Minutes - Wednesday, August 27, 2025
The Board of Trustees Education Service Center, Region 20

The Board of Trustees of Education Service Center, Region 20 convened in a Regular Meeting Board meeting at 3:06 PM on Wednesday, August 27, 2025, in the Conference Center, Redbud Room, 1314 Hines Avenue, San Antonio, TX 78208. The Chairman, Mr. Mike Petter, presided and the following members were in attendance:

Mr. Randy Bristow, Secretary
Dr. Richard Middleton, Member
Mr. Edward Vara, Member
Dr. Alicia Thomas, Member
Mrs. Stephanie Prosser, Member
Dr. Don Mills, Charter School Representative

Also present were:
Dr. Jeff Goldhorn, Executive Director
Dr. Carolyn Castillo, Deputy Director, Administrative & Instructional Services
Dr. Alex Flores, Deputy Director, Business & Technology Services
Ms. Briana Garcia, Chief Human Resources Officer
Ms. Regina Hillis, Chief Operating Officer
Ms. Debbie Akers, Component Director, Early Childhood Education
Ms. Jamie Dunevant, Executive Assistant

1. Mission, Vision, Core Values

At the beginning of each meeting Dr. Goldhorn reviews the ESC-20 Mission, Vision and Core Values.

2. Minutes of June 25, 2025 Board of Directors Meeting

Be It Resolved, that the Board of Directors approves minutes of the June 25, 2025 Board of Directors meeting. This motion, made by Randy Bristow and seconded by Dr. Alicia Thomas, Passed. *Yea: 7, Nay: 0, Absent: 1*

3. Amendments to the 2024-2025 Official Budget

Be It Resolved, that the Board of Directors approves the amendments listed on the attached document. This motion, made by Randy Bristow and seconded by Dr. Richard Middleton, Passed. *Yea: 7, Nay: 0, Absent: 1*

4. Addition to the Special Revenue Fund

Be It Resolved, that the Board of Directors approve the addition to the Special Revenue Fund. This motion, made by Edward Vara and seconded by Stephanie Prosser, Passed. *Yea: 7, Nay: 0, Absent: 1*

5. Commitment of Fund Balance

Be It Resolved,that the Board of Directors hereby establishes $800,000 of non-spendable and assigned fund balance and $20,395,000 in commitments of its General Fund Balance. This motion, made by Dr. Alicia Thomas and seconded by Edward Vara, Passed. *Yea: 7, Nay: 0, Absent: 1*

6. 2024-2025 Final Amended Official Budget

Be It Resolved, that the Board of Directors be, and is hereby authorized in accordance with the requirements of applicable state law, to file with the Texas Education Agency an amended budget for Education Service Center, Region 20, for the fiscal year 2024-2025, ending August 31, 2025. This motion, made by Dr. Richard Middleton and seconded by Dr. Alicia Thomas, Passed. *Yea: 7, Nay: 0, Absent: 1*

7. 2025-2026 Proposed Official Budget

Be It Resolved, that the estimates of revenue and expenditures as presented for the fiscal year beginning September 1, 2025, and ending August 31, 2026, are approved and adopted by the Board of Directors as the Official Estimated Budget for said fiscal year for Education Service Center, Region 20 on this twenty-seventh day of August 2025. This motion, made by Randy Bristow and seconded by Stephanie Prosser, Passed. *Yea: 7, Nay: 0, Absent: 1*

Be It Further Resolved, that the expenditures for Education Service Center, Region 20 be contained within the limits of the Estimated Budget. This motion, made by Edward Vara and seconded by Dr. Richard Middleton, Passed. *Yea: 7, Nay: 0, Absent: 1*

8. Contracts over $25,000

Be It Resolved, that the Board of Directors approves the contracts over $25,000 as listed in the agenda. This motion, made by Stephanie Prosser and seconded by Edward Vara, Passed. *Yea: 7, Nay: 0, Absent: 1*

9. Proposals

Be It Resolved, that the Board of Directors approves the proposals as presented. This motion, made by Randy Bristow and seconded by Dr. Richard Middleton, Passed. *Yea: 7, Nay: 0, Absent: 1*

10. Interlocal Agreements

Be It Resolved, that the Board of Directors approves the Interlocal Agreements as presented. This motion, made by Edward Vara and seconded by Dr. Alicia Thomas, Passed. *Yea: 7, Nay: 0, Absent: 1*

11. Extension of Depository Contract

Be It Resolved, That the Board of Directors approves the extension of the Depository Contract for three additional two-year terms from September 1, 2025 to August 31, 2027. This motion made by Stephanie Prosser and seconded by Edward Vara, Passed. *Yea: 7, Nay: 0, Absent: 1*

12. Salary Schedule for 2025-2026

Be It Resolved, that the ESC-20 Board of Directors approves the 2025-2026 Salary Schedule in the amount of $1,965,072 to become effective September 1, 2025, allowing for an approximate 3% increase. Of the 3% increase, approximately $893,277.00 is being used for benchmarking adjustments due to market conditions and approximately $74,074.00 is being used for annual individual target pay factors. The remaining, approximately $997,721.00, is being allocated to general salary increases for staff. This motion, made by Dr. Richard Middleton and seconded by Edward Vara, Passed. *Yea: 7, Nay: 0, Absent: 1*

13. Workers' Compensation Interlocal Participation Agreement 2025-2026

Be It Resolved, that the ESC-20 Board of Directors approves the Interlocal Participation for Workers' Compensation coverage and services for 2025-2026 to become effective September 1, 2025. This motion, made by Stephanie Prosser and seconded by Randy Bristow, Passed. *Yea: 7, Nay: 0, Absent: 1*

14. Personnel - New Employees

Be It Resolved, that the Board of Directors confirms the appointment of the new professional staff hired by ESC-20. This motion, made by Edward Vara and seconded by Dr. Alicia Thomas, Passed. *Yea: 7, Nay: 0, Absent: 1*

15. For Information Only Items

A. Head Start Policy Council and Child Health & Safety Incident Reports
B. Personnel - Separations (Professional Staff)
C. Expenditures in Excess of $25,000
D. Investment Report
E. Accounts Receivable
F. Executive Director's Report

16. Executive Session - Executive Director Evaluation and Compensation

Adjourned to Executive Session at 4:57 p.m.

Reconvened in Regular Session at 6:14 p.m.

17. Action Considered in Executive Session

Be It Resolved, that the Board of Directors directs that action be taken as defined in Executive Session. This motion, made by Stephanie Prosser and seconded by Dr. Richard Middleton, Passed. *Yea: 7, Nay: 0, Absent: 1*

18. Adjournment (6:20 p.m.)

There being no further business, a motion is requested to adjourn this meeting. This motion, made by Randy Bristow and seconded by Edward Vara, Passed. *Yea: 7, Nay: 0, Absent: 1*

Board Chairman

Board Secretary