AT A BOARD WORKSHOP OF THE BOARD OF TRUSTEES OF ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT HELD ON OCTOBER 13, 2026, BEGINNING AT 6:00 P.M. IN THE ADMINISTRATION BUILDING THIRD FLOOR CONFERENCE ROOM A/B, 802 NORTH SAM HOUSTON, ODESSA, ECTOR COUNTY, TEXAS, WITH THE FOLLOWING MEMBERS:

Present:	**Absent:**
Delma Abalos	Dr. Steve Brown
Rosalita Garcia	
Tammy Hawkins	
Christopher Stanley	
Robert Thayer	
Wayne Woodall	

School Officials: Dr. Keeley Boyer, Mike Adkins, Albessa Chavez, Mauricio Marquez, Jessica Redman, Dr. Anthony Sorola, Dr. Matt Spivy, Dr. Lauren Tavarez, Dr. Robert Trejo

Others: Alex Reynolds, Yolanda Gordan, Eric Smith, Kristen Vesely, Berta Saldibar, Dallas Kennedy, Monia Orona, Nory Leachon, Mary Franco

27760 **Meeting Called to Order**: Robert Thayer, Board Vice-President called the Board of Trustees Meeting to order at 6:00 p.m.

27761 **Verification of Compliance with Open Meeting Law:** Robert Thayer, Board Vice-President certified that the provisions of the Texas Open Meetings Act, Texas Government Code, Chapter 551, have been met in connection with public notice of this meeting.

27762 **Opening Remarks by Superintendent**: In her opening remarks, Superintendent Dr. Keeley Boyer reminded Trustees that October is National Principal Month and announced that the principals would be treated to lunch the following day.

27763 **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)*

There was no public comment.

Report/Discussion Items

27764 **Presentation of the 2026 ECISD Medical Plan Committee Update**: Chief Human Capital Officer Dr. Matt Spivy opened this item for discussion and introduced Eric Smith Principal Consultant of Universal Benefits Consortium who provided the ECISD Medical Plan Committee report to the Trustees. ECISD's medical plan currently operates on a calendar-year basis, with the plan year ending December 31. The committee recommended changing the plan year to begin September 1 to better align with the District's fiscal year (July 1 through June 30).

This adjustment would allow medical plan costs to be more accurately incorporated into the District's annual budget planning process.

Health care costs continue to rise, with 2025 being a particularly challenging year for ECISD as medical plan expenses increased by slightly more than 9%. ECISD operates a self-funded medical plan, meaning the District is responsible for covering medical expenses not paid by employees through premiums, deductibles, copayments, and other cost-sharing provisions. Under the current plan structure, medical expenses are outpacing premium revenue, with projections indicating a potential $9 million deficit in 2027.

To address these rising costs and improve the plan's financial sustainability, several changes are being implemented. These include transitioning Options I and II to HMO plans that require referrals from a primary care physician, while Option III will remain a high-deductible PPO plan; increasing monthly premiums, deductibles, out-of-pocket maximums, and prescription drug deductibles; eliminating coverage for GLP-1 medications prescribed for weight loss; and eliminating coverage for out-of-network services, except in emergency situations.

The primary focus is on keeping employee-only coverage costs as low as possible; however, premiums for spouses, children, and families coverage will increase. These changes are projected to offset most of the anticipated $9 million deficit in the 2027 medical plan.

CareATC, the District's stand-alone health clinic, will remain available to employees, with expanded operating hours. The clinic has also been credentialed to serve as a primary care provider and make referrals as needed. Recuro, the District's telehealth service offering virtual urgent care at no cost to employees, will also continue to be available. Open Enrollment begins next week, and additional information regarding dates, times, and locations will be distributed to employees.

In light of these changes following a budget year with no salary increases, Trustees asked District leadership to explore the possibility of providing employees with a retention bonus to help offset the increased costs. District leaders agreed to explore options for making this a reality.

No action required.

27765 **Strategic Plan Update**: Chief Academic Officer Dr. Robert Trejo along with Executive Director of Academics Kristen Vesely and Executive Director of Bilingual/ESL Berta Saldibar provided Trustees with an update on the District's strategic plan, focusing on the Bilingual program and the AVID WICOR instructional framework.

Teachers are implementing the Transitional Bilingual Early Exit Model, with evidence that professional development is translating into classroom practice. Students have increased opportunities for English language development, and

the majority of students in grades 3–5 are now testing in English. Family engagement efforts also remain active across campuses.

At this time last year, the District introduced the first 10 strategies for implementing AVID WICOR as its instructional framework. At the September professional development day, the remaining five strategies were introduced, completing the rollout. Curriculum resources have been streamlined, aligned, and organized to better support teachers. Additionally, the team has begun recording exemplar instructional videos to create a resource library that teachers can access to support classroom implementation.

No action required.

27766 **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.]; 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.]**:

There was no closed session.

27767 **Closing Remarks by Superintendent**: There were no closing remarks.

27768 **Adjournment**: Robert Thayer, Board Vice-President adjourned the Board meeting at 7:42 p.m.

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Board Vice-President	**Board Secretary**
Robert Thayer	*Christopher Stanley*