



Harmony Public Schools

Minutes

July 26, 2025 HPS Board Meeting

Date and Time

Saturday July 26, 2025 at 9:00 AM

Location

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

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

Directors Present

H. Koc (remote), K. House (remote), L. Gonzalez, M. Argin, S. Koch (remote)

Directors Absent

H. Sherwood, O. Celepcikay

Guests Present

C. Lambert, E. Altun, E. Cavusoglu, F. Ay, J. Hoffer (remote), M. Baca, N. Bayhan, S. Aykac, U. Alpaslan

I. Opening Items

A. Call the Meeting to Order

M. Argin called a meeting of the board of directors of Harmony Public Schools to order on Saturday Jul 26, 2025 at 9:05 AM.

II. Public Comments

A. Public Comments

None.

III. Consent Agenda

A. Consider Approval of Previous Board Meeting Minutes of June 21, 2025

L. Gonzalez made a motion to approve the minutes from June 21, 2025 HPS Board Meeting on 06-21-25.

H. Koc seconded the motion.

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

IV. Review and Approve the closure

A. Review and Approve the closure of Harmony School of Excellence - San Antonio for South Texas District, Charter (015-828)

Ms. Mihn Baca, Chief Compliance Officer HPS presented a recommendation to the Board to approve the closure of Harmony School of Excellence - San Antonio, under the South Texas District, Charter (015-828). She informed the Board that the campus currently serves Pre-K students and that the lease for the facility is up for renewal at a significantly increased cost. Due to the financial impact of the lease renewal, the administration recommends relocating the Pre-K students and staff to the nearby Harmony Science Academy - San Antonio campus. Ms. Baca stated that this move would allow for continued quality of instruction while ensuring operational efficiency. The Board was asked to review and approve the proposed campus closure.

L. Gonzalez made a motion to approve the closure of Harmony School of Excellence - San Antonio for South Texas District, Charter (015-828) as presented.

K. House seconded the motion.

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

V. Consider Approval of HPS 2025-2026 Compensation Manual Updates.

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

Mr. Emre Altun, Chief Human Resource Officer, presented the proposed updates to the HPS 2025–2026 Compensation Manual. He reviewed several revisions and additions with the Board for approval. Updates included an increased SPED Endorsement Stipend for Non-SPED teachers and an updated amount for the Micro-Credential Ambassador Stipend. The Campus Coordinator Stipend was revised to reflect updated eligibility and compensation. A new supplemental duty for the HPS System Course Leader was introduced, while the Model Teacher Stipend was removed due to the termination of the TSL grant.

Additional new supplemental duties were added, including Mentor Teacher and Young Talent Ambassador roles. The Strong Foundation Planning Stipend was removed due to the conclusion of its associated grant. Updates were made to the eligibility requirements for the CTE and Dual Credit Teacher Stipend, and a new stipend for Micro-Credentials was introduced. District Student Culture Coordinators are now eligible for the Counselor Certification Incentive. Revisions were also made to IT and Facilities Department certifications, and the Experience Stipend for Band Employees is now embedded in the pay table.

New Critical Area Stipends were introduced for Area Superintendents and Campus Seminar Advisors. The Mentor Leader Stipend received an updated amount, while the Mentor Leader Ambassador Stipend was removed due to the termination of the TSL grant. The TRA Cohort Leader Stipend was revised, and a new supplemental duty was added for the Saturday School Administrator role. Hourly pay rates for support staff in North Texas and the Central Office were revised, and a new stipend was added for Health Aides with certain medical licenses.

Further revisions were made to the ILT Bonus related to school data domain components. New performance bonuses were introduced for Business Managers, College and Career Counselors, and Student Counselors. Lastly, the TRA Sign-On Bonus was revised.

Mr. Altun answered questions and provided context for each proposed change. The Board considered the updates for approval.

VI. Closed Session Pursuant to Govt. Code

A. Closed Session Pursuant to Govt. Code 551.071 (Consultation with Legal Counsel); 551.082 (Parent Grievance Appeals) i. The Board will consider a Parent Grievance Appeal from Harmony School of Excellence – Sugar Land

Dr. Argin announces that the board members will be going into closed session as permitted by Govt. Code 551.071 (Consultation with Legal Counsel) and 551.082 (Parent Grievance Appeals).

Closed Session begins 9:19AM

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

A. i. Consider and take possible action on Parent Grievance Appeal from Harmony School of Excellence – Sugar Land

Dr. Argin starts regular session at 9:41AM. Dr. Argin states in closed session the board discussed the parent grievance appeal from Harmony School of Excellence - Sugar Land and no action was taken.

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

K. House seconded the motion.

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

VIII. Closing Items

A. Adjourn Meeting

L. Gonzalez made a motion to adjourn the meeting.

M. Argin 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 9:42 AM.

Respectfully Submitted,

C. Lambert