Ben Milam International Academy
Board of Directors Meeting Minutes
August 12th, 2026

The BMIA Board of Directors meeting took place at Ben Milam International Academy on Tuesday, August 12th, and was called to order at 10:22 am by President Jacob Holloman. Members in attendance: Jacob Holloman, Stephanie Mead, Perla Abrego, Marisa Salgado, Denise Norman, Keneth McGraw, BMIA Principal Brenda Jobes, and Dr. Elise Kail.

I. Moment of Silence and Pledge to the US Flag and Texas Flag. The board observed a **moment of silence, followed by the pledge of allegiance to the US and Texas flags.**
II. Public Forum. There were no participants for the Public Forum.
III. Discussion/Action Items

a. **Approve Board Meeting Minutes (June).** June 2026 meeting minutes were reviewed. Stephanie Mead motioned to approve. Marisa Salgado seconded, motion passed.
b. **Consideration and Vote on New Board Member.** Kenneth McGraw, the board candidate, introduced himself to the members present. A motion was made by Perla Abrego, Denise Normal seconded, and the motion passed.
c. **Approve Medical Stipend Executive Director.** Principal Brenda Jobes explained that an amount had been established at the time of hiring and has remained unchanged. She requested that the language be revised to designate this amount as a medical stipend rather than a reimbursement. Denise Normal motioned to approve the change, and Marisa Salgado seconded the motion. The motion passed.
d. **Approve 2026-27 BMIA Compensation Manual.** Principal Brenda Jobes reviewed the 2026–27 BMIA Compensation Manual, including teacher stipends, updated pay scales, salary increases, and the supplemental pay plan, which reflects new positions and stipend increases. Jacob Holloman proposed adding language to the manual to allow for future stipends for certified bilingual teachers.
    i. **Teacher Excellence Stipend Proposal.** Principal Brenda Jobes presented the Teacher Excellence Stipend Proposal, which includes compensation, bonuses, and incentives for new and returning teachers. She explained that the proposal does not affect the BMIA Annual Budget and presented the calculations and final amount. Teacher Excellence Pay will be disbursed after annual testing results have been verified and at the beginning of the following academic year. Stephanie Mead motioned to approve the proposal, Denise Normal seconded the motion, and the motion passed.

IV. Campus Reports

a. A new item was added to the agenda **"Campus Improvement Plan".** Stephanie Mead motioned to add this item, Marissa Salgado seconded the motion. Principal Brenda Jobes presented the Improvement Plan, including goals for the upcoming years and strategies for achieving them. She also shared the campus's current **B rating**. The Board reviewed and discussed the proposed goals and strategies. Perla Abrego

motioned to approve the Improvement Plan, Marissa Salgado seconded the motion, and the motion passed.

b. **Campus Accountability Report.** Principal Brenda Jobes presented the Campus Accountability Report, including the campus's domain scores, overall score, and overall letter grade based on STAAR results and other assessment data. The Board reviewed and discussed the report.
c. **Budget Report.**
    i. **Funding Summary 2026-27.** Principal Brenda Jobes presented the 2026–27 Funding Summary, noting that the most recent revenue report is from June and that no updated figures are available yet. She reviewed current revenue projections and explained that increases in revenue are expected as the academic year progresses, which may require future budget adjustments. Brenda also explained the current budget allocations. The Board discussed the report and recommended adjustments to the allocation of certain funds.
    ii. **2025-26 EOY Budget Update.** The Board reviewed the 2025–26 End-of-Year (EOY) Budget Update, including administrative expenses and other budget expenditures.
    iii. **Teacher Excellence Stipends.** This item was included in the agenda under Budget Report, but it was reviewed and approved earlier in the meeting. See section III.d.i.
d. **2026-27 Enrollment Data.** Principal Brenda Jobes presented current and projected enrollment data. The contracted enrollment target is 604 students, with current enrollment at 563 and projected enrollment of 576 for the next academic year. Brenda Jobes discussed enrollment considerations and their relationship to teacher staffing and hiring.
e. **2026 Hiring.** Principal Brenda Jobes presented an update on 2026 hiring, including new staffing and teaching positions.
f. **Schola Marketing.** Principal Brenda Jobes reported that Schola is the school's current marketing partner and will continue to provide marketing services for the next academic year. Brenda Jobes reviewed the contract and its terms of agreement with the Board.
g. **Holdsworth Campus Leadership Program.** Principal Brenda Jobes shared the outcomes of her participation in the Holdsworth Leadership Program and discussed her experiences and key takeaways from the workshop.

The meeting was adjourned at 12.30 pm.