

**AT A REGULAR MEETING OF THE BOARD OF TRUSTEES OF ECTOR COUNTY
INDEPENDENT SCHOOL DISTRICT HELD ON OCTOBER 21, 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:

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

Absent:

School Officials: Dr. Keeley Boyer, Mike Adkins, Albessa Chavez, Mauricio Marquez, Dr. Anthony Sorola, Dr. Matthew Spivy, Alicia Syverson, Lauren Tavarez, Dr. Robert Trejo

Others: Tatiana Dennis, Aaron Hawley, Sam Magallan, Chris Bartlett, Pablo Herrera, Yolanda Gordan, Eric Smith, Candi Sikes, Shannon Davidson, Carole Campbell, Laree Morris, Keri Rivas, Alisha Salazar, Rachel Harlow, Michael Gutierrez, Maricela Perea, Anthony Garcia, Ruth Campbell, Nory Leachon, Rita Lopez, and Mary Franco

27366 **Meeting Called to Order:** Tammy Hawkins, Board President, called the Board of Trustees Meeting to order at 6:00 p.m.

27367 **Verification of Compliance with Open Meeting Law:** Tammy Hawkins, 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.

27368 **Pledge of Allegiance to United States and Texas Flags:** The United States and Texas flag pledges were led by Nimitz Middle School Students Alexandra Cruz and Acelynn Young.

27369 **Invocation:** The Invocation was led by Children's Minister Shawn Green, New Dawn Fellowship Church.

27370 **Special Presentations:**

(Delma Abalos and Dawn Miller arrived at 6:07 p.m. and were in attendance for the remainder of the meeting.)

Announcement of College Board Honorees: Mike Adkins, Chief Communications Officer presented this item. This is the first of three sets of introductions we are going to make over the next three board meetings. We are extremely proud to let you know we have 130 students who received a total of 162 College Board National Recognitions – up from 48 students and 66 recognitions last year. To qualify for these awards students must have:

- Have taken the Fall 2024 PSAT/NMSQT and score in the top 10% of test takers from their school **OR**
- Earn a score of 3 or higher on two or more distinct AP exams in the 8th, 9th, or 10th grade **AND**
- Earn a cumulative GPA of 3.3 (B+) or higher at the time of submission

These are prestigious academic honors that students can include on college and scholarship applications. They also connect students with universities nationwide, helping them stand out in the admissions process.

Tonight, we proudly recognized the seniors from New Tech Odessa, Odessa Collegiate Academy, and the STEM Academy who have earned these distinctions. Juniors will be honored during their respective campus ceremonies.

Next month, we will welcome the seniors from Odessa High School, and in December, we will celebrate the seniors from Permian High School.

Introduction of Dr. Ana Espino, Teaching Excellence Award: Mike Adkins, Chief Communications Officer introduced Dr. Ana Isabel Espino, Department Head and 6th Grade Social Studies Teacher at Bonham Middle School. Dr. Espino was honored earlier this school year with a 2025 Teaching Excellence Award from the International Association of Multicultural and Filipino American Educators. This is a prestigious honor bestowed upon ten exemplary educators from diverse fields and levels of education across the USA. It is part of the organization's TEACH Awards program that recognizes individual excellence as well as celebrates the positive impact that outstanding teachers have on their students, colleagues, and the broader educational community.

Introduction of Jennifer Nunez, Yale 2025 Teacher Award: Mike Adkins, Chief Communications Officer introduced Jennifer Nuñez, New Tech Odessa math teacher. At the start of the school year, she learned she had been selected to receive a 2025 Yale Educator Award. Sponsored by the Yale Office of Undergraduate Admissions, this international award honors educators who inspire and support their students to achieve academic excellence and reach their full potential. Ms. Nuñez was nominated by Adrian Rodriguez, a Class of 2024 NTO graduate who entered Yale University this fall. Incoming Yale freshmen, members of the Class of 2029, were invited to nominate teachers who made a profound impact on their lives — and Rodriguez's nomination earned her this distinguished recognition. Out of hundreds of nominations worldwide, only 61 teachers were selected by Yale's committee, making this a truly exceptional honor.

Recognition of Yaretzi Barrera, Third Place Winner in the Mexican American School Boards Association District Art Contest: Mike Adkins, Chief Communications Officer introduced Yaretzi Barrera, Third Place Winner in the Mexican American School Boards Association District Art Contest. In September, Ector County ISD school board members traveled to San Antonio for the Mexican American School Boards Association (MASBA) annual conference.

A highlight of the event is a student artwork exhibit. Districts are invited to submit student artwork to be judged and awarded. For the second year in a row, Permian High School's Yarezi Barrera won an award in the competition. Her piece titled "Hermana," and created with colored pencils, received third place and a \$500 scholarship. Yarezi's art teacher is Laree Morris.

27371 **Opening Remarks by Superintendent:** In opening remarks, Superintendent Dr. Keeley Boyer introduced a short video showcasing the many ways schools celebrated Hispanic Heritage Month this year and announced that ECISD, OCTECHS, Odessa Collegiate Academy, and long-time PHS employee Liz Faught will receive OC Honors Awards on November 12.

27372 **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 comment, Dallas Kennedy, an ECISD teacher, asked the Trustees several questions regarding the proposed insurance plan (being presented later in this meeting). These questions will be addressed during the presentation or as Open Enrollment begins for employees next week.

Bond 2023

27373 **Bond 2023 Update:** Associate Superintendent of District Operations Dr. Anthony Sorola and Chief Financial Officer Albessa Chavez provided the Board of Trustees with an update on the progress of Bond 2023 projects.

Career & Technical Education Center:

- Foundation placement is now underway for the new CTE High School.
- The project is approximately 5% complete.

New Middle School – West Odessa:

- Construction is progressing rapidly.
- Blockwork continues around the Fine Arts area, and electrical and plumbing installations are ongoing.
- The project has reached 22% completion.

Transition Learning Center:

- Demolition has begun at the site of the future Transition Learning Center.

Permian High School Auditorium:

- Mechanical, electrical, and plumbing work is now in progress.
- The foundation pad for the new addition is being prepared.
- The Drama room's concrete flooring has been completed.

Permian High School JROTC Facility:

- Permian's JROTC facility is being fabricated offsite.
- Footings and Leveling work are underway.

Agricultural (Ag) Farm Facility:

- Fencing has been installed.
- First phase of demolition begins this week.
- Contractors will access site from a different side of the property to minimize disruption, ensuring student programs continue without interruption.

Transportation Facility:

- Remains in the design phase.

Priority 1 & 2 Roofing Projects:

- Priority 1 & 2 roofing improvements are moving forward.
- Four (4) projects nearing completion and five (5) others in the design and planning stages.
- Travis Elementary, plumbing replacement, is underway.

Technology Surveillance Project:

- Nine (9) campuses are nearing completion of the PA, bell, alarm, and clock system refresh.
- 26 schools now have upgraded security cameras.
- The next installations are scheduled for Burleson, Sam Houston, and Dowling.

Fine Arts Instruments:

- More than \$2.8 million has been spent to order 1,469 new instruments.
- 1,358 already delivered
- All middle school risers have been installed.

Financial Update:

- Funds originally allocated for new middle school band uniforms and Mariachi uniforms are being redirected to Priority 1 and 2 campus projects following bond counsel guidance that such uniforms cannot be purchased with bond funds — despite their inclusion in the 2023 bond language. The district will use General Fund dollars to fulfill these commitments and ensure students receive what was promised in the bond election.
- To date, nearly **\$80 million** (about **19%** of total bond funds) has been spent, and approximately **\$200 million** has been encumbered for specific project expenses.

No action required.

27374 **Discussion of and Request for Approval of Bond 2023 Purchases over \$50,000:** Moved by Woodall, seconded by Stanley to approve Bond 2023 Purchases over \$50,000 as presented. There were eighteen (18) items presented for approval.

Motion unanimously approved.

- 27375** **Discussion of and Request for Approval of AIA Document A104 Standard Abbreviated Form of Agreement Between Owner and Contractor:** Moved by Brown, seconded by Thayer to approve the AIA Document A104 Standard Abbreviated Form of Agreement Between Owner and Contractor for Priority 1 & 2 projects for Burleson and Travis Elementary Schools as presented.

Motion unanimously approved.

- 27376** **Discussion of and Request for Approval of AIA Document G701-2017 Change Order Burleson ES:** Moved by Stanley, seconded by Brown to approve the AIA Document G701-2017 Change Order Burleson ES as presented.

Motion unanimously approved.

- 27377** **Discussion of and Request for Approval of AIA Document G701-2017 Change Order Travis ES:** Moved by Stanley, seconded by Brown to approve the AIA Document G701-2017 Change Order Travis ES as presented.

Motion unanimously approved.

Board Policy

- 27378** **Discussion of and Request for Approval of Revisions to Board Policy CV(LOCAL) Facility Construction:** Moved by Stanley, seconded by Thayer to approve the Revisions to Board Policy CV(LOCAL) Facility Construction as presented. Changes include increasing the construction contract project amount requiring board approval from \$50,000 to \$100,000, this aligns our local policy to new expectations outlined in state law; adding language giving the superintendent the authority to approve job order contracting jobs, tasks, or purchase orders that are valued up to \$100,000 and are entered into as part of a bond program giving administration the ability to complete bond projects in the most expeditious way; and delegates to the Superintendent or their designee the authority to approve change orders administered as part of a bond program.

Motion unanimously approved.

- 27379** **Discussion of and Request for Approval of Revisions to Board Policy GKD(LOCAL) Community Relations: Nonschool Use of School Facilities:** Moved by Woodall, seconded by Stanley to approve Revisions to Board Policy GKD(LOCAL) Community Relations: Nonschool Use of School Facilities as presented. School facilities are available for use by community organizations for non-school purposes. This proposal would delete the text that limits any such agreement to a maximum of 24 months.

Motion unanimously approved.

Public Hearing on Financial Accountability

- 27380** **Public Hearing on District's FIRST (Financial Integrity Rating System of Texas) Report** : Chief Financial Officer Albessa Chavez presented this item for discussion. Trustees held a public hearing on the District's FIRST report. FIRST stands for Financial Integrity Rating System of Texas. Ector County ISD earned an A, scoring 98 out of 100 on the state's FIRST report which assesses how school districts spend their money annually. This FIRST report is for 2024-25, which is based on financial data from 2023-24. Our District earned a Superior Achievement rating, which is equivalent to a grade of A. This was the eighth time in the past nine years ECISD earned an A. In the 23 years since this report's inception, ECISD has earned an A in financial integrity 19 times. Created by the 76th Texas Legislature in 2001, FIRST is designed to encourage public schools to better manage their financial resources to provide the maximum allocation possible for direct instructional purposes. The FIRST ratings are calculated using a series of financial indicators, such as administrative cost expenditures; the accuracy of a district or charter's financial information submitted to TEA; and any financial vulnerabilities or material weaknesses in internal controls as determined by an external auditor.

There was no public comment.

Action Items

- 27381** **Discussion of and Request for Approval of 2025 Certified Tax Roll**: Moved by Brown, seconded by Stanley to approve the 2025 Certified Tax Roll as presented. Information from the Ector County Appraisal District shows that the total taxable property value in Ector County for 2025 is **\$18,389,928,188**.

Motion unanimously approved.

- 27382** **Discussion of and Request for Approval of Purchases over \$50,000**: Moved by Stanley, seconded by Woodall to approve the Purchases over \$50,000 as presented. The two items on the list this month are \$677,000 to several vendors for bus repairs; and \$50,000 to Luis Salcido Bilingual SLP Services for supplemental services supporting the Special Services Department.

Motion unanimously approved.

- 27383** **Discussion of and Request for Approval of 2025-2026 Budget Amendment #3**: Moved by Brown, seconded by Stanley to approve 2025-2026 Budget Amendment #3 as presented.

Motion unanimously approved.

- 27384** **Discussion of and Request for Approval of AIA Document A104-2017 Standard Abbreviated Form of Agreement Between Owner and Contractor**: Moved by Stanley, seconded by Thayer to approve the AIA Document A104-2017

Standard Abbreviated Form of Agreement Between Owner and Contractor as presented.

Motion unanimously approved.

- 27385** **Discussion of and Request for Approval of Resolution to Nominate Candidates to the Ector County Appraisal District Board:** Moved by Brown, seconded by Stanley to approve Resolution to Nominate two candidates, David Dunn and Mari Willis to the Ector County Appraisal District Board as presented.

Motion unanimously approved.

- 27386** **Consent Agenda:** Moved by Woodall, seconded by Stanley to approve Consent Agenda as presented.

- 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 the Updated 2025-2026 T-TESS and T-PESS Appraisers List
- E. Request for Approval of Odessa High School Fine Arts Program Student Out-of-State travel to Hawaii
- F. Request for Approval of Permian High School Panther Paws Student Out-of-State Travel to Orlando, FL
- G. Request for Approval of Consent to Assign Interest in Oil & Gas Lease
- H. Request for Approval of Recommendations of Library Materials
- I. Request for Approval of a TEA-Approved Innovative Course

Motion unanimously approved.

Report/Discussion Items

- 27387** **Presentation of the 2026 ECISD Medical Plan Committee Update:** Director of Benefits & Risk Management Yolanda Gordan and Smith & Associates Consultant Eric Smith provided Trustees with an update on the school district's medical plan.

Looking at the cost of claims over the past eight (8) years shows an increase from around \$20 million in 2019 to a projected \$29 million by the end of this year (2025).

There were no benefit or rate changes from 2018-2023, slight increases in 2024, then in 2025 higher deductibles and out-of-pocket maximums but no rate increase for Option I or Option III and rate decrease for employees with dependents on Option III HSA (Health Savings Account).

For 2026, adjustments are necessary for rising healthcare costs. A 7% premium increase across plans (Employee Only HSA remains no cost); a transition from Aetna back to Blue Cross Blue Shield for improved network discounts and savings; a transition from PCA Rx to LucyRx for better pricing, international

sourcing and co-pay assistance with prescriptions; separate out-of-pocket maximums for medical and pharmacy expenses; programs like CareATC Clinic, RECURO, Virta, etc. remain unchanged.

Large claims continue to be the primary driver of plan costs. This year 17 large claims total \$4.3 million or 22% of total costs. This is not unusual, since 2021 less than 1% of employees account for 20-30% of plan costs. The goal of the plan is to try to offset some of those uncontrollable costs with savings in other areas of the plan.

Open Enrollment begins October 27 and runs through November 21 with in person, online and telephone options for enrollment.

No action required.

27388 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.] (Discussion of Superintendent's Appraisal and Contract.); 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 Tammy Hawkins convened the Board of Trustees to closed session at 8:07 p.m.

Board President Tammy Hawkins reconvened the Board of Trustees to open session at 8:33 p.m.

27389 Possible Action on Superintendent's Contract: Moved by Brown, seconded by Woodall that we modify the Superintendent's Employment Contract as follows:

- 1) That the Superintendent's contract be extended by one (1) year, to end on June 30, 2030
- 2) That Section 6.7 be modified to comply with the requirements of the New Texas Local Government Code Section §180.011 concerning LIMITATION ON SEVERANCE Pay for employees of a political subdivision of Texas.
- 3) That Section 6.8 be modified to clarify the effective date of a contract termination in the event of a Commissioner's action under Chapter 39 of the Texas Education Code.

Motion unanimously approved.

27390 **Information Items:** The Board of Trustees were provided with the following information items: Financials, Purchases Over \$50,000 Informational Report, and Routine Personnel Report.

27391 **Closing Remarks by Superintendent:** There were no closing remarks.

27392 **Adjournment:** Board President Tammy Hawkins adjourned the Board meeting at 8:35 p.m.

Board President
Tammy Hawkins

Board Secretary
Robert Thayer