

**Texas Council of International Studies (TCIS)
Board
Virtual Board Meeting
March 30, 2021**

Presiding

Karen Phillips

Members Present

Dr. Dolph Briscoe
Ms. Karen Phillips
Mr. Walter Sorensen
Dr. Bill Thomas
Mr. Ted Williams

Legal Counsel Present

Janet Bubert

Staff Members Present

Ms. Margaret Davis, Chief Executive Officer

Others Present

Mrs. Linda Buie, Secretary of the TCIS Board

Meeting Called to Order

- Board President, Karen Phillips, called the meeting to order at 2:03 p.m. and established a quorum. Phillips established the quorum with a roll call.

Recognitions

- Karen Phillips recognized the TCIS counsel, Janet Bubert.
- Phillips also introduced TCIS Board Consultants
 - Dr. Courtney Gober, TCIS San Antonio ISD Liaison
 - Mr. Doyle Vogler, Director of Business Operations
 - Ms. D'Les Gonzales, San Antonio Director
 - Ms. Leah Trainham, Coordinator of Curriculum and Instruction
 - Ms. Gina Vera, Marketing
 - Ms. Georgia Mayo, Web Design
 - Mr. Jacob Nararrete, Blogger
 - Ms. Lindsay Bruehl, Bookkeeper
 - Ms. Sharon Shatarsky

Public Form

No comments were submitted to the TCIS Board.

Information and Discussion Items

- **TCIS Aspiring Leaders Professional Development** **Courtney Gober**
 - How to Score the Most “Assists” as an Assistant Principal
 - The Five Systems Every Principal Must Employ
 - From Being a Principal to an IB Head of School
 - Putting It All Together: The Most Important Decisions Heads of Schools Make

- **Longview ISD Partnership: Presentation from Ned Williams Elementary School** **Melanie Hamilton**
 - Short video highlighting the positive association with TCIS
 - Highlights of what the TCIS partnership has done for Ned Williams
 - Technology
 - Training
 - Support
 - Flexibility

- **San Antonio ISD Partnership: Presentation from Thomas Jefferson High School** **Ralf Halderman**
 - Praised TCIS for all the support that has been provided to the school
 - Human capital
 - Eleven extra teachers because of TCIS partnership
 - Assistant Principals
 - IB Coordinator
 - Technology
 - Almost 1 to 1 for students
 - 108 teacher laptops
 - Telephones in classrooms
 - Life-Long Learners
 - Professional Development
 - CAST conference
 - CAMT conference
 - Field Trips
 - World War II Museum—New Orleans
 - Student Testimonials
 - Real World Experiences
 - Spring Break Party for Teachers

- Mrs. Karen Phillips thanked the two principals, Mrs. Hamilton and Mr. Haldeman, for their presentations and thanked them for their work.

- **TCIS Sponsorship of Texas IB Schools College Fair Update** **Georgia Mayo**
 - Information has been sent to universities
 - April 22, 2021
 - Same outlet—logo, updated navigation bar
 - 30+ applications have come in
 - Ms. Phillips thanked TCIS for the support of the Texas IB College Fair

- **Lone Star Governance Training** **Margaret Davis**

- Edgewood contract will require that the Board complete the Lone Star Governance training.
- Workshop—2 day workshop
- Coaching—support for implementation
- Continuing Education hours and certificates
- Workshop will be completed at the November Board meeting
- \$3,000 fee for training
- Training must be completed during the first year of the contract

Action Items (Consent Agenda)

- Approval of the Action Items (Consent Agenda)
 - Approve TCIS Board Minutes of November 16, 2020
 - Approve TCIS budget report for December 2020
 - Approve TCIS budget report for January 2021
 - Approve TCIS budget report for February 2021

Mr. Walter Sorensen made the motion to approve the Action Items on the consent agenda, and Dr. D. B. Briscoe seconded the motion to approve the Action Items.

Motion passed unanimously.

Approval of Action Items

- Approve resolution to approve the Management Agreement Contract with Edgewood

Ms. Phillips moved to pass the resolution to approve the Management Agreement Contract, and Dr. Bill Thomas seconded the motion.

- Board approved application to apply to be a partner with Edgewood ISD at the November Board meeting.
- Single gender schools in Edgewood
- Standard performance contract
- Does include the Governance training

Motion passed unanimously.

- Approve resolution to approve school calendars for the 2021-2022 school year for campuses operated by TCIS

Dr. Dolph Briscoe moved to approve the school calendars for the 2020-2021 school year for campuses operated by TCIS, and Mr. Walter Sorensen seconded.

Motion passed unanimously.

- Approve resolution to authorize the TCIS CEO to engage Independent Auditor, Mr. Williams H. Sams, CPA

Dr. Bill Thomas made the motion to accept the resolution to authorize the TCIS CEO to engage Independent Auditor, Mr. William H. Sams, CPA, and Mr. Walter Sorensen seconded the motion.

Motion passed unanimously.

- Approve resolution to approve employee retirement plan (403(b) Plan) for eligible TCIS employees

Dr. Bill Thomas made the motion to approve employee retirement plan (403(b) Plan), and Dr. D. B. Briscoe seconded the motion.

Motion passed unanimously.

- Approve resolution to approve a deferred compensation plan (Top Hat plan) for eligible TCIS employees.
 - Deferred compensation in addition to 403 (b)

Ted Williams made the motion to approve a deferred compensation plan (Top Hat plan), and Mr. Walter Sorensen seconded the motion to approve deferred compensation plan.

Motion passed unanimously.

Meeting adjourned for closed session at 5:00 p.m.

Meeting reconvened at 5:33 p.m.

- Motion to authorize the Board President to make executive revisions to the TCIS CEO employment contract for Margaret Davis if changes are necessary.

Ms. Karen Phillips made the motion to authorize TCIS CEO to make executive revisions to the TCIS employment contract for Margaret Davis if changes are necessary, and Dr. Bill Thomas seconded the motion.

Motion passed unanimously.

Mrs. Phillips thanked the Board for their participation

Mr. Karen Phillips adjourned the meeting at 5.35 p.m.

Linda Buie 3/30/21

Linda Buie, TCIS Board Secretary

**CEO Annual Appraisal
Board Summary Davis Compensation
Revision of Davis offer letter
Authorize President of the Board to approve changes in offer letter**

**Texas Council of International Studies (TCIS)
Board
Virtual Board Meeting
November 16, 2020**

Presiding

Karen Phillips

Members Present

Dr. Dolph Briscoe
Ms. Karen Phillips
Mr. Walter Sorensen
Dr. Bill Thomas
Mr. Ted Williams

Legal Counsel Present

Janet Bubert

Staff Members Present

Ms. Margaret Davis, Chief Executive Officer

Others Present

Linda Buie, Secretary of the TCIS Board

Meeting Called to Order

- Board President, Karen Phillips, called the meeting to order at 2:03 p.m. and established a quorum. Phillips established the quorum with a roll call.

Recognitions

- Karen Phillips recognized the TCIS counsel, Janet Bubert.
- Phillips also introduced TCIS Board Consultants
 - Dr. Courtney Gober, TCIS San Antonio ISD Liaison
 - Mr. Doyle Vogler, Director of Business Operations
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 - Ms. Gina Vera, Marketing
 - Ms. Georgia Mayo, Web Design
 - Mr. Jacob Nararrete, Blogger
 - Ms. Lindsay Bruehl, Bookkeeper

Public Form

No comments were submitted to the TCIS Board.

Closed Session

The Board convened in closed session at 2:06 p.m.

Open Session

The Board reconvened in open session at 2:52 p.m.

Action Items (Consent Agenda)

- Approval of the Action Items (Consent Agenda)
 - Approve TCIS Board minutes of September 29, 2020
 - Approve TCIS budget report for September 2020
 - Approve TCIS budget report for August 2020

Dr. Dolph Briscoe made the motion to approve the Action Items on the consent agenda, and Mr. Walter Sorensen seconded the motion.

Motion passed unanimously.

Approval Action Items

- Approve resolution to approve the TCIS Whistleblower Policy
 - Written by attorney, Janet Bubert
 - Required policy for audit

Dr. Bill Thomas moved to pass the resolution to accept the TCIS Whistleblower Policy, and Mr. Walter Sorensen seconded the motion.

Motion passed unanimously.

- Approve resolution to approve the TCIS Document Retention Policy
 - Based on regulations documents have different retention requirements
 - Schools and non-profit organizations

Mr. Walter Sorensen moved to pass the resolution for TCIS Document Retention Policy, and Mr. Ted Williams seconded the motion.

Motion passed unanimously.

- Approve resolution to approve the TCIS application for Edgewood ISD.
 - Two schools in Edgewood: both single gender schools
 - Both will be IB authorized schools.
 - Both PYP and MYP Programmes
 - Two-way dual language schools
 - Las Palmas—Leadership school for girls
 - Royce Cisneros—Leadership school for boys

Dr. D. B. Briscoe made the motion to accept the resolution to approve the Edgewood ISD, and Mr. Ted Williams seconded the motion.

Motion passed unanimously.

- Approve resolution to authorize TCIS CEO to enter the ancillary agreements consistent with and as may be necessary to implement the terms of the Partnership Agreement between TCIS and Longview ISD.
 - Agreements to fulfill the partnerships.

Dr. Bill Thomas made the motion to authorize the TCIS CEO to enter into ancillary agreements, and Dr. D. B. Briscoe seconded the motion.

Motion passed unanimously.

Information and Discussion Items

- Longview ISD Partnership Presentation from Hudson Pep Elementary School
 - Planned Enrichment Program
 - United family
 - Art, Music, Steam Lab, gifted/Talented, strings program, art, physical education
 - Service project based on the book, *A Long Walk to Water* by Linda Sue Park
 - Students read book in the fifth grade
 - Students are raising money to place a water well in Africa

- San Antonio ISD Partnership Presentation from Woodlawn Academy
 - Students kindergarten through the 8th grade
 - PLC discussion—how do we know that students are learning?
 - Compiled observations from science, math, etc.
 - Understand, plan, solve, connect
 - Multimodal advertisements
 - Daily warmups—scaffold priority TEKS
 - GOOGLE slide—lines of investigation for IB
 - Journaling in science/main idea/sticky notes
 - Reaction to a poem and global context
 - Bar graphs and timelines
 - Student/teacher whiteboards
 - PYP Spanish—multimodal verbs
 - MYP Electives—KWL
 - Share and shine

- San Antonio Partnership Update
 - Working on enrollment in San Antonio
 - Attendance about 25% face-to-face
 - COVID gaps are being addressed. Identifying students with the highest amount of need and developing campus support plans. Saturday tutorial in the parking lot

- Longview Partnership Update
 - Enrollment—Schools exceed projections by 100 students. This will provide more funding for students.
 - Charter School Start-Up Grants: 5 of 6 TCIS schools have from \$450,000 to \$800,000 per school.
 - Local Advisory Council: The purpose of of the local council is to highlight the fidelity of implementation of the IB at our schools.

- TCIS Curriculum and Instruction Update
 - TCIS Leadership is meeting monthly with the Heads of Schools in San Antonio and Longview.
 - TCIS Coordinator of Curriculum and Instruction is providing professional development sessions for campuses and individuals.
 - TCIS is providing consultants and materials directly to the campuses.
 - TCIS Director of Schools has been developing Targeted Improvement Plans with Heads of Schools and their leadership teams.

- TEA Update
 - TCIS Asynchronous Plans Approved

- TCIS Marketing Update
 - San Antonio
 - ✓ distribution of door hangers
 - ✓ Commercials to be aired on Spectrum
 - ✓ Banners to run on the Internet
 - ✓ Advertisements in Our Kids magazine

 - Longview:
 - ✓ Advertisement
 - ✓ Segments on the Longview ISD radio show delivered in Spanish
 - ✓ Articles in the digital and print version of the Longview Voice.

- TICS Website Update
 - A major update of the website is in development to move to a look on the homepage.
 - Goal is to have it ready early next year.

Next Scheduled Board Meeting

The next Board meeting for Texas Council of International Studies will be held on March 29 and March 30, 2021.

Ms. Karen Phillips adjourned the meeting at 4:03 p.m.

Linda Buie

November 16, 2020

Linda Buie, TCIS Board Secretary

**RESOLUTION
OF THE BOARD OF DIRECTORS OF
TEXAS COUNCIL FOR INTERNATIONAL STUDIES, INC.**

November 16, 2020

The undersigned, constituting all of the Board of Directors of Texas Council for International Studies, Inc., a Texas non-profit corporation (the "Corporation"), approved by the Secretary of State of the State of Texas and on file with the Secretary of State and the Corporation, hereby affirm compliance with Texas Open Meetings Act regulations, adopt the following resolutions, effective as of November 16, 2020.

WHEREAS, Texas Council for International Studies ("TCIS") requires all employees and representatives to observe the highest standards of business and personal ethics in the conduct of their duties and responsibilities while complying with all applicable laws and regulations; and

WHEREAS, TCIS seeks to establish a working environment where all employees and representatives are encouraged to report concerns about suspected violations of policy or violations of law or regulations without fear of retaliation; and

WHEREAS, TCIS seeks to adopt a policy to establish a procedure for the confidential reporting and handling of suspected violations; and

WHEREAS, Dr. Bill Thomas moved to approve the TCIS Whistleblower Policy presented to the Board, and Mr. Walter Sorensen seconded Dr. Thomas's motion; and

WHEREAS, the Board of Directors of TCIS, having considered such motion and corresponding second, approved the adoption of the TCIS Whistleblower Policy as presented by unanimous vote.

THEREFORE, on the approval of such motion and corresponding second of such motion, the Board of Directors hereby approves and adopts the TCIS Whistleblower Policy.

EXECUTED EFFECTIVE as of the date first above written.



Linda Buie, Secretary to the Board

**RESOLUTION
OF THE BOARD OF DIRECTORS OF
TEXAS COUNCIL FOR INTERNATIONAL STUDIES, INC.**

November 16, 2020

The undersigned, constituting all of the Board of Directors of Texas Council for International Studies, Inc., a Texas non-profit corporation (the "Corporation"), approved by the Secretary of State of the State of Texas and on file with the Secretary of State and the Corporation, hereby affirm compliance with Texas Open Meetings Act regulations, adopt the following resolutions, effective as of November 16, 2020.

WHEREAS, Texas Council for International Studies ("TCIS") desires to ensure that its records and documents are protected, maintained and destroyed in a manner that is consistent with legal requirements and the principals of good governance; and

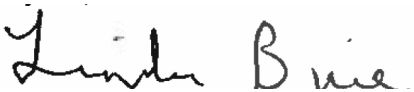
WHEREAS, TCIS seeks to adopt a policy that will establish a retention schedule for all of records and documents, and assign responsibility for implementing processes and procedures to ensure the policy is followed; and

WHEREAS, Mr. Walter Sorensen moved to approve the TCIS Record Retention and Destruction Policy presented to the Board, and Mr. Ted Williams seconded Mr. Sorensen's motion; and

WHEREAS, the Board of Directors of TCIS, having considered such motion and corresponding second, approved the adoption of the TCIS Record Retention and Destruction Policy as presented by unanimous vote.

THEREFORE, on the approval of such motion and corresponding second of such motion, the Board of Directors hereby approves and adopts the TCIS Record Retention and Destruction Policy.

EXECUTED EFFECTIVE as of the date first above written.



Linda Buie, Secretary to the Board

**RESOLUTION
OF THE BOARD OF DIRECTORS OF
TEXAS COUNCIL FOR INTERNATIONAL STUDIES, INC.**

November 16, 2020

The undersigned, constituting all of the Board of Directors of Texas Council for International Studies, Inc., a Texas non-profit corporation (the "Corporation"), approved by the Secretary of State of the State of Texas and on file with the Secretary of State and the Corporation, hereby affirm compliance with Texas Open Meetings Act regulations, adopt the following resolutions, effective as of November 16, 2020.

WHEREAS, Texas Council for International Studies ("TCIS") seeks to provide access to an International Baccalaureate® (IB) education for students exclusive of their economic resources or geographic location; and

WHEREAS, TCIS seeks to achieve its mission of expanding access to an IB education through 1882 partnerships with Texas public school districts; and


WHEREAS, Edgewood Independent School District (EISD) is interested in accepting applications for 1882 partnerships, and TCIS desires to submit an 1882 partnership application to EISD; and

WHEREAS, Dr. Dolph Briscoe IV moved to approve submission of the 1882 partnership application to EISD, and Mr. Ted Williams seconded Dr. Briscoe's motion; and

WHEREAS, the Board of Directors of TCIS, having considered such motion and corresponding second, approves the submission of the 1882 partnership application to EISD as submitted by an unanimous vote;

THEREFORE, on the approval of such motion and corresponding second of such motion, the Board of Directors hereby approves the submission of the 1882 partnership application to EISD.

EXECUTED EFFECTIVE as of the date first above written.



Linda Buie, Secretary to the Board

**RESOLUTION
OF THE BOARD OF DIRECTORS OF
TEXAS COUNCIL FOR INTERNATIONAL STUDIES, INC.**

November 16, 2020

The undersigned, constituting all of the Board of Directors of Texas Council for International Studies, Inc., a Texas non-profit corporation (the “Corporation”), approved by the Secretary of State of the State of Texas and on file with the Secretary of State and the Corporation, hereby affirm compliance with Texas Open Meetings Act regulations, adopt the following resolutions, effective as of November 16, 2020

WHEREAS, Texas Council for International Studies (“TCIS”) seeks to provide access to an International Baccalaureate® (IB) education for students exclusive of their economic resources or geographic location; and

WHEREAS, TCIS seeks to achieve its mission of expanding access to an IB education through 1882 partnerships with Texas public school districts; and

WHEREAS, TCIS and Longview Independent School District (LISD) entered into an agreement for an 1882 partnership for TCIS to operate certain LISD campuses; and

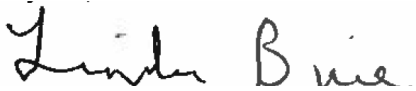
WHEREAS, the performance agreement as amended, restated, and approved by the Texas Education Agency (“TEA”) references additional ancillary agreements necessary to fully implement the terms of the performance agreement; and

WHEREAS, Dr. Bill Thomas moved to approve authorizing the TCIS Chief Executive Officer (“CEO”) to enter into such ancillary agreements consistent with and as may be necessary to implement the terms of the amended and restated performance agreement approved by TEA, and Dr. Dolph Briscoe IV seconded Dr. Thomas’s motion; and

WHEREAS, the Board of Directors of TCIS, having considered such motion and corresponding second, authorizes the TCIS CEO to enter into such ancillary agreements consistent with and as may be necessary to implement the terms of the amended and restated performance agreement approved by TEA, by unanimous vote.

THEREFORE, on the approval of such motion and corresponding second of such motion, the Board of Directors hereby authorizes the TCIS CEO to enter into such ancillary agreements consistent with and as may be necessary to implement the terms of the amended and restated performance agreement approved by TEA.

EXECUTED EFFECTIVE as of the date first above written.

A handwritten signature in black ink that reads "Linda Buie". The signature is written in a cursive style with a large initial "L" and "B".

Linda Buie, Secretary to the Board

Texas Council for International Studies
Profit & Loss
December 2020

	Dec 20
Ordinary Income/Expense	
Expense	
6100 · Payroll Expenses	
6119-1 · Salaries/Benefits - CEO	
6119-L · Salaries/Benefits-CEO	3,446.44
6119-SA · Salaries/Benefits CEO	3,973.22
6119-1 · Salaries/Benefits - CEO - Other	526.78
Total 6119-1 · Salaries/Benefits - CEO	7,946.44
6119-2 · Salaries/Benefits-Exec Director	
6119-2L · Sal/Ben Exec Director Longview	13,640.00
Total 6119-2 · Salaries/Benefits-Exec Director	13,640.00
6119-3 · Sal/Ben-Dir of Bus. Operations	
6119-3L · Director of Bus. Operations-L	2,250.00
61193SA · Director of Business Operations	2,250.00
Total 6119-3 · Sal/Ben-Dir of Bus. Operations	4,500.00
6119-4 · Salaries/Benefits Directors	
61194SA · San Antonio Director	11,363.86
Total 6119-4 · Salaries/Benefits Directors	11,363.86
6119-5 · Salaries/Benefits Coordinators	
6119-51 · Coordinator of Curric & Instruc	
611951L · Coordinator and Curriculum	5,171.62
611951S · Coordinator and Instructor	5,171.65
Total 6119-51 · Coordinator of Curric & Instruc	10,343.27
Total 6119-5 · Salaries/Benefits Coordinators	10,343.27
6141 · Social Security/Medicare	836.68
6144 · Teacher Retirement/TRS	497.17
6146 · Teacher Retirement/TRS Care	1,080.00
6149 · Employee Benefits	200.00
Total 6100 · Payroll Expenses	50,407.42
6200 · Professional&Contract Services	
6211 · Legal Services	
6211-L · Legal Services-Longview	1,943.75
6211-SA · Legal Services-SA	3,158.75
6211 · Legal Services - Other	1,215.00
Total 6211 · Legal Services	6,317.50

Texas Council for International Studies
Profit & Loss
December 2020

	Dec 20
6299 · Misc. Contracted Serv-Consultan	
6299-1 · SAISD Liason	4,500.00
6299-2 · SAISD Marketing	1,000.00
6299-3 · Bookkeeper	
6299-3L · Bookkeeper-Longview	1,500.00
6299-3 · Bookkeeper - Other	1,500.00
	3,000.00
Total 6299-3 · Bookkeeper	
6299-4 · Consultant Digital/Web Services	
6299-4L · Digital/Web Longview	342.50
62994SA · Digital/Web San Antonio	342.50
	685.00
Total 6299-4 · Consultant Digital/Web Services	
6299-7 · Paychex	
6299-7L · Longview Paychex	45.25
62997SA · Paychex SA	45.26
	90.51
Total 6299-7 · Paychex	
6299-8 · Banking Fees	25.00
6299 · Misc. Contracted Serv-Consultan - Other	200.00
	9,500.51
Total 6299 · Misc. Contracted Serv-Consultan	
Total 6200 · Professional&Contract Services	15,818.01
6300 · Supplies and Materials	
6396 · Subscriptions	
6396-6L · Longview Subscriptions	333.37
6396SA · SA Subscriptions	981.77
	1,315.14
Total 6396 · Subscriptions	
Total 6300 · Supplies and Materials	1,315.14
6400 · Other Operating Costs	
6411 · Travel-TCIS Staff	
6411-2L · TCIS Staff Trav/Prof Dev-L	846.29
64111SA · TCIS Staff Trav/Prof Dev SA	4,261.54
6411 · Travel-TCIS Staff - Other	113.16
	5,220.99
Total 6411 · Travel-TCIS Staff	
6413 · School Staff Stipends	
64131SA · SA School Staff Stipends	4,000.00
	4,000.00
Total 6413 · School Staff Stipends	

Texas Council for International Studies
Profit & Loss
December 2020

	Dec 20
6419 · Travel, Materials, etc	
6419-1B · Board Expenses	
64191SA · TCIS Board Expenses-San Antonio	1,496.52
64192BL · Board Expenses- Longview	1,162.51
6419-1B · Board Expenses - Other	390.00
Total 6419-1B · Board Expenses	3,049.03
Total 6419 · Travel, Materials, etc	3,049.03
6496 · Advertising/Marketing	
64961SA · SAISD Advertising/Marketing	2,000.00
Total 6496 · Advertising/Marketing	2,000.00
6498 · School Incentives	
64981SA · SA School Incentives/Awards	4,251.07
Total 6498 · School Incentives	4,251.07
6499 · Sponsorship (Food)	
64991SA · SA Sponsorships (Food)	1,229.56
Total 6499 · Sponsorship (Food)	1,229.56
Total 6400 · Other Operating Costs	19,750.65
Total Expense	87,291.22
Net Ordinary Income	-87,291.22
Net Income	-87,291.22

Texas Council for International Studies
Profit & Loss Detail
 December 2020

Type	Date	Num	Name	Memo	Clr	Split	Amount	Balance
Ordinary Income/Expense								
Expense								
6100 · Payroll Expenses								
6119-1 · Salaries/Benefits - CEO								
6119-L · Salaries/Benefits-CEO								
Check	12/01/2020	ACH	Paychex Inc.	Margaret Da...		1100 · Chas...	1,723.22	1,723.22
Check	12/10/2020	ACH	Paychex Inc.	Margaret Da...		1100 · Chas...	1,723.22	3,446.44
Total 6119-L · Salaries/Benefits-CEO							3,446.44	3,446.44
6119-SA · Salaries/Benefits CEO								
Check	12/01/2020	ACH	Paychex Inc.	Margaret Da...		1100 · Chas...	1,723.22	1,723.22
Check	12/10/2020	ACH	Paychex Inc.	Margaret Da...		1100 · Chas...	1,723.22	3,446.44
Check	12/11/2020	ACH	Paychex Inc.	Payroll Taxes		1100 · Chas...	526.78	3,973.22
Total 6119-SA · Salaries/Benefits CEO							3,973.22	3,973.22
6119-1 · Salaries/Benefits - CEO - Other								
Check	12/11/2020	ACH	Paychex Inc.	Payroll Taxes		1100 · Chas...	526.78	526.78
Total 6119-1 · Salaries/Benefits - CEO - Other							526.78	526.78
Total 6119-1 · Salaries/Benefits - CEO							7,946.44	7,946.44
6119-2 · Salaries/Benefits-Exec Director								
6119-2L · Sal/Ben Exec Director Longview								
Check	12/02/2020	ACH	State Comptrlr	1TC		1100 · Chas...	78.00	78.00
Check	12/02/2020	ACH	State Comptrlr	1TR		1100 · Chas...	924.00	1,002.00
Check	12/02/2020	ACH	State Comptrlr	1TCB		1100 · Chas...	90.00	1,092.00
Check	12/11/2020	ACH	Linda Buie	Salary		1100 · Chas...	5,730.13	6,822.13
Check	12/11/2020	ACH	Linda Buie	Salary		1100 · Chas...	5,000.00	11,822.13
Check	12/15/2020	ACH	Irs	December ...		1100 · Chas...	1,817.87	13,640.00
Total 6119-2L · Sal/Ben Exec Director Longview							13,640.00	13,640.00
Total 6119-2 · Salaries/Benefits-Exec Director							13,640.00	13,640.00
6119-3 · Sal/Ben-Dir of Bus. Operations								
6119-3L · Director of Bus. Operations-L								
Check	12/01/2020	1073...	Doyle Vogler	Longview		1100 · Chas...	2,250.00	2,250.00
Total 6119-3L · Director of Bus. Operations-L							2,250.00	2,250.00
61193SA · Director of Business Operations								
Check	12/01/2020	1073...	Doyle Vogler	SA		1100 · Chas...	2,250.00	2,250.00
Total 61193SA · Director of Business Operations							2,250.00	2,250.00
Total 6119-3 · Sal/Ben-Dir of Bus. Operations							4,500.00	4,500.00

Texas Council for International Studies
Profit & Loss Detail
December 2020

Type	Date	Num	Name	Memo	Clr	Split	Amount	Balance
6119-4 · Salaries/Benefits Directors								
61194SA · San Antonio Director								
Check	12/02/2020	2011	Colonial Life Insur...	D'Les, ACC,...		1100 · Chas...	288.86	288.86
Check	12/02/2020	2012	Colonial Life Insur...	D'Les ACC, ...		1100 · Chas...	288.86	577.72
Check	12/02/2020	ACH	State Comptrlr	1TC		1100 · Chas...	65.00	642.72
Check	12/02/2020	ACH	State Comptrlr	1 TR		1100 · Chas...	770.00	1,412.72
Check	12/02/2020	ACH	State Comptrlr	1TCB		1100 · Chas...	75.00	1,487.72
Check	12/11/2020	ACH	Dles Herron	Salary		1100 · Chas...	8,140.86	9,628.58
Check	12/15/2020	ACH	Irs	December ...		1100 · Chas...	1,580.28	11,208.86
Check	12/15/2020	ACH	State Comptrlr	TRS-Active...		1100 · Chas...	155.00	11,363.86
Total 61194SA · San Antonio Director							11,363.86	11,363.86
Total 6119-4 · Salaries/Benefits Directors							11,363.86	11,363.86
6119-5 · Salaries/Benefits Coordinators								
6119-51 · Coordinator of Curric & Instruc								
611951L · Coordinator and Curriculum								
Check	12/02/2020	2011	Colonial Life Insur...	Leah, ACC, ...		1100 · Chas...	137.88	137.88
Check	12/02/2020	2012	Colonial Life Insur...	Leah ACC, ...		1100 · Chas...	137.88	275.76
Check	12/02/2020	ACH	State Comptrlr	1TC		1100 · Chas...	29.25	305.01
Check	12/02/2020	ACH	State Comptrlr	1TR		1100 · Chas...	346.50	651.51
Check	12/02/2020	ACH	State Comptrlr	1TCB		1100 · Chas...	33.75	685.26
Check	12/11/2020	ACH	Leah E. Bernie	Salary		1100 · Chas...	3,789.56	4,474.82
Check	12/15/2020	ACH	Irs	December ...		1100 · Chas...	619.30	5,094.12
Check	12/15/2020	ACH	State Comptrlr	TRS-Active...		1100 · Chas...	77.50	5,171.62
Total 611951L · Coordinator and Curriculum							5,171.62	5,171.62
611951S · Coordinator and Instructor								
Check	12/02/2020	2011	Colonial Life Insur...	Leah, ACC, ...		1100 · Chas...	137.89	137.89
Check	12/02/2020	2012	Colonial Life Insur...	Leah ACC, ...		1100 · Chas...	137.89	275.78
Check	12/02/2020	ACH	State Comptrlr	1TC		1100 · Chas...	29.25	305.03
Check	12/02/2020	ACH	State Comptrlr	1TR		1100 · Chas...	346.50	651.53
Check	12/02/2020	ACH	State Comptrlr	1TCB		1100 · Chas...	33.75	685.28
Check	12/11/2020	ACH	Leah E. Bernie	Salary		1100 · Chas...	3,789.57	4,474.85
Check	12/15/2020	ACH	Irs	December ...		1100 · Chas...	619.30	5,094.15
Check	12/15/2020	ACH	State Comptrlr	TRS-Active...		1100 · Chas...	77.50	5,171.65
Total 611951S · Coordinator and Instructor							5,171.65	5,171.65
Total 6119-51 · Coordinator of Curric & Instruc							10,343.27	10,343.27
Total 6119-5 · Salaries/Benefits Coordinators							10,343.27	10,343.27

Texas Council for International Studies
Profit & Loss Detail
December 2020

Type	Date	Num	Name	Memo	Clr	Split	Amount	Balance
6141 · Social Security/Medicare								
Check	12/11/2020	ACH	Paychex Inc.	Withholding		1100 · Chas...	344.25	344.25
Check	12/15/2020	ACH	lrs	December ...		1100 · Chas...	141.28	485.53
Check	12/15/2020	ACH	lrs	December ...		1100 · Chas...	196.48	682.01
Check	12/15/2020	ACH	lrs	December ...		1100 · Chas...	154.67	836.68
Total 6141 · Social Security/Medicare							836.68	836.68
6144 · Teacher Retirement/TRS								
Check	12/02/2020	ACH	State Comptrlr	TRS		1100 · Chas...	144.00	144.00
Check	12/02/2020	ACH	State Comptrlr	TRS		1100 · Chas...	192.00	336.00
Check	12/02/2020	ACH	State Comptrlr	TRS + 1.17 ...		1100 · Chas...	161.17	497.17
Total 6144 · Teacher Retirement/TRS							497.17	497.17
6146 · Teacher Retirement/TRS Care								
Check	12/15/2020	ACH	State Comptrlr	TRS Active ...		1100 · Chas...	540.00	540.00
Check	12/15/2020	ACH	State Comptrlr	TRS Active ...		1100 · Chas...	540.00	1,080.00
Total 6146 · Teacher Retirement/TRS Care							1,080.00	1,080.00
6149 · Employee Benefits								
Check	12/02/2020	2011	Colonial Life Insur...	D'Les and L...		1100 · Chas...	100.00	100.00
Check	12/02/2020	2012	Colonial Life Insur...	Stipend for ...		1100 · Chas...	100.00	200.00
Total 6149 · Employee Benefits							200.00	200.00
Total 6100 · Payroll Expenses							50,407.42	50,407.42
6200 · Professional&Contract Services								
6211 · Legal Services								
6211-L · Legal Services-Longview								
Check	12/09/2020	1078...	Underwood Attorn...	Attorney Fees		1100 · Chas...	1,943.75	1,943.75
Total 6211-L · Legal Services-Longview							1,943.75	1,943.75
6211-SA · Legal Services-SA								
Check	12/09/2020	1078...	Underwood Attorn...	Attorney Fees		1100 · Chas...	1,943.75	1,943.75
Check	12/14/2020	1081...	Underwood Attorn...	Attorney Fees		1100 · Chas...	1,215.00	3,158.75
Total 6211-SA · Legal Services-SA							3,158.75	3,158.75
6211 · Legal Services - Other								
Check	12/14/2020	1081...	Underwood Attorn...	Attorney Fees		1100 · Chas...	1,215.00	1,215.00
Total 6211 · Legal Services - Other							1,215.00	1,215.00
Total 6211 · Legal Services							6,317.50	6,317.50

Texas Council for International Studies
Profit & Loss Detail
 December 2020

Type	Date	Num	Name	Memo	Clr	Split	Amount	Balance
6299 - Misc. Contracted Serv-Consultan								
6299-1 - SAISD Liason								
Check	12/07/2020	1077...	Courtney Gober	Consulting ...		1100 · Chas...	3,500.00	3,500.00
Check	12/15/2020	1082...	Gina Vera	Advertising		1100 · Chas...	1,000.00	4,500.00
Total 6299-1 · SAISD Liason							4,500.00	4,500.00
6299-2 - SAISD Marketing								
Check	12/15/2020	1082...	Gina Vera	Advertising		1100 · Chas...	1,000.00	1,000.00
Total 6299-2 · SAISD Marketing							1,000.00	1,000.00
6299-3 - Bookkeeper								
6299-3L - Bookkeeper-Longview								
Check	12/21/2020	1085...	Lindsay Bruehl	Bookkeepin...		1100 · Chas...	1,500.00	1,500.00
Total 6299-3L · Bookkeeper-Longview							1,500.00	1,500.00
6299-3 - Bookkeeper - Other								
Check	12/21/2020	1085...	Lindsay Bruehl	Bookkeepin...		1100 · Chas...	1,500.00	1,500.00
Total 6299-3 · Bookkeeper - Other							1,500.00	1,500.00
Total 6299-3 · Bookkeeper							3,000.00	3,000.00
6299-4 - Consultant Digital/Web Services								
6299-4L - Digital/Web Longview								
Check	12/10/2020	1079...	Forbes and Butler...	Visual Comm		1100 · Chas...	342.50	342.50
Total 6299-4L · Digital/Web Longview							342.50	342.50
62994SA - Digital/Web San Antonio								
Check	12/10/2020	1079...	Forbes and Butler...	Visual Comm		1100 · Chas...	342.50	342.50
Total 62994SA · Digital/Web San Antonio							342.50	342.50
Total 6299-4 · Consultant Digital/Web Services							685.00	685.00
6299-7 - Paychex								
6299-7L - Longview Paychex								
Check	12/11/2020	ACH	Paychex Inc.	Fee		1100 · Chas...	45.25	45.25
Total 6299-7L · Longview Paychex							45.25	45.25
62997SA - Paychex SA								
Check	12/11/2020	ACH	Paychex Inc.	Fee		1100 · Chas...	45.26	45.26
Total 62997SA · Paychex SA							45.26	45.26
Total 6299-7 · Paychex							90.51	90.51

Texas Council for International Studies
Profit & Loss Detail
December 2020

Type	Date	Num	Name	Memo	Clr	Split	Amount	Balance
6299-8 · Banking Fees								
Check	12/31/2020			Service Cha...		1100 · Chas...	25.00	25.00
Total 6299-8 · Banking Fees							25.00	25.00
6299 · Misc. Contracted Serv-Consultan - Other								
Check	12/01/2020	1073...	Jennifer S. Hill, C...	CPA Services		1100 · Chas...	200.00	200.00
Total 6299 · Misc. Contracted Serv-Consultan - Other							200.00	200.00
Total 6299 · Misc. Contracted Serv-Consultan							9,500.51	9,500.51
Total 6200 · Professional&Contract Services							15,818.01	15,818.01
6300 · Supplies and Materials								
6396 · Subscriptions								
6396-6L · Longview Subscriptions								
Bill	12/03/2020		Intuit	Quickbooks		20000 · Acco...	216.48	216.48
Bill	12/06/2020		GoDaddy	Subscriptions		20000 · Acco...	102.27	318.75
Bill	12/09/2020		Amazon Prime M...	Monthly Fee		20000 · Acco...	6.50	325.25
Bill	12/13/2020		Adobe	Monthly sub...		20000 · Acco...	8.12	333.37
Total 6396-6L · Longview Subscriptions							333.37	333.37
6396SA · SA Subscriptions								
Bill	12/03/2020		Intuit	Quickbooks		20000 · Acco...	216.48	216.48
Bill	12/04/2020		Vimeo.com	Vimeo Subs...		20000 · Acco...	648.42	864.90
Bill	12/06/2020		GoDaddy	Subscriptions		20000 · Acco...	102.27	967.17
Bill	12/09/2020		Amazon Prime M...	Monthly Fee		20000 · Acco...	6.49	973.66
Bill	12/13/2020		Adobe	Monthly sub...		20000 · Acco...	8.11	981.77
Total 6396SA · SA Subscriptions							981.77	981.77
Total 6396 · Subscriptions							1,315.14	1,315.14
Total 6300 · Supplies and Materials							1,315.14	1,315.14
6400 · Other Operating Costs								
6411 · Travel-TCIS Staff								
6411-2L · TCIS Staff Trav/Prof Dev-L								
Bill	12/07/2020		Car Spa Farmers ...	Car wash		20000 · Acco...	33.24	33.24
Bill	12/07/2020		Outback Longview	Food		20000 · Acco...	34.21	67.45
Bill	12/08/2020		Olive Garden	Food		20000 · Acco...	37.26	104.71
Bill	12/08/2020		Microsoft Store	Travel - Lon...		20000 · Acco...	7.57	112.28
Bill	12/10/2020		Tomboni's Bistro, ...	Food		20000 · Acco...	45.98	158.26
Bill	12/10/2020		Edible Art Cakes	Food - Travel		20000 · Acco...	184.00	342.26
Bill	12/11/2020		Racetrack	Gas		20000 · Acco...	27.59	369.85
Bill	12/11/2020		Hilton Garden Inn ...	Hotel		20000 · Acco...	351.80	721.65

Texas Council for International Studies
Profit & Loss Detail
 December 2020

Type	Date	Num	Name	Memo	Clr	Split	Amount	Balance
Bill	12/11/2020		Dairy Place	Food		20000 · Acco...	12.09	733.74
Bill	12/15/2020		The Mercury Dallas	Food		20000 · Acco...	112.55	846.29
Total 6411-2L · TCIS Staff Trav/Prof Dev-L							846.29	846.29
64111SA · TCIS Staff Trav/Prof Dev SA								
Bill	12/02/2020		Johnny Rockets	Food		20000 · Acco...	20.99	20.99
Bill	12/03/2020	Reve...	Grand Hyatt, San ...	Reversal of ...		20000 · Acco...	153.36	174.35
Bill	12/03/2020	Reve...	Grand Hyatt, San ...	November h...		20000 · Acco...	153.36	327.71
Bill	12/03/2020		Southwest	Airfare		20000 · Acco...	164.50	492.21
Bill	12/03/2020		Alamo Rent-A-Ca...	Car Rental		20000 · Acco...	209.06	701.27
Bill	12/04/2020		Bon Du Monde SA	Food		20000 · Acco...	10.40	711.67
Bill	12/04/2020		Parking.com	Parking		20000 · Acco...	25.38	737.05
Bill	12/04/2020		Avis Car Rental	Car Rental SA		20000 · Acco...	513.32	1,250.37
Bill	12/04/2020		Grand Hyatt, San ...	Hotel		20000 · Acco...	379.80	1,630.17
Bill	12/04/2020		Bon Du Monde SA	Food		20000 · Acco...	6.77	1,636.94
Bill	12/04/2020		Jimmy Johns	Food		20000 · Acco...	21.42	1,658.36
Bill	12/05/2020		Emily Morgan Hotel	Hotel		20000 · Acco...	389.92	2,048.28
Bill	12/06/2020		Theparkingspot	Parking		20000 · Acco...	27.06	2,075.34
Bill	12/06/2020		Southwest	Travel		20000 · Acco...	159.00	2,234.34
Check	12/09/2020	1078...	Cherokee Club	Food		1100 · Chas...	312.88	2,547.22
Bill	12/14/2020		American Airlines	Airfare		20000 · Acco...	435.20	2,982.42
Bill	12/14/2020		American Airlines	Airfare		20000 · Acco...	435.20	3,417.62
Bill	12/14/2020		American Airlines	Airfare		20000 · Acco...	435.20	3,852.82
Bill	12/14/2020		American Airlines	airfare		20000 · Acco...	435.20	4,288.02
Bill	12/21/2020		American Airlines	Travel		20000 · Acco...	424.20	4,712.22
Bill	12/23/2020		Grand Hyatt, San ...	Travel		20000 · Acco...	162.76	4,874.98
General Journal	12/31/2020	Adje...		Correcting ...		1100 · Chas...	-613.44	4,261.54
Total 64111SA · TCIS Staff Trav/Prof Dev SA							4,261.54	4,261.54
6411 · Travel-TCIS Staff - Other								
Bill	12/14/2020		Allianz Travel Ins...	Insurance		20000 · Acco...	113.16	113.16
Total 6411 · Travel-TCIS Staff - Other							113.16	113.16
Total 6411 · Travel-TCIS Staff							5,220.99	5,220.99
6413 · School Staff Stipends								
64131SA · SA School Staff Stipends								
Check	12/14/2020	1081...	Christina Sims			1100 · Chas...	4,000.00	4,000.00
Total 64131SA · SA School Staff Stipends							4,000.00	4,000.00
Total 6413 · School Staff Stipends							4,000.00	4,000.00

**Texas Council for International Studies
Profit & Loss Detail
December 2020**

Type	Date	Num	Name	Memo	Clr	Split	Amount	Balance
6419 · Travel, Materials, etc								
6419-1B · Board Expenses								
64191SA · TCIS Board Expenses-San Antonio								
Check	12/09/2020	1078...	Rogy Productions	Video Produ...		1100 · Chas...	390.00	390.00
Bill	12/31/2020		Merchology	Merch		20000 · Acco...	1,106.52	1,496.52
Total 64191SA · TCIS Board Expenses-San Antonio							1,496.52	1,496.52
64192BL · Board Expenses- Longview								
Bill	12/16/2020		Casa Flora Flowe...	Flowers for ...		20000 · Acco...	57.00	57.00
Bill	12/31/2020		Merchology	Merch		20000 · Acco...	1,105.51	1,162.51
Total 64192BL · Board Expenses- Longview							1,162.51	1,162.51
6419-1B · Board Expenses - Other								
Check	12/09/2020	1078...	Rogy Productions	Video Produ...		1100 · Chas...	390.00	390.00
Total 6419-1B · Board Expenses - Other							390.00	390.00
Total 6419-1B · Board Expenses							3,049.03	3,049.03
Total 6419 · Travel, Materials, etc							3,049.03	3,049.03
6496 · Advertising/Marketing								
64961SA · SAISD Advertising/Marketing								
Bill	12/07/2020		Spectrum	Advertising		20000 · Acco...	2,000.00	2,000.00
Total 64961SA · SAISD Advertising/Marketing							2,000.00	2,000.00
Total 6496 · Advertising/Marketing							2,000.00	2,000.00
6498 · School Incentives								
64981SA · SA School Incentives/Awards								
Bill	12/03/2020		HEB #699 San An...	Gift Cards		20000 · Acco...	150.00	150.00
Bill	12/04/2020		Amazon.com	School Ince...		20000 · Acco...	162.26	312.26
Bill	12/07/2020		Amazon.com	School Ince...		20000 · Acco...	1,038.96	1,351.22
Bill	12/13/2020		Amazon.com	School Ince...		20000 · Acco...	31.15	1,382.37
Bill	12/15/2020		Amazon.com	School Ince...		20000 · Acco...	465.86	1,848.23
Bill	12/15/2020		Amazon.com	School Ince...		20000 · Acco...	171.94	2,020.17
Bill	12/16/2020		Amazon.com	school ince...		20000 · Acco...	51.95	2,072.12
Bill	12/16/2020		Amazon.com	School Ince...		20000 · Acco...	834.38	2,906.50
Bill	12/16/2020		Amazon.com	School Ince...		20000 · Acco...	162.26	3,068.76
Bill	12/18/2020		Amazon.com	School Ince...		20000 · Acco...	246.05	3,314.81
Bill	12/19/2020		Amazon.com	School Ince...		20000 · Acco...	416.71	3,731.52
Bill	12/21/2020		Amazon.com	School Ince...		20000 · Acco...	248.95	3,980.47
Bill	12/29/2020		Amazon.com	School Ince...		20000 · Acco...	270.60	4,251.07
Total 64981SA · SA School Incentives/Awards							4,251.07	4,251.07
Total 6498 · School Incentives							4,251.07	4,251.07

Texas Council for International Studies
Profit & Loss Detail
December 2020

Type	Date	Num	Name	Memo	Clr	Split	Amount	Balance
6499 · Sponsorship (Food)								
64991SA · SA Sponsorships (Food)								
Bill	12/05/2020		Maggianos San A...	Food for tea...		20000 · Acco...	1,229.56	1,229.56
Total 64991SA · SA Sponsorships (Food)							1,229.56	1,229.56
Total 6499 · Sponsorship (Food)							1,229.56	1,229.56
Total 6400 · Other Operating Costs							19,750.65	19,750.65
Total Expense							87,291.22	87,291.22
Net Ordinary Income							-87,291.22	-87,291.22
Net Income							-87,291.22	-87,291.22

Texas Council for International Studies
Profit & Loss
 January 2021

	Jan 21
Ordinary Income/Expense	
Expense	
6100 · Payroll Expenses	
6119-1 · Salaries/Benefits - CEO	
6119-L · Salaries/Benefits-CEO	9,308.14
6119-SA · Salaries/Benefits CEO	9,401.39
	18,709.53
Total 6119-1 · Salaries/Benefits - CEO	
6119-2 · Salaries/Benefits-Exec Director	
6119-2L · Sal/Ben Exec Director Longview	13,745.01
	13,745.01
Total 6119-2 · Salaries/Benefits-Exec Director	
6119-3 · Sal/Ben-Dir of Bus. Operations	
6119-3L · Director of Bus. Operations-L	2,250.00
61193SA · Director of Business Operations	2,250.00
	4,500.00
Total 6119-3 · Sal/Ben-Dir of Bus. Operations	
6119-4 · Salaries/Benefits Directors	
61194SA · San Antonio Director	10,805.00
	10,805.00
Total 6119-4 · Salaries/Benefits Directors	
6119-5 · Salaries/Benefits Coordinators	
6119-51 · Coordinator of Curric & Instruc	
611951L · Coordinator and Curriculum	4,999.99
611951S · Coordinator and Instructor	5,000.00
	9,999.99
Total 6119-51 · Coordinator of Curric & Instruc	
Total 6119-5 · Salaries/Benefits Coordinators	9,999.99
6141 · Social Security/Medicare	1,868.27
6144 · Teacher Retirement/TRS	496.00
6146 · Teacher Retirement/TRS Care	900.00
6149 · Employee Benefits	432.50
	61,456.30
Total 6100 · Payroll Expenses	
6200 · Professional&Contract Services	
6212 · CPA/Audit	1,450.00
6299 · Misc. Contracted Serv-Consultan	
6299-1 · SAISD Liason	4,000.00

Texas Council for International Studies
Profit & Loss
January 2021

	Jan 21
6299-3 · Bookkeeper	
6299-3L · Bookkeeper-Longview	1,500.00
6299-3 · Bookkeeper - Other	1,500.00
Total 6299-3 · Bookkeeper	3,000.00
6299-4 · Consultant Digital/Web Services	
6299-4L · Digital/Web Longview	1,600.00
Total 6299-4 · Consultant Digital/Web Services	1,600.00
6299-7 · Paychex	
6299-7L · Longview Paychex	200.97
62997SA · Paychex SA	107.75
Total 6299-7 · Paychex	308.72
6299-8 · Banking Fees	25.00
Total 6299 · Misc. Contracted Serv-Consultan	8,933.72
Total 6200 · Professional&Contract Services	10,383.72
6300 · Supplies and Materials	
6396 · Subscriptions	
6396-6L · Longview Subscriptions	170.07
6396SA · SA Subscriptions	170.08
Total 6396 · Subscriptions	340.15
6398 · Office Equipment	
6398-L · L-Office Equipment	31.64
6398-SA · SA-Office Equipment	75.03
Total 6398 · Office Equipment	106.67
Total 6300 · Supplies and Materials	446.82
6400 · Other Operating Costs	
6411 · Travel-TCIS Staff	
6411-2L · TCIS Staff Trav/Prof Dev-L	2,477.76
64111SA · TCIS Staff Trav/Prof Dev SA	2,130.78
Total 6411 · Travel-TCIS Staff	4,608.54
6413 · School Staff Stipends	
64131SA · SA School Staff Stipends	500.00
Total 6413 · School Staff Stipends	500.00

Texas Council for International Studies
Profit & Loss
January 2021

	Jan 21
6419 · Travel, Materials, etc	
6419-1B · Board Expenses	
64191SA · TCIS Board Expenses-San Antonio	200.00
64192BL · Board Expenses- Longview	186.00
6419-1B · Board Expenses - Other	200.00
Total 6419-1B · Board Expenses	586.00
Total 6419 · Travel, Materials, etc	586.00
6495 · Prof. Development-School Staff	
6495-2L · Professional Dev. - Longview	175.00
64951SA · Prof. Dev. SA Staff	175.00
Total 6495 · Prof. Development-School Staff	350.00
6496 · Advertising/Marketing	
6496-2L · Longview ISD Ad/Marketing	1,247.45
64961SA · SAISD Advertising/Marketing	3,247.46
Total 6496 · Advertising/Marketing	4,494.91
6498 · School Incentives	
64981SA · SA School Incentives/Awards	176.96
6498 · School Incentives - Other	123.39
Total 6498 · School Incentives	300.35
6499 · Sponsorship (Food)	
64991SA · SA Sponsorships (Food)	236.50
Total 6499 · Sponsorship (Food)	236.50
Total 6400 · Other Operating Costs	11,076.30
Total Expense	83,363.14
Net Ordinary Income	-83,363.14
Other Income/Expense	
Other Expense	
80000 · Ask My Accountant	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	-83,363.14

Texas Council for International Studies
Profit & Loss Detail
 January 2021

Type	Date	Num	Name	Memo	Clr	Split	Amount	Balance
Ordinary Income/Expense								
Expense								
6100 · Payroll Expenses								
6119-1 · Salaries/Benefits - CEO								
6119-L · Salaries/Benefits-CEO								
Check	01/04/2021	ACH	Paychex Inc.	Salary		1100 · Chas...	1,723.22	1,723.22
Check	01/04/2021	ACH	Paychex Inc.	Withholding		1100 · Chas...	526.78	2,250.00
Check	01/11/2021	ACH	Paychex Inc.	CEO Salary		1100 · Chas...	1,725.18	3,975.18
Check	01/12/2021	ACH	Paychex Inc.	CEO Salary		1100 · Chas...	524.81	4,499.99
Check	01/29/2021	ACH	Margaret Wilso D...	Salary		1100 · Chas...	3,366.75	7,866.74
Check	01/29/2021	ACH	Paychex Inc.	Withholding		1100 · Chas...	1,441.40	9,308.14
Total 6119-L · Salaries/Benefits-CEO							9,308.14	9,308.14
6119-SA · Salaries/Benefits CEO								
Check	01/04/2021	ACH	Paychex Inc.	Salary		1100 · Chas...	1,723.22	1,723.22
Check	01/04/2021	ACH	Paychex Inc.	Withholding		1100 · Chas...	526.78	2,250.00
Check	01/04/2021	ACH	Paychex Inc.	Fee		1100 · Chas...	93.23	2,343.23
Check	01/11/2021	ACH	Paychex Inc.	CEO Salary		1100 · Chas...	1,725.19	4,068.42
Check	01/12/2021	ACH	Paychex Inc.	CEO Salary		1100 · Chas...	524.82	4,593.24
Check	01/29/2021	ACH	Margaret Wilso D...	Salary		1100 · Chas...	3,366.75	7,959.99
Check	01/29/2021	ACH	Paychex Inc.	Withholding		1100 · Chas...	1,441.40	9,401.39
Total 6119-SA · Salaries/Benefits CEO							9,401.39	9,401.39
Total 6119-1 · Salaries/Benefits - CEO							18,709.53	18,709.53
6119-2 · Salaries/Benefits-Exec Director								
6119-2L · Sal/Ben Exec Director Longview								
Check	01/06/2021	ACH	Irs	1 TC		1100 · Chas...	78.00	78.00
Check	01/06/2021	ACH	Irs	1 TR		1100 · Chas...	924.00	1,002.00
Check	01/15/2021	ACH	Irs	Withholding		1100 · Chas...	1,805.46	2,807.46
Check	01/15/2021	ACH	State Comptrlr	TRS Active...		1100 · Chas...	195.00	3,002.46
Check	01/15/2021	5274...	Linda Buie	Salary		1100 · Chas...	5,000.00	8,002.46
Check	01/15/2021	5274...	Linda Buie	Salary		1100 · Chas...	5,742.55	13,745.01
Total 6119-2L · Sal/Ben Exec Director Longview							13,745.01	13,745.01
Total 6119-2 · Salaries/Benefits-Exec Director							13,745.01	13,745.01
6119-3 · Sal/Ben-Dir of Bus. Operations								
6119-3L · Director of Bus. Operations-L								
Check	01/04/2021	1093...	Doyle Vogler	Monthly Stip...		1100 · Chas...	2,250.00	2,250.00
Total 6119-3L · Director of Bus. Operations-L							2,250.00	2,250.00

Texas Council for International Studies
Profit & Loss Detail
 January 2021

Type	Date	Num	Name	Memo	Clr	Split	Amount	Balance
61193SA · Director of Business Operations								
Check	01/04/2021	1093...	Doyle Vogler	Monthly Stip...		1100 · Chas...	2,250.00	2,250.00
Total 61193SA · Director of Business Operations							2,250.00	2,250.00
Total 6119-3 · Sal/Ben-Dir of Bus. Operations							4,500.00	4,500.00
6119-4 · Salaries/Benefits Directors								
61194SA · San Antonio Director								
Check	01/06/2021	ACH	Irs	1 TC		1100 · Chas...	65.00	65.00
Check	01/06/2021	ACH	Irs	1 TR		1100 · Chas...	770.00	835.00
Check	01/15/2021	ACH	Irs	Withholding		1100 · Chas...	1,562.22	2,397.22
Check	01/15/2021	5274...	Dles Herron	Salary		1100 · Chas...	8,118.92	10,516.14
Check	01/31/2021	2013	Colonial Life Insur...	Colonial Life...		1100 · Chas...	288.86	10,805.00
Total 61194SA · San Antonio Director							10,805.00	10,805.00
Total 6119-4 · Salaries/Benefits Directors							10,805.00	10,805.00
6119-5 · Salaries/Benefits Coordinators								
6119-51 · Coordinator of Curric & Instruc								
611951L · Coordinator and Curriculum								
Check	01/06/2021	ACH	Irs	1 TC		1100 · Chas...	29.25	29.25
Check	01/06/2021	ACH	Irs	1 TR		1100 · Chas...	346.50	375.75
Check	01/15/2021	ACH	Irs	Withholding		1100 · Chas...	610.27	986.02
Check	01/15/2021	ACH	State Comptrlr	TRS Active...		1100 · Chas...	97.50	1,083.52
Check	01/15/2021	5274...	Leah E. Bernie	Salary		1100 · Chas...	3,778.59	4,862.11
Check	01/31/2021	2013	Colonial Life Insur...	Colonial Life...		1100 · Chas...	137.88	4,999.99
Total 611951L · Coordinator and Curriculum							4,999.99	4,999.99
611951S · Coordinator and Instructor								
Check	01/06/2021	ACH	Irs	1TC		1100 · Chas...	29.25	29.25
Check	01/06/2021	ACH	Irs	1 TR		1100 · Chas...	346.50	375.75
Check	01/15/2021	ACH	Irs	Withholding		1100 · Chas...	610.27	986.02
Check	01/15/2021	ACH	State Comptrlr	TRS Active...		1100 · Chas...	97.50	1,083.52
Check	01/15/2021	5274...	Leah E. Bernie	Salary		1100 · Chas...	3,778.59	4,862.11
Check	01/31/2021	2013	Colonial Life Insur...	Colonial Life...		1100 · Chas...	137.89	5,000.00
Total 611951S · Coordinator and Instructor							5,000.00	5,000.00
Total 6119-51 · Coordinator of Curric & Instruc							9,999.99	9,999.99
Total 6119-5 · Salaries/Benefits Coordinators							9,999.99	9,999.99

Texas Council for International Studies
Profit & Loss Detail
January 2021

Type	Date	Num	Name	Memo	Clr	Split	Amount	Balance
6141 · Social Security/Medicare								
Check	01/04/2021	ACH	Paychex Inc.	Withholding		1100 · Chas...	344.25	344.25
Check	01/12/2021	ACH	Paychex Inc.	Double che...		1100 · Chas...	344.25	688.50
Check	01/15/2021	ACH	Irs	Withholding		1100 · Chas...	140.70	829.20
Check	01/15/2021	ACH	Irs	Withholding		1100 · Chas...	196.48	1,025.68
Check	01/15/2021	ACH	Irs	Withholding		1100 · Chas...	154.09	1,179.77
Check	01/29/2021	ACH	Paychex Inc.	Withholding		1100 · Chas...	688.50	1,868.27
Total 6141 · Social Security/Medicare							1,868.27	1,868.27
6144 · Teacher Retirement/TRS								
Check	01/06/2021	ACH	Irs	Employer C...		1100 · Chas...	144.00	144.00
Check	01/06/2021	ACH	Irs	Employer C...		1100 · Chas...	192.00	336.00
Check	01/06/2021	ACH	Irs	Employer C...		1100 · Chas...	160.00	496.00
Total 6144 · Teacher Retirement/TRS							496.00	496.00
6146 · Teacher Retirement/TRS Care								
Check	01/15/2021	ACH	State Comptrlr	TRS Active...		1100 · Chas...	900.00	900.00
Total 6146 · Teacher Retirement/TRS Care							900.00	900.00
6149 · Employee Benefits								
Check	01/06/2021	ACH	Irs	1 TCB		1100 · Chas...	67.50	67.50
Check	01/06/2021	ACH	Irs	1 TCB		1100 · Chas...	90.00	157.50
Check	01/06/2021	ACH	Irs	1 TCB		1100 · Chas...	75.00	232.50
Check	01/15/2021	ACH	State Comptrlr	TRS Active...		1100 · Chas...	50.00	282.50
Check	01/15/2021	ACH	State Comptrlr	TRS Active...		1100 · Chas...	50.00	332.50
Check	01/31/2021	2013	Colonial Life Insur...	Employer E...		1100 · Chas...	100.00	432.50
Total 6149 · Employee Benefits							432.50	432.50
Total 6100 · Payroll Expenses							61,456.30	61,456.30
6200 · Professional&Contract Services								
6212 · CPA/Audit								
Check	01/15/2021	1101...	Jennifer S. Hill, C...	Jennifer Hill		1100 · Chas...	200.00	200.00
Check	01/15/2021	1105...	Jennifer S. Hill, C...	CPA		1100 · Chas...	1,250.00	1,450.00
Total 6212 · CPA/Audit							1,450.00	1,450.00
6299 · Misc. Contracted Serv-Consultan								
6299-1 · SAISD Liason								
Check	01/02/2021	1093...	Courtney Gober	Monthly Stip...		1100 · Chas...	4,000.00	4,000.00
Total 6299-1 · SAISD Liason							4,000.00	4,000.00

Texas Council for International Studies
Profit & Loss Detail
 January 2021

Type	Date	Num	Name	Memo	Clr	Split	Amount	Balance
6299-3 · Bookkeeper								
6299-3L · Bookkeeper-Longview								
Check	01/15/2021	1103...	Lindsay Bruehl	Bookkeeper		1100 · Chas...	1,500.00	1,500.00
Total 6299-3L · Bookkeeper-Longview							1,500.00	1,500.00
6299-3 · Bookkeeper - Other								
Check	01/15/2021	1103...	Lindsay Bruehl	Bookkeeper		1100 · Chas...	1,500.00	1,500.00
Total 6299-3 · Bookkeeper - Other							1,500.00	1,500.00
Total 6299-3 · Bookkeeper							3,000.00	3,000.00
6299-4 · Consultant Digital/Web Services								
6299-4L · Digital/Web Longview								
Check	01/14/2021	1099...	Georgia Mayo	Advertising		1100 · Chas...	800.00	800.00
Check	01/14/2021	1099...	Georgia Mayo	Advertising		1100 · Chas...	800.00	1,600.00
Total 6299-4L · Digital/Web Longview							1,600.00	1,600.00
Total 6299-4 · Consultant Digital/Web Services							1,600.00	1,600.00
6299-7 · Paychex								
6299-7L · Longview Paychex								
Check	01/04/2021	ACH	Paychex Inc.	Fee		1100 · Chas...	93.22	93.22
Check	01/12/2021	ACH	Paychex Inc.	Paycheck fee		1100 · Chas...	107.75	200.97
Total 6299-7L · Longview Paychex							200.97	200.97
62997SA · Paychex SA								
Check	01/12/2021	ACH	Paychex Inc.	Paycheck fee		1100 · Chas...	107.75	107.75
Total 62997SA · Paychex SA							107.75	107.75
Total 6299-7 · Paychex							308.72	308.72
6299-8 · Banking Fees								
Check	01/31/2021			Service Cha...		1100 · Chas...	25.00	25.00
Total 6299-8 · Banking Fees							25.00	25.00
Total 6299 · Misc. Contracted Serv-Consultan							8,933.72	8,933.72
Total 6200 · Professional&Contract Services							10,383.72	10,383.72

Texas Council for International Studies
Profit & Loss Detail
January 2021

Type	Date	Num	Name	Memo	Clr	Split	Amount	Balance
6300 · Supplies and Materials								
6396 · Subscriptions								
6396-6L · Longview Subscriptions								
Bill	01/07/2021		Microsoft Store	Subscription.		20000 · Acco...	3.78	3.78
Bill	01/09/2021		Amazon Prime M...			20000 · Acco...	6.50	10.28
Bill	01/25/2021		Zoom Video Com...	Annual Sub...		20000 · Acco...	159.79	170.07
Total 6396-6L · Longview Subscriptions							170.07	170.07
6396SA · SA Subscriptions								
Bill	01/07/2021		Microsoft Store	Subscription		20000 · Acco...	3.79	3.79
Bill	01/09/2021		Amazon Prime M...			20000 · Acco...	6.49	10.28
Bill	01/25/2021		Zoom Video Com...	Annual Sub...		20000 · Acco...	159.80	170.08
Total 6396SA · SA Subscriptions							170.08	170.08
Total 6396 · Subscriptions							340.15	340.15
6398 · Office Equipment								
6398-L · L-Office Equipment								
Bill	01/02/2021		Best Buy	Office Suppl...		20000 · Acco...	1,209.95	1,209.95
General Journal	01/31/2021	ACC...		Move to Adv...		-SPLIT-	-1,209.95	0.00
General Journal	01/31/2021	ACC...		Vistaprint		80000 · Ask ...	31.64	31.64
Total 6398-L · L-Office Equipment							31.64	31.64
6398-SA · SA-Office Equipment								
Bill	01/02/2021		Best Buy	Office Suppl...		20000 · Acco...	1,209.96	1,209.96
Check	01/14/2021	1099...	Lindsay Bruehl	Reimburse...		1100 · Chas...	43.39	1,253.35
General Journal	01/31/2021	ACC...		Move to Adv...		6398-L · L-Of...	-1,209.96	43.39
General Journal	01/31/2021	ACC...		Vistaprint		80000 · Ask ...	31.64	75.03
Total 6398-SA · SA-Office Equipment							75.03	75.03
Total 6398 · Office Equipment							106.67	106.67
Total 6300 · Supplies and Materials							446.82	446.82
6400 · Other Operating Costs								
6411 · Travel-TCIS Staff								
6411-2L · TCIS Staff Trav/Prof Dev-L								
Bill	01/07/2021		Hilton Garden Inn ...	Travel		20000 · Acco...	83.07	83.07
Bill	01/07/2021		Hilton Garden Inn ...	Travel		20000 · Acco...	83.07	166.14
Bill	01/07/2021		Hilton Garden Inn ...	Longview		20000 · Acco...	83.07	249.21
Bill	01/07/2021		Hilton Garden Inn ...	Longview		20000 · Acco...	83.07	332.28
Bill	01/07/2021		Hilton Garden Inn ...	Travel		20000 · Acco...	83.07	415.35
General Journal	01/31/2021	ACC...		Cardmembe...		80000 · Ask ...	2,062.41	2,477.76
Total 6411-2L · TCIS Staff Trav/Prof Dev-L							2,477.76	2,477.76

**Texas Council for International Studies
Profit & Loss Detail
January 2021**

Type	Date	Num	Name	Memo	Clr	Split	Amount	Balance
64111SA · TCIS Staff Trav/Prof Dev SA								
Bill	01/04/2021		American Airlines	Airfare		20000 · Acco...	92.65	92.65
Bill	01/06/2021		Loves Travel Stop	Gas		20000 · Acco...	16.08	108.73
Bill	01/07/2021		Malakoff Station	Gas		20000 · Acco...	14.71	123.44
Bill	01/21/2021		McDonalds	Travel		20000 · Acco...	45.00	168.44
Bill	01/21/2021		Sonic, San Antonio	Travel		20000 · Acco...	5.00	173.44
Bill	01/21/2021		Sonic, San Antonio	Travel		20000 · Acco...	5.00	178.44
Bill	01/22/2021		Whataburger San...	Travel		20000 · Acco...	45.00	223.44
Bill	01/27/2021		Walgreens			20000 · Acco...	7.69	231.13
General Journal	01/31/2021	Refund		Refund Gra...		1100 · Chas...	-162.76	68.37
General Journal	01/31/2021	ACC...		Cardmembe...		80000 · Ask ...	2,062.41	2,130.78
Total 64111SA · TCIS Staff Trav/Prof Dev SA							2,130.78	2,130.78
Total 6411 · Travel-TCIS Staff							4,608.54	4,608.54
6413 · School Staff Stipends								
64131SA · SA School Staff Stipends								
General Journal	01/31/2021	ACC...		Assistant		80000 · Ask ...	500.00	500.00
Total 64131SA · SA School Staff Stipends							500.00	500.00
Total 6413 · School Staff Stipends							500.00	500.00
6419 · Travel, Materials, etc								
6419-1B · Board Expenses								
64191SA · TCIS Board Expenses-San Antonio								
Check	01/25/2021	1106...	Rogy Productions			1100 · Chas...	200.00	200.00
Total 64191SA · TCIS Board Expenses-San Antonio							200.00	200.00
64192BL · Board Expenses- Longview								
Bill	01/07/2021		Casa Flora Flowe...	Funeral Arra...		20000 · Acco...	186.00	186.00
Total 64192BL · Board Expenses- Longview							186.00	186.00
6419-1B · Board Expenses - Other								
Check	01/25/2021	1106...	Rogy Productions			1100 · Chas...	200.00	200.00
Total 6419-1B · Board Expenses - Other							200.00	200.00
Total 6419-1B · Board Expenses							586.00	586.00
Total 6419 · Travel, Materials, etc							586.00	586.00
6495 · Prof. Development-School Staff								
6495-2L · Professional Dev. - Longview								
Bill	01/06/2021		Region 10 ESC			20000 · Acco...	175.00	175.00
Total 6495-2L · Professional Dev. - Longview							175.00	175.00

**Texas Council for International Studies
Profit & Loss Detail
January 2021**

Type	Date	Num	Name	Memo	Clr	Split	Amount	Balance
64951SA · Prof. Dev. SA Staff								
Bill	01/06/2021		Region 10 ESC			20000 · Acco...	175.00	175.00
Total 64951SA · Prof. Dev. SA Staff							175.00	175.00
Total 6495 · Prof. Development-School Staff							350.00	350.00
6496 · Advertising/Marketing								
6496-2L · Longview ISD Ad/Marketing								
General Journal	01/31/2021	ACC...		Merchandis...		6398-L · L-Of...	1,209.95	1,209.95
General Journal	01/31/2021	ACC...		Charter Co...		80000 · Ask ...	37.50	1,247.45
Total 6496-2L · Longview ISD Ad/Marketing							1,247.45	1,247.45
64961SA · SAISD Advertising/Marketing								
Bill	01/07/2021		Spectrum	Advertising		20000 · Acco...	2,000.00	2,000.00
General Journal	01/31/2021	ACC...		Move to Adv...		6398-L · L-Of...	1,209.96	3,209.96
General Journal	01/31/2021	ACC...		Charter Co...		80000 · Ask ...	37.50	3,247.46
Total 64961SA · SAISD Advertising/Marketing							3,247.46	3,247.46
Total 6496 · Advertising/Marketing							4,494.91	4,494.91
6498 · School Incentives								
64981SA · SA School Incentives/Awards								
Bill	01/28/2021		Amazon.com	School Ince...		20000 · Acco...	176.96	176.96
Total 64981SA · SA School Incentives/Awards							176.96	176.96
6498 · School Incentives - Other								
General Journal	01/31/2021	ACC...		HEB Gift Ca...		80000 · Ask ...	123.39	123.39
Total 6498 · School Incentives - Other							123.39	123.39
Total 6498 · School Incentives							300.35	300.35
6499 · Sponsorship (Food)								
64991SA · SA Sponsorships (Food)								
Bill	01/08/2021		Tiffs Treats	cookies for t...		20000 · Acco...	178.00	178.00
General Journal	01/31/2021	ACC...		Nothing Bun...		80000 · Ask ...	58.50	236.50
Total 64991SA · SA Sponsorships (Food)							236.50	236.50
Total 6499 · Sponsorship (Food)							236.50	236.50
Total 6400 · Other Operating Costs							11,076.30	11,076.30
Total Expense							83,363.14	83,363.14
Net Ordinary Income							-83,363.14	-83,363.14

Texas Council for International Studies
Profit & Loss Detail
 January 2021

Type	Date	Num	Name	Memo	Clr	Split	Amount	Balance
Other Income/Expense								
Other Expense								
80000 · Ask My Accountant								
Bill	01/09/2021		HEB-Online			20000 · Acco...	123.39	123.39
Check	01/14/2021	1100...	Sharon Kotarski			1100 · Chas...	500.00	623.39
Check	01/15/2021	1106...	Cardmember Ser...	Ask my acc...		1100 · Chas...	4,124.82	4,748.21
Check	01/25/2021	1106...	Charter Communi...			1100 · Chas...	75.00	4,823.21
Bill	01/27/2021		Vistaprint			20000 · Acco...	63.28	4,886.49
Bill	01/27/2021		Nothing Bundt Cake			20000 · Acco...	58.50	4,944.99
General Journal	01/31/2021	ACC...		Move to Sc...		6498 · Schoo...	-123.39	4,821.60
General Journal	01/31/2021	ACC...		Move to Offi...		-SPLIT-	-63.28	4,758.32
General Journal	01/31/2021	ACC...		Move to Sc...		64991SA · S...	-58.50	4,699.82
General Journal	01/31/2021	ACC...		Sharon Kot...		64131SA · S...	-500.00	4,199.82
General Journal	01/31/2021	ACC...		Move to Tra...		-SPLIT-	-4,124.82	75.00
General Journal	01/31/2021	ACC...		Move to Adv...		-SPLIT-	-75.00	0.00
Total 80000 · Ask My Accountant							0.00	0.00
Total Other Expense							0.00	0.00
Net Other Income							0.00	0.00
Net Income							-83,363.14	-83,363.14

Texas Council for International Studies
Profit & Loss
 February 2021

	Feb 21
Ordinary Income/Expense	
Expense	
6100 · Payroll Expenses	
6119-1 · Salaries/Benefits - CEO	
6119-L · Salaries/Benefits-CEO	4,808.14
6119-SA · Salaries/Benefits CEO	12,927.08
	17,735.22
6119-2 · Salaries/Benefits-Exec Director	
6119-2L · Sal/Ben Exec Director Longview	13,745.00
	13,745.00
6119-3 · Sal/Ben-Dir of Bus. Operations	
6119-3L · Director of Bus. Operations-L	2,250.00
61193SA · Director of Business Operations	2,250.00
	4,500.00
6119-4 · Salaries/Benefits Directors	
61194SA · San Antonio Director	2,397.22
	2,397.22
6119-5 · Salaries/Benefits Coordinators	
6119-51 · Coordinator of Curric & Instruc	
611951L · Coordinator and Curriculum	4,862.12
611951S · Coordinator and Instructor	4,862.11
	9,724.23
Total 6119-5 · Salaries/Benefits Coordinators	9,724.23
6141 · Social Security/Medicare	1,179.77
6144 · Teacher Retirement/TRS	496.00
6146 · Teacher Retirement/TRS Care	1,000.00
6149 · Employee Benefits	232.50
	51,009.94
Total 6100 · Payroll Expenses	
6200 · Professional&Contract Services	
6212 · CPA/Audit	
6212-L · CPA/Audit -Longview	500.00
6212 · CPA/Audit - Other	700.00
	1,200.00
Total 6212 · CPA/Audit	
6299 · Misc. Contracted Serv-Consultan	
6299-1 · SAISD Liason	4,000.00

Texas Council for International Studies
Profit & Loss
February 2021

	Feb 21
6299-7 · Paychex	
6299-7L · Longview Paychex	90.50
62997SA · Paychex SA	45.26
6299-7 · Paychex - Other	45.26
Total 6299-7 · Paychex	181.02
Total 6299 · Misc. Contracted Serv-Consultan	4,181.02
Total 6200 · Professional&Contract Services	5,381.02
6300 · Supplies and Materials	
6321 · Instructional Materials	
6321-SA · Instructional Materials-SA	105.09
Total 6321 · Instructional Materials	105.09
6396 · Subscriptions	
6396-6L · Longview Subscriptions	423.76
6396SA · SA Subscriptions	274.78
Total 6396 · Subscriptions	698.54
6398 · Office Equipment	
6398-L · L-Office Equipment	16.50
6398-SA · SA-Office Equipment	18.45
Total 6398 · Office Equipment	34.95
6399 · Supplies	
6399-1 · Supplies	
6399-1L · L- Supplies	105.08
Total 6399-1 · Supplies	105.08
Total 6399 · Supplies	105.08
Total 6300 · Supplies and Materials	943.66
6400 · Other Operating Costs	
6411 · Travel-TCIS Staff	
6411-2L · TCIS Staff Trav/Prof Dev-L	328.03
64111SA · TCIS Staff Trav/Prof Dev SA	908.26
Total 6411 · Travel-TCIS Staff	1,236.29
6413 · School Staff Stipends	
6413-2L · Longview School Staff Stipends	3,000.00
64131SA · SA School Staff Stipends	500.00
Total 6413 · School Staff Stipends	3,500.00

Texas Council for International Studies
Profit & Loss
February 2021

	<u>Feb 21</u>
6419 · Travel, Materials, etc	
6419-1B · Board Expenses	
64192BL · Board Expenses- Longview	230.00
Total 6419-1B · Board Expenses	<u>230.00</u>
Total 6419 · Travel, Materials, etc	230.00
6498 · School Incentives	
64981SA · SA School Incentives/Awards	34.40
Total 6498 · School Incentives	<u>34.40</u>
Total 6400 · Other Operating Costs	<u>5,000.69</u>
Total Expense	<u>62,335.31</u>
Net Ordinary Income	<u>-62,335.31</u>
Net Income	<u><u>-62,335.31</u></u>

Texas Council for International Studies
Profit & Loss Detail
 February 2021

Type	Date	Num	Name	Memo	Clr	Split	Amount	Balance
Ordinary Income/Expense								
Expense								
6100 · Payroll Expenses								
6119-1 · Salaries/Benefits - CEO								
6119-L · Salaries/Benefits-CEO								
Check	02/11/2021	ACH	Paychex Inc.	Margaret Sa...		1100 · Chas...	3,366.75	3,366.75
Check	02/12/2021	ACH	Paychex Inc.	Payroll With...		1100 · Chas...	1,441.39	4,808.14
Total 6119-L · Salaries/Benefits-CEO							4,808.14	4,808.14
6119-SA · Salaries/Benefits CEO								
Check	02/11/2021	5277...	Dles Herron	Salary		1100 · Chas...	8,118.92	8,118.92
Check	02/11/2021	ACH	Paychex Inc.	Margaret Sa...		1100 · Chas...	3,366.76	11,485.68
Check	02/12/2021	ACH	Paychex Inc.	Payroll With...		1100 · Chas...	1,441.40	12,927.08
Total 6119-SA · Salaries/Benefits CEO							12,927.08	12,927.08
Total 6119-1 · Salaries/Benefits - CEO							17,735.22	17,735.22
6119-2 · Salaries/Benefits-Exec Director								
6119-2L · Sal/Ben Exec Director Longview								
Check	02/05/2021	ACH	State Comptrlr	1 TC		1100 · Chas...	78.00	78.00
Check	02/05/2021	ACH	State Comptrlr	1 TR		1100 · Chas...	924.00	1,002.00
Check	02/11/2021	5277...	Linda Buie	Salary		1100 · Chas...	5,742.55	6,744.55
Check	02/11/2021	5277...	Linda Buie	Salary		1100 · Chas...	5,000.00	11,744.55
Check	02/12/2021	ACH	Irs	Withholdings		1100 · Chas...	196.48	11,941.03
Check	02/12/2021	ACH	Irs	Withholdings		1100 · Chas...	1,608.97	13,550.00
Check	02/12/2021	ACH	State Comptrlr	HLTHE		1100 · Chas...	195.00	13,745.00
Total 6119-2L · Sal/Ben Exec Director Longview							13,745.00	13,745.00
Total 6119-2 · Salaries/Benefits-Exec Director							13,745.00	13,745.00
6119-3 · Sal/Ben-Dir of Bus. Operations								
6119-3L · Director of Bus. Operations-L								
Check	02/01/2021	1110...	Doyle Vogler	Director of ...		1100 · Chas...	2,250.00	2,250.00
Total 6119-3L · Director of Bus. Operations-L							2,250.00	2,250.00
61193SA · Director of Business Operations								
Check	02/01/2021	1110...	Doyle Vogler	Director of ...		1100 · Chas...	2,250.00	2,250.00
Total 61193SA · Director of Business Operations							2,250.00	2,250.00
Total 6119-3 · Sal/Ben-Dir of Bus. Operations							4,500.00	4,500.00

Texas Council for International Studies
Profit & Loss Detail
February 2021

Type	Date	Num	Name	Memo	Clr	Split	Amount	Balance
6119-4 · Salaries/Benefits Directors								
61194SA · San Antonio Director								
Check	02/05/2021	ACH	State Comptrlr	1 TC		1100 · Chas...	65.00	65.00
Check	02/05/2021	ACH	State Comptrlr	1 TR		1100 · Chas...	770.00	835.00
Check	02/12/2021	ACH	Irs	Withholdings		1100 · Chas...	154.09	989.09
Check	02/12/2021	ACH	Irs	Withholdings		1100 · Chas...	1,408.13	2,397.22
Total 61194SA · San Antonio Director							2,397.22	2,397.22
Total 6119-4 · Salaries/Benefits Directors							2,397.22	2,397.22
6119-5 · Salaries/Benefits Coordinators								
6119-51 · Coordinator of Curric & Instruc								
611951L · Coordinator and Curriculum								
Check	02/05/2021	ACH	State Comptrlr	1 TC		1100 · Chas...	29.25	29.25
Check	02/05/2021	ACH	State Comptrlr	1 TR		1100 · Chas...	346.50	375.75
Check	02/11/2021	5277...	Leah E. Bernie	Salary		1100 · Chas...	3,778.59	4,154.34
Check	02/12/2021	ACH	Irs	Withholdings		1100 · Chas...	70.35	4,224.69
Check	02/12/2021	ACH	Irs	Withholdings		1100 · Chas...	539.93	4,764.62
Check	02/12/2021	ACH	State Comptrlr	HLTHE		1100 · Chas...	97.50	4,862.12
Total 611951L · Coordinator and Curriculum							4,862.12	4,862.12
611951S · Coordinator and Instructor								
Check	02/05/2021	ACH	State Comptrlr	1 TC		1100 · Chas...	29.25	29.25
Check	02/05/2021	ACH	State Comptrlr	1 TR		1100 · Chas...	346.50	375.75
Check	02/11/2021	5277...	Leah E. Bernie	Salary		1100 · Chas...	3,778.59	4,154.34
Check	02/12/2021	ACH	Irs	Withholdings		1100 · Chas...	70.35	4,224.69
Check	02/12/2021	ACH	Irs	Withholdings		1100 · Chas...	539.92	4,764.61
Check	02/12/2021	ACH	State Comptrlr	HLTHE		1100 · Chas...	97.50	4,862.11
Total 611951S · Coordinator and Instructor							4,862.11	4,862.11
Total 6119-51 · Coordinator of Curric & Instruc							9,724.23	9,724.23
Total 6119-5 · Salaries/Benefits Coordinators							9,724.23	9,724.23
6141 · Social Security/Medicare								
Check	02/12/2021	ACH	Irs	Withholdings		1100 · Chas...	140.70	140.70
Check	02/12/2021	ACH	Irs	Withholdings		1100 · Chas...	196.48	337.18
Check	02/12/2021	ACH	Irs	Withholdings		1100 · Chas...	154.09	491.27
Check	02/12/2021	ACH	Paychex Inc.	employer co...		1100 · Chas...	688.50	1,179.77
Total 6141 · Social Security/Medicare							1,179.77	1,179.77

Texas Council for International Studies
Profit & Loss Detail
 February 2021

Type	Date	Num	Name	Memo	Clr	Split	Amount	Balance
6144 · Teacher Retirement/TRS								
Check	02/05/2021	ACH	State Comptrlr	employer co...		1100 · Chas...	144.00	144.00
Check	02/05/2021	ACH	State Comptrlr	employer co...		1100 · Chas...	192.00	336.00
Check	02/05/2021	ACH	State Comptrlr	employer co...		1100 · Chas...	160.00	496.00
Total 6144 · Teacher Retirement/TRS							496.00	496.00
6146 · Teacher Retirement/TRS Care								
Check	02/12/2021	ACH	State Comptrlr	Employer C...		1100 · Chas...	1,000.00	1,000.00
Total 6146 · Teacher Retirement/TRS Care							1,000.00	1,000.00
6149 · Employee Benefits								
Check	02/05/2021	ACH	State Comptrlr	1 TCB		1100 · Chas...	90.00	90.00
Check	02/05/2021	ACH	State Comptrlr	1 TCB		1100 · Chas...	67.50	157.50
Check	02/05/2021	ACH	State Comptrlr	1 TCB		1100 · Chas...	75.00	232.50
Total 6149 · Employee Benefits							232.50	232.50
Total 6100 · Payroll Expenses							51,009.94	51,009.94
6200 · Professional&Contract Services								
6212 · CPA/Audit								
6212-L · CPA/Audit -Longview								
Check	02/11/2021	1116...	Solomon Sims Th...	Accounting		1100 · Chas...	500.00	500.00
Total 6212-L · CPA/Audit -Longview							500.00	500.00
6212 · CPA/Audit - Other								
Check	02/11/2021	1116...	Solomon Sims Th...	Accounting		1100 · Chas...	500.00	500.00
Check	02/20/2021	1122...	Jennifer S. Hill, C...	CPA Fees		1100 · Chas...	200.00	700.00
Total 6212 · CPA/Audit - Other							700.00	700.00
Total 6212 · CPA/Audit							1,200.00	1,200.00
6299 · Misc. Contracted Serv-Consultan								
6299-1 · SAISD Liason								
Check	02/01/2021	1110...	Courtney Gober	SAISD Liason		1100 · Chas...	4,000.00	4,000.00
Total 6299-1 · SAISD Liason							4,000.00	4,000.00
6299-7 · Paychex								
6299-7L · Longview Paychex								
Check	02/01/2021	ACH	Paychex Inc.	Paychex Fees		1100 · Chas...	45.25	45.25
Check	02/12/2021	ACH	Paychex Inc.	Paychex Fee		1100 · Chas...	45.25	90.50
Total 6299-7L · Longview Paychex							90.50	90.50

Texas Council for International Studies
Profit & Loss Detail
 February 2021

Type	Date	Num	Name	Memo	Clr	Split	Amount	Balance
62997SA · Paychex SA								
Check	02/12/2021	ACH	Paychex Inc.	Paychex Fee		1100 · Chas...	45.26	45.26
Total 62997SA · Paychex SA							45.26	45.26
6299-7 · Paychex - Other								
Check	02/01/2021	ACH	Paychex Inc.	Paychex Fees		1100 · Chas...	45.26	45.26
Total 6299-7 · Paychex - Other							45.26	45.26
Total 6299-7 · Paychex							181.02	181.02
Total 6299 · Misc. Contracted Serv-Consultan							4,181.02	4,181.02
Total 6200 · Professional&Contract Services							5,381.02	5,381.02
6300 · Supplies and Materials								
6321 · Instructional Materials								
6321-SA · Instructional Materials-SA								
Bill	02/04/2021		Vistaprint			20000 · Acco...	105.09	105.09
Total 6321-SA · Instructional Materials-SA							105.09	105.09
Total 6321 · Instructional Materials							105.09	105.09
6396 · Subscriptions								
6396-6L · Longview Subscriptions								
Bill	02/01/2021		Smore.com	Longview S...		20000 · Acco...	149.00	149.00
Bill	02/11/2021		GoDaddy	Subscription		20000 · Acco...	159.83	308.83
Bill	02/13/2021		GoDaddy	Subscription		20000 · Acco...	114.93	423.76
Total 6396-6L · Longview Subscriptions							423.76	423.76
6396SA · SA Subscriptions								
Bill	02/11/2021		GoDaddy	Subscription		20000 · Acco...	159.84	159.84
Bill	02/13/2021		GoDaddy	Subscription		20000 · Acco...	114.94	274.78
Total 6396SA · SA Subscriptions							274.78	274.78
Total 6396 · Subscriptions							698.54	698.54
6398 · Office Equipment								
6398-L · L-Office Equipment								
Bill	02/09/2021		Fornswift.com			20000 · Acco...	16.50	16.50
Total 6398-L · L-Office Equipment							16.50	16.50

Texas Council for International Studies
Profit & Loss Detail
 February 2021

Type	Date	Num	Name	Memo	Clr	Split	Amount	Balance
6398-SA · SA-Office Equipment								
Bill	02/02/2021		Fornswift.com			20000 · Acco...	1.95	1.95
Bill	02/09/2021		Fornswift.com			20000 · Acco...	16.50	18.45
Total 6398-SA · SA-Office Equipment							18.45	18.45
Total 6398 · Office Equipment							34.95	34.95
6399 · Supplies								
6399-1 · Supplies								
6399-1L · L- Supplies								
Bill	02/04/2021		Vistaprint			20000 · Acco...	105.08	105.08
Total 6399-1L · L- Supplies							105.08	105.08
Total 6399-1 · Supplies							105.08	105.08
Total 6399 · Supplies							105.08	105.08
Total 6300 · Supplies and Materials							943.66	943.66
6400 · Other Operating Costs								
6411 · Travel-TCIS Staff								
6411-2L · TCIS Staff Trav/Prof Dev-L								
Bill	02/23/2021		Red Lobster - Lon...	Travel - Food		20000 · Acco...	45.13	45.13
Bill	02/23/2021		Saltgrass	Food		20000 · Acco...	186.68	231.81
Bill	02/24/2021		Roost	Food		20000 · Acco...	91.85	323.66
Bill	02/26/2021		Whataburger Lon...	Food		20000 · Acco...	4.37	328.03
Total 6411-2L · TCIS Staff Trav/Prof Dev-L							328.03	328.03
64111SA · TCIS Staff Trav/Prof Dev SA								
Check	02/01/2021	1110...	Courtney Gober	Reimburse ...		1100 · Chas...	360.95	360.95
Bill	02/04/2021		HEB #699 San An...	Food		20000 · Acco...	22.79	383.74
Bill	02/12/2021		Avis Car Rental	Travel		20000 · Acco...	524.52	908.26
Total 64111SA · TCIS Staff Trav/Prof Dev SA							908.26	908.26
Total 6411 · Travel-TCIS Staff							1,236.29	1,236.29
6413 · School Staff Stipends								
6413-2L · Longview School Staff Stipends								
Check	02/17/2021	1120...	Christy Triece	Linda Buie's...		1100 · Chas...	1,000.00	1,000.00
Check	02/17/2021	1120...	Christy Triece	Assistant		1100 · Chas...	2,000.00	3,000.00
Total 6413-2L · Longview School Staff Stipends							3,000.00	3,000.00

Texas Council for International Studies
Profit & Loss Detail
 February 2021

Type	Date	Num	Name	Memo	Clr	Split	Amount	Balance
64131SA · SA School Staff Stipends								
Check	02/01/2021	1113...	Sharon Kotarski	Consultant		1100 · Chas...	500.00	500.00
Total 64131SA · SA School Staff Stipends							500.00	500.00
Total 6413 · School Staff Stipends							3,500.00	3,500.00
6419 · Travel, Materials, etc								
6419-1B · Board Expenses								
64192BL · Board Expenses- Longview								
Check	02/05/2021	1111...	Sam Sneed Phot...	Photocreati...		1100 · Chas...	230.00	230.00
Total 64192BL · Board Expenses- Longview							230.00	230.00
Total 6419-1B · Board Expenses							230.00	230.00
Total 6419 · Travel, Materials, etc							230.00	230.00
6498 · School Incentives								
64981SA · SA School Incentives/Awards								
Bill	02/23/2021		Amazon.com	School Ince...		20000 · Acco...	34.40	34.40
Total 64981SA · SA School Incentives/Awards							34.40	34.40
Total 6498 · School Incentives							34.40	34.40
Total 6400 · Other Operating Costs							5,000.69	5,000.69
Total Expense							62,335.31	62,335.31
Net Ordinary Income							-62,335.31	-62,335.31
Net Income							-62,335.31	-62,335.31

**RESOLUTION
OF THE BOARD OF DIRECTORS OF
TEXAS COUNCIL FOR INTERNATIONAL STUDIES, INC.**

March 30, 2021

The undersigned, constituting all of the Board of Directors of Texas Council for International Studies, Inc., a Texas non-profit corporation (the "Corporation"), approved by the Secretary of State of the State of Texas and on file with the Secretary of State and the Corporation, hereby affirm compliance with Texas Open Meetings Act regulations, adopt the following resolutions, effective as of March 30, 2021.

WHEREAS, Texas Council for International Studies ("TCIS") seeks to provide access to an International Baccalaureate® (IB) education for students exclusive of their economic resources or geographic location; and

WHEREAS, TCIS seeks to achieve its mission of expanding access to an IB education through 1882 partnerships with Texas public school districts; and

WHEREAS, TCIS submitted an 1882 partnership application to the Edgewood Independent School District (EISD); and

WHEREAS, EISD has accepted the TCIS partnership application; and

WHEREAS, EISD and TCIS desire to enter into partnership agreements for the campuses identified in the partnership application subject to approval by the Texas Education Agency ("TEA"); and

WHEREAS, the EISD Board of Trustees approved the partnership agreement for Las Palmas Elementary, as submitted, at a meeting on January 19, 2021; and

WHEREAS, the EISD Board of Trustees approved the partnership agreement for Cisneros Elementary, as submitted, at a meeting on January 19, 2021; and

WHEREAS, Mr. Walter Sorensen moved to approve the partnership agreements, and Dr. D. B. Briscoe seconded Mr. Sorensen's motion; and

WHEREAS, the Board of Directors of TCIS, having considered such motion and corresponding second, approves the partnership agreements as submitted, and the Board authorizes TCIS CEO to execute the agreements and to negotiate and approve any non-substantive refinements or revisions to the partnership agreements necessary to accomplish the intent of the parties or to obtain final approval from TEA for the agreements, by unanimous vote.

THEREFORE, on the approval of such motion and corresponding second of such motion, the Board of Directors hereby approves the partnership agreements as submitted, and the Board authorizes TCIS CEO to execute the agreements and to negotiate and approve any non-substantive refinements or revisions to the partnership agreements necessary to accomplish the intent of the parties or to obtain final approval from TEA for the agreements.

EXECUTED EFFECTIVE as of the date first above written.

Linda Buie 3/30/21
Linda Buie, Secretary to the Board

**RESOLUTION
OF THE BOARD OF DIRECTORS OF
TEXAS COUNCIL FOR INTERNATIONAL STUDIES, INC.**

March 30, 2021

The undersigned, constituting all of the Board of Directors of Texas Council for International Studies, Inc., a Texas non-profit corporation (the "Corporation"), approved by the Secretary of State of the State of Texas and on file with the Secretary of State and the Corporation, hereby affirm compliance with Texas Open Meetings Act regulations, adopt the following resolutions, effective as of March 30, 2021.

WHEREAS, Texas Council for International Studies ("TCIS") seeks to provide access to an International Baccalaureate® (IB) education for students exclusive of their economic resources or geographic location; and

WHEREAS, TCIS seeks to achieve its mission of expanding access to an IB education through 1882 partnerships with Texas public school districts; and

WHEREAS, TCIS submitted an 1882 partnership application to the Edgewood Independent School District (EISD); and

WHEREAS, EISD has accepted the TCIS partnership application; and

WHEREAS, EISD and TCIS desire to enter into a partnership agreement subject to approval by the Texas Education Agency ("TEA") for TCIS to operate certain campuses of EISD; and

WHEREAS, subject to approval by TEA, TCIS will be responsible for creating and publishing academic calendars for each school year for the EISD campuses operated by TCIS; and

WHEREAS, the Board of Directors finds that the passage of this Resolution is in the best interest of the students, their parents, and faculty of any EISD campus operated by TCIS; and

WHEREAS, Dr. D. B. Briscoe moved to approve the 2021-2022 academic calendar for the EISD campuses operated by TCIS, attached as Exhibit A and incorporated into this Resolution, subject to TEA approval of the partnership between EISD and TCIS, and Mr. Walter Sorensen seconded Dr. Briscoe's motion; and

WHEREAS, the Board of Directors of TCIS, having considered such motion and corresponding second, hereby approves the 2021-2022 academic calendar for the EISD campuses operated by TCIS, attached as Exhibit A and

incorporated into this Resolution, subject to TEA approval of the partnership between EISD and TCIS.

THEREFORE, on the approval of such motion and corresponding second of such motion, the Board of Directors hereby approve the 2021-2022 academic calendar for the EISD campuses operated by TCIS, attached as Exhibit A and incorporated into this Resolution, subject to TEA approval of the partnership between EISD and TCIS.

EXECUTED EFFECTIVE as of the date first above written.

L. L. Buie 3/30/21
Linda Buie, Secretary to the Board



Texas Council for International Studies (TCIS) Las Palmas and Roy Cisneros 2021-2022 ACADEMIC CALENDAR



PROFESSIONALISM ♦ ACCOUNTABILITY ♦ COMMUNICATION

Legend

- Staff Development Beginning/End of 6 Weeks
- State Assessment Intersession
- Holiday/Closure Early Release
- TCIS PD/Student Holiday TCIS Conference/Student Holiday

July 27-29 New Teacher Academy

Holidays

- September 6 Labor Day
- November 22-26 Thanksgiving Break
- December 20-31 Winter Break
- January 17 MLK Day
- March 7-11 Spring Break
- April 8 Battle of Flowers
- April 15 Easter Break
- May 30 Memorial Day

Instructional Minutes

Elementary School 83,700

Regular School Hours

Elementary 7:45 am - 3:30 pm

Calendar Information

Start Date August 9
End Date June 6

Intersession Dates

July 19-30 October 28-29
January 3-4 June 7-17



July 2021

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

August 2021

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				

September 2021

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		

October 2021

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						

November 2021

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				

December 2021

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	

January 2022

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					

February 2022

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				

March 2022

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	

April 2022

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

May 2022

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				

June 2022

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		

Las Palmas School for Girls
115 Las Palmas
San Antonio, TX 78237
P: 210-898-4210

Cisneros School for Boys
3011 Ruiz St
San Antonio, TX 78228
P: 210-898-4170

LONGVIEW INDEPENDENT SCHOOL DISTRICT

2021 - 22 DOI Academic Calendar

JULY						
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

AUGUST						
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				

SEPTEMBER						
S	M	T	W	T	F	S
			1	2	3	4
	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		

OCTOBER						
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						

NOVEMBER						
S	M	T	W	T	F	S
		1	2	3	4	5
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	

JANUARY						
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					

FEBRUARY						
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					

MARCH						
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		

APRIL						
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

MAY						
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				

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		

- KEY**
- Holidays
 - New Employee Orientation
 - Staff Development Days /
Teacher Preparation Days
Parent-Teacher Conference Day
 - STAAR Testing Dates
 - Bad Weather Make-up
Days (if needed)



GRADING PERIODS

- 1st six weeks Aug. 16 - Sept. 24
- 2nd six weeks Sept. 27 - Nov. 5
- 3rd six weeks Nov. 8 - Dec. 17
- 4th six weeks Jan. 4 - Feb. 11
- 5th six weeks Feb. 14 - April 8
- 6th six weeks April 11 - May 25

Note: Students do not attend school on holidays, staff development days / teacher preparation days and Parent- Teacher Conference days.

**RESOLUTION
OF THE BOARD OF DIRECTORS OF
TEXAS COUNCIL FOR INTERNATIONAL STUDIES, INC.**

March 30, 2021

The undersigned, constituting all of the Board of Directors of Texas Council for International Studies, Inc., a Texas non-profit corporation (the "Corporation"), approved by the Secretary of State of the State of Texas and on file with the Secretary of State and the Corporation, hereby affirm compliance with Texas Open Meetings Act regulations, adopt the following resolutions, effective as of March 30, 2021.

WHEREAS, Texas Council for International Studies ("TCIS") seeks to provide access to an International Baccalaureate® (IB) education for students exclusive of their economic resources or geographic location; and

WHEREAS, TCIS seeks to achieve its mission of expanding access to an IB education through 1882 partnerships with Texas public school districts; and

WHEREAS, San Antonio Independent School District ("SAISD") and TCIS entered into a partnership agreement approved by the Texas Education Agency for TCIS to operate certain SAISD campuses; and

WHEREAS, TCIS is responsible for creating and publishing academic calendars for each school year for the campuses operated by TCIS; and

WHEREAS, the Board of Directors finds that the passage of this Resolution is in the best interest of the students, their parents, and faculty of the campuses operated by TCIS; and

WHEREAS, _____ moved to approve the 2021-2022 academic calendar for the SAISD campuses operated by TCIS, attached as Exhibit A and incorporated into this Resolution, and _____ seconded _____'s motion; and

WHEREAS, the Board of Directors of TCIS, having considered such motion and corresponding second, hereby approve the 2021-2022 academic calendar for the SAISD campuses operated by TCIS, attached as Exhibit A and incorporated into this Resolution.

THEREFORE, on the approval of such motion and corresponding second of such motion, the Board of Directors hereby approve the 2021-2022 academic calendar for the SAISD campuses operated by TCIS, attached as Exhibit A and incorporated into this Resolution.

EXECUTED EFFECTIVE as of the date first above written.

Linda Buie 3/30/21
Linda Buie, Secretary to the Board



2021-2022



San Antonio Independent School District
 514 W. Quinry St. | San Antonio, Texas 78212
 210-554-2200 (phone) | www.saisd.net
 @SanAntonioISD @SAISD

TCIS INSTRUCTIONAL CALENDAR

'21 JULY

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

AUGUST

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				

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	

Intersession Dates (Extended Breaks)

LEGEND

- Regular Instructional Day
- Intersession Dates (Extended Breaks)
- Professional Development
- Holiday
- Inclement Weather Makeup Day
- Start of Grading Period | End of Grading Period
- TCIS Conference | Student Holiday

OCTOBER

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						

NOVEMBER

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

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						



'22 JANUARY

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					

FEBRUARY

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

IMPORTANT DATES

- 2021**
- July 5 - July 9 - District Closed; Holiday - Independence Day
 - July 19 - July 30 - Intersession
 - August 2 - 6 - Professional Development
 - August 9 - First Day of School | Start of 1st Grading Period | Start of 1st Semester
 - September 6 - Holiday - Labor Day
 - October 7 - End of 1st Grading Period
 - October 8 - TCIS Conference | Student Holiday
 - October 11 - Holiday - Columbus Day / Indigenous Peoples' Day
 - October 12 - TCIS Professional Development
 - October 13 - Start of 2nd Grading Period
 - November 22 - 26 - Holiday - Thanksgiving Break
 - December 17 - End of 2nd Grading Period | End of the 1st Semester
 - December 20 - December 31 - Holiday - Winter Break

MARCH

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					

APRIL

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					

- 2022**
- January 3 - 7 - Intersession
 - January 10 & 11 - Professional Development
 - January 12 - Start of 3rd Grading Period | Start of the 2nd Semester
 - January 17 - Holiday - Martin Luther King Jr. Day
 - February 21 - Presidents Day / Inclement Weather Makeup Day
 - March 3 - End of 3rd Grading Period
 - March 4 - Inclement Weather Makeup Day
 - March 4 - March 11 - Holiday - Spring Break
 - March 14 - TCIS Professional Development
 - March 15 - Start of 4th Grading Period
 - April 8 - Holiday
 - April 15 - Holiday - Easter Break
 - May 30 - Holiday - Memorial Day
 - June 2 - Last Day of School | End of 4th Grading Period | End of the 2nd Semester
 - June 3 - Professional Development
 - June 6 - June 17 - Intersession



430 minutes per day
 Calendar includes at least **75,600 minutes**.
Grading Periods:
 1st = 43 days | 2nd = 43 days | 3rd = 35 days | 4th = 55 days
176 student days
187 teacher days

**RESOLUTION
OF THE BOARD OF DIRECTORS OF
TEXAS COUNCIL FOR INTERNATIONAL STUDIES, INC.**

March 30, 2021

The undersigned, constituting all of the Board of Directors of Texas Council for International Studies, Inc., a Texas non-profit corporation (the "Corporation"), approved by the Secretary of State of the State of Texas and on file with the Secretary of State and the Corporation, hereby affirm compliance with Texas Open Meetings Act regulations, adopt the following resolutions, effective as of March 30, 2021.

WHEREAS, Texas Council for International Studies ("TCIS") seeks to provide access to an International Baccalaureate® (IB) education for students exclusive of their economic resources or geographic location; and

WHEREAS, TCIS seeks to achieve its mission of expanding access to an IB education through 1882 partnerships with Texas public school districts; and

WHEREAS, TCIS has entered into partnership agreements with multiple Texas independent school districts, each of which has been approved by the Texas Education Agency and each of which authorizes TCIS to receive and manage public funds for the operation of certain campuses within the respective school districts; and

WHEREAS, TCIS must comply with certain applicable provisions of state law regarding financial accountability for Texas public schools; and

WHEREAS, TCIS has the need for the services of an independent auditor for the purpose of completing an independent audit of TCIS's finances; and

WHEREAS, TCIS has determined that Mr. William H. Sims, CPA is highly qualified to provide auditing services appropriate for the needs of TCIS; and

WHEREAS, Dr. Bill Thomas moved to authorize the CEO to negotiate and enter into an agreement to engage Mr. William H. Sims, CPA to complete an independent audit for TCIS, and Mr. Walter Sorensen seconded Dr. Thomas's motion; and

WHEREAS, the Board of Directors of TCIS, having considered such motion and corresponding second, authorize the CEO to negotiate and enter into an agreement to engage Mr. William H. Sims, CPA to complete an independent audit for TCIS.

THEREFORE, on the approval of such motion and corresponding second of such motion, the Board of Directors hereby authorize the CEO to negotiate and enter into an agreement to engage Mr. William H. Sims, CPA to complete an independent audit for TCIS.

EXECUTED EFFECTIVE as of the date first above written.

L. Buie 3/30/21
Linda Buie, Secretary to the Board



March 25, 2021

Ms. Margaret Davis, CEO
Texas Council for International Studies
6144 Churchill Way, Suite A
Dallas, Texas 75250

Dear Ms. Davis,

You have requested that we audit the basic financial statements of Texas Council for International Studies (Organization), which comprise the statement of financial position as of June 30, 2021, and the related statements of activities and changes in net assets, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements. We are pleased to confirm our acceptance and our understanding of this audit engagement by means of this letter. Our audit will be conducted with the objective of our expressing an opinion on the financial statements.

Auditor Responsibilities

We will conduct our audit in accordance with auditing standards generally accepted in the United States of America (U.S. GAAS) and the standards for financial statement audits contained in the Government Auditing Standards, issued by the Comptroller General of the United States and will include test of accounting records and other procedures we consider necessary to enable use to express such an opinion. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the basic financial statements are free from material misstatement. An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to error, fraudulent financial reporting, misappropriation of assets, or violations of laws, governmental regulations, grant agreements, or contractual agreements.

An audit also includes evaluating the appropriateness of accounting policies used, and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements. If appropriate, our procedures will therefore include tests of documentary evidence that support the transactions recorded in the accounts, tests of the physical existence of inventories, and direct confirmation of cash, investments, and certain other assets and liabilities by correspondence with creditors and financial institutions. As part of our audit process, we will request written representations from your attorneys, and they may bill you for responding. At the conclusion of our audit, we will also request certain written representations from you about the financial statements and related matters.

Because of the inherent limitations of an audit, together with the inherent limitations of internal control, an unavoidable risk that some material misstatements (whether caused by errors, fraudulent financial reporting, misappropriation of assets, or violations of laws or governmental regulations) may not be detected exists, even though the audit is properly planned and performed in accordance with U.S. GAAS.

In making our risk assessments, we consider internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. However, we will communicate to you in writing concerning any significant deficiencies or material weaknesses in internal control relevant to the audit of the financial statements that we have identified during the audit. Our responsibility as auditors is limited to the period covered by our audit and does not extend to any other periods.

As part of obtaining reasonable assurance about whether the financial statements are free of material misstatement, we will perform tests of the Organization's compliance with certain provisions of laws, regulations, contracts, and grants that could have a direct and material effect on the determination of financial statement amounts. However, providing an opinion on compliance with those provisions is not an objective of our audit, and accordingly, we will not express such an opinion.

Management Responsibilities

Our audit will be conducted on the basis that management acknowledge and understand that they have responsibility:

- a. For the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America;
- b. For the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to error, fraudulent financial reporting, misappropriation of assets, or violations of laws, governmental regulations, grant agreements, or contractual agreements; and
- c. To provide us with:
 - i. Access to all information of which management is aware that is relevant to the preparation and fair presentation of the financial statements, such as records, documentation, and other matters;
 - ii. Additional information that we may request from management for the purpose of the audit;
 - iii. Unrestricted access to persons within the entity from whom we determine it necessary to obtain audit evidence;
- d. For including the auditor's report in any document containing financial statements that indicates that such financial statements have been audited by the entity's auditor;
- e. For identifying and ensuring that the entity complies with the laws and regulations applicable to its activities;
- f. For adjusting the financial statements to correct material misstatements and confirming to us in the management representation letter that the effects of any uncorrected misstatements aggregated by us during the current engagement and pertaining to the current year under audit are immaterial, both individually and in the aggregate, to the financial statements as a whole;
- g. For acceptance of nonattest services, including identifying the proper party to oversee nonattest work;
- h. For maintaining adequate records, selecting and applying accounting principles, and safeguarding assets;
- i. For informing us of any known or suspected fraud affecting the entity involving management, employees with significant role in internal control and others where fraud could have a material effect on the financials; and
- j. For the accuracy and completeness of all information provided.

As part of our audit process, we will request from management written confirmation concerning representations made to us in connection with the audit.

Nonattest Services

With respect to any nonattest services to be performed, we agree to prepare the financial statements of the Organization based on information provided by you.

We will not assume management responsibilities on behalf of the Organization. However, we will provide advice and recommendations to assist management of the Organization in performing its responsibilities. The Organization's management is responsible for (a) making all management decisions and performing all management functions; (b) assigning a competent individual to oversee the services; (c) evaluating the adequacy of the services performed; (d) evaluating and accepting responsibility for the results of the services performed; and (e) establishing and maintaining internal controls, including monitoring ongoing activities.

Our responsibilities and limitations of the engagement are as follows:

- We will perform the service in accordance with applicable professional standards, including U.S. GAAS.
- This engagement is limited to the preparation of the financial statements of the Organization and related notes to the financial statements as previously outlined. Our firm, in its sole professional judgment, reserves the right to refuse to do any procedure or take any action that could be construed as making management decisions or assuming management responsibilities, including determining account coding and approving journal entries.

Reporting

We will issue a written report upon completion of our audits of the Organization's basic financial statements. Our report will be addressed to the board of directors of the Organization. We cannot provide assurance that an unmodified opinion will be expressed. Circumstances may arise in which it is necessary for us to modify our opinion, add an emphasis-of-matter or other-matter paragraph(s), or withdraw from the engagement.

Other

We understand that your employees will prepare all confirmations we request and will locate any documents or support for any other transactions we select for testing.

If you intend to publish or otherwise reproduce the financial statements and make reference to our firm, you agree to provide us with printers' proofs or masters for our review and approval before printing. You also agree to provide us with a copy of the final reproduced material for our approval before it is distributed.

During the course of the engagement, we may communicate with you or your personnel via e-mail, and you should be aware that communication in those mediums contains a risk of misdirected or intercepted communications.

Regarding the electronic dissemination of audited financial statements, including financial statements published electronically on your Internet website, you understand that electronic sites are a means to distribute information and, therefore, we are not required to read the information contained in these sites or to consider the consistency of other information in the electronic site with the original document.

Professional standards prohibit us from being the sole host and/or the sole storage for your financial and non-financial data. As such, it is your responsibility to maintain your original data and records and we cannot be responsible to maintain such original information. By signing this engagement letter, you affirm that you have all the data and records required to make your books and records complete.

I am the engagement partner for the audit services specified in this letter. My responsibilities include supervising Salmon Sims Thomas's services performed as part of this engagement and signing or authorizing another qualified firm representative to sign the audit report.

Our fees are based on the amount of time required at various levels of responsibility, plus actual out-of-pocket expenses, including but not limited to travel and photocopies. We estimate that our fee for the audit will be \$9,500.

The fee estimate is based on anticipated cooperation from your personnel and the assumption that unexpected circumstances will not be encountered during the audit. If significant additional time is necessary (greater than 10% of the initial fee), we will discuss it with you and arrive at a new fee estimate before we incur the additional costs. In accordance with our firm policies, approximately 30 days prior to field work, we will invoice an initial retainer for 25% (based on the low fee quote) of the professional fee plus estimated travel costs, if applicable. At the beginning of

field work, we will invoice 75% of the professional fee. A final invoice will be issued after delivery of the audit report. Invoices are payable upon presentation. **Payment of these progress invoices must be received prior to release of the audit report.**

Also, in accordance with our firm policies, work may be suspended if your account becomes 60 days or more overdue and will not be resumed until your account is paid in full. If we elect to terminate our services for nonpayment, our engagement will be deemed to have been completed upon written notification of termination, even if we have not completed our report. You will be obligated to compensate us for all time expended and to reimburse us for all out-of-pocket expenditures through the date of termination. Financing is available through QuickFee and is subject to finance charges.

You agree that any dispute (other than our efforts to collect an outstanding invoice) that may arise regarding the meaning, performance or enforcement of this engagement or any prior engagement that we have performed for you will, prior to resorting to litigation, be submitted to mediation and that the parties will engage in the mediation process in good faith once a written request to mediate has been given by any party to the engagement. Any mediation initiated, as a result of this engagement shall be administered within the county of Dallas in the state of Texas, by the Offices of Christopher Nolland, 1717 Main Street, Suite 5550, Dallas, TX 75201, or by another mediation organization chosen by our firm, according to its mediation rules, and any ensuing litigation shall be conducted within said county, according to Texas law. The results of any such mediation shall be binding only upon agreement of each party to be bound. The costs of any mediation proceeding shall be shared equally by the participating parties.

Any claim arising out of this engagement, except actions to enforce payment of our invoices, must be asserted within one year from the date any such cause of action accrues, or within three years from the completion of the engagement, whichever is earlier, notwithstanding any statutory provision to the contrary.

In the event we are required to respond to a subpoena, summons, court order, or other legal process for the production of documents and/or testimony relative to information we obtained and/or prepared during this engagement, you agree to compensate us at our standard hourly rates for the time we expend regarding such response, and to reimburse us for all our out-of-pocket expenses incurred in that regard.

In the event we are or may be obligated to pay any cost, settlement, judgment, fine, penalty, or similar award or sanction as a result of a claim, investigation, or other proceeding instituted by any third party, then to the extent such obligation is or may be a direct or indirect result of your intentional, knowing or negligent misrepresentation or provision to us of inaccurate or incomplete information in connection with this engagement, and not any failure on our part to comply with professional standards, you agree to indemnify us, defend us, and hold us harmless against such obligations.

The audit documentation for this engagement is the property of Salmon Sims Thomas & Associates and constitutes confidential information. However, we may be requested to make certain audit documentation available pursuant to authority given to it by law or regulation, or to peer reviewers. If requested, access to such audit documentation will be provided under the supervision of Salmon Sims Thomas & Associates' personnel. Furthermore, upon request, we may provide copies of selected audit documentation.

You agree to inform us of facts that may affect the financial statements of which you may become aware during the period from the date of the auditor's report to the date the financial statements are issued.

Further, we will be available during the year to consult with you on financial management and accounting matters of a routine nature. If significant time is expected or for non-routine matters, we will communicate with you prior to incurring additional fees.

During the course of the audit we may observe opportunities for economy in, or improved controls over, your operations. We will bring such matters to the attention of the appropriate level of management, either orally or in writing.

The firm had its peer review conducted in 2020 resulting in a rating of "pass." The peer review report is available on our website at https://sst.cpa/peer_review/.

Please sign and return the attached copy of this letter to indicate your acknowledgment of, and agreement with, the arrangements for our audit of the financial statements including our respective responsibilities. We appreciate the opportunity to be your financial statement auditors and look forward to working with you and your staff.
Respectfully,

Salmon Sims Thomas & Associates, PLLC
Dallas, Texas

By: *William H. Sims*

William H. Sims, CPA, Partner

RESPONSE:

This letter correctly sets forth the understanding of Texas Council for International Studies.

Acknowledged and agreed on behalf of Texas Council for International Studies by:

Name: _____

Title: _____

Date: _____

**RESOLUTION
OF THE BOARD OF DIRECTORS OF
TEXAS COUNCIL FOR INTERNATIONAL STUDIES, INC.**

March 30, 2021

The undersigned, constituting all of the Board of Directors of Texas Council for International Studies, Inc., a Texas non-profit corporation (the "Corporation"), approved by the Secretary of State of the State of Texas and on file with the Secretary of State and the Corporation, hereby affirm compliance with Texas Open Meetings Act regulations, adopt the following resolutions, effective as of March 30, 2021.

WHEREAS, Texas Council for International Studies ("TCIS") desires to adopt a voluntary retirement savings plan for eligible employees; and

WHEREAS, TCIS has determined that adoption of a voluntary retirement savings plan is in the best interest of the organization and will increase employee morale and enhance employee retention; and

WHEREAS, TCIS is a tax exempt organization authorized to manage and offer eligible employees the opportunity to make contributions to a retirement account under a 403(b) plan; and

WHEREAS, Dr. Bill Thomas moved to approve the adoption of a 403(b) voluntary retirement savings plan for eligible employees, and Dr. D. B. Briscoe seconded Dr. Thomas's motion; and

WHEREAS, the Board of Directors of TCIS, having considered such motion and corresponding second, approve the adoption of the 403(b) voluntary retirement savings plan for eligible employees as described in Exhibit A attached and incorporated into this Resolution.

THEREFORE, on the approval of such motion and corresponding second of such motion, the Board of Directors hereby approve the adoption of the 403(b) voluntary retirement savings plan for eligible employees of TCIS.

EXECUTED EFFECTIVE as of the date first above written.

Linda Buie 3/30/21
Linda Buie, Secretary to the Board

**RESOLUTION
OF THE BOARD OF DIRECTORS OF
TEXAS COUNCIL FOR INTERNATIONAL STUDIES, INC.**

March 30, 2021

The undersigned, constituting all of the Board of Directors of Texas Council for International Studies, Inc., a Texas non-profit corporation (the "Corporation"), approved by the Secretary of State of the State of Texas and on file with the Secretary of State and the Corporation, hereby affirm compliance with Texas Open Meetings Act regulations, adopt the following resolutions, effective as of March 30, 2021.

WHEREAS, Texas Council for International Studies ("TCIS") desires to adopt a deferred compensation plan (also known as a Top Hat Plan) for eligible employees; and

WHEREAS, TCIS has determined that adoption of a deferred compensation plan is in the best interest of the organization and will increase employee morale and enhance employee retention; and

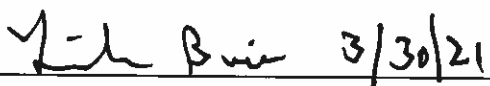
WHEREAS, TCIS is a tax exempt organization authorized to manage and offer eligible employees the opportunity to make contributions to a deferred compensation plan; and

WHEREAS, Mr. Ted Williams moved to approve the adoption of a deferred compensation plan for eligible employees, and Mr. Walter Sorensen seconded Mr. William's motion; and

WHEREAS, the Board of Directors of TCIS, having considered such motion and corresponding second, approve the adoption of a deferred compensation plan for eligible employees as described in Exhibit A attached and incorporated into this Resolution.

THEREFORE, on the approval of such motion and corresponding second of such motion, the Board of Directors hereby approve the adoption of a deferred compensation plan for eligible employees of TCIS.

EXECUTED EFFECTIVE as of the date first above written.

 3/30/21
Linda Buie, Secretary to the Board