



Education Service Center Region 12  
Board of Directors Meeting  
Thursday, October 16, 2025 - 10:00 AM  
2101 W. Loop 340 – Waco, TX 76712

The Board of Directors of the Education Service Center Region 12 met on Thursday, October 16, 2025, at the center, 2101 W. Loop 340, Waco, TX.

**Board Members Present:**

Bill Killian  
Rex Daniels  
John Turpin  
Mike McKibben  
Rose Cameron  
Alexis Neumann

**Board Members Absent:**

Kerry Hansen  
Kevin Stanford

**Staff Members Present:**

Kenny Berry  
Terry Marak  
Patrick Murphy  
Tammy Becker  
Tara Dillard

**Staff Members Absent:**

Melissa Cox

1. Call to Order  
The meeting was called to order by Chairman Bill Killian

2. Consent Agenda

- A. Discuss and Consider Approval of Minutes for August 21, 2025 Meeting

With no correction to or questions about the minutes from August 21, 2025, the Board approved the minutes unanimously.

**MOTION: Cameron**  
**SECOND: McKibben**

- B. Discuss and Consider Approval of Financial Reports

Mr. Terry Marak discussed the bills paid as of July 31, 2025 and August 31, 2025, the Board Report, the Interest Earnings and Cash Flow Reports. All reports were approved unanimously by the Board.

**MOTION: Turpin**  
**SECOND: Cameron**

3. Request for Audience/Open Forum – None requested

4. Action Items

A. Administration:

1. Discuss and Consider Approval of 2026-2027 ESC Region 12 Calendar

Mr. Patrick Murphy discussed the proposed calendar with the Board and the board unanimously approved the 2026-2027 ESC Region 12 calendar.

**MOTION: Daniels**

**SECOND: McKibben**

B. Business

1. Discuss and Consider Approval the Final Budget Amendment for the 2024-2025 Fiscal Year

Mr. Terry Marak presented the board with a copy of the final amended budget by fund type and function for fiscal year ending August 31, 2025. The board unanimously approved the final budget amendment for 2024-2025.

**MOTION: Cameron**

**SECOND: McKibben**

2. Discuss and Consider Approval of the Share the Success Merit Pay for 2024-2025 Recommendation

Executive cabinet recommended that the Region 12 Share the Success Merit Pay System for 2024-2025 be awarded to eligible employees based on the fact that all center-wide criteria was met and or surpassed. The amount awarded will be \$1200.00. The Board unanimously approved the Share the Success award as presented.

**MOTION: Cameron**

**SECOND: Daniels**

3. Discuss and Consider Approval of the ESC-Initiated (LOCAL) Policies

A. CBF (LOCAL): REVENUE SOURCES-INVESTMENTS

Mr. Terry Marak discussed the current CBF (LOCAL): Revenue Sources and Investments and explained the board is asked to approve the CBF (Local): Revenue Sources Investment Policy annually. The Board unanimously approved the policy.

**MOTION: Turpin**

**SECOND: McKibben**

5. Information/Discussion Items

A. Receive Personnel Report

Patrick Murphy presented the Personnel Report to the Board.

B. AESA National Conference – December 3-5, 2025 Colorado Springs

C. IMPACT Texas Conference – March 23-25, 2026 – Houston

This year, we are merging the Quality Leadership and Synergy Conference with the TAESC gathering, creating a singular event dedicated to the vital work of all 20 Service Centers and their boards. Please let Tara know if you would like to attend by or before the December Board Meeting.

D. Annual Performance Report (APR)

Dr. Berry presented and discussed the APR with the Board

E. Purchase/Installation of HVAC Unit

Patrick Murphy explained that the Center will be replacing 3 failing air conditioning units

F. Purchase/Installation of Building Spray Foam Insulation

Patrick Murphy shared that the old bat insulation will be replaced with spray foam insulation at the back of building 2. This will increase efficiency and reduce the amount of humidity in the building.

G. Legislative Update

Tammy Becker shared that HB 8 is an Accountability refresh. Beginning and mid-year assessments coming in 2028.

H. TEA Evaluation

Dr. Berry discussed the new metrics for future Executive Director evaluations.

6. Adjournment

**MOTION: Cameron**

**SECOND: Turpin**

  
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*Bill Killian, Chairman*

  
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*John Turpin, Secretary*

In accordance with the Texas Open Meetings Act (subchapter D and E of Ch. 551, Tex. Gov't. Code), the board may enter a closed meeting to deliberate any subject authorized by Subchapter D that is listed on the Agenda for this meeting. Any final action, decision, or vote on a subject deliberated in the closed meeting will be taken in an open meeting held in compliance with the Texas Open Meetings Act.