



Education Service Center Region 12
Board of Directors Meeting
Thursday, February 19, 2026 - 10:00 AM
2101 W. Loop 340 – Waco, TX 76712

The Board of Directors of the Education Service Center Region 12 met on Thursday, February 19, 2026, at the center, 2101 W. Loop 340, Waco, TX.

Board Members Present:

Bill Killian
Rex Daniels
John Turpin
Mike McKibben
Rose Cameron
Kevin Stanford
Kerry Hansen

Board Members Absent:

Alexis Neumann

Staff Members Present:

Kenny Berry
Terry Marak
Patrick Murphy
Tammy Becker
Melissa Cox
Tara Dillard

Staff Members Absent:

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 December 18, 2025, Meeting

With no correction to or questions about the minutes from December 18, 2025, the Board approved the minutes unanimously.

MOTION: Turpin

SECOND: Cameron

B. Discuss and Consider Approval of Financial Reports

Mr. Terry Marak discussed the bills paid as of November 30, 2025, and December 31, 2025, the Board Report, the Interest Earnings and Cash Flow Reports. All reports were approved unanimously by the Board.

MOTION: Daniels

SECOND: Stanford

3. Request for Audience/Open Forum – None requested
4. Action Items

- A. Business

1. Discuss and Consider Membership in the Central Texas Purchasing Alliance

Mr. Marak explained that membership in the Central Texas Purchasing Alliance enables ESC Region 12 to purchase products and services without spending time and funds in the purchasing process. Based on this information, ESC Region 12 management requests that the Board approve membership in the Central Texas Purchasing Alliance. The Board unanimously approved the membership.

MOTION: McKibben

SECOND: Hansen

2. Discuss and Consider Approval of Superintendents' Leadership Conference in Excess of \$100,000.

Mr. Murphy explained that ESC Region 12 hosts a Superintendent Summer Conference. This conference will be held at the Hyatt Regency Hill Country Resort in San Antonio June 1-3, 2026, and will be sponsored by various vendors to assist with conference costs. Based on this information, ESC Region 12 management requests that the Board approve ESC Region 12 staff using the Hyatt Hill Country Resort for the 2026 Superintendent Summer Conference, which will be in excess of \$100,000. The Board unanimously approved the request as stated.

MOTION: Stanford

SECOND: Daniels

5. Information/Discussion Items

- A. Discuss and Review the State of the Center

Executive Cabinet presented a State of the Center slide deck to the Board. Each member spoke in detail about their respective divisions/departments.

- B. Receive Personnel Report

Melissa Cox presented the Personnel Report to the Board.

- C. Receive Informational Reports

1. Mid-Winter Update - Dr. Berry shared that The Mid-Winter Conference went very well even though inclement weather caused issues for many participants.
2. Impact Texas Conference will be held in Houston on March 23-25, 2026, at Hotel Zaza and Region 4.

6. Closed Session – In Accordance with the Texas Government Code (Sec 551.001)
 - A. Discuss Evaluation of the Executive Director and Pay Consideration
 - B. Reconvene to Consider and Take Possible Action on Items Discussed in Closed Session

The Board of Directors, on February 19, 2026, beginning at 11:35 a.m., convened in an executive session in accordance with the Texas Open Meetings Act. The Board discussed, in the closed session, the following item(s).

- Discuss Evaluation of the Executive Director and Pay Consideration.

The Board ended its executive session at 12:05 p.m. on February 19, 2026. The ESC Region 12 Board reconvened and unanimously voted to approve a 6.5 percent increase to Dr. Kenny Berry's salary, with a 10 percent fringe benefit applied to the new salary, effective April 1, 2026.

MOTION: Daniels
SECOND: Turpin

7. Adjournment

MOTION: Cameron
SECOND: Turpin



Bill Killian, Chairman



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.

In accordance with the Texas Open Meetings Act, this agenda was posted on – 2/16/26