

**AT A SPECIAL MEETING – FNG LEVEL III GRIEVANCE HEARINGS OF THE BOARD OF TRUSTEES OF THE ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT HELD AT THE ADMINISTRATION BOARD ROOM, 802 NORTH SAM HOUSTON, ODESSA, ECTOR COUNTY, TEXAS, AT 6:00 P.M., DECEMBER 8, 2025 WITH THE FOLLOWING MEMBERS:**

**Present:**

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

**Absent:**

Dawn Miller

**School Officials:** Dr. Keeley Boyer, Michael Adkins, Maricio Marquez, Dr. Matthew Spivy

**Others:** Tatiana Dennis, Jane McGill, Micah Arrott, Julie Marshall, Carole Campbell, Troy F. Boyer, Troy J. Boyer, Trinity Boyer, Lt. Mellisa Butts, Cpl. William McGilvray, Officer Jimmy Olivares, Officer Georgia Reyes, Mary Franco

**27424** **Meeting Called to Order:** Tammy Hawkins, Board President, called the Board of Trustees Meeting to order at 6:00 p.m.

**27425** **Verification of Compliance with Open Meeting Law – this is to certify that the provisions of Section 551.001 of the Texas Government Code have been met in connection with the public notice of this meeting:** Board President Tammy Hawkins, verified that the provisions of Section 551.001 of the Texas Government Code have been met in connection with public notice of this meeting.

**27426** **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.

**27427** **FNG Level III Grievance Hearing (1) – Troy & Nanyamka Boyer:** The ECISD Board of Trustees received a presentation on FNG Level III Grievance Hearing (1) - Troy & Nanyamka Boyer, submitted by the grievant, Troy F. Boyer. Nanyamka Boyer was not in attendance. Dr. Matthew Spivy, Chief Human Capital Officer, was present representing the District Administration. The Board was also represented by its legal counsel, Tatiana Dennis of Atkins Hollmann Jones Law Firm. Both the grievant and the district administration were allotted 20 minutes to present their case or provide a response. Following each presentation, Trustees had the opportunity to ask questions. At the conclusion of the hearing, each party was given an additional five minutes to deliver a closing argument.

Action taken at the end of the meeting.

**27428 FNG Level III Grievance Hearing (2) – Troy & Nanyamka Boyer:** The ECISD Board of Trustees received a presentation on FNG Level III Grievance Hearing (2) - Troy & Nanyamka Boyer submitted by the grievant, Troy F. Boyer. Nanyamka Boyer was not in attendance. Dr. Matthew Spivy, Chief Human Capital Officer, was present representing the District Administration. The Board was also represented by its legal counsel, Tatiana Dennis of Atkins Hollmann Jones Law Firm. Both the grievant and the district administration were allotted 20 minutes to present their case or provide a response. Following each presentation, Trustees had the opportunity to ask questions. At the conclusion of the hearing, each party was given an additional five minutes to deliver a closing argument.

Action taken at the end of the meeting.

**27429 FNG Level III Grievance Hearing (3) – Troy & Nanyamka Boyer:** The ECISD Board of Trustees received a presentation on FNG Level III Grievance Hearing (3) - Troy & Nanyamka Boyer submitted by the grievant, Troy F. Boyer. Nanyamka Boyer was not in attendance. Dr. Matthew Spivy, Chief Human Capital Officer, was present representing the District Administration. The Board was also represented by its legal counsel, Tatiana Dennis of Atkins Hollmann Jones Law Firm. Both the grievant and the district administration were allotted 20 minutes to present their case or provide a response. Following each presentation, Trustees had the opportunity to ask questions. At the conclusion of the hearing, each party was given an additional five minutes to deliver a closing argument.

Action taken at the end of the meeting.

**27430 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.]:**

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 8:23 p.m.

**27431 Possible Action Concerning FNG Level III Grievance Hearing (1) – Troy & Nanyamka Boyer:** Moved by Woodall, seconded by Stanley to uphold the Level II Grievance Hearing decision.

Motion unanimously approved.

**27432 Possible Action Concerning FNG Level III Grievance Hearing (2) – Troy & Nanyamka Boyer:** Moved by Stanley, seconded by Woodall to uphold the Level II Grievance Hearing decision.

Motion unanimously approved.

**27433 Possible Action Concerning FNG Level III Grievance Hearing (3) – Troy & Nanyamka Boyer:** Moved by Brown, seconded by Woodall to uphold the Level II Grievance Hearing decision.

Motion unanimously approved.

**27434 Adjournment:** Tammy Hawkins, Board President, adjourned the FNG Level III Grievance Hearings at 8:30 p.m.

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**Board President**  
*Tammy Hawkins*

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**Board Secretary**  
*Robert Thayer*