MINUTES BOARD OF DIRECTORS MEETING
Workforce Solutions Alamo
100 N. Santa Rosa St., Suite 120, Boardroom
San Antonio, TX 78207
September 12, 2025
10:00 AM

Attendees: Leslie Cantu (Chair), Yousef Kassim, Esmeralda Perez, Jennifer Lange, James Golsan, Jim Robertson, Lisa Navarro-Gonzales, Eric Cooper, Ana DeHoyos O'Connor, Angelique De Oliveira, Josh Schneuker, Kelli Rhodes, Allison Greer Francis, JR Trevino, Yvonne Addison, Eunice Grant

Partners/Contractors: Joel Morgan, Manuel Ugues, Brenda Garcia, Gabriela Horbach,

WSA Counsel: Frank Burney

Staff: Rebecca Espino Balencia, Victoria Rodriguez, Kristin Rodriguez, Ricardo Ramirez; Teresa Chavez, Kimberly Gomez, Gabriela Navarro Garcia, Eric Vryn, Brandee Perez, Erika Landeros, Penny Benavidez, John Amaro

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 10:02 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)**
Presenter: Leslie Cantu, Board Chair
Upon motion by Director Cooper and second by Director DeHoyos O'Connor, the Board unanimously approved the following:

a. Meeting Minutes – July 18, 2025
b. Childcare Performance Briefing
c. Texas Rising Star Assessment Update
d. City of San Antonio Ready to Work Child Care Pilot Program
e. Early Matters
f. United Way
g. Texas A&M University San Antonio
h. Pre-K for SA
i. Youth Trade Day
j. Pre-Apprenticeship Program with San Antonio Independent School District (SAISD)
k. In-Person Youth Success Story: Jada Douglas
l. Media, Marketing, and Communications Update
m. Local Plan 2025-2028 Campaign
n. Workforce One Utilization
o. Rules Regarding Citizenship Status
p. Program Briefing
q. Performance
r. RTW Financial Analysis
s. Client Expenditure Analysis
t. County by County Expenditure Analysis
u. Letters of Support; Grant Applications; Funding Secured

VI. **EARLY CARE & EDUCATION COMMITTEE REPORT (DISCUSSION AND POSSIBLE ACTION)**
Presenter: Ana DeHoyos O'Connor, Early Care & Education Committee Chair

a. Texas Rising Star Business Coach Update
Patricia, Texas Rising Star Business Coach, provided an update on the progress and success of the SMART Goals initiative.

b. Trauma-Informed Contract for Centers: Update on progress and next steps
Kimberly provided an update on the ongoing partnership with the Ecumenical Center, detailing services being offered to Early Care Centers to support families affected by trauma and outlined the next steps in the initiative.

c. Co-Op Updates: Review of ongoing cooperative research/surveys/initiatives
Review of ongoing cooperative research/surveys/initiatives: reported on the Biannual Survey on the top needs identified by childcare programs, with funding and materials being primary concerns.

VII. YOUTH COMMITTEE REPORT (DISCUSSION AND POSSIBLE ACTION)

Presenter: Anthony Magaro, Youth Committee Chair

a. Youth Program Briefing and Performance
   i. Externship for Teachers
   ii. Summer Earn and Learn (SEAL)
b. Career Exploration Events
c. Youth Model Update

Victoria provided updates on Youth Services, including SEAL, Externships, Intern Day, World of Work, and Youth Model initiatives. Additionally, new performance tests are currently being drafted by TWC.

VIII. STRATEGIC COMMITTEE MEETING (DISCUSSION AND POSSIBLE ACTION)

Presenter: Eric Cooper, Strategic Committee Chair

a. Department of Labor (DOL) Infrastructure Grant
b. TX FAME
c. Teacher Externship

Chair Cooper shared updates on several workforce initiatives, including the August outreach efforts under the DOL Grant, ongoing Texas FAME training programs, and the recent Teacher Externships, in which 96 teachers participated in intensive five-day worksite experiences.

IX. OVERSIGHT COMMITTEE REPORT (DISCUSSION AND POSSIBLE ACTION)

Presenter: Dr. Sammi Morrill, Oversight Committee Chair

a. TWC Annual Monitoring Update
b. Quality Assurance Briefing
c. Update on Enterprise Risk Assessment Tool

In Dr. Morrill's absence, Dr. Ramirez provided an update on TWC monitoring. He reported that one item identified during the 2024 TWC review has been resolved. He also noted that the 2025 audit is scheduled for October 2025 and is expected to be finalized in late spring 2026. External (third-party) monitoring has been completed, with several areas identified that require further attention and follow-up. Internal monitoring is ongoing, and several recommendations for improvements have been noted.

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

Presenter: Mary Batch, Audit & Finance Committee Chair

PROCUREMENT UPDATE (DISCUSSION AND POSSIBLE ACTION)

Presenter: Kristen Rodriguez, Director of Procurement

a. Contract Renewal of Child Care Quality
Upon motion by Director Cooper and second by Director DeHoyos O'Connor, the contract renewal with COSA for Childcare Quality Services in the amendment of $7,756,480 was unanimously approved by the Board.

b. Contract Renewal of Management and Operations of Adult Services
Upon motion by Director Cooper and second by Director Trevino, the contract renewal for Adult Services in the amount of $13,390,000 with C2 Global was unanimously approved by the Board.

c. Contract Renewal of Management and Operations of Youth Services
Upon motion by Director Cooper and second by Director Robertson, the contract renewal with SERCO in the amount of $3,000,000 for Youth Services was unanimously approved by the Board.

d. Work Readiness Training Services Contract
Upon motion by Director Cooper and second by Director Trevino, the contract for Work Readiness Training Services in the amount of $240,000 with Nextgen People was unanimously approved by the Board.

Note: Director Golson, as TWC representative, abstained from all four (4) motions.

FISCAL UPDATES (DISCUSSION AND POSSIBLE ACTION)
Presenter: Gabriela Navarro-Garcia, Controller and Brandee Perez, CFO

e. Financial Report
f. Childcare System Update
g. Fiscal Integrity Reports
Gabriela provided updates on the budget, service delivery, and the childcare system. She also reported on the implementation of the new TWC childcare software (TX3C) and presented the completed Fiscal Integrity Report.

XI. CEO REPORT (DISCUSSION AND POSSIBLE ACTION)
Presenter: Adrian Lopez, CEO

a. Legislative Update
CEO Lopez reviewed recently passed bills by the Texas Legislature that establish new requirements and accountability measures for Workforce Boards and the Texas Workforce Commission (TWC).

XII. CHAIR REPORT (DISCUSSION AND POSSIBLE ACTION)
Presenter: Leslie Cantu, Board Chair
Chair Cantu expressed her appreciation for the hard work of Adrian and staff on Budget Presentation and Approvals. She also noted that the CEO Review will commence soon.

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.
NONE.

XIV. ADJOURNMENT

Presenter: Leslie Cantu, Board Chair

There being no further business, a motion was made by Director DeHoyos O'Connor and second by Director Trevino that the meeting adjourned. The motion carried unanimously. The meeting was adjourned at 11:43 a.m.