



## **MINUTES BOARD OF DIRECTORS MEETING**

Workforce Solutions Alamo  
San Antonio College First Responders Academy  
Large Conference Room 101  
15775 Interstate 35 S, Atascosa, TX 78002  
February 27, 2026  
9:00 AM

**Attendees:** Leslie Cantu (Chair), Edward Trevino Jr. (Vice-Chair), Yousef Kassim (Secretary), Mario Lozoya, Cristina Besosa, Chris Corso, Esmeralda Perez, Anthony Magaro, Jennifer Lange, Jerry Graeber, James Golsan, Jim Robertson, Colin Nichols, Lisa Navarro Gonzales, Eric Cooper, Elizabeth Lutz, Ana DeHoyos- O'Connor, Charles Camarillo, Dr. Sammi Morrill, Angelique De Oliveira, Jessica Dersen, Matthew R. Gonzales, Kelli Rhodes, Allison Greer Francis, Dawn Dixon, Eunice Grant, Yvonne Addison

**Partners/Contractors/Guests:** Amy Contreras, Ramsey Olivarez, Brenda Garcia, Chakib Chehadi, Omar Garza, Gabriela Horbach, Shannon Spriggs, Lisa Elizondo, Manuel Ugues, Rebecca Flores, William Lutz, Luis Torres

**WSA Counsel:** Frank Burney

**Staff:** Adrian Lopez, Rebecca Espino Balencia, Ricardo Ramirez; Teresa Chavez, Gabriela Navarro Garcia, Eric Vryn, Janel Santos, Valarie Carmona, Maria Martiez, Sandra Alvarez, Tim Schindler, Kimbelry Gomez, Victoria Rodriguez, Kristen Rodriguez, Penny Benavidez

### **AGENDA**

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

Citizens may appear before the Board of Directors 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 Board of Directors 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 the 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 9:03 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. Chair Cantu introduced three new Board members Mario Lozoya, Colin Nichols, and Jessica Dersen.**

**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 Magaro and seconded by Director Robertson, the Board unanimously approved the following:**

- a. Meeting Minutes – December 12, 2025
- b. Texas Rising Star Update
- c. Presentation: At the Heart of Teaching, Learning, & Leadership
- d. Community Feedback Survey: Strategies for Next Steps
- e. Parent Cafe- Be Strong Families Parent Cafe Training Institute
- f. TWC Performance Target
- g. United Way - Alamo Quality Pathways and Directors of Excellence
- h. Pre-K for SA - Updates on Quality Initiatives
- i. Texas A&M University San Antonio - Early Matters -Staff Introduction
- j. Governor Task Force vs. Quad Meeting
- k. ACE Race Sponsorships
- l. Workforce Solutions Alamo – Talking Points
- m. Externship for Teachers Final Report by ATEAMS
- n. Alamo College District Partnership/Workforce Pell
- o. Workforce One Update
- p. Business Services Unit (BSU) Calendar
- q. Data Insights
- r. In-Person Youth Success Story
- s. Jobs and Education for Texans (JET) Grants Supported
- t. Strategic Partnerships: Trades Day -Tour of Schools
- u. TWC & Associated Monitoring - Two SNAP E&T and One Migrant Seasonal Farm Worker Reviews
- v. Quality Assurance Briefing
- w. Strategy – Internal and External Monitoring & Training Schedule
- x. Program Briefing
- y. WSA’s Enterprise Risk Management (ERM) Tool
- z. Facilities Management Process & Strategy
- aa. Procurement Schedule
- bb. Financials
- cc. Ready to Work Update

- dd. Client Expenditure Analysis
- ee. County by County Expenditures Analysis
- ff. Fiscal Monitoring
- gg. Childcare System Updates
- hh. Grant Submissions and Grants Supported

**VI. EARLY CARE & EDUCATION COMMITTEE REPORT (DISCUSSION AND POSSIBLE ACTION)**

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

- a. Introduction for Timothy Schindler, Director of Child Care Services
- b. Texas Education Freedom Accounts for Pre-K (TEFA)

**Mr. Schindler provided a briefing on the Texas Education Freedom Accounts program, a new state initiative that provides up to \$10,000 in funding for eligible children aged 3 and 4 to attend accredited or qualified childcare facilities. Workforce Solutions Alamo is conducting outreach to families who may qualify for the program. The application period is currently open and is scheduled to close on March 17, 2026.**

**VII. STRATEGIC COMMITTEE MEETING (DISCUSSION AND POSSIBLE ACTION)**

Presenter: Eric Cooper, Strategic Committee Chair

- a. Media, Marketing, and Communications Update
- b. Impact Awards
- c. 2026 Fiesta Medal

**Chair Cooper reported on recent media coverage and social media performance, including a feature story highlighting Chair Cantu. He also shared that Workforce Solutions Alamo's Impact Awards Breakfast is scheduled for May 13, 2026. Additionally, he provided an update on WSA's Fiesta Medal design contest, which engaged local school children in creating the organization's commemorative Fiesta medal.**

**VIII. YOUTH COMMITTEE REPORT (DISCUSSION AND POSSIBLE ACTION)**

Presenter: Anthony Magaro, Youth Committee Chair

- a. Youth Program Briefing and Performance
- b. Career Exploration Events and Tentative Schedule

**Chair Magaro reported on youth-focused initiatives across the Service Area, including efforts to address school dropouts, support youth with disabilities, re-engage disconnected youth, and expand apprenticeship opportunities. He also highlighted workforce events, including eight community career fairs. One major event, Pathways to Success, is expected to serve over 1,000 students. Staff will circulate the Board event schedule for upcoming activities and participation opportunities.**

**IX. OVERSIGHT COMMITTEE REPORT (DISCUSSION AND POSSIBLE ACTION)**

Presenter: Dr. Sammi Morrill, Oversight Committee Chair

- a. Work Search Requirement (Action Item)
- b. ADM 65, C2 – Monitoring Policy and Procedures Update (Action Item)
- c. Performance

- d. Child Care Services
- e. Program Integrity and Risk Management Strategy
- f. Employee Handbook (Action Item)

**Mr. Vryn explained the methodology used to determine the required number of job searches in each county within the WSA Workforce Area, based primarily on labor market conditions and available employment opportunities. Upon motion by Director Cooper and second by Director Magaro, the Board unanimously approved revised minimum job search requirements, which include 3 searches for Atascosa, Bandera, Guadalupe, and Wilson counties; 4 searches for Frio, Kendall, McMullen, and Medina counties; and 5 searches for Bexar, Comal, Gillespie, Karnes, and Kerr counties.**

**Dr. Ramirez briefed the Board on recommended updates, deletions, and improvements to the Monitoring Policy, including significant findings.**

**Upon motion by Director Dehoyos-O'Connor and second by Director Lutz, the amendments to the Monitoring Policy were unanimously approved by the Board.**

**Mr. Schindler reported on ongoing efforts to address potential fraud in childcare facilities, utilizing KinderTrack to review reports, attendance, and payment data. Chair Morrill provided an update on efforts to ensure program integrity and strengthen risk management practices.**

**Ms. Martinez presented updates to the Employee Handbook, including revisions related to harassment, time off, bereavement leave, jury duty, drugs and alcohol policies, video surveillance, and travel expenses.**

**Upon motion by Director Lutz and second by Director Graeber, the amendments to the Employee Handbook were unanimously approved by the Board. It was noted that the revisions were compared against the TWC manual and found to be aligned favorably.**

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

Presenter: Elizabeth Lutz, Audit & Finance Committee Chair

- a. FY26 Budget Amendment (Action Item)
- b. Single Audit Briefing

**Chair Lutz reported on a budget amendment reflecting an approximate \$7.5 million increase, primarily related to childcare grants, reserves, and program initiatives. Upon motion by Director Magaro and second by Director Robertson, Budget Amendment #1 was unanimously approved by the Board.**

#### **XI. CEO REPORT (DISCUSSION AND POSSIBLE ACTION)**

Presenter: Adrian Lopez, CEO

- a. TWC Sunset Review
- b. Ready to Work
- c. Corporate Office Lease

**Adrian Lopez reported on the Texas Workforce Commission (TWC) Sunset meeting with state regulators, noting a favorable outcome and positive feedback. He also provided an update on the RtoW contract, which may be subject to modifications over the coming months. Finally, he**

**shared updates on the ongoing real estate search for Workforce Solutions Alamo headquarters office space, as the current lease is set to expire next year.**

**XII. CHAIR REPORT (DISCUSSION AND POSSIBLE ACTION)**

Presenter: Leslie Cantu, Board 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.

**No Executive Session.**

**XIV. ADJOURNMENT**

Presenter: Leslie Cantu, Board Chair

**There being no further business, a motion was made by Director Magaro and seconded by Director Robertson to adjourn the meeting. The motion carried unanimously, and the meeting adjourned at 10:00 a.m.**



## **MINUTES BOARD OF DIRECTORS RETREAT**

Workforce Solutions Alamo  
San Antonio College First Responders Academy  
Large Conference Room 101  
15775 Interstate 35 S, Atascosa, TX 78002  
February 27, 2026  
10:15 AM

**Note: Retreat Agenda was posted to comply with Texas Open Meeting requirements but no action or motion was taken at the meeting. All presentations were advisory in nature.**

Notice is hereby given that the Board of Directors of Workforce Solutions Alamo will hold a Board Retreat. The purpose of this retreat is to discuss strategic planning priorities, regional workforce initiatives, board governance, and related matters. No formal action will be taken.

### **AGENDA**

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No formal action will be taken.

1. Welcome/Retreat Overview
2. Presentation: Federal Reserve Bank of Dallas
3. Presentation: Texas Workforce Commission – Local Labor Market (Region)
4. Breakout Session: Committee Priority Mapping
  - a. Early Care & Education Committee/Youth Committee
5. Facility Walkthrough/Lunch
6. Breakout Session: Committee Priority Mapping
  - a. Strategic Committee/Oversight Committee
7. Breakout Session: Committee Priority Mapping
  - a. Audit & Finance Committee/Executive Committee
8. Evolution of the Sector-Based Model: Workforce Pell
9. Contractor Presentations: Equus/COSA/SERCO/C2
10. Adjournment

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