

Minutes of Board Meeting
The Board of Education
Levelland ISD

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A Regular meeting of the Board of Trustees of Levelland ISD was held Thursday, September 25th, 2025, beginning at 6:00 PM in the Administration Building Boardroom, 704 11th Street.

Members Present: Pres. Carrie Ellis, Vice Pres. Mike Stafford, Sec. Treva Potter and Members Brooke Obenhaus, Gary Bridges and Matt Buxkemper

Members Absent: Joyce Johnson

School Officials Present: Superintendent Dr. Donald Heseman, Assistant Superintendent Rodney Caddell, Chief Financial Officer Teresa Montemayor, Director of Curriculum & Special Programs Donna Pugh, Director of Special Education Lacey Doster, District Assessment Coordinator Terri White, and Secretary to the Superintendent Crystal Hill

Media Present: None

1. Presentation
Levelland Athletic Booster Cabinet showcased items they will be selling throughout the year, gave an update on upcoming events and plans and thanked the school and community on all the support they have been receiving this year.
2. Invocation / Pledge of Allegiance
Vice President Mike Stafford gave the invocation and students from LABC led the Pledge of Allegiance.
3. Call to Order
President Carrie Ellis called the meeting to order at 6:15 p.m. and declared a quorum.
4. Public Forum
There were no speakers.
5. Executive Session
The board did retire into executive session at 6:17 p.m.
 - A. Consultation with the District's legal counsel in closed session pursuant to Texas Government Code 551.071 to see and receive legal advice regarding personnel matters.
6. Consent Item
Trustee Obenhaus made a motion to approve the consent items as presented. Vice President Stafford seconded the motion and it passed unopposed.
 - A. Approval of Minutes
Approval of minutes for the following dates:
August 14th, 2025 special meeting
August 20th, 2025 regular meeting
7. Consider Financial Report
Teresa Montemayor, CFO, presented the financial report. Trustee Buxkemper made the motion to approve the financial report and Sec. Potter seconded the motion and it passed 6-0.
8. Consider Tax Deed
Dr. Don Heseman, Superintendent, presented the possible action to accept bids for trust property in the City of Levelland. Secretary Potter made a motion to accept the bid. Vice

Pres. Stafford seconded the motion and the bid for trust property was accepted unopposed.

9. Consider Hockley County Appraisal District Board of Director Nomination
Dr. Don Heseman, Superintendent, presented the Hockley County Appraisal District Nomination. Vice President Mike Stafford and Trustee Matt Buxkemper were nominated as the two Hockley County Appraisal District board representatives. Trustee Obenhaus made a motion to approve the nominations, Secretary Potter seconded the motion and it passed unopposed.
10. Consider and Possible Action to Approve Change of Investment Office
Teresa Montemayor, CFO, presented the possible action to approve change of the Investment Officer. Trustee Buxkemper made the motion to approve the change of Investment Officer, Vice Pres. Stafford seconded the motion and it passed unopposed.
11. Compensation Plan
Teresa Montemayor, CFO, presented the Compensation Plan. Vice Pres. Stafford made the motion to approve the plan, Trustee Buxkemper seconded the motion and it passes unopposed.
12. Improvement Plans
Donna Pugh, Director of Curriculum & Special Programs, presented the Campus Improvement Plans for 2025-2026. Trustee Buxkemper made a motion to approve the Campus Improvement Plans, Trustee Bridges seconded the motion and it passed unopposed.
13. Consider Investment Report
Teresa Montemayor, CFO, presented the Annual Investment Report. Vice Pres. Stafford made the motion to approve the Investment Report, Trustee Buxkemper seconded the motion and it passed unopposed.
14. Reports
 - A. Quarterly Report
Teresa Montemayor, CFO, presented the quarterly report and answered questions as needed.
 - B. Survey Action Plans
Donna Pugh, Director of Curriculum & Special Programs, presented the Campus Survey Action Plans and answered questions as needed.
 - C. Teacher Turnover by Campus Report
Rodney Caddell, Assistant Superintendent, presented the Teacher Turnover Rate by Campuses Report and answered questions as needed.
 - D -H. Campus Reports
Principals from each campus presented their campus report and answered questions as needed.
 - I. Athletic Director's Report
Lyle Leong, Director of the Athletic Department presented the athletic report and answered questions as needed.
 - J. Student Fundraising Report
Dr. Don Heseman, Superintendent, presented the Student Fundraising Report and answered questions as needed.
 - K. Academic Report
Terri White, District Assessment Coordinator, presented the Teacher Incentive Allotment breakdown and answered questions as needed.
 - L. Superintendent Report
Dr. Don Heseman, Superintendent, presented the Superintendent Report and answered questions as needed.
 - M. Board Report
All Board Members shared information on what they learned from attending the TASA / TASB TXEDCON Conference.
15. Personnel
Rodney Caddell presented the following personnel for the board's information. On January 13, 2022 DC(LOCAL) was amended to delegate authority to the Superintendent

to hire all professional staff with the exception of administrative positions in order to secure a teacher, diagnostician, LSSP, counselor, therapist, school nurse, etc.

A. Superintendent Approved Professional New Hires

The Superintendent has approved the hiring and contracts for the following professionals:

Estefanya Villagran	LABC	Bilingual PK Teacher	Professional Employee Probationary Contract with Addendum
Haley George	LMS	Science Teacher / Girls Coach	Professional Employee Probationary Dual Assignment with Addendum

1. Executive Session

The board did retire into executive session at 10:18 p.m.

a. Consider School Security Agreement

The Board ended its Closed Session at 11:59 p.m.

The Board went into Open Session at 11:59 p.m.

B. Personnel Information

Mr. Caddell informed the board of the following personnel retirement, auxiliary new hire, resignation, and change of assignments:

Resignation

Claudia Montanez (effective 9/12/25)	SPED TA	LABC
Carla Rodriguez (effective 7/21/25)	TA	Capitol
Jovan Rincon (effective 8/1/25)	TA	LMS
Priscilla Lopez (effective 9/11/25)	SpEd TA	LHS
Edilio Luna (effective 9/12/25)	Mechanic	Transportation
Mark Salas Jr. (effective 9/5/25)	Grounds	Maintenance
Ariel Hernandez (effective 8/6/25)	Part Time Custodial	Maintenance
Jessica Martinez (effective 8/26/25)	Custodial	Maintenance
Eleuterio Villagran Rodriguez (effective 8/29/25)	Grounds	Maintenance

Auxiliary New Hire

Emily Ramirez (effective 8/20/25)	Migrant Aide	Cactus
Eduarda Davila (effective 9/8/25)	DAEP TA	Cactus
Jana Avery (effective 9/13/25)	Instructional Coach	LMS
Mary Galindo (effective 9/8/25)	Bus Driver	Transportation
Christina Frank (effective 8/5/25)	Bus Driver	Transportation
Francis Rodriguez	Bus Aide	Transportation

(effective 9/12/25)

Ian Peterson (effective 9/10/25)	Bus Aide	Transportation
Rickante Brown (effective 8/5/25)	Bus Aide	Transportation
Karoline Bowman (effective 9/10/25)	Bus Aide	Transportation
Joe Smith (effective 8/25/25)	Sub Activity Driver	Transportation
Robert Servin (effective 8/26/25)	Sub Activity Driver	Transportation
Christian Wheeler (effective 8/29/25)	Sub Driver	Transportation
Marcus Presley (effective 9/10/25)	Grounds	Maintenance
Celina Saenz (effective 8/13/25)	Custodial	Maintenance
Maria Granados (effective 8/5/25)	Food Service	Cafeteria

Change of Assignment

Carrie VanHorn Baern (effective 8/5/25)	From: LABC To: South	TA TA
Aliza Garza (effective 8/13/25)	From: LMS To: LHS	Life Skills TA Life Skills TA
Geraldine Turnbough (effective 8/5/25)	From: LHS To: LMS	Life Skills TA Life Skills TA

Retirements

None

BOARD ACTION REQUIRED

None

16. Adjourn

The meeting was adjourned at 11:59 p.m. Vice Pres. Stafford made the motion to adjourn, Trustee Buxkemper seconded the motion and it passed all in favor 7-0.

Carrie Ellis, President

Trevia Potter, Secretary