

MINUTES
REGULAR MEETING
of the
BOARD OF DIRECTORS
EDUCATION SERVICE CENTER REGION 11

June 16, 2025

The minutes reflect the order in which agenda items were discussed and acted upon.

A. Call to Order and Roll Call – Dr. Larry Blair, Chairman

Dr. Blair called the meeting of the Board of Directors of the Education Service Center Region 11 to order at 10:30 a.m., Monday, June 16, 2025.

B. Invocation

Dr. Blair gave the invocation.

Members Present	Dr. Larry Blair, Chairman Dr. Jay Thompson, Vice-Chairman Mr. Dennis Hughes, Secretary Dr. Jeff Hanks, Place 2 Dr. Jeff Turner, Place 6 Ms. Natalie Texada, Charter School Member
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Members Absent	Dr. Kevin Rogers, Place 3 Dr. Karen Rue, Place 7
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Staff Members Present	Dr. Clyde W. Steelman, Jr., Executive Director, Rory Peacock, Dr. Pam Brown, Laura Weir, Laurie Enocksen, Hailee Fojtasek, Ravonne Allmon-Smith, and Nelline Dignum
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Guest(s)	None
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C. Citizen / Employee Comments

None.

D. Administer the Oath of Office

Notary Public Nelline Dignum administered the Oath of Office to Dr. Turner, Place 6, and Ms. Texada, Charter School Member. (Copies attached to the permanent record.)

E. Consider Reorganization of the Board/Election of Officers for 2025-2026

A motion was made by Dr. Thompson to elect Dr. Larry Blair as Board Chairman. Since no other nominations were made, Dr. Blair was elected by affirmation. A motion was made by Mr. Hughes, seconded by Ms. Texada, and passed (unanimously) that the board elect Dr. Jay Thompson as Board Vice-Chairman. A motion was made by Ms. Texada, seconded by Dr. Hanks, and passed (unanimously) that the board elect Mr. Dennis Hughes as Board Secretary.

F. Consider Minutes of April 28, 2025, Board Meeting

A motion was made by Dr. Thompson, seconded by Dr. Hanks, and passed (unanimously) that the board approve the minutes of the April 28, 2025, board meeting as presented. (Copy attached to the permanent record.)

G. Consent Agenda

A motion was made by Mr. Hughes, seconded by Ms. Texada, and passed (unanimously) that the board approve the following consent agenda items, as presented. (Copies attached to the permanent record.)

1. Check Registers for April and May 2025
2. Financial Reports for April and May 2025
3. Investment Reports for April and May 2025
4. Budget Amendments for April and May 2025
5. RFP #25-04-30 – Enterprise Resource Planning System (ERP)

SEPARATE ITEMS**H. Consider Appointing Voting Delegate to 2025 TASB Delegate Assembly at TASA/TASB txEDCON**

No action taken. The agenda item was tabled for the next regularly scheduled meeting.

I. Consider Employee Health Insurance Contribution for 2025-2026

Ms. Allmon-Smith updated the board. A motion was made by Ms. Texada, seconded by Dr. Hanks, and passed (unanimously) that the board approve to continue to contribute the current employer contribution of \$645 per month for eligible employees who opt to participate in TRS ActiveCare for 2025-2026, subject to the approval of the 2025-2026 budget.

J. Consider ESC Region 11 Revised Pay Plan for 2025-2026

Ms. Allmon-Smith updated the board. A motion was made by Dr. Thompson, seconded by Dr. Hanks, and passed (unanimously) that the board approve the 2025-2026 TASB adjusted pay plan structure recommendation.

K. Consider ESC Region 11 Employee Salary Proposal Effective 2025-2026

Ms. Allmon-Smith and Ms. Weir updated the board. A motion was made by Dr. Turner, seconded by Dr. Hanks, and passed (unanimously) that the board approve the salary increase of 3% of the paygrade midpoint for eligible employees.

L. Update on the Teacher/Employee Recruitment and Retention Program (TERRP) 401(a) Retirement Plan

Ms. Allmon-Smith updated the board.

M. Information Items

1. Grant Applications and Awards
 2. Personnel Report
 3. List of 2025-2026 Conferences
 4. 2024-2025 Budget Update
- Ms. Weir updated the board.

5. 2025-2026 Budget Update
Ms. Weir updated the board.
6. Construction Update
Ms. Weir updated the board.
7. Commissioner's Meeting Update
Dr. Steelman updated the board.
8. Technology Update
Mr. Peacock updated the board.
9. Instructional and Administrative Services Update
Dr. Brown updated the board.
10. Employee Recognition
Dr. Steelman and Ms. Fojtasek updated the board.

N. Update on the Guardian Plan

Mr. Peacock updated the board.

EXECUTIVE SESSION

Chairman Blair stated that at 11:40 a.m. the board would enter into executive session as authorized by Gov't Code 551.074, discussing personnel or to hear complaints against personnel.

The board reconvened into open session at 12:33 p.m.

O. Deliberation and Possible Action to: (1) Evaluate the Performance of the Executive Director; (2) Review and Possibly Extend the Executive Director's Existing Employment Contract; (3) Set the Executive Director's Compensation for any Extended Contract Term; and (4) Authorize the Board Chair to Execute on the Board's Behalf any Extended Employment Contract with Executive Director Reflecting the Board's Compensation Plan

Dr. Blair stated that the Executive Director's evaluation is accepted.

P. Deliberation and Action to Accept the Resignation of Place 7 Board of Director Karen Rue

A motion was made by Dr. Turner, seconded by Dr. Thompson, and passed (unanimously) to accept the resignation of Karen Rue, Place 7. (Dr. Rue's letter of resignation is attached to the permanent record.)

Q. Deliberation and Action to Authorize the Executive Director to Take Any and All Action Necessary to Comply with Commissioner of Education Rule 53.1001, Including, but not Limited to, Posting Notices in Appropriate Places and Giving Notice to Region 11 School District Board Presidents and Superintendents of a Vacancy on the Region 11 ESC Board of Directors

No action needed.

R. Presentation of Plaque to Dr. Karen Rue

No action taken due to Dr. Rue's absence.

S. Deliberation Regarding Potential Dates to Conduct a Special-Called Board Meeting Either in Person or Via Videoconference in Accordance with Texas Government Code § 551.127

A motion was made by Ms. Texada, seconded by Mr. Hughes, and passed (unanimously) that the board select July 21, 2025, to conduct a special-called board meeting either in person or via videoconference.

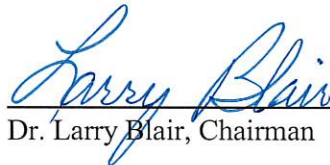
T. Consider Action on Items Discussed in Executive Session If Any

See agenda item O for action taken.

U. Adjourn

The next regular meeting of the ESC Region 11 Board of Directors will be Monday, August 25, 2025, at 10:30 a.m. Being no further business, Chairman Blair declared the meeting adjourned at 12:35 p.m.

Respectfully Submitted,


Dr. Larry Blair, Chairman


Mr. Dennis Hughes, Secretary

By: Nelline Dignum