TRAVIS CENTRAL APPRAISAL DISTRICT

BOARD OFFICERS
NICOLE CONLEY
CHAIRPERSON
DEBORAH CARTWRIGHT
VICE CHAIRPERSON
ELIZABETH MONTOYA
SECRETARY/TREASURER

LEANA MANN
CHIEF APPRAISER

BOARD MEMBERS
BRUCE ELFANT
JETT HANNA
CELIA ISRAEL
DICK LAVINE
AARON MORENO
SHENGHAO "DANIEL" WANG

TCAD - BOARD OF DIRECTORS
MINUTES OF THE MAY 14, 2026 MEETING

1. Call to order

Meeting called to order by Nicole Conley at 11:31 a.m. on, May 14, 2026.

2. Establishment of Quorum

Nicole Conley, Chairperson	Appointed	Present
Elizabeth Montoya, Secretary	Appointed	Present
Debbie Cartwright, Vice Chairperson	Appointed	Present
Jett Hanna	Elected, Place 1	Present
Shenghao "Daniel" Wang	Elected, Place 2	Present
Dick Lavine	Elected, Place 3	Present
Celia Israel	Travis County Tax Assessor-Collector	Absent
Bruce Elfant	Appointed	Present
Aaron Moreno	Appointed	Absent

Also present were Leana Mann, Chief Appraiser, and Dustin Banks, Sr. In-House Counsel

3. Citizens Communication

Judy Gracie

4. Consent Agenda

a. APPROVAL OF THE MINUTES OF THE APRIL 9, 2026 regular meeting.
b. SECTION 25.25B REPORT
c. ACCOUNTING STATEMENTS
d. PERSONNEL REPORT

MOTION: Move to pass the consent agenda.
RESULT: **PASSED [UNANIMOUS]**
MOVER: Bruce Elfant **SECONDER:** Elizabeth Montoya

AYES: Nicole Conley, Debbie Cartwright, Elizabeth Montoya, Bruce Elfant, Dick Lavine, Jett Hanna, Shenghao "Daniel" Wang

ABSENT: Aaron Moreno, Celia Israel

5A. Discussion on report from Board Operating Policies Committee.

Members of the board heard from Debbie Cartwright, Vice Chairperson

RESULT: **DISCUSSED**

5B. Discussion and possible action on proposed revisions and adoption of Board of Directors Operating Policies.

Members of the board heard from Debbie Cartwright, Vice Chairperson

MOTION: Move to pass Resolution 20260511-5B Resolution of the Board of Directors of the Travis Central Appraisal District to adopt the Board of Director's Operating Policies as presented.
RESULT: **PASSED**
MOVER: Debbie Cartwright **SECONDER:** Shenghao "Daniel" Wang

AYES: Nicole Conley, Debbie Cartwright, Elizabeth Montoya, Bruce Elfant, Dick Lavine, Shenghao "Daniel" Wang

NAYS: Jett Hanna

ABSENT: Aaron Moreno, Celia Israel

5C. Discussion on the Taxpayer Liaison Report

Members of the board heard from Tony Tran, Taxpayer Liaison.

RESULT: **DISCUSSED**

5D. Discussion and possible action on removal of Appraisal Review Board Members who have resigned.

Members of the board heard from Tony Tran, Taxpayer Liaison.

MOTION: Move to remove Joel Mondragon, Lynn Wilkinson, and Nicolas Zuniga, who have formally resigned from the Appraisal Review Board.
RESULT: **PASSED [UNANIMOUS]**
MOVER: Jett Hanna **SECONDER:** Shenghao "Daniel" Wang

AYES: Nicole Conley, Debbie Cartwright, Elizabeth Montoya, Bruce Elfant, Dick Lavine, Jett Hanna, Shenghao "Daniel" Wang

ABSENT: Aaron Moreno, Celia Israel

5E. Discussion and possible action on Appraisal Review Board Chairperson's Report.

Members of the board heard from Meg Brooks, Appraisal Review Board Chairperson

RESULT: **DISCUSSED**

5F. Discussion and possible action on adoption of proposed Personnel Policy.

Members of the board heard from Kat Harvey, Director of Administration.

MOTION: Move to approve the proposed changes to the TCAD Personnel Policy as presented.
RESULT: **PASSED [UNANIMOUS]**
MOVER: Elizabeth Montoya **SECONDER:** Dick Lavine

AYES: Nicole Conley, Debbie Cartwright, Elizabeth Montoya, Bruce Elfant, Dick Lavine, Jett Hanna, Shenghao "Daniel" Wang

ABSENT: Aaron Moreno, Celia Israel

5G. Discussion and possible action on Chief Appraiser report to include: 2026 Mass Appraisal Report, 2026 Protest Season, Homestead Verification Program, Community Outreach, and Taxpayer Experience Snapshot.

Members of the board heard from Leana Mann, Chief Appraiser

RESULT: **DISCUSSED**

At 12:20 P.M. All THE BOARD moved to executive session; TO DELIBERATE ON ANY MATTER AUTHORIZED BY TEXAS GOVERNMENT CODE SEC. 551.001 *et seq* [THE TEXAS OPEN MEETING ACT] INCLUDING:

SEC. 551.074; Personal matters; to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of the Chief Appraiser or other public officer or employee; or to hear a complaint or charge.

MOTION: Move to enter Executive Session
RESULT: **PASSED [UNANIMOUS]**
MOVER: Dick Lavine **SECONDER:** Shenghao "Daniel" Wang

AYES: Nicole Conley, Debbie Cartwright, Elizabeth Montoya, Bruce Elfant, Dick Lavine, Jett Hanna, Shenghao "Daniel" Wang

ABSENT: Aaron Moreno, Celia Israel

At 12:58 PM, the Board resumed the public session and returned to Item 5H.

5H. Discussion and possible action on performance review and compensation for the Chief Appraiser.

MOTION: Move that the Board of Directors take the following action with respect to the Chief Appraiser. Set a base salary of $278,532.00 effective May 14, 2026. Make the Chief Appraiser eligible for the Merit Program provided to all other TCAD staff. Direct the Purchasing and Contract Review Committee and consultation with legal counsel. To prepare an amended employment contract for the Chief Appraiser, provided for a three-year term, and removing any severance provisions, and propose an amended contract together with any recommended changes to its terms and conditions, shall be presented to the board for consideration at its next regularly scheduled meeting.
RESULT: **PASSED [UNANIMOUS]**
MOVER: Dick Lavine **SECONDER:** Shenghao "Daniel" Wang

AYES: Nicole Conley, Debbie Cartwright, Elizabeth Montoya, Bruce Elfant, Dick Lavine, Jett Hanna, Shenghao "Daniel" Wang

ABSENT: Aaron Moreno, Celia Israel

5I. Adjournment

MOTION: Move to adjourn
RESULT: **PASSED [UNANIMOUS]**
MOVER: Debbie Cartwright **SECONDER:** Elizabeth Montoya

AYES: Nicole Conley, Debbie Cartwright, Elizabeth Montoya, Bruce Elfant, Dick Lavine, Jett Hanna, Shenghao "Daniel" Wang

ABSENT: Aaron Moreno, Celia Israel

Respectfully submitted,

Elizabeth Montoya, Secretary

Approved:

Nicole Conley, Chairperson