

**BOARD OF TRUSTEES**  
**Special Meeting and Workshop Agenda**  
**May 6, 2024**  
**5:00 PM**

The Board of Trustees of the Midland Independent School District will attend the following Special Meeting and Workshop on May 6, 2024, beginning at 5:00 PM at  
Administration Building, Room 101  
615 W Missouri Ave  
Midland, TX 79701.

*\*Please note that the District may add or remove agenda items up until 72 hours prior to the meeting. Pursuant to the Texas Open Meetings Act the District must publicly post this notice and agenda 72 hours prior to the meeting.*

***Public Forum: Participants must register to speak in person by 5:25 p.m. on the day of the meeting.***

1. Call to Order - Roll Call
2. Verification of Compliance with Open Meeting Law - this is to certify that the provisions of Section 551.001 of the Texas Government Code have been met in connection with public notice of this meeting.
3. Public Forum
4. Action Items
  - A. Discussion of and Request for Approval to Hire an Executive Director of School Leadership, and Principal of General Tommy Franks Elementary School  
Presenter: Brandon Reyes

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# Midland Independent School District

## BOARD OF TRUSTEES AGENDA

**Meeting Date:** May 6, 2024

**Presented by:** Brandon Reyes, Chief of Human Capital Management

**Subject:** Discussion of and Request for Approval to Hire an Executive Director of School Leadership, and Principal of General Tommy Franks Elementary School

### Action Item

#### **Financial Impact**

Budgeted Expenditure

#### **Board Goals/ Strategic Plan Goals**

Grow & Develop Staff

Our retention and recruitment practices promote professional growth that yields and rewards high-impact staff, improving student outcomes.

#### **Executive Summary**

Hiring for school leadership positions is essential as effective leaders significantly influence educational institutions. They shape the vision, create a positive learning environment, and drive academic achievement. Through careful selection based on key leadership qualities, schools can find leaders who inspire, collaborate, and contribute to the overall success of students, teachers, and the school community.

#### **Recommendation**

Approval of personnel recommendations

#### **Motion**

Accept the recommendation as presented

#### **Contact Person**

Brandon Reyes

#### **Enclosure**

Personnel recommendations for appointment

B. Discussion of and Request for Approval of Health Insurance Benefits Plan for Fiscal  
Year 2024-2025

4

Presenter: Brandon Reyes



# Midland Independent School District

## BOARD OF TRUSTEES AGENDA

**Meeting Date:** May 06, 2024

**Presented By:** Brandon Reyes, Chief of Human Capital Management

**Subject:** Discussion of and Request for Approval of Health Insurance Benefits Plan for Fiscal Year 2024-2025

### Action Item

**Financial Impact**

Budgeted Expenditure

**Board Goal/Strategic Plan Goals**

Grow & Develop Staff

Our retention and recruitment practices promote professional growth that yields and rewards high-impact staff, improving student outcomes.

**Executive Summary**

It is always our goal to provide the highest quality care for our employees while ensuring the sustainability of our self-funded health insurance plan. With the proposed changes to the plan design, we aim to balance financial responsibility with our commitment to employee health.

**Recommendation**

Recommend approval of insurance plan design changes as presented.

**Contact Person**

Brandon Reyes

**Enclosure**

Health Insurance Benefits Presentation



MarshMcLennan  
Agency

# Midland ISD

PY24-25 Self-Funded Renewal Recommendation

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Claims data through 2/29/2024

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# Self-funding with Stop Loss

MISD assumes financial responsibility for “predictable” risk and transfers “unpredictable” risk to the insurer.

## Fixed Cost:

- Administrative fee - MISD pays BCBSTX a monthly fee based on the number of employees enrolled for administration of claims, network fees, and some ACA fees.
- Stop Loss Fees - MISD pays Stealth/Optum a monthly fee for Specific Stop Loss coverage.
  - Specific Stop Loss – Optum reimburses MISD for catastrophic claims in excess of \$390,000 per covered member (employees, spouses, and dependent children).

## Variable Cost:

- Claims – MISD pays all medical and pharmacy claims as they are incurred.
  - Claims fluctuate month to month

## Reserve:

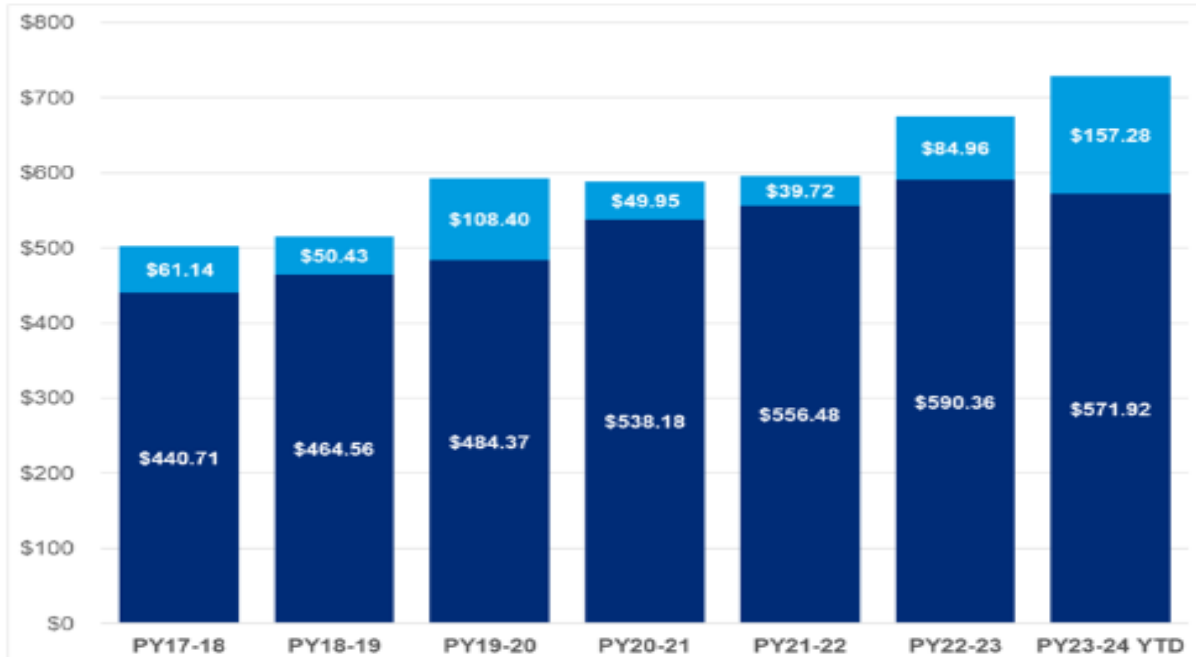
- MISD holds budgeted funds and premiums collected from employees in a claim reserve to pay administrative fees, stop loss fees and claims, including those incurred, and those incurred but not paid.
  - Cash flow must be positive to support funding of both regular anticipated claims and shock claims as they emerge, until stop loss reimbursement is made.

## Benefit:

- Risk is capped at the Stop Loss deductible

# Historical Experience

## Impact of High-Cost Claimants



- High-Cost Claimants - Claims Cost / Per Employee Per Month
- All Other Claimants - Claims Cost / Per Employee Per Month

## Claims Cost Drivers

- Surge in High-Cost Claimants
- New to Market Prescriptions
- Overall Medical Inflation
- Delayed treatment in 2020/2021 resulting in more severe disease states

**This trend will result in the need to increase Employee Contributions for SY24-25 and SY25-26.**

# Current and Recommended Plan Design

	Current			Recommended Option		
	Basic	Plus	Premier	Basic	Plus	Premier
Deductible	\$4,000 / \$8,000	\$3,000 / \$6,000	\$1,500 / \$3,000	<b>\$5,000 / \$10,000</b>	<b>\$4,000 / \$8,000</b>	\$1,500 / \$3,000
Coinsurance	30%	20%	30%	30%	<b>30%</b>	30%
Out-of-Pocket max	\$8,000 / \$12,000	\$6,000 / \$9,000	\$5,500 / \$9,000	<b>\$8,850 / \$13,275</b>	<b>\$7,000 / \$10,500</b>	\$5,500 / \$9,000
Primary Office Visit	\$40 copay	\$40 copay	\$35 copay	\$40 copay	\$40 copay	\$35 copay
Specialist Office Visit	\$50 copay	\$50 copay	\$45 copay	<b>\$80 copay</b>	<b>\$60 copay</b>	\$45 copay
Inpatient	D + C	D + C	D + C	D + C	D + C	D + C
Outpatient	D + C	D + C	D + C	D + C	D + C	D + C
Emergency Room	\$400 copay, then coinsurance	\$400 copay, then coinsurance	\$400 copay, then coinsurance	\$400 copay, then coinsurance	\$400 copay, then coinsurance	\$400 copay, then coinsurance
Urgent Care	\$40 copay	\$40 copay	\$35 copay	\$40 copay	\$40 copay	\$35 copay
Pharmacy	\$600 deductible	\$400 deductible	\$200 deductible	\$600 deductible	\$400 deductible	\$200 deductible
Generic	\$20 copay	\$20 copay	\$5 copay	\$20 copay	\$20 copay	\$5 copay
Preferred Brand	\$40 copay	\$40 copay	\$40 copay	\$40 copay	\$40 copay	\$40 copay
Non-preferred Brand	\$65 copay	\$65 copay	\$65 copay	\$65 copay	\$65 copay	\$65 copay
Specialty	20% coinsurance	20% coinsurance	20% coinsurance	20% coinsurance	20% coinsurance	20% coinsurance
<b>Actuarial Value</b>	<b>74.9%</b>	<b>78.5%</b>	<b>82.0%</b>	<b>70.7%</b>	<b>75.0%</b>	<b>82.0%</b>

- D + C reflects deductible and coinsurance
- The above only reflects in-network benefits

# Current and Estimated Enrollment & Employee Contributions

Monthly Employee Contr.	Current			Recommended for PY24-25			Increase from Current to Recommended		
	Basic	Plus	Premier	Basic	Plus	Premier	Basic	Plus	Premier
Employee Only	\$75.00	\$100.00	\$125.00	\$75.00	\$135.00	\$180.00	\$0.00	\$35.00	\$55.00
Employee + Spouse	\$539.72	\$620.34	\$685.47	\$647.66	\$744.41	\$822.56	\$107.94	\$124.07	\$137.09
Employee + Child	\$377.50	\$402.50	\$518.00	\$453.00	\$483.00	\$621.60	\$75.50	\$80.50	\$103.60
Employee + Children	\$486.02	\$566.06	\$630.73	\$583.22	\$679.27	\$756.88	\$97.20	\$113.21	\$126.15
Employee + Family	\$803.85	\$902.25	\$980.63	\$964.62	<sup>9</sup> \$1,082.70	\$1,176.76	\$160.77	\$180.45	\$196.13

# Estimated Cost Impact

PY24-25

	FY23-24 Forecast	As-Is PY24-25 Budget	Recommended Plan Design
Employee Count	2,554	2,589	2,589
Medical Claims	\$517.47	\$530.16	\$506.50
Pharmacy Claims	\$219.07	\$231.12	\$228.25
Administration	\$60.21	\$59.35	\$59.35
Specific Stop Loss	\$33.72	\$46.48	\$46.48
Aggregate Stop Loss	\$2.91	\$3.10	\$3.10
Drug Management Fee	\$3.12	\$3.18	\$3.18
Estimated Pharmacy Rebates	(\$79.23)	(\$101.92)	(\$101.92)
<b>Gross Total</b>	<b>\$757.27</b>	<b>\$771.47</b>	<b>\$744.94</b>
Employee Contributions	(\$188.26)	(\$187.69)	(\$241.81)
<b>Net Total PEPM</b>	<b>\$569.01</b>	<b>\$583.78</b>	<b>\$503.14</b>
<b>Net Total Annual</b>	<b>\$17,440,848</b>	<b>\$18,136,815</b>	<b>\$15,631,426</b>
<b>Change from As-Is 75% Sufficiency</b>	-	-	<b>(\$2,505,389)</b>
<b>Change from FY 23-24 Forecast</b>	-	<b>\$695,967</b>	<b>(\$1,809,422)</b>
<b>PEPM Change from PY23-24 Forecast</b>	-	<b>\$17.88</b>	<b>(\$62.77)</b>
<b>PEPM Change from Current PY23-24 Net Cost</b>	-	<b>\$103.51</b>	<b>\$22.87</b>

- The FY23-24 Forecast reflects the actual costs from July 2023 through February 2024, coupled with forecasted costs based on MMA projection for March 2024 through June 2024. This was done to reflect a 12-month period
- The As-Is PY24-25 Budget scenario reflects no changes in plan design or employee contributions. The Net Total Annual reflects a 12-month period
- Proposed plan design option 1 includes the respective proposed plan design changes outlined on slide 4 and assumes employee contributions outlined on slide 5

# Summary of Cost Impact from PY24-25 As-Is Budget

	Recommended Employee Contributions for PY24-25	Cost / (Savings) to Net Employer Cost Option 1
Plan Changes	\$0	(\$824,168)
EE Contributions	(\$1,681,221)	(\$1,681,221)

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**Marsh McLennan  
Agency**

A business of Marsh-McLennan

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C. Discussion of and Request for Approval of Revisions to the 2024-2025 Academic Calendar

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Presenter: Jessie Garcia



# Midland Independent School District

## BOARD OF TRUSTEES AGENDA

**Meeting Date:** May 6, 2024

**Presented By:** Jessie Garcia, Executive Director of Talent Acquisition and Development

**Subject:** Discussion of and Request for Approval of Revisions to the 2024-2025 Academic Calendar

### Action Item

#### **Executive Summary:**

The district calendar committee met monthly from October 2023 through November 2023 and completed three calendar options.

Each option included:

- 187 teacher contract days
- One week off for Thanksgiving
- Two weeks off for winter break
- Ending by Memorial Day
- Meets TEA's minute requirements of 75,600 minutes
- Includes two bad weather days

The calendar also has professional learning dates built into the school year to allow teachers to receive timely and relevant professional learning.

MISD Staff, Parents, Students, and the Community were invited to provide feedback from December 5 - December 15, 2023, on their preferred calendar and provide potential feedback for future calendars. The Board of Trustees approved the 2024-2025 Academic Calendar at the January Regular Board meeting.

Upon consideration of instructional minutes and options for professional development, the 2024-2025 calendar has been updated to reflect additional professional learning opportunities. Teachers will have an additional six days of professional development throughout the school year. As a result, students will begin school one day later than previously approved, will enjoy two more days of winter break, and school will end two days earlier than the previously approved calendar.

#### **Recommendation:**

Recommend the Board approve the revisions to the 2024-2025 Academic Calendar

#### **Motion:**

Approve as presented



# Midland Independent School District

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## BOARD OF TRUSTEES AGENDA

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**Estimated Time to Prepare Agenda Item:**

1 Hour

**Contact Person:**

Jessie Garcia, Executive Director of Talent Acquisition and Development

**Enclosure:**

2024-2025 Academic Calendar



# 2024-2025 Academic Calendar

## JULY

S	M	T	W	T	F	S
30	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31	1	2	3

## AUGUST

S	M	T	W	T	F	S
28	29	30	31	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

## SEPTEMBER

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	1	2	3	4	5

## OCTOBER

S	M	T	W	T	F	S
29	30	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31	1	2

## NOVEMBER

S	M	T	W	T	F	S
27	28	29	30	31	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

## DECEMBER

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31	1	2	3	4

## JANUARY

S	M	T	W	T	F	S
29	30	31	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	1

## FEBRUARY

S	M	T	W	T	F	S
26	27	28	29	30	31	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	1

## MARCH

S	M	T	W	T	F	S
23	24	25	26	27	28	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31	1	2	3	4	5

## APRIL

S	M	T	W	T	F	S
30	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	1	2	3

## MAY

S	M	T	W	T	F	S
27	28	29	30	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

## JUNE

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	1	2	3	4	5

### First Day of Fall and Spring Semesters

- 8/13: First Day of Fall Semester
- 1/8: First Day of Spring Semester

### Last Day of Fall and Spring Semesters

- 12/19: Early Release for Students
- 5/21: Early Release for Students

### End of Six Weeks

- 9/20: End of 1st Six-Weeks
- 11/1: End of 2nd Six-Weeks
- 12/19: End of 3rd Six-Weeks
- 2/14: End of 4th Six-Weeks
- 4/4: End of 5th Six-Weeks
- 5/21: End of 6th Six-Weeks

### Summer Learning

- 6/2-6/26: Summer Learning

### \*\*\*No school for students\*\*\*

#### Bad Weather Days

- 3/7: Bad Weather Day
- 4/21: Bad Weather Day

#### Holidays

- 9/2: Labor Day
- 10/14: Columbus Day
- 11/25-11/29: Thanksgiving Break
- 12/23-1/8: Christmas Break
- 1/20: MLK, Jr. Day
- 3/10-3/14: Spring Break
- 4/18: Good Friday
- 5/26: Memorial Day

#### New Employee Orientation

- 7/29: New Employee Orientation

#### Parent Teacher Conference Day

- 9/23: Campus Parent Teacher Conference Day

#### Professional Learning Days

- 10/15: Campus PL Day
- 11/4: District PL Day
- 1/6: District PL Day
- 1/7: Campus PL Day
- 2/17: District PL Day

#### New Teacher Academy

- 7/29: New Teacher Academy
- 7/30: New Teacher Academy

### Workdays: Campus or District Professional Learning and Teacher Workdays

- 7/31: AM Campus/ PM Convocation
- 8/1: Elementary Elevate/ Secondary Teacher Workday
- 8/2: Secondary Elevate/ Elementary Teacher Workday
- 8/5: Secondary Campus PL Day/ Elementary District PL Day
- 8/6: Secondary Campus PL Day/ Elementary District PL Day
- 8/7: Elementary Campus PL Day/ Secondary District PL Day
- 8/8: Elementary Campus PL Day/ Secondary District PL Day
- 8/9: Campus Workday
- 8/12: Teacher Workday
- 12/20: Campus Workday
- 5/22: Campus Workday
- 5/23: Campus Workday



# 2024-2025 Calendario Académico

## JULIO

D	L	M	M	J	V	S
30	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31	1	2	3

## AUGOSTO

D	L	M	M	J	V	S
28	29	30	31	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

## SEPTIEMBRE

D	L	M	M	J	V	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	1	2	3	4	5

## OCTUBRE

D	L	M	M	J	V	S
29	30	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31	1	2

## NOVIEMBRE

D	L	M	M	J	V	S
27	28	29	30	31	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

## DICIEMBRE

D	L	M	M	J	V	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31	1	2	3	4

## ENERO

D	L	M	M	J	V	S
29	30	31	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	1

## FEBRERO

D	L	M	M	J	V	S
26	27	28	29	30	31	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	1

## MARZO

D	L	M	M	J	V	S
23	24	25	26	27	28	1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31	1	2	3	4	5

## ABRIL

D	L	M	M	J	V	S
30	31	1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	1	2	3

## MAYO

D	L	M	M	J	V	S
27	28	29	30	1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

## JUNIO

D	L	M	M	J	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	1	2	3	4	5

### Primer Día de Semestres

- 8/13: Primer día de clases
- 1/8: Primer día de clases del semestre de primavera

### Último Día de Semestres

- 12/19: Salida Temprana para estudiantes
- 5/21: Salida Temprana para estudiantes

### Fin de Seis Semanas

- 9/20: Fin de las 1ª Seis-Semanas
- 11/1: Fin de las 2ª Seis-Semanas
- 12/20: Fin de las 3ª Seis-Semanas
- 2/14: Fin de 4ª las Seis-Semanas
- 4/4: Fin de 5ª las Seis-Semanas
- 5/21: Fin de 6ª las Seis-Semanas

### Curso de Verano

- 6/2-6/26: Curso de Verano

### \*\*\*No hay clases para estudiantes\*\*\*

#### Días de Mal Tiempo

- 3/7: Día de Mal Tiempo
- 4/21: Día de Mal Tiempo

#### Días Festivos

- 9/2: Día del Trabajo
- 10/14: Día del Descubrimiento de América
- 11/25-11/29: Receso de Acción de Gracias
- 12/23-1/6: Receso de Invierno
- 1/20: Día de MLK, Jr.
- 3/10-3/14: Receso de Primavera
- 4/18: Viernes Santo
- 5/26: Conmemoración de los Caídos

#### Conferencia de Padres Y Maestros

- 9/23: Conferencia de Padres Y Maestros

#### Entrenamiento Para Maestros

- 10/15: Entrenamiento para maestros
- 11/4: Entrenamiento para maestros
- 1/6: Entrenamiento para maestros
- 1/7: Entrenamiento para maestros
- 2/17: Entrenamiento para maestros

#### Orientación Para Nuevos Empleados

- 7/29: Orientación para nuevos empleados

#### Orientación Para Nuevos Maestros

- 7/29: Orientación para nuevos maestros
- 7/30: Orientación para nuevos maestros

### Preparación de Maestros

- 7/31: AM Entrenamiento para maestros/ PM Convocación
- 8/1: Conferencia de Primaria/ Día de trabajo para Secundaria
- 8/2: Conferencia de Secundaria/ Día de trabajo para Primaria
- 8/5: Entrenamiento para maestros
- 8/6: Entrenamiento para maestros
- 8/7: Entrenamiento para maestros
- 8/8: Entrenamiento para maestros
- 8/9: Entrenamiento para maestros
- 8/12: Día de Trabajo
- 12/20: Entrenamiento para maestros
- 5/22: Entrenamiento para maestros
- 5/23: Entrenamiento para maestros

\*\*\*Favor de revisar el calendario de evaluaciones para mayor información sobre los días de exámenes estatales.\*\*\*

D. Discussion of and Request for Approval of the 2024-2025 Staff Development  
Minutes Waiver

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Presenter: Jessie Garcia



# Midland Independent School District

## BOARD OF TRUSTEES AGENDA

**Meeting Date:** May 6, 2024

**Presented By:** Jessie Garcia, Executive Director of Talent Acquisition and Development

**Subject:** Discussion of and Request for Approval of the 2024-2025 Staff Development Minutes Waiver

### Action Item

#### **Executive Summary:**

The Texas Education Agency (TEA) allows for districts to request a staff development minutes waiver that provides for a maximum of 2,100 total waiver minutes to use for professional development. This waiver allows districts to train staff on various educational strategies designed to improve student performance during the school year.

Midland ISD is seeking approval to submit a staff development waiver to TEA for the 2024-2025 school year.

List of staff development days for waiver purposes:

October 15, 2024

November 4, 2024

January 6, 2025

January 7, 2025

February 17, 2025

#### **Recommendation:**

Recommend the Board approve the request for submission of the 2024-2025 Staff Development Minutes Waiver

#### **Motion:**

Move to approve the submission of the 2024-2025 Staff Development Minutes Waiver

#### **Estimated Time to Prepare Agenda Item:**

1 Hour

#### **Contact Person:**

Jessie Garcia, Executive Director of Talent Acquisition and Development

- 5. Workshop
  - A. Overview of Lone Star Governance  
Presenter: Breinn Richter
- 6. Adjourn

\* Denotes an agenda item that correlates to the board goals.

*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 open meeting.*

The notice for this meeting was posted in compliance with the Texas Open Meetings Act on \_\_\_\_\_.