

**AT A REGULAR MEETING OF THE BOARD OF TRUSTEES OF ECTOR COUNTY  
INDEPENDENT SCHOOL DISTRICT HELD ON MARCH 25, 2025, BEGINNING AT 6:00  
P.M. IN THE ADMINISTRATION BUILDING BOARD ROOM, 802 NORTH SAM  
HOUSTON, ODESSA, ECTOR COUNTY, TEXAS, WITH THE FOLLOWING MEMBERS:**

**Present:**

Dr. Steve Brown  
Tammy Hawkins  
Dawn Miller  
Christopher Stanley  
Robert Thayer  
Wayne Woodall

**Absent:**

Delma Abalos

**School Officials:** Dr. Keeley Boyer, Mike Adkins, Dr. Lilia Nanez, Deborah Ottmers, Dr. Anthony Sorola, Alicia Syverson, Dr. Kellie Wilks

**Others:** Tatiana Dennis, Thomas Harlow, Rachel Harlow, Tina Lopez, Misty Hiner, Amanda Napoleon, Carmen Castro Toriano, Yadiel Hernandez, Betanya Hailu, Amber Wells, Bobbie Jo Mansanales, Robert Trejo, Liz Gray, Heidi Helferich, Anthony Reed, Jerri Reed, Sara Moore, Clay Moore, Kevin Searcy, Raquel Enriquez, Joel Ramos, Maria Ortiz, Rebecca Ramos, Morgan Chelette, Karina Johnson, Rachel Johnson, Reyes A. Hernandez, Lisa Wills, David Sovil, Yoana Picazo, Christina Van Syoc, Neftali Silva, Martha Cirrincione, Kristen Vesely, Mikal Crowder, Adrian Rodriguez, Ethan Palomores, Kevin Enriquez, Shannon Davidson, Jennifer Cadena, Pat Jones, Lyn Vargas, Aaron Hawley, Claudia Lopez, Melanie Sheehan, Albessa Chavez, Maggie Aguilar, Mitchel Davis, Anthony Garcia, Andrea Hewitt, Nory Leachon, Rita Lopez, Mary Franco

**27119** **Meeting Called to Order:** Christopher Stanley, Board President, called the Board of Trustees Meeting to order at 6:00 p.m.

*(Dawn Miller arrived at 6:01 and was present for the remainder of the meeting.)*

**27120** **Verification of Compliance with Open Meeting Law:** Christopher Stanley, Board President, verified that the provisions of Section 551.001 of the Texas Government Code have been met in connection with public notice of this meeting.

**27121** **Pledge of Allegiance to United States and Texas Flags:** The United States and Texas flag pledges were led by Burnet Elementary School Students Chase DeArmond and Kyndall Key Hudnall.

**27122** **Invocation:** The Invocation was led by Ben Ford, Grace Christian Church.

**27123** **Special Presentations:**

**Young Professionals of Odessa Donations for Mid-Year Re-Supply Awards:** Mike Adkins, Chief Communications Officer, was joined by Young Professional of

Odessa (YPO) Representatives Morgan Chelette and Blake Fosse for the presentation of the Young Professionals of Odessa Donations for the Mid-Year Re-Supply Awards. The Young Professionals of Odessa (YPO) are committed to creating opportunities, fostering community engagement, providing leadership education, and investing in Odessa's future.

Each year, YPO selects ECISD schools with a large economically disadvantaged population to be the recipients of its mid-year re-supply awards. YPO understands that ongoing community support is crucial. While much support is received at the start of the school year, this gift is awarded in the late fall/early spring to help meet some of the teacher supply needs.

This year, YPO is proud to award \$1,000 to each of the following five schools: Blackshear Elementary (Principal Valerie Rivera), Goliad Elementary (Principal Claudia Lopez), Sam Houston Elementary (Principal Crystal Marquez), West Elementary (Principal Nora Gonzalez), and Zavala Elementary (Principal Tanya Galindo/Erin Reddell).

**Introduction of All-State Athlete:** Each year, the Texas Sportswriters Association selects its All-State Football Teams, recognizing players based on player performance, which includes impact on their team, statistics, game-changing plays, and overall contribution to the team's success. Mike Adkins, Chief Communications Officer, announced the following Texas Sportswriters Association All-State Athletes:

- Gavin Black, a junior running back at Permian High School, earned 2<sup>nd</sup> Team All-State honors.
- Kobi Baldonado, a sophomore tight end at Odessa High School, earned Honorable Mention All-State honors.

**Recognition of Academic Decathlon State Qualifying Teams:** The Academic Decathlon consists of 10 events across 7 subjects: science, literature, art, music, social science, economics, and math. Central to the competition is a theme that ties all subjects together. Students compete in various formats, including written tests, essays, and speeches. The Super Quiz, a highlight of the event, is a high-energy, team-based competition where teams answer questions in a game-show style format. The students and their coaches spend months studying and preparing for these contests.

Each high school enters a team of nine students, divided into three categories: 3 Honor students (GPA 3.80–4.00), 3 Scholastic students (GPA 3.20–3.79), and 3 Varsity students (GPA 0.00–3.19).

Mike Adkins, Chief Communications Officer, introduced the three Academic Decathlon teams that competed in the state decathlon meet this year in the Small School division. Only the top ten scores state-wide qualify for the Small School state competition – and three of the top ten teams in the state reside right here in Ector County ISD.

**STEM Academy** – 10<sup>th</sup> place in the school's first year of Decathlon competition.

Head Coach - Iva Hodges  
Assistant Coach - Nicole Olivas  
Honors: Elise Jones  
Macy Jo Baker  
Karli Kershaw  
Scholastic: Kamryn Kershaw  
Miles Mundkowsky  
Thomas Harlow  
Varsity: Isaac Rangel  
Lily Biggerstaff  
Haylee Vargas  
Alternates: Genesis Cruz  
Iris Ramirez  
Ilene Kurtz

**Odessa Collegiate Academy** – 6<sup>th</sup> in the state.

Head Coach - Mikal Crowder  
Assistant Coach - Lydia Roundtree  
Honors: Daniel Oyebanji  
Mallory Hough  
Betanya Hailu  
Scholastic: Madison Garcia  
Roxanna Martinez  
Zada Cobos  
Varsity: Sephira Guitierrez  
Josh Selby  
Alternates: Rianna Ornelas  
Jocelyn Balderas

**New Tech Odessa** – 3<sup>rd</sup> place in the state.

Head Coach - Yoana Picazo  
Assistant Coach - Neftali Silva  
Honors: Antonio Apodaca  
Adrian Rodriguez  
Joel Ramos  
Scholastic: Rohan Reed  
Kevin Enriquez  
Ethan Palomares  
Varsity: Mary Rivera  
Yadiel Hernandez Rodriguez  
Elizabeth Lopez  
Alternates: Javier Hernandez  
Lorena Spruill  
Maria Losoya

**27124** **Opening Remarks by Superintendent:** In her opening remarks, Superintendent Dr. Keeley Boyer said ECISD proudly hosted two events this week with AVID

Center to focus on high quality AVID implementation and preparing all students for college and career. On Monday evening, approximately 40 campus administrators and teachers gathered to learn best practices for implementing AVID schoolwide. Earlier today, our district hosted an AVID Principals Collaborative, bringing together internal staff as well as participants from Regions 17 and 18. More big news, one of our own Permian High School Seniors, Bryannah Moreno, has been selected as a student speaker during San Antonio AVID Summer Institute.

**27125** **Public Comment:** Individuals who wish to participate during the portion of the meeting designated for public comment shall sign up with the presiding officer or designee before the meeting begins as specified in the Board's procedures on public comment and shall indicate the agenda item on which they wish to address the Board. *BED(LOCAL)*

In public comments, two Decathlon students addressed the school board. Betanya Hailu from Odessa Collegiate Academy told Trustees Academic Decathlon changed the course of her high school career. It created a genuine love for learning, real-life application of that knowledge, and home within the school walls. She called the team her family, and thanked the teachers, school and district for supporting Academic Decathlon. Joel Ramos from New Tech Odessa echoed those sentiments, telling the board Decathlon was so much more than a club or a competition; it had brought him some of his greatest friends and greatest memories. He said it changed him and who he will become and he, too, thanked those who make Decathlon possible.

Motion unanimously approved.

### **Bond 2023**

**27126** **Bond 2023 Update:** Chief Financial Officer Deborah Ottmers and Associate Superintendent of Operations Dr. Anthony Sorola provided the Board of Trustees with an update on the progress of Bond 2023 projects. The District has now received 75% of the construction documents for the Career and Technical Education high school and conducted a page-turn look at the design with architects earlier in March.

Site work on the new middle school is progressing with electrical, plumbing, and foundation work underway. The school's footprint is beginning to take shape, and the project is currently about 6% complete.

Permian High School's auditorium renovation is nearing the end of the design development phase. Looking for construction to start in June.

Negotiations are ongoing for the selection of a contractor for the new JROTC facility at PHS. While no on-site activity is taking place now, construction could begin as early as April.

The new Transition Learning Center is now in the construction drawing phase and will move to procurement next with construction beginning in June.

That TLC timeline is similar to the one for the new Ag Farm. It is currently in design development and construction could begin in June.

The technology update reveals Burleson and Pease have been completed for public address (PA)/Bells/Alarms/Clocks upgrades. Sixteen (16) schools are in the cabling process, and five (5) schools are now installing equipment. New surveillance cameras are now installed at Odessa High School, PHS, New Tech Odessa, and Ector Middle School. Bowie Middle School is next on the schedule.

The Fine Arts Department has ordered 1,054 instruments at a cost of \$1.695 million; 952 of those have been delivered with 179 being for elementary school classrooms. New middle school choir risers have been delivered to Bonham, Ector and Wilson & Young.

An updated look at the bond finances, as of March 1, shows about 6% of bond funds have been spent with another 31% encumbered for specific purchases. That is approximately \$157 million to this point.

No action required.

**27127** **Bond Oversight Committee Annual Report:** Bond Oversight Committee members Sara Moore and Kevin Searcy provided Trustees with the committee's annual report. This committee, composed of ten (10) community members, was established following the approval of the bond package by voters in November 2023. The group began meeting in January 2024 and is scheduled to meet quarterly throughout the implementation of the bond projects.

The Bond Oversight Committee has four key responsibilities:

1. Ensure that bond projects remain faithful with the priorities outlined in the bond plan approved by voters.
2. Review and evaluate information related to all projects, bond funds, and timelines to maintain accountability and transparency.
3. Monitor and evaluate the status of the bond budget.
4. Provide an annual progress report to the Board of Trustees.

Sixteen months after the successful election, all projects are in progress to varying degrees. During meetings, committee members' questions have been thoroughly addressed, and guest presenters, including architects, have made themselves available to the committee. Currently, there are no indications that any projects are over budget or significantly behind schedule. The committee is pleased with the high level of communication, openness to suggestions, and prompt follow-up from the ECISD administrative team. Additionally, several oversight committee members have had the opportunity to serve on advisory committees for individual projects. The Bond Oversight Committee has its own page on the [ecisdbond.com](http://ecisdbond.com) website where its meeting dates and presentations are posted.

No action required.

- 27128** **Discuss and Consider the Approval of ECISD Bond Oversight Committee Member:** Moved by Woodall, seconded by Hawkins to approve Betsy Rhodes to serve as a member of the ECISD Bond Oversight Committee as presented. Ms. Rhodes is replacing an original member of the committee who recently moved.

Motion unanimously approved.

- 27129** **Discussion of and Request for Approval of Board of Trustees Recommendation for Naming Committee Membership for New Middle School:** Moved by Hawkins, seconded by Woodall to approve the Board of Trustees recommendation for naming Committee Membership for the New Middle School. Local board policy states a school naming committee shall be made up of two (2) members of the Education Foundation selected by the Foundation, two (2) members appointed by the school board, three (3) community representatives who reside within the District and have been selected by the District Continuous Improvement Team (DCIT), and three (3) parents who reside in the District and have been selected by the DCIT.

By way of ballot, Wayne Byrd and Kevin Searcy will serve on the Naming Committee for the New Middle School.

Motion unanimously approved.

- 27130** **Discussion of and Request for Approval of Bond 2023 Purchases over \$50,000:** This item was pulled from the agenda.

No action required.

### **Board Policy**

- 27131** **Discussion of and Request for Approval of Revision to Local Board Policy BAA (LOCAL): Board Legal Status: Powers and Duties:** Moved by Brown, seconded by Thayer to approve the revision to Local Board Policy BAA (LOCAL): Board Legal Status: Powers and Duties as presented. The revisions come in response to recent guidance issued by the Department of Education's Office for Civil Rights regarding compliance with civil rights laws and the use of race in educational decision-making. The administration examined the written guidance from the U.S. Department of Education with a Texas Association of School Boards (TASB) policy consultant and legal counsel, reviewed all local board policies and regulations to ensure ECISD's compliance, and identified one instance for revision on page 2 of BAA (Local).

Motion unanimously approved.

### **Action Items**

- 27132**     **Discussion of and Request for Approval of Purchases over \$50,000:** Moved by Hawkins, seconded by Brown to approve Purchases over \$50,000 as presented.

Motion unanimously approved.

- 27133**     **Discussion of and Request for Approval to Cancel May 3, 2025, Single Member District Position 2, Position 4, and Position 7 Elections, and Certify the Unopposed Candidates “Elected” (Discusión y solicitud de aprobación para cancelar las elecciones del distrito sin oposición del 3 de mayo de 2025 y certificar los candidatos electos sin oposición):** Moved by Woodall, seconded by Hawkins to approve to Cancel May 3, 2025, Single Member District Position 2, Position 4, and Position 7 Elections, and Certify the Unopposed Candidates “Elected” (Discusión y solicitud de aprobación para cancelar las elecciones del distrito sin oposición del 3 de mayo de 2025 y certificar los candidatos electos sin oposición) as presented.

For:  
Brown  
Hawkins  
Stanley  
Thayer  
Woodall

Abstained:  
Miller

Absent:  
Abalos

Motion passed.

- 27134**     **Discussion of and Request for Approval of the Proposed 2025-2026 Prekindergarten Boundaries:** Moved by Woodall, seconded by Hawkins to approve the proposed 2025-2026 Prekindergarten Boundaries as presented.

In February 2024, the school board approved a plan to close Burleson Elementary School and repurpose it as a Pre-K center for 3- and 4-year-olds. This decision prompted the need for a demographic study to develop new boundary lines for all prekindergarten programs.

For PK-3 (three-year-old prekindergarten), Burleson EEC and the Odessa YMCA Family Learning Center will each have their own attendance zones. Austin Montessori’s PK-3 Choice program will remain unchanged, and Carver EEC and Lamar EEC will continue offering special education programs for three-year-olds.

The alignment for PK-4 (four-year-old prekindergarten) was a more complex task. Burleson will join Carver EEC, Lamar EEC, and 13 other elementary schools—some Choice campuses, some not—that offer a PK-4 program. Under the proposal, children living in the attendance zones for Burleson, EK Downing, Goliad, San Jacinto, and West elementary schools would be zoned for PK-4 at Burleson. However, all four-year-old students are eligible to apply for any Choice PK campus, regardless of their PK attendance zone.

Motion unanimously approved.

**27135**     **Consent Agenda:** Moved by Woodall, seconded by Hawkins to approve Consent Agenda as modified. Item G was pulled from the Consent Agenda to be voted on separately.

- A. Request for Approval of Minutes of Meetings
- B. Request for Approval of Bills for Payment
- C. Request for Approval of Acceptance of Donations Over \$10,000
- D. Request for Approval of Cooperative Agreement of Affiliation between the Ector County Independent School District and Odessa College
- E. Request for Approval of Permian HS Texas Business Professionals of America Students Out-of-State Travel to Orlando, Florida
- F. Request for Approval of Contract Amendment for Parkhill Architect Contract Priority 1 and Priority 2 Projects
- ~~G. Request for Approval of Memorandum of Understanding between Compass Academy Charter School and ECISD~~

Motion unanimously approved.

**27136**     **Request for Approval of Memorandum of Understanding between Compass Academy Charter School and ECISD:** Moved by Hawkins, seconded by Thayer to approve the Memorandum of Understanding between Compass Academy Charter School and ECISD as presented.

Motion unanimously approved

#### **Report/Discussion Items**

**27137**     **Results Driven Accountability Presentation:** Executive Director of Accountability Dr. Robert Trejo provided Trustees with a report on Results-Driven Accountability (RDA). RDA monitors three groups of students: Emergent Bilingual, Other Special Populations (such as homeless, foster, and military), and Special Education. In the RDA framework, a lower score is preferred, with the goal for each performance level being a 0 and the determination level a 1 (meets requirements). The performance levels correspond to the final determination level. The Other Special Populations group received a determination level of 4, partly due to lower performance on the STAAR Social Studies and Science assessments. Special Education earned a determination level of 3, also influenced by performance on STAAR Social Studies and Science. The Bilingual group earned a determination level of 3. The District has implemented comprehensive strategic support planning to improve the RDA metrics.

No action required.

**27138**     **Presentation of the Special Services Department:** Executive Director of Special Services Mark Gabrylczyk presented this item for discussion. A review of the special education staff was presented, with appreciation extended to the Board of Trustees for their support in increasing staffing levels. The additional



positions include diagnosticians, speech pathologists, PEIMS clerks, and paraprofessionals who support our virtual team on campuses. The review also included an overview of the initial evaluation timelines, offering a three-year look at the initial evaluations completed over time. Additionally, the update outlined the criteria for special education eligibility and detailed the various services ECISD provides to students with disabilities. The data on Significant Disproportionality, specifically regarding discipline removals of special education students, was examined as reported by our Results Driven Accountability system. It showed that ECISD is on track to remain below the Risk Ratio of 2.5 for the 2024-25 academic year. The overarching goal for all special education students is to be Life Ready, Future Focused, Global Citizens, and positive Community Influencers, as reflected in our Portrait of a Graduate.

No action required.

- 27139**     **Budget Update Discussion:** Chief Financial Officer Deborah Ottmers presented this item. The Board of Trustees continued their discussion of budget priorities for the 2025-26 school year. While discussions on school finance are ongoing in the Texas Legislature, no final decisions have been made yet. Meanwhile, ECISD's budget process is moving swiftly, with department requests for the 2025-26 budgets due in the coming weeks. A year ago, during a challenging financial period, the Board of Trustees approved a one-time 3% retention incentive for returning employees, funded by drawing from the district's fund balance to cover operational costs, resulting in a \$12 million deficit budget. Tonight's conversation once again focused on raises, with all Trustees stressing the importance of rewarding employees, who are at the heart of the district's mission. While they are open to using fund balance to support pay increases, they are also committed to ensuring the balance remains at or above recommended levels. The budget will be officially adopted in late June, allowing as much time as possible for the legislature to make its decisions

No action required.

- 27140**     **Possible Request for Approval to Move to Closed Meeting - Personnel Matters - Section 551.074 of the Texas Government Code [Board will deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of public employees of the District; or hear a complaint or charge against an officer or employee.] (The Board of Trustee will deliberate on the hiring of a Principal for Zavala Elementary School.) Consultations with Attorney – Section 551.071 of the Texas Open Meetings Act [The Board will meet in Closed Session in Consultation with the Board's Attorney Regarding all Matters as Authorized by Law.]:**

Board President Christopher Stanley convened the Board of Trustees to closed session at 8:20 p.m.

Board President Christopher Stanley reconvened the Board of Trustees to closed session at 8:28 p.m.

**27141**     **Request for Approval of Recommendation to Hire Principal at Zavala Elementary School:** Moved by Woodall, seconded by Brown to approve the Recommendation to hire Denise DeLoera as the Principal for Zavala Elementary as presented. Ms. DeLoera is currently serving as a principal intern at Pease Elementary and has successfully completed the Holdsworth Campus Leadership Program. With two years of experience as an assistant principal, she was honored as ECISD's Elementary Assistant Principal of the Year for the 2023-24 school year. Additionally, she has served as a principal for Summer Learning and taught 4th and 5th grade at Buddy West Elementary for four years.

Motion unanimously approved.

**27142**     **Information Items:** The Board of Trustees were provided with the following information items: Financials, Purchasing Over \$50,000 Informational Report, Routine Personnel Report, and Added and Reclassification Memorandum March 2025.

**27143**     **Closing Remarks by the Superintendent:**

There were no closing remarks.

**27144**     **Adjournment:** Board President Christopher Stanley adjourned the Board meeting at 8:28 p.m.

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**Board President**  
*Christopher Stanley*

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**Board Secretary**  
*Dr. Steve Brown*