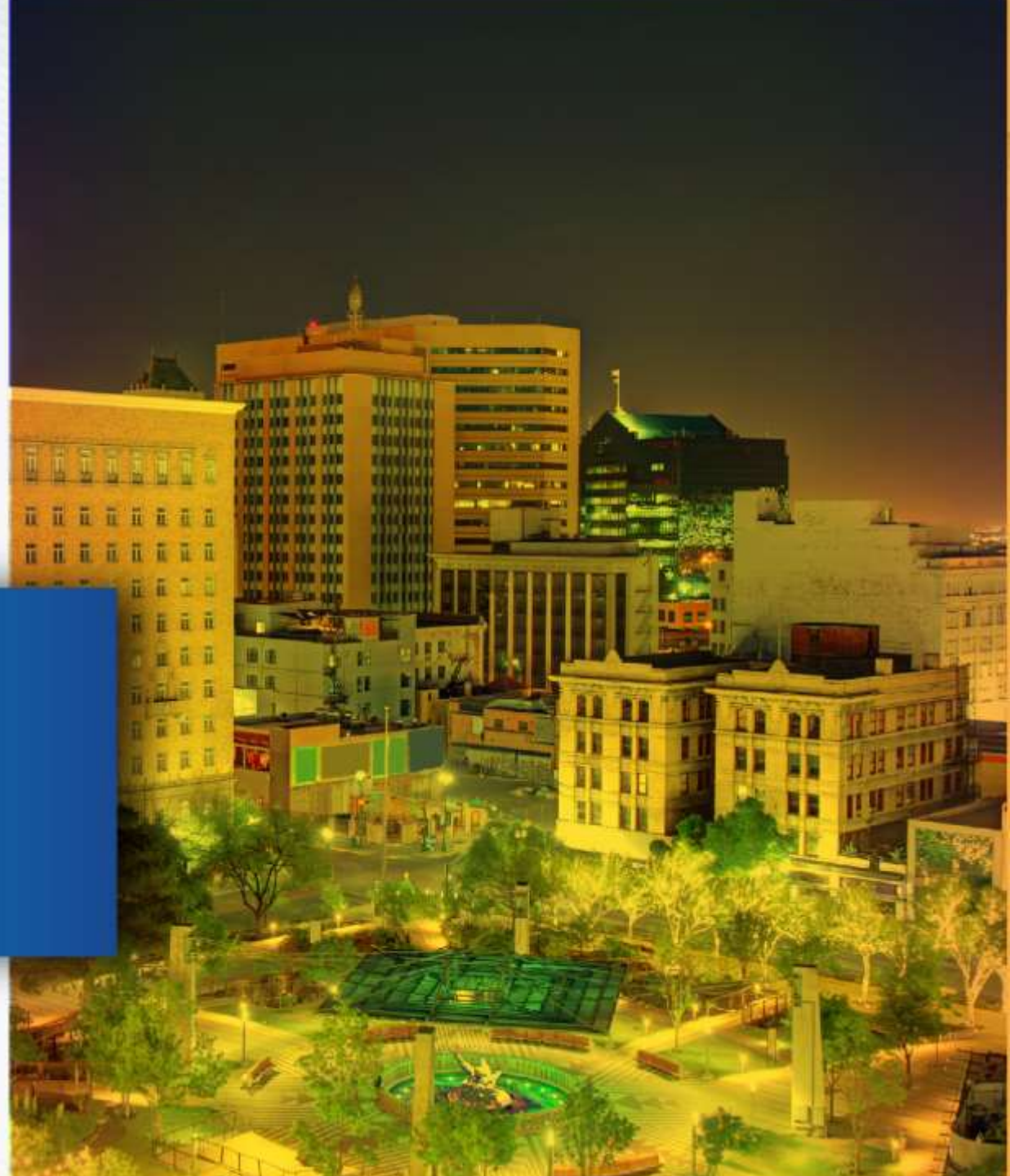


General Board Meeting





1. CALL TO ORDER AND ESTABLISHMENT OF QUORUM

2. PLEDGE OF ALLEGIANCE

Moment of Reflection

3. PUBLIC COMMENT

Members of the public shall have the opportunity to address the Board within the jurisdiction of the Board. The comments are limited to no more than three (3) minutes per subject, regardless of the number of those wishing to speak. Anyone desiring to address the Board under “Public Comment” must submit a “Request to Speak” form prior to the meeting. There can be no deliberation by Board members, and no action taken, on issues or items raised during Public Comment, unless a posted agenda item covers the issue or item.

The following consent agenda is slated for action as one item without discussion, unless a request for discussion is made by a Board Member.

4. Consent Agenda

- A: Approval of the General Board Meeting Minutes of August 17, 2023, as prepared and presented (Frank Spencer III, Board Chair)
- B: Approval of the Special Populations Subcommittee Meeting Minutes of August 3, 2023, as prepared and presented (Frank Spencer III, Board Chair)
- C: Approval of the Rural Subcommittee Meeting Minutes of August 23, 2023, as prepared and presented (Frank Spencer III, Board Chair)
- D: Approval of the Education and Youth Committee Meeting Minutes of August 25, 2023, as prepared and presented (Frank Spencer III, Board Chair)
- E: Acceptance of the update on the monitoring activities report for the period ending August 31, 2023 (WIOA Dislocated Worker & Personal Identifiable Information (PII)) (Melissa Sapien, Organizational & Effectiveness Specialist) @Jeanette Alvarado @Melissa Sapien
- F: Acceptance of the Report on TWC Performance Measures for the period ending July 2023 (Karina Castillo, Organizational Effectiveness & Research Director)
- G: Contracts over \$250,000 executed during the period of August 4, 2023, to September 15, 2023 (Diana Velazquez, Purchasing & Contracts Manager)
 - i. Subrecipient Agreement between The County of El Paso and WSB for ARPA Funds to support the Childcare Industry in the amount of \$750,000.
 - ii. Subrecipient Agreement between The County of El Paso and WSB for ARPA Funds to support the Small Businesses in the amount of \$358,000.






6. REGULAR AGENDA

✓ ITEMS FOR DISCUSSION AND/OR ACTION

**A: Discussion and action to
accept the Financial
Report for the period
through July 2023.**

Myriam Guerrero, CFO

Financial Report – July 2023

 Annual Budget	YTD Expenses	Act %	 Balance	 Straight-line	StrL %	Act vs StrL %
\$ 70,267 K	\$ 56,053 K	80%	\$ 14,214 K	\$ 58,555 K	83%	✓ -3%

Expense Category	Budget	Actual	Straight-line	Actual %	Variance %	Balance
Headquarters	\$5,976,849	\$4,042,373	\$4,980,708	68%	-16%	\$1,934,476
Facilities, Fixtures & Equ.	\$1,783,100	\$1,472,172	\$1,485,917	83%	0%	\$310,928
Outs. Contracts & Other Prj.	\$3,087,723	\$622,878	\$2,573,103	20%	-63%	\$2,464,845
Promotional Outreach	\$450,400	\$291,658	\$375,333	65%	-19%	\$158,742
To Be Developed	\$691,494	\$0	\$576,245			\$691,494
Child Care Services	\$48,759,477	\$43,233,469	\$40,632,897	89%	5%	\$5,526,007
Targeted Case Mangement	\$225,000	\$225,000	\$187,500	100%	17%	\$0
Contracted Workforce Svs	\$5,576,365	\$4,149,145	\$4,646,971	74%	-9%	\$1,427,220
Participant Related	\$3,716,163	\$2,015,869	\$3,096,802	54%	-29%	\$1,700,294

**A: Discussion and action to
accept the Financial
Report for the period
through July 2023.**

Call For A Motion

MOTION

1ST:

2ND:

B: Discussion and action to execute the following contract renewal effective October 1, 2023, for one year: Grant Associates for \$8,872,335 for Workforce Services Prime Contractor. Option to renew 3rd year of 4-year contract.

Nicholas Muñiz
Operations Manager and EO Officer

Services to be provided by Grant Associates

- 3rd year of a 4-year contract
- \$8,872,335
- (\$4,500,000 for operations and \$4,372,335 for participant costs)
- **Total = 8,872,335**

Upon receipt of additional funds from TWC or special grants, the contractor may be given additional funds for operations and participant costs. These increases are presented to the Board of Directors as a budget amendment.

Main Points of Scope of Work:

- Manage operations for all American Job Centers in WSB region
- Case management for all workforce programs – WIOA Adult, Dislocated Worker, Youth, SNAP, TANF, TAA, NCP, MSFW
- Case management for special or grant-funded projects
- Job Readiness
- Business consultative services; offer job-ready WSB participants for work experience, OJT's, and apprenticeships
- Services for employers: headhunting, job postings, screening, labor market info
- Rapid Re-Employment Services for displaced workers
- Special events & job fairs

FY2024 Performance Scorecard

FY2024 Performance Scorecard- Quarterly Performance Measures

Report Period _____

TWC Metrics		
Metric	Actual Points	Potential Points
The first month of the quarter: • WSB will award a maximum of 18 points if all TWC measures are met; • If one measure is not met, WSB will award a maximum of 10 points; • If two or more measures are not met, WSB will award zero points.		18
The second month of the quarter: • WSB will award a maximum of 18 points if all TWC measures are met; • If one measure is not met, WSB will award a maximum of 10 points; • If two or more measures are not met, WSB will award zero points.		18
The third month of the quarter: • WSB will award a maximum of 18 points if all TWC measures are met; • If one measure is not met, WSB will award a maximum of 10 points; • If two or more measures are not met, WSB will award zero points.		18

If one or more TWC performance measures are not met for four consecutive months, WSB may determine ability to meet performance as high risk and may apply "sanctions" or "recover" management fees.

Local Metrics					
Metric	Target	Quarterly Actual Rate	Quarterly % of Target	Actual Points	Potential Points
WSB customers moved from lower to top quartiles	44%				12
# Of people placed at 90% or above WSB living wage	47%				11
WSB SNAP/TANF participants "elevated out of the system"	15%				11
WSB Childcare parents enrolled in training services	Q1=0 Q2=30				6
WSB Childcare parents "elevated out of the Childcare system"	Q3=30% Q4= 30%				6
Total Points for the Quarterly Bonus Performance Metrics					100

B: Discussion and action to execute the following contract renewal effective October 1, 2023, for one year: Grant Associates for \$8,872,335 for Workforce Services Prime Contractor. Option to renew 3rd year of 4-year contract.

Call For A Motion

MOTION

1ST:

2ND:

C: Discussion and Action to extend the Provider Services portion of Childcare contract PY19-260-115-03 with YWCA El Paso del Norte Region for approximately \$21,000,000 through March 31, 2024.

Diana Velazquez,
Purchasing & Contracts Manager

Provider Services Contract Extension

- Previous procurement process selected bidder declined contract, creating necessity to extend existing contract
 - Contract # PY19-260-115-03
 - Extension with YWCA
 - October 1, 2023 – March 31, 2024
 - \$250,000 for Operations
 - \$20M pass thru of payments to providers
- Currently evaluating and negotiating re-procurement for new vendor for 4-year contract
- If awarded, contract will be presented to BOD to take effect April 1, 2024

Provider Services Scope of Work

- Provide technical assistance to providers to enroll into Childcare Services (accept subsidized families)
- Manage, reconcile & maintain attendance records of children per childcare center
- Process payments to providers on behalf of children; pass-thru of funds (largest portion of CC budget \$20M for 6 months)
- Update state database system with modified rates
- Analyze enrollment and costs data on a regular basis (min weekly)

**C: Discussion and Action to
extend the Provider
Services portion of
Childcare Contract
PY19-260-115-03 with
YWCA El Paso del Norte
Region for approximately
\$21,000,000 through
March 31, 2024.**

Call For A Motion

MOTION

1ST:

2ND:

**D: Discussion and Action to
award the CCS Parent
Enrollment Services
Eligibility contract
FY24-260-125 to the YWCA
El Paso del Norte
Region; 4-year contract to
be renewed annually; FY24
contract amount of
\$3,280,000 for Operations.**

Diana Velazquez,
Purchasing & Contracts Manager

Childcare Enrollment Services

- Competitive procurement, BOD granted authority in June to negotiate
- Parent Enrollment Services Eligibility Contract FY24-260-125
- 4 years commitment, renewed annually upon BOD approval
- First year: October 1, 2023 – September 30, 2024
- \$3,280,000 for Operations (Labor)

Enrollment Services Scope of Work

- Provide information about the eligibility and enrollment process, and parental responsibilities to maintain services
- Manage and maintain waitlist process
- Manage and maintain parent share of cost billing process
- Provide information about types of childcare available, including quality childcare indicators and the Texas Rising Star certification program
- Provide consumer education, information and referral services to workforce services contractor

**D: Discussion and Action to
award the CCS Parent
Enrollment Services
Eligibility contract to the
YWCA El Paso del Norte
Region; 4-year contract to
be renewed annually;
FY24 contract amount of
\$3,280,000 for
Operations.**

Call For A Motion

MOTION

1ST:

2ND:

E: Discussion and Action to approve the Board Policy Manual with the following revisions

- i. Priority of Services
- ii. FY2024 WSB Living Wage
- iii. FY2024 Target Occupations List (Hot Jobs List)
- iv. Childcare Parent Share of Cost
- v. Childcare Program Discounts

**Karina Castillo,
Organizational Effectiveness &
Research Director**

i. Priority of Services Volume III, Chapter 1:Section 2

Local Priority of Service- Help individuals access WSB services to enhance skills. Individuals can qualify as *Working but Underpaid* - **Positive Impact**

Purpose: Currently employed individuals whose wage compensation does not meet the WSB living wage and need additional training or work experience to obtain better wages or a better job.

Individuals **must** meet at least 1 criteria to be considered underpaid:

- High school diploma or GED, yet no post-secondary credential.
- Over 2 years of work experience but require additional training, certification
- Have an Associate degree or higher, require work experience or short-term training* or certification

ii. FY2024 Living Wage Volume III, Chapter 1:Section 2

- FY24 WSB Living Wage
- Positive Impact

WSB Methodology

Persons per Household for El Paso, County TX	3.00
Necessary Income for 2 adults, 1 child (MIT Living Wage Calculator)	\$ 71,699
Each adult working full time ($\$71,699 \div 2$)	\$ 35,850
Hourly wage ($\$35,850 \div 2,080$)	\$ 17.24

Proposed WSB Living Wage

\$17.24

ii. FY2024 Living Wage Volume III, Chapter 1:Section 2

Living Wage Comparison

Expense Description	Annual Expense Amount Current	Annual Expense Amount FY24	Difference
Food	\$ 7,645	\$ 8,966	\$ 1,321
Childcare	\$ 5,847	\$ 6,314	\$ 467
Health Care	\$ 8,707	\$ 9,484	\$ 777
Housing	\$ 10,790	\$ 10,348	(\$ 442)
Transportation	\$ 12,709	\$ 12,045	(\$ 664)
Civic	\$ 4,965	\$ 6,821	\$ 1,856
Other Necessities	\$ 6,150	\$ 8,887	\$ 2,737
Taxes	\$ 9,352	\$ 8,834	(\$ 518)
Total Annual Living Wage	\$ 66,165	\$ 71,699	\$ 5,534
Total Hourly Living Wage	\$ 15.91	\$ 17.24	\$ 1.33

Other Necessities: Items not included in the major budget components such as clothing, personal care items, and housekeeping supplies.

iii. FY2024 Target Occupations List (Hot Jobs List) Volume III Chapter 3 Section 2

WHAT MAKES A JOB HOT?

Hot Jobs

Intent: Move people to Highest Wage Quartiles

- ❑ 10% or more growth in the next 10 years
- ❑ 20 or more annual job openings
- ❑ Entry wage \$17.24 or more (WSB Living Wage)

Step-up Jobs List

Intent: Move out of Lowest Wage Quartiles

- ❑ 10% or more growth in the next 10 years
- ❑ 20 or more annual job openings
- ❑ Entry wage is 70% to 89% of the WSB Living Wage (\$12.07 - \$15.51)

[WSB 2024](#)
[Link](#)



HOT JOBS

Total of 53
Occupations

STEP UP JOBS

Total of 21
Occupations

Updated
Annually

FY24 Hot Jobs List

New Occupations included in the FY24 Hot Jobs List

Occupation Title	Projected Employment Percent Change within 10 years	Total Annual Openings	Entry Wage
Claims Adjusters, Examiners, and Investigators	11%	22	\$ 19.49
Paralegals and Legal Assistants	20%	51	\$ 15.88
Occupational Therapy Assistants	38%	21	\$ 18.35
Fire Inspectors and Investigators	12%	28	\$ 16.49
Operating and Other Construction Equipment Operators	16%	120	\$ 15.17

Occupations not included in the FY24 Hot Jobs List

Did not meet the criteria

Occupations
Police and Sheriff's Patrol Officers
Librarians and Media Collections Specialists
Speech-Language Pathologists

iv. Parent Share of Cost (PSoC) Methodology

Volume III Chapter 4, Section 2

Approval to utilize WSB PSoC Methodology for FY24 - **Negative Impact for Parents** **Positive impact for Providers, Children, and WSB**

Proposed Parent Share of Cost Methodology

Effective October 2023

FY24: Factors that impact Parent Share Of Cost Rates

- WSB Living Wage \$17.24
- Annual Childcare Expenses Rate 8.8% (local costs)
- State Median Income (SMI 2023)
- Inflation rate adjustment assistance (5.3% increase)
 - *Average percent change between 10/21 – 7/22 & 10/22 – 7/23*

	Income Ranges as % of SMI								
	0 - 20%	21% - 30%	31% -40%	41% - 50%	51% - 60%	61% - 70%	71% - 75%	76% - 80%	81% - 85%
First Child in Care	\$ 19	\$ 38	\$ 57	\$ 76	\$ 95	\$ 114	\$ 133	\$ 142	\$ 152
Each Additional Child (50% from the First Child)	\$ 10	\$ 19	\$ 29	\$ 38	\$ 48	\$ 57	\$ 67	\$ 71	\$ 76

iv. Parent Share of Cost (PSoC) Methodology

Volume III Chapter 4, Section 2

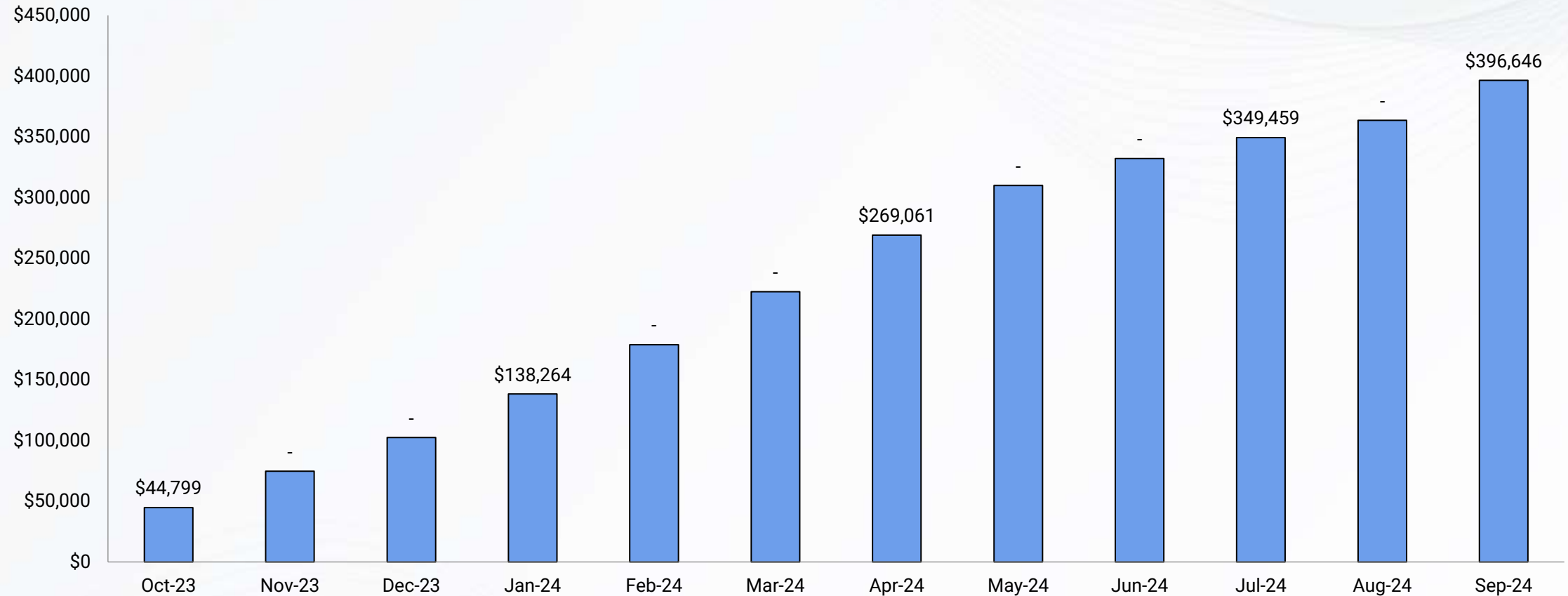
Quick Comparison Between Current Rates and Proposed Rates to be Effective 10/1/2023

	Income Ranges as % of SMI								
	0 - 20%	21% - 30%	31% -40%	41% - 50%	51% - 60%	61% - 70%	71% - 75%	76% - 80%	81% - 85%
Current Parent Share of Cost with FY23 Inflation Discount	\$ 5	\$ 9	\$ 14	\$ 18	\$ 23	\$ 28	\$ 32	\$ 35	\$ 37
Proposed Parent Share of Cost <i>First Child</i> with FY24 Inflation Discount	\$ 19	\$ 38	\$ 57	\$ 76	\$ 95	\$ 114	\$ 133	\$ 142	\$ 152
Rate Change (Increase/Decrease)	\$ 14	\$ 29	\$ 43	\$ 58	\$ 72	\$ 86	\$ 101	\$ 107	\$ 115

Majority of Parents Receiving Childcare Services are in this range (2,647 parents - 62%)

	Income Ranges as % of SMI								
	0 - 20%	21% - 30%	31% -40%	41% - 50%	51% - 60%	61% - 70%	71% - 75%	76% - 80%	81% - 85%
Current Parent Share of Cost with FY23 Inflation Discount	\$ 3	\$ 5	\$ 7	\$ 9	\$ 12	\$ 14	\$ 16	\$ 18	\$ 19
Proposed Parent Share of Cost <i>Each Additional Child</i> with FY24 Inflation Discount	\$ 10	\$ 19	\$ 29	\$ 38	\$ 48	\$ 57	\$ 67	\$ 71	\$ 76
Rate Change (Increase/Decrease)	\$ 7	\$ 14	\$ 22	\$ 29	\$ 36	\$ 43	\$ 51	\$ 53	\$ 57

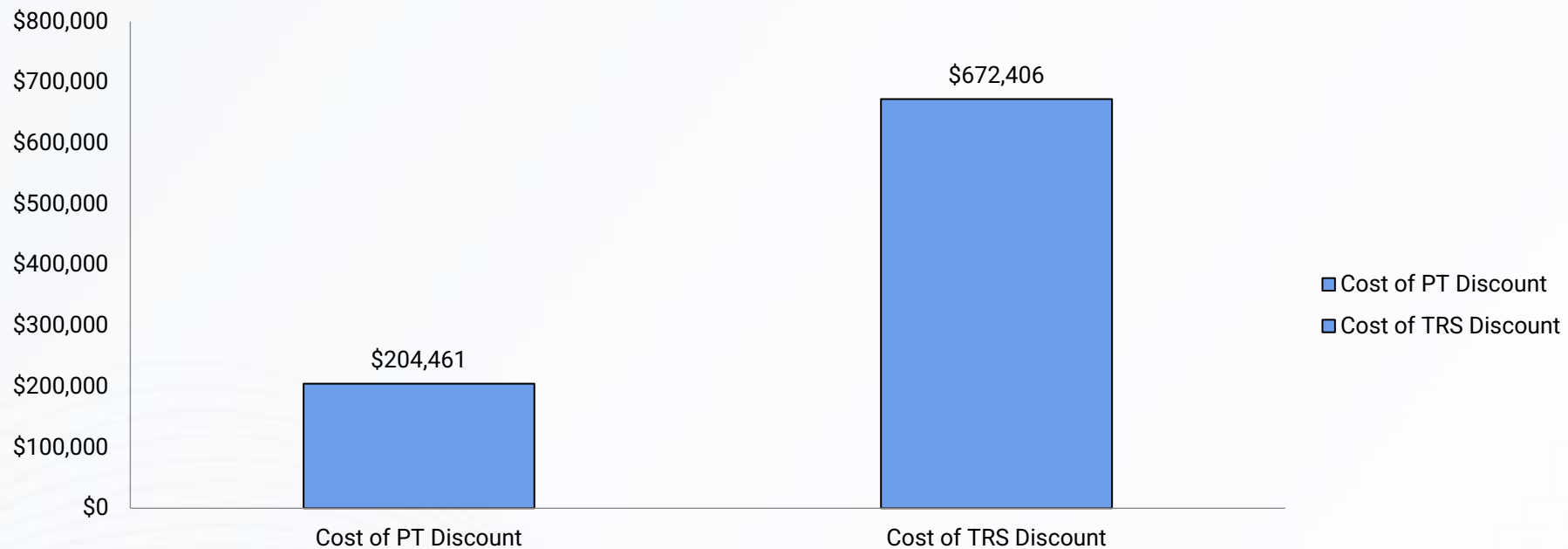
Parent Share of Cost Over Time – New Rates



v. Childcare Program Discounts Volume III Chapter 4 Section 2

- Removal of discounts - **Negative Impact for Parents** Positive impact for Providers, Children, and WSB
 - 35% for part-time care
 - 45% for TRS provider placement

Cost of PT and TRS Discounts



vi. Delivery of SNAP E&T Services Volume III

Chapter 4 Section 2

Policy: WSB will outreach SNAP E&T General Population based on available funding compared to a fixed percent rate (10%).

- Positive Impact

Purpose: TWC allows local boards to determine a SNAP General Population outreach rate. This flexibility allows WSB prioritize services to mandatory clients versus a general percentage outreach.

WSB will set the target rate based on SNAP funding availability per fiscal year.

E: Discussion and Action to approve the Board Policy Manual

Call For A Motion

MOTION

1ST:

2ND:

**F: Discussion and
Presentation to
review other
Board Policy
changes that do
not require Board
Action.**

**Jennifer Garcia,
Program Specialist**

Employee Handbook Changes	Volume Number and Chapter Number	Section Number And Page Number	Policy Name	Reason for Revision ex. WD Letter/Guide , board approval (if board approval indicate date)	Revisions	Impact + Positive impact - Negative impact No impact
	Volume I	Pg. 1	Personnel Handbook	Making the document more relatable to the employee. Approved by Leila	Document Name Change to "Employee Handbook"	No Impact
	Volume I Chapter 2	Pg. 10	New Employee Orientation	Best practice adjustment. Approved by Leila	Adjust the orientation period from 6 months to a 90-day duration.	No Impact
	Volume I Chapter 2	Pg. 11	Employee Status	For clarification purposes. Approved by Leila	Introduce the following passage regarding Independent Contractors (IC): "Independent Contractors – Individuals contracted to provide services for WSB and are not considered employees of WSB. WSB relies on various contractors to deliver services to job seekers and businesses. While WSB staff frequently interacts with contractor personnel, they do not exercise supervision, direction, or management over contract staff. Involvement in personnel matters or decisions related to contractor staff is strictly prohibited. Non-compliance with this policy may result in disciplinary actions, up to and including termination."	No Impact
	Volume I Chapter 2	Pg. 24	Vacation Leave	Changed previously approved in 09/2022 as an addendum	Incorporated New vacation policy addendum	No Impact
	Volume I Chapter 2	Pg. 23	Administrative Leave	Approved by Leila	Modify admin leave from 3 days to 30 hours.	No Impact
	Volume I Chapter 2	Pg. 25	Maternity/paternity/leave	Approved by Leila	New Maternity/paternity/adoption leave	No Impact
	Volume I Chapter 4	Pg. 35	Access to Childcare	Approved by Leila	Added access to childcare services as a part of the benefits.	No Impact
	Volume I Chapter 4	Pg.33	Tuition Assistance Program	Approved by Leila	Adjusted the eligibility for Tuition Assistance Programs (TAP) to require only six months of service instead of 12 months	No Impact
	Volume I Chapter 4	Pg.33	Tuition Assistance Program	Approved by Leila	Clarifies that Certification-related tests will be considered on a one-time basis, and reimbursement will not be provided for the same test more than once	No Impact
	Volume I Chapter 4	Pg.33	Tuition Assistance Program	Approved by Leila	Allows upfront payment for certification courses and their corresponding tests.	No Impact
	Volume I Chapter 2	Pg. 22	Holidays	Approved by Leila	Changed the number of hours part time employees are eligible to reflect the number of hours scheduled on the holiday. Clarifies that the same applies for full time employees	No Impact

	Volume Number and Chapter Number	Section Number And Page Number	Policy Name	Reason for Revision ex. WD Letter/Guide , board approval (if board approval indicate date)	Revisions	Impact + Positive impact - Negative impact No impact
Programs Handbook	Volume III, Chapter 2	Subsection 3, Pg. 13	Food as a Support Service	To align with the updates in the WIOA guide and provide an additional support service for our youth.	Added the allowability of food as a support service and the criteria the contractor must follow.	Positive Impact
	Volume III, Ch.4	Section 2 Page 23	Waitlist Management	WD Letter	Added: by December 1, 2023. Boards must have a process in place to contact parents with children on the waiting list every three months and...	Positive Impact
	Volume III, Ch. 4	Section 2 Page 23	Expanded New Rate Groups	WD Letter	Added: Age groups in each provider type effective December 1, 2023	Positive Impact
	Volume III, Ch.4	Section 2 Page 23-24	Maximum Reimbursement Rates	WD Letter	Added: Change to Provider Payment Rates effective October 1, 2023	Positive Impact to Provider Negative Impact Customer
	Volume III, Ch.4	Section 3 Page 27	Technology Access	WD Letter	Added: Boards must offer alternatives for parents who lack access to technology	Positive Impact
	Volume III, Chapter 4	Subchapter 4.2,Section 3, Pg. 32	Basic Skills Deficiency and English Language Learner	To align with the updates in the WIOA guide.	Provided flexibility to utilize assessments for youth past the 6-month requirement.	Positive Impact
General Administration Handbook	Volume IV, Chapter 4	Subchapter 4.3, Section 2, #1. Pg. 22	Open Records	New hours of operation	Regular business hours of Workforce Solutions Borderplex (Workforce Development Board) are Monday through Thursday from, 8:00 am to 6:00 pm; closed-, Saturdays, and Sundays, and most holidays.	Positive Impact
	Volume IV, Chapter 3	Section 2.2 & 2.4 pg. 12	Logos and Tag Lines	updated language to include new sub logos and brand guidelines for use.	Workforce Solutions Borderplex contractors must use the logos (a. and b.) on their written correspondence and marketing materials unless they are promoting a specific program in which the designated branded logo should be used. When using sub branding logos contractors must follow EOC, AJC and style guidelines to include the sub mark “Powered by WSB.” Below is the table of programs with their assigned logo. . Business Services- Business Solutions Military Services-Joint Taskforce Youth Services-Next force Childcare Services Careforce Women’s Equity - Herforce Aligned Partner Network-	Positive Impact
	Volume IV, Chapter 4	4.1 Pg. 20	Marketing, Communications and EO Taglines	timetables and expirations dates for programs, events or services are necessary for outreach campaigns and materials to avoid confusion, waitlist etc	9. Staff must ensure a definitive timetable and include expiration date for outreach materials that promote a program, event or service that is not available year-round.	Positive Impact

	Volume Number and Chapter Number	Section Number And Page Number	Policy Name	Reason for Revision ex. WD Letter/Guide , board approval (if board approval indicate date)	Revisions	Impact + Positive impact - Negative impact No impact
EO, ADA Compliance and Confidentiality Handbook	Volume V	Purpose pg. 3	EO, ADA Compliance and Confidentiality Handbook	missing Section 188 additional language added to include Power Partner locations	In the administration of, or connection with, any program or activity financially assisted in whole or in part under the Workforce Innovation and Opportunity Act (WIOA), or in partnership with agencies or employers at Power Partner locations, no customer or client shall be excluded from participation, denied the benefit of, subjected to discrimination under, or denied services, access to services, or access to programs and facilities based on disability.	Positive Impact
	Volume V	Page 17	EO, ADA Compliance and Confidentiality Handbook	added language	To ensure compliance with this requirement, Board and contract-level staff will receive comprehensive training. This training will encompass TDD/TTY devices, and staff will be equipped to respond to TDD/TTY calls to the same extent as voice calls. This training will enhance accessibility and inclusivity for all customers and clients, eliminating any barriers based on disability.	Positive Impact
	Volume V	Page 18	EO, ADA Compliance and Confidentiality Handbook	added language no charge for assistive technology	Furthermore, it is important to emphasize that there will be no charge for the assistive technology provided. We are committed to ensuring accessibility for all. As such, no documentation will be required from customers seeking to use any assistive technology or communication aid at WSB's workforce centers. We aim to make these resources readily available and easily accessible to all individuals without financial or administrative burdens.	No Impact

G: Discussion and Action on the appointment of a Nominating Committee within the Board of Directors to select the slate of nominees for Officers to the Board of Directors for 2024 and 2025

Nominating Committee Consists of:

1. Board Chairperson
2. Past Board Chairperson
3. At-large Member of Executive Committee
4. Non-Executive Committee, but Private Sector Board Member
5. Non-Executive Committee Member, but Public Sector Board Member

Frank Spencer III,
Board Chair

**G: Discussion and Action
on the appointment of a
Nominating Committee
within the Board of
Directors to select the
slate of nominees for
Officers to the Board of
Directors for 2024 and
2025**

Call For A Motion

MOTION

1ST:

2ND:



7. ACTIVITY REPORTS

✓ ITEMS NOT POSTED FOR ACTION

A: CEO Report

- Childcare Enrollment Update
- Incoming Board Members
- Annual Board Meeting ???
- TWC Annual Conference
- New Hires
- Other General Updates

Leila Melendez,
Chief Executive Officer

The Committee may vote to enter Executive Session – or a closed private session without public attendance – to take up the following item(s) in accordance with Chapter 551 of the Texas Government Code. No voting may take place in Executive Session. Any possible course of action discussed by the Committee in Executive Session must be taken up and voted on in the open, public session.

8. EXECUTIVE SESSION

- A: Discussion regarding personnel matters (551.074 of the Texas Government Code)
- B: Consultation with legal counsel on a matter(s) which legal counsel is obligated to keep confidential (551.071 of the Texas Government Code)
 - Discussion regarding contract negotiations
- C: Discussion regarding personnel, possible claims, litigation matters, appeals, or other matters requiring advice of legal counsel (551.071 of the Texas Government Code)
- D: Discussion regarding pending or threatened litigation (551.071 of the Texas Government Code)

8. RECOGNITIONS

A: Recognition of Outgoing Board Members

9. Adjourn

NEXT GENERAL BOARD MEETING: November 16, 2023