

Panola County Groundwater Conservation District  
Board of Directors Regular Meeting Minutes  
December 16, 2025

A regular meeting of the Panola County Groundwater Conservation District Board of Directors was held on Tuesday, December 16, 2025, at 5:30 pm. in the District Conference Room at 419 W. Sabine Street, Carthage, Texas 75633. The following were in attendance:

Board Members:

Precinct #1     Mike Pennington  
                       Danny Reed  
Precinct #2     John Burgess  
  
Precinct #3:     Mike Roquemore  
                       Heath Hayes  
Precinct #4:     Corey Turner  
  
At Large:        Charles Worley

District Staff: Teresa Griffin, General Manager; David Waldrop, Field Technician/Inspector, Jeremy Green, Field Technician

Absent:        Todd Malone, Precinct #2, Charles Foster, Precinct #4

Other:         None

1. The regular board meeting was called to order by Mike Pennington, Board President at 5:33 P.M.
2. Charles Worley conducted the invocation.
3. There were no public comments at the December 16, 2025, Regular Board Meeting.
4. After reviewing the November 18, 2025, Regular Board Meeting Minutes, Danny Reed moved, and Corey Turner seconded the motion to approve the minutes. The motion passed unanimously.
5. After a brief discussion Mike Roquemore made a motion to appoint Ronny McMillan as director to fill the unexpired term for the vacancy in Precinct #4, Charles Worley seconded the motion and the motion carried unanimously.
6. The District Budget Amendment for 2025 was presented. Danny Reed made a motion to approve the amendment; John Burgess seconded the motion. The motion carried unanimously.
7. The General Manager gave routine office updates. There was no action taken.
8. District staff provided updates on monitor well, rain gauges, and other District field work. The monthly monitor deep well readings showed a water level decrease of 0.335 feet in the last

month. The shallow monitor well water levels showed a decrease of 0.094 feet in the last month. Panola County's recorded rainfall average for November was 2.41 inches. The historical precipitation average for November is 4.74 inches. The cumulative precipitation total for 2025 is 43.04 inches. As of December 9, 2025, Panola County's drought status is D0-abnormally dry, according to the U.S. Drought Monitor for Texas. In the last month, there have been no significant drawdowns near pumping monitored areas, and water levels have increased in other areas.

9. After reviewing the expenditures from November 14, 2025, to December 12, 2025, Danny Reed moved, and Heath Hayes seconded the motion to approve the expenditures as presented. The motion passed unanimously.
10. Employee evaluations and compensation was moved to item #11.
11. The board entered Executive Session at 5:48 to discuss agenda item #10.
12. The board reconvened Open Session at 6:08 P.M. at which time Mike Roquemore made a motion to give the following raises; Field Technician, 7%, Field Technician/Inspector and General Manager, 8%. Charles Worley seconded the motion, and the motion carried unanimously.
13. Next meeting date was set for January 27, 2026 5:30 P.M
14. With no further business, Mike Roquemore moved, and Heath Hayes seconded the motion to adjourn the meeting. The motion passed unanimously of those present, and the meeting was adjourned at 6:17 P.M.

Approved this 24<sup>th</sup> day of February 2026

  
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Director

  
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Director