Ben Milam International Academy

Board of Trustees Meeting Minutes

October 21, 2026

The BMIA Board of Trustees meeting took place at Ben Milam International Academy on Wednesday, October 21st, and was called to order at 10:20 am by President Jacob Holloman. Members in attendance: Jacob Holloman, Stephanie Mead, Marissa Salgado, Erica Thomas, Denise Norman, Keneth McGraw, Perla Abrego, BMIA Principal Brenda Jobes, and Dr. Elise Kail.

I. The Board observed a moment of silence, followed by the Pledge of Allegiance to the US and Texas flags.

II. There were no participants for the Public Forum.

III. Discussion/Action Items

a. **Approve Board Meeting Minutes (August).** August meeting minutes were reviewed. Denise Normal motioned to approve, Stephanie Mead seconded, minutes approved.
b. **Approve Teacher Excellence Stipend Plan and Budget. Principal** Brenda Jobes presented an updated Teacher Excellence Stipend Plan, originally introduced at the August Board meeting. The plan includes compensation, bonuses, and incentives for new and returning teachers. Brenda reviewed the proposed stipend amounts, supporting calculations, and their impact on the school's budget. She also presented revisions to the original proposal and an adjusted budget reflecting these updates. Following the Board's review and discussion, Erica Thomas moved to approve the Teacher Excellence Stipend Plan and Budget. Denise Norman seconded the motion. Motioned passed.
c. **2026-27 BMIA Compensation Manual (revised).** Principal Brenda Jobes presented revisions to the previously approved 2026–2027 BMIA Compensation Manual, including additional stipends for two teachers who have assumed new responsibilities. She reviewed the proposed stipends and compensation adjustments, as well as positions that had been eliminated. It was clarified that stipends are not guaranteed and are subject to annual review. It was emphasized that the changes fall within the existing budget and apply only to the current academic year. Following the Board's review and discussion, Perla Abrego moved to approve the revised 2026–2027 BMIA Compensation Manual. Erica Thomas seconded the motion. The motion passed.

IV. Campus Report

a. **Campus Accountability Report.** Principal Brenda Jobes presented TEA reports with ratings.
    i. **Action Plan.** Principal Brenda Jobes reported that an external company had been contacted to assist the school in maintaining its B accountability rating. She presented the school's key priorities, improvement strategies, and action plans aimed at sustaining and improving academic performance. The presentation included ratings, specific goals and performance targets for each grade level.
b. **Monitoring Framework.** Principal Brenda Jobes presented the school's Monitoring Framework, providing an overview of its evaluation criteria and historical performance. She reviewed the school's academic goals, performance indicators, and financial evaluation measures, highlighting the framework used to monitor progress and assess overall school performance.
c. **Budget Report**
    i. **Funding Summary 2026-27.** Principal Brenda Jobes presented the 2026–2027 Funding Summary, reviewing updates and adjustments to the school's projected revenue and expenditures. She discussed Average Daily Attendance (ADA) revenue, district-managed funds, budget estimates, and anticipated savings. The presentation also included a review of projected expenses, including marketing and consulting services, and their impact on the school's overall financial planning.
    ii. **2025-26 EOY Budget Update.** Principal Brenda Jobes presented the final budget report for the 2025–2026 fiscal year, providing an overview of the school's year-end financial results. She reviewed actual revenues and expenditures, discussed variances from the original budget, and explained the final financial outcomes, including their implications for the school's financial position and future budget planning.
d. **Enrollment Report.** Principal Brenda Jobes presented the current school enrollment figures, highlighting that Pre-K through second grade have the highest enrollment numbers. She discussed enrollment trends across grade levels and their impact on the school's financial planning and funding. The presentation also addressed financial considerations related to student enrollment, including revenue projections, funding allocations, and budgetary implications.
e. **Recruitment Report.** Principal Brenda Jobes presented preliminary results from recent recruitment meetings and provided an update on the strategies currently being implemented to increase student enrollment. She discussed ongoing recruitment efforts and reported that the school is very close to meeting its enrollment targets for the upcoming academic year.
f. **Schola Marketing.** Principal Brenda Jobes presented a new marketing campaign proposal from Schola. After reviewing the proposed changes, she

recommended declining the new proposal and instead renewing the existing contract under the previously agreed-upon terms. She confirmed that funding has already been allocated in the budget to support the contract renewal.

g. **Holdsworth Campus Leadership Program.** Principal Brenda Jobes provided an update on the Holdsworth Campus Leadership Program, reporting that the school is currently in the information-gathering phase, collecting student feedback and data related to mathematics instruction and learning.

The meeting was adjourned at 12:02 pm.