



BEAR CREEK SUD

Telephone 1-972-843-2101 • P.O. Box 188
Lavon, Texas 75166

Date: December 16, 2025 **Time:** 6:00PM

MINUTES OF REGULAR BOARD MEETING

Call to order by: President Elder

Directors Present at call to order: Chris Elder, Robert Haynes, Herman Stork, Lisa Block,
Leticia Harrison, Colby McClendon, James Watts

Directors Absent at call to order: None

Public Comment: Mr. Hall- Comments regarding high water bill

Consent Items:

Approval of Minutes of Regular Meeting on November 18, 2025.

Approval of November 2025 Financials.

Approval of November 2025 General Manager Report.

Motion made by Director J. Watts, seconded by director R. Haynes to move \$1,600 from Account 2130 to Account 5040, \$2,000 from Account 2130 to Account 5090, \$4,000 from Account 2130 to Account 5150 and \$2,200 from Account 2130 to Account 2180. Motion carried unanimously.

Motion made by Director R. Haynes, seconded by Director C. McClendon to approve Consent Agenda Items. Motion carried unanimously.

Regular Agenda Items:

A. Consider and act upon the award contract for Bear Creek Special Utility District 0.5 MG Elevon and 2.0 MG CR484 ESTs Projects.

Stuart with Kimley Horn presented the received bids for the projects and recommended BCSUD go with Caldwell.

Motion made by Director J. Watts, seconded by H. Stork, to accept Caldwell's Bid. Motion carried unanimously.

B. Discuss and consideration of approval for tower project funding changes.

The Board discussed funding options for the difference of the tower projects.

Motion made by Director C. McClendon, seconded by R. Haynes, to move \$5,000,000 from Aid to Construction Account to Greater Texoma Utility Authority to cover the changes in the costs. Motion carried unanimously.

C. Discuss and act upon Building Plan for Office.

The new office plans were discussed, and an update was provided that Conduit finish the plans and that the District could build at later date. No action was taken.

D. Discuss and act upon Commercial Project Construction.

Richard discussed new commercial project pricing to be effective with BCSUD installing all new projects.

Motion made by R. Haynes seconded by L. Block to approve commercial project pricing and BCSUD employees installing.

E. Discuss and act upon NTMWD Contract-Take Point #1

The Board discussed the meter vault costs for Take Point #1. No action was taken.

F. Discussion of water purchased in BCSUD CCN

The Board discussed water purchase in BCSUD CCN. No action was taken.

G. Discuss and act upon eminent domain for CR 586 waterline project.

The Board discussed the process for Eminent Domain for the CR 586 waterline project, and the District's attorney provided an update that the resolution is required by law to begin any Eminent Domain process.

Motion made by R. Haynes, seconded by H. Stork to approve Resolution 2025-12-16-01 approving eminent domain for specific properties related to the CR 586 waterline project. Motion carries unanimously.

H. Discuss and act upon 2026 Budget

The 2026 Budget was discussed by the Board.

Motion made by H. Stork, seconded by L. Block to approve the 2026 Budget with the change of Capital Purchase Item New Office to \$500,000. Motion carried unanimously.

I. Discuss and act upon contract for Independent Contractor

The District's attorney discussed the independent contractor services contract to allow for a transition upon the General Manager's retirement.

Motion made by J. Watts, seconded by H. Stork to approve the Contract for Independent Contractor Services. Motion carries unanimously.

J. Discussion of Personnel Matters involving the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee or to hear a complaint against an officer or employee.

Board discussed retirement of General Manager and payment of remaining vacation and bonus pursuant to the District's Personnel Policy.

Motion made by J. Watts, seconded by R. Haynes to approve payment of remaining vacation and bonus to the General Manager pursuant to the District's Personnel Policy. Motion carries unanimously.

Board to Set Future Meetings and Agendas:

President, C. Elder, asked if anyone had any future meetings to be set or any items for future agendas. The Board discussed adding a presentation by a Human Resources (HR) consulting firm to the agenda.

Next Regular Board Meeting scheduled for January 20, 2026, at 6:00 p.m.

Director L. Harrison left the meeting.

Adjournment to Executive Session at 7:49 PM under Sections 551.071 and 551.074 of the Texas Government Code:

Executive Session:

Executive Session Call to Order at 8:00 PM.

Executive Session Agenda Item:

(A) The Board recessed into closed or executive session to discuss the following:

- (1) Texas Government Code Section 551.071 – Attorney Client Consultation
- (2) Texas Government Code Section 551.074 – Personnel Matters

(B) Reconvene into Regular Session and take any action necessary as a result of the Executive Session.

Adjourn Executive Session at 8:43 PM

In accordance with Texas Government Code, Chapter 551, President Chris Elder reconvened the meeting at 8:44PM.

Motion was made by J. Watts, seconded by L. Block to appoint Interim GM and Interim Assistant GM as discussed by Board. Motion carries unanimously. Director L. Harrison Absent.

Adjournment of Regular Meeting at 8:46PM.

Chris Elder, President

Lisa Block, Secretary

Richard Nelson, Recorder