ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT
Odessa, Texas

MEMORANDUM

TO: Dr. Keeley Boyer, Superintendent of Schools
FROM: Dr. Matthew Spivy, Chief Human Capital Officer
RE: Information Report for November 2027
DATE: 11/17/2026

ADDED ADMINISTRATIVE PROFESSIONAL AND STIPEND/SUPPLEMENTAL PAY PLAN		
GROUP	**POSITION CHANGE**	**STIPEND/PAY CHANGE**
ADMINISTRATIVE PROFESSIONAL - New Position	Coordinator - Educational Foundation Marketing & Events	AP Pay Grade 2 (Funded through MOU with Education Foundation)
Added - STIPEND	1-Time Incentive Stipend for Full-Time ECISD Employees	Amount TBD

RECLASSIFIED ADMINISTRATIVE PROFESSIONAL AND STIPEND/SUPPLEMENTAL PAY PLAN		
GROUP	**POSITION CHANGE**	**STIPEND/PAY CHANGE**

REMOVED ADMINISTRATIVE PROFESSIONAL AND STIPEND/SUPPLEMENTAL PAY PLAN		
GROUP	**POSITION CHANGE**	**STIPEND/PAY CHANGE**