Docusign Envelope ID: 415AC5CB-823C-87C4-837D-3D9754666F32

Governing Board Meeting Minutes
Monday, June 22, 2026
***In-Person & Zoom* 5:30 P.M.**

BOARD MEMBERS PRESENT		**STAFF MEMBERS PRESENT**	
Dytrun Thirkill	In Person	James Jesse	In Person
Elizabeth Nelson	In Person	Deborah Wesson	In Person
Cassy Burleson	In Person	John Goray	In Person
Susan Copeland (Dismissed 6:45 PM)	In Person	Kanisha Johnson	In Person
Nathesia White	In Person	Carla De La Hoya	In Person
Amy Rossow	In Person	Susan Wilson	In Person
Renee Rains	In Person	Kim Sheehy	In Person
James Lee	In Person	Patrick Turkett	In Person

MEMBERS ABSENT	**STAFF MEMBERS**	**ABSENT**
Charles Eaton	Ashley Smallwood	
Esmeralda Sosa Serratos	**Visitor**	
Heaven Lee	Ashley Bean Thornton	

Call Meeting to Order
Mr. Thirkill called the meeting to order at 5:30 PM.

Establish a Quorum
A quorum was established.

Ordering of the Agenda
Executive Director's Report moved before Key Performance Indicators.
Head Start FY 2025 Annual Audit was not discussed it was presented at the May 18, 2026 meeting.

Mission Statement
Mission Statement read by Mr. Thirkill.

Public Comment
No public comment.

Consent Agenda
1 5.18.2026 Executive Committee Meeting Minutes
2 5.18.2026 Governing Board Meeting Minutes
3 6.2.2026 Executive Committee Special Call Minutes
4 EOAC Crisis Communication Plan
5 Employee Policies & Procedures Update -AI Policy
6 Out of State Travel Community Programs
7 Out of State Travel Weatherization
8 Out of State Travel Weatherization QCI Certification Course
9 MOU EOAC Head Start & Waco ISD

Docusign Envelope ID: 415AC5CB-823C-87C4-837D-3D9754666F32

10 MOA EOAC Head Start & Baylor University Dietetic Internship Program
11 EOAC H&W 2024-2025 5500 Report
12 EOAC Board Member Attendance

Motion by Dr. White to approve the Consent Agenda items as presented. Motion seconded by Mr. Lee. All in favor, motion carried.

Accept the Nomination of Tiffany Gallegos Whitley to EOAC Board

Mr. Thirkill recommended the nomination of Tiffany Gallegos Whitley to the EOAC Board, representing Group B Low Income.

Motion made by Ms. Copeland to accept the nomination of Tiffany Gallegos Whitley to the EOAC Board. Motion seconded by Dr. Burleson. All in favor, motion carried.

Accept the Nomination of Isabel Lozano to EOAC Board

Mr. Thirkill recommended the nomination of Isabel Lozano to the EOAC Board, representing Group A Public Sector.

Motion made by Ms. Nelson to accept the nomination of Isabel Lozano to the EOAC Board. Motion seconded by Dr. White. All in favor, motion carried.

Accept the Nomination of Ashley Bean Thornton to EOAC Board

Mr. Thirkill recommended the nomination of Ashley Bean Thornton to the EOAC Board, representing Group C Private Sector.

Motion made by Ms. Copeland to accept the nomination of Ashley Bean Thornton to the EOAC Board. Motion seconded by Mr. Lee. All in favor, motion carried.

Texas House District 56 Candidate, Ashley Bean Thornton

Candidates of Texas House District 56 were invited to share their education policy positions. Ashley Thornton accepted and answered a few questions regarding education policy.

Approve Monthly Financial Report (Organizational Standard 8.7)

Ms. De La Hoya presented the May 2026 financial report.

Expenditure Activities:	$1,526,016
Agency Indirect Earned	$ 116,040
Unrestricted Cash:	$1,427,535

Motion made by Dr. White to approve the Monthly Financial Report as presented. Motion seconded by Ms. Rossow. All in favor, motion carried.

Approve 1% COLA Increase Agency Wide

Ms. De La Hoya presented a 1% COLA increase agency wide for 2026.
Brief discussion followed.

Motion made by Ms. Nelson to approve the 1% COLA increase agency wide as recommended. Motion seconded by Ms. Copeland. One abstention, Mr. Lee. Motion carried.

Report - Head Start/Early Head Start Director's Monthly Report

Ms. Wilson presented the Head Start Director's monthly report.

Docusign Envelope ID: 415AC5CB-823C-87C4-837D-3D9754666F32

Key Updates:
• The last day of the 2025–2026 Head Start Pre-K school year was May 29, 2026.
• Early Head Start services continue throughout the summer. Staff participated in one week of in-service training in June and will have a wellness break July 20–24, 2026, prior to the start of the new program year.
• The program submitted its Corrective Action Plan (CAP) and supporting documentation to the Office of Head Start in response to the June 2025 monitoring findings related to Safety Practices and Management Systems. Program leadership met with the Office of Head Start to review the CAP. Compliance results are pending.
• The program reported a health and safety incident to the Office of Head Start. Program leadership participated in a Risk Assessment Notification (RAN) review, and determination is pending.
• Planning activities for the 2026–2027 program year continue, including classroom relocations associated with changes to the Waco ISD partnership.
• Staff are preparing for pre-service training and the start of the 2026–2027 school year.
• Recruitment and enrollment activities continue to support full enrollment for the upcoming program year.
EOAC Parent Satisfaction Survey Summary was also presented for the 2025-2026 Program Year. Overall Program Rating: 4.59 out of 5 stars.

Approval of 2026-2027 Head Start Program Calendar

Ms. Wilson presented the 2026-2027 Head Start Program Calendar (Option 1 on calendar survey). Ms. Wilson explained; EOAC Head Start surveyed staff and parents/guardians regarding two proposed calendar options for the 2026–2027 program year. A total of 288 responses were received.

- Calendar Option 1 received 209 votes (73%)
- Calendar Option 2 received 79 votes (27%).
- Respondents who identified as both Parent/Guardian and Employee were included in both stakeholder groups for analysis purposes.
- Survey results demonstrated support for Calendar Option 1 among both staff and parents/guardians.

Brief discussion followed.

Motion made by Ms. Nelson to approve the 2026-2027 Head Start Program Calendar as presented. Motion seconded by Ms. Rossow. All in favor motion carried.

Report - Head Start 2025-26 End of Year Outcomes

Ms. Sheehy presented the Head Start 2025-2026 End of Year Outcomes Report.
year.
• Head Start preschool children demonstrated positive progress across all school readiness domains, with 4 of 6 goals (67%) meeting or exceeding program targets.
• Early Head Start children met 4 of 8 school readiness goals (50%), with strongest performance in language comprehension, communication, emotional development, and persistence in learning.
• Social-emotional development remained a program strength across both programs.
• Literacy, language, communication, health, and early math outcomes demonstrated continued growth.
• Program staff will continue targeted instruction and individualized supports in self-regulation, phonological awareness, and early mathematics during the 2026-2027 program year

Report – EOAC Impact Story

EOAC Impact Story was presented by Ms. Sheehy.

Report - Community Programs Board Report (Organizational Standard 5.9)

Ms. Johnson reported on Community Programs for April 2026.
Key Updates:

- Energy Assistance.
- Home Weatherization.
- CSBG Emergency Services and EmpowerU Case Management
- Professional Development

Report – Advancement

Docusign Envelope ID: 415AC5CB-823C-87C4-837D-3D9754666F32

Mr. Turkett presented the Advancement Report.
Key Efforts:
• Internal Newsletter & Communication
• Social Media & Search Engine Update
• Employee-Funded Scholarship
• 60th Anniversary Events
• Grant Opportunities
Brief discussion followed.

Report - Executive Director

Mr. Jesse presented the Executive Director Report.
Key Updates:

- Organizational Highlights
- Staffing Updates
- Program Developments
- Funding Efforts
- Compliance Matters
- Community Engagement

Discussion - Personnel

No Discussion

Executive Session

Entered executive session at 7:33 PM under Texas Government Code Section 551.074.
Reconvened into open session at 7:56 PM.

Approve Executive Director Performance Appraisal (Organizational Standard 7.4 & 7.5)

Motion by Dr. Burleson to approve the Executive Director's Performance Appraisal with the revision to Section 2.14 Strategic Planning & Leadership, changing from 5 year plan to 3-year plan. Motion seconded by Dr. White. All in favor, motion carried.

Motion to Adjourn

Motion made by Dr. White to adjourn. Motion seconded by Mr. Lee. All in favor motion carried. Mr. Thirkill adjourned the meeting at 7:56 PM.

Signed by:
Dytrun Thirkill
8B50E60C5A5148C...

6/29/2026

Dytrun Thirkill, Board President **Date**