



MINUTES BOARD OF DIRECTORS MEETING

Workforce Solutions Alamo
100 N. Santa Rosa St., Suite 120,
Boardroom San Antonio, TX 78207
June 13, 2025
10:00 AM

BOARD OF DIRECTORS: Leslie Cantu, Mary Batch, Chris Corso, Cristina Besosa, Esmeralda Perez, Anthony Magaro, Jennifer Lange, James Golsan, Tasha Schmidt, Lisa Navarro-Gonzalez, Ana DeHoyos O'Connor, Josh Schneuker, Matthew R. Gonzales, JR Trevino, Jr., Dawn Dixon, Eunice Grant, Yvonne Addison, Elizabeth Lutz

STAFF: Rebecca Espino Balencia, Victoria Rodriguez, Kristin Rodriguez, Dr. Ricardo Ramirez; Teresa Chavez, Gabriela Navarro Garcia, Eric Vryn, Brandee Perez, Erika Landeros, Gregory Villines, Jessica Villarreal, Trema Cote, Janel Santos

PARTNERS: Rose Hilt

GUESTS: Aaron Smith, Belinda Gomez, Chakib Chehadi

LEGAL COUNSEL: Frank Burney

AGENDA

Agenda items may not be considered in the order they appear.

Citizens may appear before the Committee to speak for or against any item on the agenda in accordance with procedural rules governing meetings. Speakers are limited to three (3) minutes on each topic (6 minutes if translation is needed) if they register at the beginning of the meeting. Questions relating to these rules may be directed at Janel Santos at (210) 850-2160. The Chair of the Committee will be at the Host Location. The Host location is specified above. Meetings will be visible and audible to the public at the Host location, and there will be a visual or audio recording of the meeting. There will be a two-way audio and video of the meeting between each Board member sufficient that Board members and public can hear and see them. WSA will comply with all Videoconferencing Guidelines.

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During the Public Comments portion of the meeting (Agenda Item 4), the Public may type their name into the chat box or unmute themselves and state their name. The meeting host will call each member of the public for comments; in the order their names were submitted. Workforce Solutions Alamo is an equal opportunity employer/program. Persons with disabilities who plan to attend this meeting and who may need auxiliary aids, services, or special accommodation should contact Janel Santos at (210) 850-2160 so that appropriate arrangements can be made. Relay Texas: 1-800-735-2969 (TDD) or 711 (Voice).

- I. CALL TO ORDER
Presenter: Leslie Cantu, Board Chair
At 10:05 a.m., Chair Cantu called the meeting to order.
- II. ROLL CALL AND QUORUM DETERMINATION
Presenter: Leslie Cantu, Board Chair
The roll was called, and a quorum was declared present.
- III. DECLARATIONS OF CONFLICT-OF-INTEREST
Presenter: Leslie Cantu, Board Chair
NONE
- IV. PUBLIC COMMENT
Presenter: Leslie Cantu, Board Chair
NONE
- V. CONSENT AGENDA (DISCUSSION AND POSSIBLE ACTION)
SLIDES 2-81
Presenter: Leslie Cantu, Board Chair
Upon motion by Mary Batch and second by Ana DeHoyos O'Connor, the Board of Directors unanimously approved the following Consent Agenda:
- a. Meeting Minutes – March 14, 2025**
 - b. San Antonio College (SAC) Early Childhood Center**
 - c. Angel Valley Christian Day Care**
 - d. Creative Little Minds**
 - e. Early Matters**
 - f. United Way**
 - g. Texas A&M University San Antonio**
 - h. Pre-K for SA**
 - i. Local Plan Occupations**
 - j. Youth Program Briefing and Performance**
 - k. Partner Updates: P-TECH Programs & Alamo Academies, High School Programs, Alamo Colleges District**
 - l. In-Person Youth Success Story: Youth Participant, Jesus Cardenas**
 - m. Youth Committee Member Updates**
 - n. RFP: Business Services Unit (BSU)**
 - o. RFP: Workforce One Bus**
 - p. Employer Impact Awards Breakfast**
 - q. Workforce One Utilization**
 - r. Local Plan 2025–2028**
 - s. Capstone Project, Presenter: Jessica Vachon, UT Health San Antonio, Occupational Therapy Degree**
 - t. Quality Assurance Briefing**
 - u. Update on Enterprise Risk Assessment Tool**
 - v. Program Briefing**
 - w. Workforce Solutions Alamo (WSA) Principles**

VI. **EARLY CARE & EDUCATION COMMITTEE REPORT (DISCUSSION AND POSSIBLE ACTION)**
SLIDES 82-94

Presenter: Ana DeHoyos O'Connor, Early Care & Education Committee Chair

- a. Childcare Performance Briefing
- b. Texas Rising Star Assessment Update
- c. Texas Rising Star Business Coach Update

Chair DeHoyos O'Connor reported that Workforce Solutions Alamo (WSA) is meeting Texas Workforce Commission (TWC) Child Care Performance requirements. She also provided an update on the status of Rising Star certified centers, noting that 309 centers (51%) are currently certified, and highlighted ongoing efforts in business coaching.

VII. **YOUTH COMMITTEE REPORT (DISCUSSION AND POSSIBLE ACTION)**
SLIDES 95-106

Presenter: Anthony Magaro, Youth Committee Chair

- a. Career Exploration Events
- b. Youth Model Update

In the absence of Chair Magaro, Victoria Rodriguez provided an update on upcoming and recent events supporting Youth Services, highlighting strong outreach through initiatives such as Career Exploration, the CTE Showcase, Fiesta of Opportunities, and Texas FAME. She also reported on the revised timelines for the Youth Model implementation.

VIII. **STRATEGIC COMMITTEE MEETING (DISCUSSION AND POSSIBLE ACTION)**
SLIDES 107-132

Presenter: Eric Cooper, Strategic Committee Chair

- a. WSA Draft Bylaws: Frank Burney, Partner, Martin & Drought, P.C.
- b. Media, Marketing, and Communications Update
- c. Infrastructure Grant
- d. TX FAME

Discussion on WSA Draft Bylaws will be tabled until the next Board meeting.

Erika Landeros provided an update on recent marketing activities and social media engagement, highlighting key events such as the "Best Fiesta Medal" campaign, the Bridging Careers Job Fair, the Port SA Grand Opening, the Bandera Career Center opening, and the ACE Race. She also shared that the Keynote Event featured the inaugural Employer Impact Awards, which are planned to continue annually. Director Robertson requested additional information regarding training providers.

Victoria Rodriguez reported on a \$2 million infrastructure grant focused on the Renewable Energy, Transportation, and Broadband sectors. She also shared information on a proposed TXFAME grant in the amount of \$350,000.

IX. OVERSIGHT COMMITTEE REPORT (DISCUSSION AND POSSIBLE ACTION)

SLIDES 133-149

Presenter: Dr. Sammi Morrill, Oversight Committee Chair

- a. TWC Annual Monitoring Update
- b. End of Year Performance Report

Dr. Ricardo Ramirez, reporting in the absence of Chair Dr. Morrill, provided an update on the Texas Workforce Commission (TWC) annual monitoring. He noted that there was only one finding related to bank account reconciliation, which is currently being addressed. Additional recommendations for minor improvements are also being implemented. Victoria Rodriguez reported on deficiencies identified in the 2024 Year-End Report. These are being addressed through the Technical Assistance Plan (TAP), with February 2025 reports already reflecting only minor performance issues.

X. AUDIT AND FINANCE COMMITTEE REPORT (DISCUSSION AND POSSIBLE ACTION)

SLIDES 150-195

Presenter: Mary Batch, Audit & Finance Committee Chair

- a. Business Service Strategy and Industry Sector Partnership Development Support RFP

Staff recommended engaging Viking Impact Advisors for a one-year term, with an optional one-year extension, at a total cost of \$164,000.00 over two years. Upon a motion by Jennifer Lange, seconded by Jim Robertson, the Board unanimously approved the recommendation for the Business Service Strategy and Industry Sector Partnership Development Support RFP. James Golsan abstained from the vote.

- b. Childcare Curriculum and Professional Development RFP

Staff recommended engaging all seven (7) submitted vendors for a one-year term, with two one-year extension options, at a total cost not to exceed \$3 million. Upon a motion by Director DeHoyos O'Connor, seconded by Director Dixon, the Board unanimously approved the recommendation to engage the seven vendors for the Childcare Curriculum and Professional Development RFP. Director Golsan abstained from the vote.

- c. Financial Report

- i. Financial Analysis – SA Ready to Work – 2nd Qtr. Update
- ii. Client Expenditure Analysis
- iii. County by County Expenditure Analysis
- iv. Childcare System Updates

Gabriela Navarro Garcia presented the financial reports, noting that Budget-to-Actual Expenditures are on track and that the urban-rural allocation remains consistent with the 75-25% policy. She also reviewed several new grant initiatives, including the Texas Externship, Paid Work Experience, PROWD, and the newly awarded \$2 million DOL Pathways grant. She provided an update on the Ready to Work program, reporting projected expenditures of \$38,454,078 out of the total grant award of \$65,554,565. The City of San Antonio (COSA) has expedited the processing of training invoice payments to support program execution. Brandee Perez gave an update on the new TWC child care system, reporting that the rollout is presenting challenges for child care providers as the Texas Workforce Commission works to resolve system issues and technical "bugs."

d. Annual Audit Approval

The audit for Alamo Workforce Development, Inc. DBA Workforce Solutions Alamo (WSA) for the fiscal year ended September 30, 2024, has been performed and completed by ABIP, PC. ABIP. ABIP presented the FY 2023–2024 audit, issuing a clean opinion with no findings or questioned costs. Vice-Chair Batch commended the staff for their excellent work.

Upon a motion by Lisa Navarro Gonzalez, seconded by Eunice Grant, the Board unanimously accepted the annual audit.

XI. CEO REPORT (DISCUSSION AND POSSIBLE ACTION)

SLIDES 196-200

Presenter: Teresa Chavez, COO

a. AI/Data Proposal

b. FY2026 Anticipated Funding Allocations

c. Ready to Work (RTW) Program 4 Year Contract Negotiations

NO REPORT

XII. CHAIR REPORT (DISCUSSION AND POSSIBLE ACTION)

SLIDES 201-203

Presenter: Leslie Cantu, Committee Chair

NO REPORT

XIII. EXECUTIVE SESSION: Pursuant to Chapter 551 of the Texas Open Meetings Act, the Committee may move into an Executive Session for discussion on any issue for which there is an exception to the Act as set out in section 551.071 et. seq. including, but not limited to, the following:

a. Government Code §551.072 – Discussions Regarding Purchase, Exchange, Lease, or Value of Real Property if Deliberation in an Open Meeting Would Have a Detrimental Effect on the Position of Workforce Solutions Alamo in Negotiations with a Third Party.

b. Government Code §551.071 – All Matters Where Workforce Solutions Alamo Seeks the Advice of its Attorney as Privileged Communications Under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas, Pending or Contemplated Litigation; and/or Settlement Offer.

c. Government Code §551.074 – To deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee of Workforce Solutions Alamo.

Pursuant to Chapter 551 of the Texas Open Meetings Act, the Executive Committee went into Executive Session at 11:08 a.m. to discuss legal issues regarding negotiation of existing and proposed contracts with counsel. The Executive Session adjourned at 11:52 a.m.

XIV. ADJOURNMENT

Presenter: Leslie Cantu, Board Chair

There being no further business, a motion to adjourn was made by Mary Batch and seconded by Ana DeHoyos O'Connor. The motion was carried unanimously, and the meeting adjourned at 11:53 a.m.

Enclosures


- Certificate of Executive Session

CERTIFIED AGENDA OF CLOSED MEETING

WORKFORCE SOLUTIONS ALAMO

I, LESLIE CANTU, CHAIR, CERTIFY THAT THIS DOCUMENT ACCURATELY REFLECTS ALL SUBJECTS CONSIDERED IN AN EXECUTIVE SESSION OF THE BOARD MEETING CONDUCTED ON JUNE 13, 2025.

1. The executive session began with the following announcement by the presiding officer: "Workforce Solutions Alamo is now in executive session June 13, 2025 at 11:08 a.m.
2. SUBJECT MATTER OF EACH DELIBERATION:
 - Discussions with attorney relating to his or her advice on legal matters related to any matter in which the duty of the attorney to Workforce Solutions Alamo under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the Open Meetings Act; and
 - Discussions regarding negotiation of existing and proposed contracts, and attorney-client privileged communications.
3. No further action was taken.
4. The executive session ended with the following announcement by the presiding officer: "This executive session ended on June 13, 2025, at 11:52 a.m."

DocuSigned by:

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Presiding Officer