates, resource navigation, and nutrition and health education classes. The aim of La Tiendita is to empower individuals to improve their health and move towards more secure lives. In order to keep the board informed about La Tiendita's Program initiatives, events, and activities, the La Tiendita January 2024 Report is attached. The report reflects the following topics:

10. Families, individuals served
11. Pounds of food distributed to our community
12. Staffing and Expansion Update, Outreach

9.e. **RESOLVE PROGRAM MONTHLY REPORT**

Dr. Adriana Tamez, President/CEO & Superintendent of Schools; Jorge Gonzalez, Director, Resolve Program

In order to keep the board informed about Tejano Center's Resolve Program, the attached Resolve Program Monthly Status Report is provided. The report reflects the status update of the Resolve program and updated data since the January 2024 board meeting.

9.f. **UPCOMING EVENTS, MEETINGS, AND ENGAGEMENT OPPORTUNITIES**

Dr. Adriana Tamez, President/CEO & Superintendent of Schools; Graci Garces, Chief Strategy & External Affairs Officer

TCCC/Ryss invites and encourages the Board of Directors to attend and/or provide feedback for the following events, meetings, and engagement opportunities

| DATE | OPPORTUNITY | LOCATION |
|---|---|--|
| March 8, 2024 | 5 th Annual State of the Center Luncheon | Bayou City Event Center |
| March 23, 2024 | RYSS Early Childhood Symposium & Eggstravaganza | RYSS STEM Academy Pasadena |
| March 25, 2024 | March Finance Committee Meeting | RYSS District Board Room |
| March 26, 2024 | March Board Meeting | RYSS District Board Room |
| April 29, 2024 | April Finance Committee Meeting | RYSS District Board Room |
| April 30, 2024 | April Board Meeting | RYSS District Board Room |
| May 31, 2024 <i>*Pending Board Approval</i> | May Finance Committee Meeting | Brownsville Ryss (Bryss) Campus Library |
| June 1, 2024 <i>*Pending Board Approval</i> | May Board Meeting | Brownsville Ryss (Bryss) Campus |
| June 7-8 OR 14-15, 2024 <i>*Pending Board Approval</i> | Annual Board & Leadership Retreat | North East STEM (NESTEM) Academy <i>*Pending Venue Availability</i> |

10. EXECUTIVE SESSION UNDER TEXAS GOVERNMENT CODE §§ 551.071, 551.072, 551.074, AND 551.082, TO ADDRESS:

- a. Private consultation with attorney concerning privileged issues from agenda matters and pending or threatened litigations.
- b. Deliberations concerning the purchase of real property
- c. Deliberations concerning the duties of the CEO and CFO regarding supervision of personnel
- d. Consider complaints against directors and senior staff
- e. Discussion of duties and evaluation of administrative personnel, including complaints regarding school staffing, academic and organizational changes for the 2022-2023 school year