



Harmony Public Schools

Minutes

June 21, 2025 HPS Board Meeting

Date and Time

Saturday June 21, 2025 at 9:00 AM

Location

9321 W. Sam Houston Pkwy S,
Houston, TX 77099
3rd Floor El Paso Meeting Room

**We will serve lunch after the board meeting is concluded in the fourth floor meeting room.

Directors Present

H. Koc, H. Sherwood (remote), L. Gonzalez, O. Celepcikay

Directors Absent

K. House, M. Argin, S. Koch

Guests Present

Adrina Bolds, Amine Elhiyat, C. Lambert, E. Altun, E. Cavusoglu, F. Ay, George Perez, J. Hoffer (remote), N. Bayhan, U. Alpaslan

I. Opening Items

A. Call the Meeting to Order

O. Celepcikay called a meeting of the board of directors of Harmony Public Schools to order on Saturday Jun 21, 2025 at 9:01 AM.

II. Public Comments

A. Public Comments

None.

III. Consent Agenda

A. Consider Approval of Previous Board Meeting Minutes of May 17, 2025

H. Koc made a motion to approve the minutes from May 17, 2025 HPS Board Meeting on 05-17-25.

L. Gonzalez seconded the motion.

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

B. Consider Approval/Ratification of the Minutes and of the Actions of the Finance Committee Meeting on June 9, 2025

H. Koc made a motion to approve the Minutes and of the Actions of the Finance Committee Meeting on June 9, 2025.

L. Gonzalez seconded the motion.

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

C. Consider Approval/Ratification of the Minutes and of the Actions of the Academic Committee Meeting on June 9, 2025

H. Koc made a motion to approve the Minutes and of the Actions of the Academic Committee Meeting on June 9, 2025.

L. Gonzalez seconded the motion.

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

IV. Approval of 2025-2026 HPS Board Meeting Calendar

A. Approval of 2025-2026 HPS Board Meeting Calendar

The board reviewed a copy of the 2025-2026 HPS Board Meeting Calendar.

L. Gonzalez made a motion to approve the 2025-2026 HPS Board Meeting Calendar.

H. Koc seconded the motion.

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

V. Consider Approval of FY' 25 Final Budget Amendments

A. Consider Approval of FY' 25 Final Budget Amendments

Mr. George Perez, Budget Director of Harmony Public Schools, presented the final budget amendments for Fiscal Year 2025. He reported that the Q4 financial update includes revised revenue and expenditure budgets, reflecting a continued positive financial outlook. The updated budget projects a change in net assets of \$5.83 million for the fiscal year.

Key highlights of the amendments include a significant increase in projected expenditures for employee retention bonuses, which represented the largest adjustment this quarter. Additional revenue adjustments were made to reflect increased funding from Federal Grants, Child Nutrition Services, and TRS On-Behalf Payments. Mr. Perez also noted that improved student attendance during the final reporting period contributed positively to the overall revenue projections.

VI. Consider Approval/Ratification of Initial Budget FY' 26

A. Consider Approval/Ratification of Initial Budget FY' 26

Mr. George Perez, Budget Director of Harmony Public Schools, presented the proposed initial budget for Fiscal Year 2026. The presentation, initially reviewed by the Finance Committee on June 9, 2025, summarizes the proposed FY'26 420 and 240 Fund Budgets as of June 21, 2025.

The proposed budget includes the annual budget development calendar, details on revenue sources and their funding components, and projected expenditures by major object code. Income statements of revenues and expenditures are provided by function for both the overall system and individual districts. Mr. Perez clarified that grant funds are not included in this initial budget and will instead be incorporated into quarterly financial updates as they are awarded throughout the year.

The FY'26 general fund budget is based on an average daily attendance of 45,520 students from a projected enrollment of 48,877. This attendance projection translates to over \$567.8 million in revenue from the Foundation School Program.

O. Celepcikay made a motion to approve the Initial Budget FY' 26.

H. Koc seconded the motion.

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

VII. Approval of Resolution to authorize the Superintendent

A. Approval of Resolution to authorize the Superintendent to submit low attendance waivers to the TEA for all HPS Charters due to inclement weather, or other health and safety concerns.

Ms. Adrina Bolds, Director of Student Attendance and Health at Harmony Public Schools, presented a resolution requesting authorization for the Superintendent to submit low attendance waivers to the Texas Education Agency (TEA). She explained that several HPS campuses experienced significantly low attendance during the school year due to inclement weather, as well as health and safety-related issues.

The proposed resolution would allow the Superintendent to submit waiver requests for campuses where attendance dropped at least 10 percentage points below the prior year's overall average attendance. These waivers would excuse the affected instructional days from Average Daily Attendance (ADA) and Foundation School Program (FSP) funding calculations, helping to mitigate financial impact on the schools.

H. Koc made a motion to approve the Resolution to authorize the Superintendent to submit low attendance waivers to the TEA for all HPS Charters due to inclement weather, or other health and safety concerns.

L. Gonzalez seconded the motion.

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

VIII. Consider Approval of Proposed Updates to the 2025-2026 HPS Compensation Manual.

A. Consider Approval of Proposed Updates to the 2025-2026 HPS Compensation Manual.

Mr. Emre Altun, Chief Human Resource Officer for Harmony Public Schools, presented proposed updates to the 2025–2026 HPS Compensation Manual. These updates were developed in alignment with recent state legislation aimed at improving educator and staff compensation.

Mr. Altun reviewed proposed base pay increases for teachers across all HPS districts, as well as pay increases for non-instructional staff, including paraprofessionals, support staff, and other non-teaching personnel. He also presented updates on Loyalty and Impact stipends designed to recognize the contributions of District and Central Office employees, reinforcing the organization's commitment to staff retention and performance-based rewards.

The compensation manual revisions are intended to align with competitive market standards, comply with legislative mandates, and support employee satisfaction and recruitment efforts.

L. Gonzalez made a motion to approve Updates to the 2025-2026 HPS Compensation Manual.

H. Koc seconded the motion.

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

IX. Closed Session Pursuant to Govt. Code

A. i. Deliberate the lease and/or sell land/real property for school/office facilities in Harmony Public Schools Houston South District

Dr. Celepcikay announces that the board members will be going into closed session as permitted by Govt. Code 551.071 (Consultation with Legal Counsel), 551.072 (Real Estate Transactions), 551.082 (Student Discipline Appeals); 551.074 (Personnel).

Closed Session begins 9:54AM.

B. ii. The Board will consider a Student Expulsion Appeal from Harmony School of Endeavor - Houston

Dr. Celepcikay announces that the board members will be going into closed session as permitted by Govt. Code 551.071 (Consultation with Legal Counsel), 551.072 (Real Estate Transactions), 551.082 (Student Discipline Appeals); 551.074 (Personnel).

Closed Session begins 9:54AM.

C. iii. The Board will consider a Student Expulsion Appeal from Harmony Science Academy – Pflugerville

Dr. Celepcikay announces that the board members will be going into closed session as permitted by Govt. Code 551.071 (Consultation with Legal Counsel), 551.072 (Real Estate Transactions), 551.082 (Student Discipline Appeals); 551.074 (Personnel).

Closed Session begins 9:54AM.

D. iv. Discuss and Conduct CEO Evaluation

Dr. Celepcikay announces that the board members will be going into closed session as permitted by Govt. Code 551.071 (Consultation with Legal Counsel), 551.072 (Real Estate Transactions), 551.082 (Student Discipline Appeals); 551.074 (Personnel).

Closed Session begins 9:54AM.

X. Resume Open Session, take action on items discussed in closed session:

A. i. Consider and take possible action on the lease and/or sell land/real property for school/office facilities in Harmony Public Schools Houston South District

Dr. Celepcikay starts regular session at 11:55 AM. Dr. Celepcikay states in closed session the board discussed the items announced and no action was taken.

H. Koc made a motion to approve the lease and/or sell land/real property for school/office facilities in Harmony Public Schools Houston South District.

H. Sherwood seconded the motion.

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

B. ii. Consider and take possible action on student expulsion appeal from Harmony School of Endeavor - Houston

Dr. Celepcikay starts regular session at 11:55 AM. Dr. Celepcikay states in closed session the board discussed the items announced and no action was taken.

L. Gonzalez made a motion to deny the appeal and uphold the administrative decision.

H. Koc seconded the motion.

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

C. iii. Consider and take possible action on student expulsion appeal from Harmony Science Academy – Pflugerville

Dr. Celepcikay starts regular session at 11:55 AM. Dr. Celepcikay states in closed session the board discussed the items announced and no action was taken.

L. Gonzalez made a motion to deny the appeal and uphold the administrative decision.

H. Koc seconded the motion.

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

D. iv. Consider and take action on CEO Evaluation

Dr. Celepcikay starts regular session at 11:55 AM. Dr. Celepcikay states in closed session the board discussed the items announced and no action was taken.

Dr. Celepcikay states the board is happy with the results and performance of our CEO Mr. Ay.

O. Celepcikay made a motion to renew Mr. Ay's contract and approve the compensation discussed in closed session and that the compensation is fair, reasonable and not excessive under state and federal law.

L. Gonzalez seconded the motion.

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

XI. Closing Items

A. Adjourn Meeting

L. Gonzalez made a motion to adjourn the meeting.

H. Koc 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 11:59 AM.

Respectfully Submitted,

C. Lambert