



MINUTES EXECUTIVE COMMITTEE MEETING

Workforce Solutions Alamo
100 N. Santa Rosa St., Suite 120, Boardroom
San Antonio, TX 78207
February 20, 2026
10:00 AM

ATTENDEES: Leslie Cantu (Chair), Yousef Kassim (Secretary), Elizabeth Lutz (Audit & Finance Chair), Ana DeHoyos O'Connor (Early Care Chair), Eric Cooper (Strategic Chair), Dr. Sammi Morrill (Oversight Chair), Anthony Magaro (Youth & Nominations Chair)

STAFF: Adrian Lopez, Angela Bush, Rebecca Espino Balencia, Ricardo Ramirez; Teresa Chavez, Gabriela Navarro Garcia, Eric Vryn, Janel Santos, Victoria Rodriguez, Penny Benavidez,

PARTNERS: Mike Ramsey

WSA 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

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I. CALL TO ORDER

Presenter: Leslie Cantu, Committee Chair

At 10:00 a.m., Chair Cantu called the meeting to order.

II. ROLL CALL AND QUORUM DETERMINATION

Presenter: Leslie Cantu, Committee Chair

The roll was called, and a quorum was declared present.

III. DECLARATIONS OF CONFLICT-OF-INTEREST

Presenter: Leslie Cantu, Committee Chair

NONE.

IV. PUBLIC COMMENT

Presenter: Leslie Cantu, Committee Chair

NONE.

V. CONSENT AGENDA (DISCUSSION AND POSSIBLE ACTION)

Presenter: Leslie Cantu, Committee Chair

Upon motion by Eric Cooper and seconded by Tony Magaro, the Committee unanimously approved the following:

- a. Meeting Minutes – November 20, 2025
- b. Texas Rising Star Update
- c. Presentation: At the Heart of Teaching, Learning, & Leadership
- d. Community Feedback Survey: Strategies for Nex Steps
- e. Parent Café – Be Strong Families Parent Café 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 Chair
- b. Texas Education Freedom Accounts for Pre-K (TEFA)

Chair DeHoyos O'Connor introduced Director Tim Schindler, highlighting his extensive experience and leadership in child care.

Tim Schindler provided an overview of the new Texas Education Freedom Accounts (TEFA) program for Pre-K through grade 12 students. The program, which launched on February 4, 2026, provides up to \$10,000 per eligible student for approved private education expenses, with funding expected to begin in April 2026. The program is funded at \$1 billion, and demand is expected to exceed available funding. Priority will be given to students with disabilities and families with lower incomes.

VII. 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

Tony Magaro reported on Youth Empowerment Services, highlighting support services, education and training opportunities, and work experience initiatives. He also provided updates on numerous past and upcoming events, including hiring fairs and community engagement activities.

VIII. STRATEGIC COMMITTEE MEETING (DISCUSSION AND POSSIBLE ACTION)

Presenter: Eric Cooper, Strategic Committee Chair

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

Eric Cooper reported on recent media placements and provided an update on the upcoming Impact Awards event. He also previewed the new WSA Fiesta Medal.

IX. OVERSIGHT COMMITTEE REPORT (DISCUSSION AND POSSIBLE ACTION)

Presenter: Dr. Sammi Morrill, Oversight Committee Chair

a. Work Search Requirement

Dr. Morrill reported on the Texas Workforce Commission (TWC) requirement for unemployment claimants to actively search for employment while receiving unemployment benefits. The requirement includes completing a specified number of job searches each week. Due to varying unemployment rates across Workforce Solutions Alamo's (WSA) 13-county region, the recommended weekly job search requirements are as follows:

3 Job Searches per Week: Atascosa, Bandera, Guadalupe, and Wilson Counties

4 Job Searches per Week: Frio, Kendall, McMullen, and Medina Counties

5 Job Searches per Week: Bexar, Comal, Gillespie, Karnes, and Kerr Counties

The recommendation is based on regional unemployment conditions and is intended to align job search expectations with local labor market needs.

b. ADM 65, C2 – Monitoring Policy and Procedures Update

Dr. Ricardo Ramirez presented revisions to the monitoring procedures, including enhanced reporting to the Executive Committee and updated resolution requirements. Upon a motion by Eric Cooper and a second by Ana DeHoyos O'Connor, the Committee unanimously approved the revised monitoring procedures.

c. Performance

Victoria Rodriguez reported on performance measures requiring additional attention from staff and contractors to improve outcomes and ensure compliance.

d. Child Care Services

e. Program Integrity and Risk Management Strategy

CEO Lopez reported on recent efforts to address and eliminate fraud and abuse within the workforce system, including the anticipated need for a Board-level Fraud Monitor. He noted that no funding has been provided by the Texas Workforce Commission (TWC) to support these investigations. It was also noted that WSA has proactive fraud detection and monitoring measures in place through KinderTrack.

f. Employee Handbook

HR Attorney Karen Monsen and HR Director Martinez reported on updates and revisions to the Employee Handbook, including provisions related to overtime, bereavement leave, jury duty, drugs and alcohol, paid time off, and harassment policies. Upon a motion by Elizabeth Lutz and a second by Ana DeHoyos O'Connor, the Committee unanimously approved the revisions to the Employee Handbook. A comparison of the revised handbook with the State/TWC handbook will be conducted for alignment and consistency.

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

Presenter: Mary Batch, Audit & Finance Committee Acting Chair

PROCUREMENT UPDATE (DISCUSSION AND POSSIBLE ACTION)

Presenter: Kristen Rodriguez, Director of Procurement

FISCAL UPDATES (DISCUSSION AND POSSIBLE ACTION)

Presenter: Gabriela Navarro-Garcia, Controller and Brandee Perez, CFO

- a. FY26 Budget Amendment #1: increase in personnel benefits, workforce initiatives, and an increase in Child Care reserves.
Upon a motion by Eric Cooper and a second by Tony Magaro, the Committee unanimously approved the proposed Budget Amendment, reflecting an increase of approximately \$7.5 million.
- b. Single Audit Briefing

XI. CEO REPORT (DISCUSSION AND POSSIBLE ACTION)

Presenter: Adrian Lopez, CEO

- a. Legislative Update

TWC Sunset Review: CEO Lopez reported that the Texas Legislature requires periodic Sunset Reviews of all state programs. On February 24, senior leadership, contractors, and Board representatives will participate in interviews with Sunset Review staff.

Ready to Work: CEO Lopez provided an update on discussions with Ready to Work staff regarding future contractual provisions and targeted industries. He noted that WSA's financial position has improved compared to prior years; however, continued monitoring remains necessary.

C2 Global Leadership Update: CEO Lopez announced a change in leadership at C2 Global, with Erin Smith appointed as the new CEO.

XII. CHAIR REPORT (DISCUSSION AND POSSIBLE ACTION)

Presenter: Leslie Cantu, Committee Chair

None.

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, Committee Chair

There being no further business, a motion was made by Eric Cooper and seconded by Dr. Sammi Morrill to adjourn the meeting. The motion carried unanimously. The meeting adjourned at 11:35 a.m.