



Harmony Public Schools

Minutes

June 20, 2026 HPS Board Meeting

Date and Time

Saturday June 20, 2026 at 9:00 AM

Location

Harmony Public Schools - Central Office
1255 Enclave Pkwy
Houston, TX 77077

****We will serve breakfast following the conclusion of the board meeting****

Directors Present

H. Koc, H. Sherwood (remote), K. House, L. Gonzalez, O. Celepcikay (remote), S. Koch

Directors Absent

M. Argin

Guests Present

C. Lambert, E. Akyildiz, E. Altun, E. Cavusoglu, F. Ay, George Perez, J. Hoffer (remote), Jerosh Jacob, Jonathan Church, M. Baca, N. Bayhan, U. Alpaslan

I. Opening Items

A. Call the Meeting to Order

H. Koc called a meeting of the board of directors of Harmony Public Schools to order on Saturday Jun 20, 2026 at 9:01 AM.

II. Public Comments

A. Public Comments

None.

III. Consent Agenda

A. i. Consider Approval of Previous Board Meeting Minutes of May 30, 2026

K. House made a motion to approve the minutes from May 30, 2026 HPS Board Meeting on 05-30-26.

S. Koch seconded the motion.

The board **VOTED** to approve the motion.

B. ii. Consider Approval/Ratification of the Minutes and of the Actions of the Finance Committee Meeting on June 6, 2026

K. House made a motion to approve the Minutes and of the Actions of the Finance Committee Meeting on June 6, 2026.

S. Koch seconded the motion.

The board **VOTED** to approve the motion.

IV. Approval of 2026-2027 HPS Board Meeting Calendar

A. Approval of 2026-2027 HPS Board Meeting Calendar

Dr. Koc presented the 2026–2027 HPS Board Meeting Calendar. He noted that board meetings will continue to be held on Saturdays at 9:00 a.m., along with scheduled Finance, Academic, and Governance Committee meetings.

L. Gonzalez made a motion to approve 2026-2027 HPS Board Meeting Calendar.

S. Koch seconded the motion.

The board **VOTED** to approve the motion.

V. Consider And Approve Resolution Authorizing

A. Consider And Approve Resolution Authorizing a Borrowing from the Arlington Higher Education Finance Corporation to Finance Educational Facilities, Approving the Issuance of 2026 Bonds, Delegating Authority to Approve the Terms of the Bonds, Effect the Sale, Issuance and Delivery of Bonds and Authorizing the Execution and Delivery of The Documents Related Thereto, and Containing Other Matters Related Thereto

Ms. Ebru Akyildiz, Chief Financial Officer, presented the resolution authorizing borrowing through the Arlington Higher Education Finance Corporation for the issuance of 2026 bonds.

Mr. Jonathan Church, Financial Advisor with Masterson Advisors, provided an overview of the bond issuance, noting that the district plans to issue bonds totaling approximately \$270 million, with authorization up to \$300 million to allow flexibility. He explained that the bonds will be backed by the Permanent School Fund (PSF), providing a AAA rating and favorable interest rates.

Mr. Jerosh Jacobs, Financial Advisor with Masterson Advisors, reviewed the project list, financing structure, estimated interest rates, and repayment schedule, emphasizing that the financing supports multiple construction and capital improvement projects across the district.

Mr. Tom Sage, Bond Counsel, provided additional legal context regarding the issuance structure and the use of Arlington Higher Education Finance Corporation as the conduit issuer for tax-exempt bonds.

Board members asked questions regarding the borrowing structure and use of the Arlington entity, which were addressed by bond counsel.

K. House made a motion to approve the Resolution Authorizing a Borrowing from the Arlington Higher Education Finance Corporation to Finance Educational Facilities, Approving the Issuance of 2026 Bonds, Delegating Authority to Approve the Terms of the Bonds, Effect the Sale, Issuance and Delivery of Bonds and Authorizing the Execution and Delivery of The Documents Related Thereto, and Containing Other Matters Related Thereto.

L. Gonzalez seconded the motion.

The board **VOTED** to approve the motion.

VI. Review and approval of FY '27 Initial Budgets.

A. Review and approval of FY '27 Initial Budgets.

Mr. George Perez, Budget Director, presented the Fiscal Year 2027 Initial Budgets. He explained that the budget reflects a collaborative effort across departments and includes projections for both the General Fund and Child Nutrition Services.

Mr. Perez reviewed the budget development process, revenue sources, and expenditure categories, noting that the total projected General Fund revenue is approximately \$623.5 million, with total system revenue of approximately \$648.4 million. He emphasized that the largest portion of expenditures is payroll, representing approximately 61% of total expenses.

Mr. Perez also discussed projected Average Daily Attendance (ADA), revenue drivers, and expenditure planning, including a 2% operational set-aside.

Board members asked questions regarding attendance projections, Tier II funding, and whether any new budget line items were introduced due to legislative or regulatory changes. Mr. Perez provided clarification, noting that no new line items were added for FY27.

S. Koch made a motion to approve FY '27 Initial Budgets.

K. House seconded the motion.

The board **VOTED** to approve the motion.

VII. Review and approval of FY '26 Year-End Budgets.

A. Review and approval of FY '26 Year-End Budgets.

Mr. George Perez presented the Fiscal Year 2026 Year-End Budget updates, noting that these reflect changes from the second quarter through the fourth quarter.

He reported that revenues increased by approximately 4.6% and expenditures by approximately 5.7% compared to the previous quarter. He highlighted key changes, including increases in state funding, teacher incentive allotments, and retention bonuses, resulting in a projected change in net assets of approximately \$11.6 million.

The Board reviewed the updated financial outlook and considered approval of the year-end budget adjustments.

K. House made a motion to approve FY '26 Year-End Budgets.

S. Koch seconded the motion.

The board **VOTED** to approve the motion.

VIII. Admissions and Enrollment Policy Update for Pre-K Programs

A. Admissions and Enrollment Policy Update for Pre-K Programs

Mr. Emin Cavusoglu, Deputy Superintendent of Programs, presented updates to the Admissions and Enrollment Policy for Pre-K programs.

He explained that the proposed updates establish procedures for admission and enrollment that comply with state law while providing flexibility to support partnerships with community-based Pre-K providers.

During discussion, Ms. Helen Sherwood asked clarifying questions regarding the proposed policy. These questions were addressed by Dr. Nihat Bayhan, Deputy Superintendent of Operations and Business, and Mr. Joe Hoffer, legal counsel, who provided additional clarification to the Board.

The Board reviewed the proposed policy updates.

S. Koch made a motion to approve the Admissions and Enrollment Policy Update for Pre-K Programs.

K. House seconded the motion.

The board **VOTED** to approve the motion.

IX. Review and Approval of the 2026-2027 HPS Compensation Manual

A. Review and Approval of the 2026-2027 HPS Compensation Manual

He explained that the manual outlines employee compensation policies and practices for the upcoming school year and ensures alignment with district goals and operational needs. Mr. Altun also reviewed key updates to the compensation structure, including expanded stipend eligibility, new supplemental duty roles, and adjustments to existing compensation programs.

Major updates presented included expanded eligibility for ESL endorsement stipends to include Dyslexia teachers, adjustments to hard-to-staff stipends, and the addition of new supplemental duty roles such as Subject Matter Experts (SME), TEA-trained mentor teachers, AI Ambassadors, and Success College Counseling positions. Additional updates included revised eligibility for CTE stipends, updated guidelines for home visit stipends, new incentives for special education coordinators and case managers, and new stipends related to bilingual certifications and years of service.

Further changes included updates to Teacher Incentive Allotment (TIA) minimum standards, new performance bonuses for special education case managers, updated moving stipends, and adjustments to compensation for unused PTO days and employer contributions for health benefits.

L. Gonzalez made a motion to approve the 2026-2027 HPS Compensation Manual.

S. Koch seconded the motion.

The board **VOTED** to approve the motion.

X. Closed Session Pursuant to Govt. Code

A. i. Discussion of District-Wide Intruder Detection Audit Report Findings (closed session) by District Officials

Dr. Koc announced that the Board would enter closed session pursuant to Texas Govt. Code 551.071 (Consultation with Legal Counsel), 551.074 (Personnel), and 551.076 (Deliberation Regarding Security Devices or Security Audits)

Closed Session began at approximately 10:20 AM.

B. ii. CEO Evaluation

Dr. Koc announced that the Board would enter closed session pursuant to Texas Govt. Code 551.071 (Consultation with Legal Counsel), 551.074 (Personnel), and 551.076 (Deliberation Regarding Security Devices or Security Audits)

Closed Session began at approximately 10:20 AM.

XI. Resume Open Session, act on items discussed in closed session:

A. i. Consider and take action on CEO Evaluation

Dr. Koc starts regular session at 10:54 AM. Dr. Koc states in closed session the board discussed the items announced and no action was taken.

Dr. Celepcikay, on behalf of the Board, expressed appreciation for Mr. Ay's leadership and contributions. He noted that the Board is very appreciative of Mr. Ay's efforts and highlighted his performance, leadership, openness, and communication. He further acknowledged the strong financial and academic results achieved by the organization, as well as the continued support and growth of the system. Dr. Celepcikay stated that the Board looks forward to continued success and future accomplishments, while also focusing on areas of growth for the coming year.

L. Gonzalez made a motion to renew our CEO's contract for an additional year with the compensation terms described in closed session.

K. House seconded the motion.

The board **VOTED** to approve the motion.

XII. Closing Items

A. Adjourn Meeting

S. Koch made a motion to adjourn the meeting.

L. Gonzalez seconded the motion.

The board **VOTED** to approve the motion.

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 10:56 AM.

Respectfully Submitted,

C. Lambert