

**AT A REGULAR MEETING OF THE BOARD OF TRUSTEES OF ECTOR COUNTY
INDEPENDENT SCHOOL DISTRICT HELD ON JUNE 17, 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

School Officials: Dr. Keeley Boyer, Mike Adkins, Mauricio Marquez, Dr. Anthony Sorola,
Lauren Tavarez

Others: Tatiana Dennis, Martha Cirrincione, Salvador Gonzales, Betsabe
Salcido, Diana Ramirez, Scott Rudes, Dr. Kristen Vesely, Aaron
Hawley, Julie Marshall, Maggie Aguilar, Anthony Garcia, Claudia
Lopez, Lisa Wills, Mollie Jones, Dillon Melendez, Jordan Garcia,
Monica Mauldin, Albessa Chavez, Matthew Spivy, Samantha Natividad
Ramos, Nory Leachon, Rith Campbell, Rita Lopez, and Mary Franco

27224 **Meeting Called to Order:** Tammy Hawkins, Board President, called the Board of
Trustees Meeting to order at 6:00 p.m.

27225 **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.

27226 **Pledge of Allegiance to United States and Texas Flags:** The United States
and Texas flag pledges were led Camp SIP Students Leon Valenzuela, Regan
Elementary 5th Grader and Elijah Cobos, Nimitz Middle School 7th Grader.

27227 **Invocation:** The Invocation was led by ECISD Board Secretary & Pastor Robert
Thayer, Odessa Bible Church.

27228 **Special Presentations:**

Presentation of Split Gavel Award to Chris Stanley: Superintendent Dr. Keeley
Boyer presented Chris Stanley with the Split Gavel Award for his service as the
school board president over the past two years.

**Recognition of Nimitz MS Student Krish Patel Scripps National Spelling Bee
Qualifier:** Krish Patel, an eighth-grade student at Nimitz Middle School, was
recognized for qualifying for this year's Scripps National Spelling Bee — the 100th
anniversary of the prestigious competition. He proudly represented ECISD and
Odessa with confidence and heart!

Recognition of Odessa High School Student Ajay Gundlapalli for Winning the 2024 Congressional App Challenge Purpose: Ajay Gundlapalli, who just completed his freshman year at Odessa High School, was recently named the winner of the 2024 Congressional App Challenge for our district — a prestigious competition sponsored by U.S. Representative August Pfluger. Ajay developed *Querapy*, an app designed to provide free and accessible mental health resources — a vital tool amid the growing shortage of mental health professionals in regions like West Texas. His achievement is especially impressive, as the Congressional App Challenge is a nationwide initiative of the U.S. House of Representatives, with over 12,000 students participating across the country.

Introduction of UIL State Qualifiers in Gymnastics: Chief Communications Officer Mike Adkins introduced the UIL State Qualifiers in Gymnastics. This year, Permian High School had the honor of hosting the UIL Gymnastics State Championships, giving hometown fans the unique opportunity to watch several of our local athletes compete on the state stage. All the outstanding student Gymnastic State Qualifiers were recognized — although not all were able to attend.

Permian HS Boys Team

Salvador Gonzales, Senior, All American on Pommel Horse

Dillon Melendez, Senior, Pommel Horse

Jodan Garcia, Junior, Floor Exercise and High Bar

Permian HS Girls Individuals

Reagan Kelly, Senior, Balance Beam

Shayla Ramirez, Freshman, Floor Exercise

Odessa HS Girls Individuals

Giada Ramirez, Sophomore, All Around Competition (6 events)

Permian HS Boys Individuals

Logan Schiele, Junior, Floor Exercise

Jadyn Stout, Junior, Floor Exercise

Introduction of UIL State Qualifiers in Track & Field: Chief Communications Officer Mike Adkins introduced the UIL State Qualifiers in Track & Field. ECISD is proud to recognize the accomplishments of three outstanding student athletes who qualified for the UIL State Track & Field Championships last month.

JayBrion Jones, Senior at Odessa HS, 100M Hurdles

Alivia River-Norman, Senior at Permian HS, 100M Hurdles

Announcement of Texas High School Coaches Association: The Texas High School Coaches Association Academic All-State Teams recognize senior high school athletes, trainers and managers who excel in GPA, class rank and ACT/SAT score. The student-athletes being recognized tonight are based on their achievements in these categories. We applaud them for their commitment and dedication to perform with the highest of excellence academically and on the field or track. The following senior high school athletes were recognized:

THSCA Academic All-State Softball & Soccer – Odessa High School
Alexia Hernandez, 2nd Team

THSCA Academic All-State Track – Odessa High School
Carmen Cruz, Honorable Mention

THSCA Academic All-State Track – Permian High School
Aubrey Nevaeh Garza, 1st Team

THSCA Academic All-State, Track – Permian High School
Audrey Evangelise Matta, 2nd Team

Announcement of Academic All-State Athletes for Spring Semester: This item was included within the preceding presentation and should be correctly titled as “*Announcement of Texas High School Coaches Association Academic All-State Athletes for the Spring Semester.*”

Recognition of Hays STEAM Academy Student Conner Gibson

Philanthropic Field Day: What happens when a fifth grader’s idea sparks a district-wide event that gives back to the entire community?

You get *Conner Gibson* and the *ECISD-Gibson Field Day Extravaganza*.

Conner wanted to make PE more fun for students across ECISD—and that simple idea blossomed into a district-wide celebration filled with games, community spirit, and joy. But Conner did not stop there. He gave the event a deeper purpose by turning it into a fundraiser for *West Texas Gifts of Hope*, supporting pediatric cancer patients and their families. With the support of ECISD staff, his family, and even members of local high school athletic teams, Conner’s vision came to life in an incredible way. A student. A vision. A powerful impact. Way to go, Conner!

27229 **Opening Remarks by Superintendent:** In opening remarks, Superintendent Dr. Keeley Boyer introduced a brief video highlighting the groundbreaking ceremony for the new Career & Technical Education (CTE) Center, which had taken place earlier that morning. The CTE Center is one of the major construction projects funded through Bond 2023.

27230 **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.

Bond 2023

27231 **Bond 2023 Update**: Associate Superintendent of Operations Dr. Anthony Sorola and Chief Financial Officer Deborah Ottmers provided the Board of Trustees with an update on the progress of Bond 2023 projects.

Career & Technical Education Center

Groundbreaking ceremony was held on the morning of Tuesday, June 17.
Construction to begin immediately with a targeted opening date of early 2027.

New Middle School – West Odessa

Slab poured for the cafeteria.

Ongoing work includes:

- Utility installation
- Foundation work
- Steel erection
- Blockwork around the gym

Transition Learning Center

Bids received and evaluated.

Recommendation to be presented at special board meeting on June 24.

Construction scheduled to begin in July.

Permian High School

Auditorium:

- Design completed.
- Guaranteed Maximum Price (GMP) to be presented at the June 24 Special Board meeting.

JROTC Facility:

- Contract approved.
- Portables moved in preparation for construction.

Ag Farm

Design finalized.

Procurement ongoing through July

Construction is expected to start in August

Technology Update

PA/Bells/Alarms/Clocks cabling completed at most elementary campuses and nearly complete at Odessa High School.

Surveillance camera installation at 50% completion:

- All high schools, all middle schools, and four elementary schools completed.

Fine Arts – Musical Instruments

Over 1,200 new instruments have been ordered; 1,027 have been received.

\$2.3 million spent (64% of instrument bond budget).

Financial Overview

11% of bond funds have been spent.

48% of funds encumbered (over \$204 million), designated for specific projects.

No action required.

Board Policy

- 27232** **Discussion of and Request for Approval of Revisions to Local Board Policy: DEC (LOCAL) – Compensation and Benefits: Leaves and Absences:** Moved by Woodall, seconded by Brown to Approve Revisions to Local Board Policy: DEC (LOCAL) – Compensation and Benefits: Leaves and Absences as presented.

Motion unanimously approved.

Action Items

- 27233** **Discussion of and Request for Approval of the 2025-2026 District Improvement Plan:** Moved by Brown, seconded by Woodall to approve the 2025-2026 District Improvement Plan as presented. During last week's workshop Trustees reviewed the process for creating the DIP – from a needs assessment to the development of strategies to support performance objectives. The board's goals are:

The percentage of students achieving or exceeding the Meets Standard on state assessments will increase from 35% to 48% by May 2029 across all tested content areas.

The percentage of 3rd grade students reading at or above grade level will increase from 34% to 48% by May 2029.

The percentage of high school graduates considered College, Career, or Military Ready will increase from 88% to 93% by May 2029.

Classroom Excellence

Culture of Excellence

The District will look at eighteen (18) Indicators of Success to measure progress, and the DIP committee created a total of 70 Performance Objectives for the school board to approve.

Motion unanimously approved.

- 27234** **Discussion of and Request for Approval of the 2025-2026 ECISD Turnaround Plans (TAP):** Moved by Abalos, seconded by Miller to approve the 2025-2026 ECISD Turnaround Plans (TAP) as presented.

A TAP is required for campuses that receive two consecutive unacceptable ratings; the TAP must be implemented if the school receives a third consecutive unacceptable rating. The Texas Education Agency provides a standardized plan for data-driven analysis, stakeholder input and strategies for improving academic achievement. E.K. Downing Elementary and Bowie Middle School are schools currently required to have a TAP approved - based on 2023 A-F Accountability Ratings. The 2024 ratings have yet to be released due to an active lawsuit and the 2025 ratings are scheduled for release later this summer.

Motion unanimously approved.

27235 **Discussion of and Request for Approval of the 2025-2026 Compensation Plan:** Moved by Woodall, seconded by Stanley to approve the 2025-2026 Compensation Plan as presented.

The first element to this year's compensation plan is House Bill 2 (HB 2) passed by the Texas Legislature. HB 2 mandates teachers with 3-4 years of experience receive a \$2,500 pay increase (that is approximately a 4% increase) and teachers with 5 or more years of experience receive a \$5,000 increase (an average of about 7% increase). Along with this, ECISD will increase starting teacher pay to \$61,000.

The state did not provide additional mandates for raises for non-teaching staff. For those non-teaching staff positions, Trustees approved a 2% general pay increase based on the midpoint of the employee's respective pay grade.

Trustees also approved an increase to pay for bus drivers, raising the starting pay to \$26/hour – a 22% increase to the current \$21.25/hour. All current bus drivers will be assured of earning more than the starting \$26/hour.

Trustees also approved an increase to the District's minimum starting pay to \$15.50/hour.

ECISD continues to look for opportunities to provide "stackable compensation" for example the Teacher Incentive Allotment gives teachers the potential of earning up to \$32,000 and Opportunity Culture gives teachers the potential of earning up to \$17,000 over and above their annual salary. This past school year, 44 ECISD teachers earned more than \$100,000. The District's new Principal Incentive Allotment gives principals the potential of earning up to \$25,000 in additional pay.

Motion unanimously approved.

27236 **Discussion of and Request for Approval of the 2025-2026 Student Code of Conduct and Revisions to the Student Handbook Fees:** Moved by Brown, seconded by Thayer to approve the 2025-2026 Student Code of Conduct and Revisions to the Student Handbook Fees as presented.

Motion unanimously approved.

27237 **Discussion of and Request for Approval of IB MYP Authorization Application for Crockett Middle School:** Moved by Woodall, seconded by Stanley to approve the IB MYP Authorization Application for Crockett Middle School as presented.

Motion unanimously approved.

27238 **Discussion of and Request for Approval of Amendment to the Professional Services Agreement for Parkhill Architects – Transportation Facility Renovations:** Moved by Stanley, seconded by Woodall to approve the Amendment to the Professional Services Agreement for Parkhill Architects – Transportation Facility Renovations as presented.

Motion unanimously approved.

27239 **Discussion of and Request for Approval of Amendment to the Professional Services Agreement for Parkhill Architects – Austin Montessori Magnet Renovations:** Moved by Stanley, seconded by Thayer to approve the Amendment to the Professional Services Agreement for Parkhill Architects – Austin Montessori Magnet Renovations as presented.

Motion unanimously approved.

27240 **Discussion of and Request for Approval to Delegate Hiring Authority to the Superintendent for Contractual Personnel Stipulated in Policy DC (LOCAL) Through the end of August 2025:** Moved by Brown, seconded by Thayer to approve to Delegate Hiring Authority to the Superintendent for Contractual Personnel Stipulated in Policy DC (LOCAL) Through the end of August 2025 as presented.

Motion unanimously approved.

27241 **Discuss and Consider Board Approval of a Delegate and Alternate to the 2025 Texas Association of School Boards (TASB) Delegate Assembly:** Moved by Brown, seconded by Thayer to approve Chris Stanley as Delegate and Dawn Miller as Alternate to the 2025 Texas Association of School Boards (TASB) Delegate Assembly as presented.

Motion unanimously approved.

27242 **Consent Agenda:** Moved by Brown, seconded by Woodall to approve Consent Agenda as modified.

- 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 Annual Renewal of Memorandum of Understanding with the University of Texas of the Permian Basin for Principal Fellow Master's Program 2025-2026
- E. Request for Approval of Memorandum of Understanding between Ector County ISD and Odessa College – Odessa Collegiate Academy

- F. Request for Approval of Memorandum of Understanding between Ector County ISD and Odessa College – OCTECHS
- G. Request for Approval of Memorandum of Understanding between Ector County ISD and Odessa College for Academic Dual Credit
- H. Request for Approval of Memorandum of Understanding between Ector County ISD and the University of the Permian Basin for Academic Dual Credit
- I. Request for Approval of Texas Education Agency (TEA) Alternate Approver for Superintendent

Motion unanimously approved.

- 27243** **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.] (The Board of Trustees will deliberate on the hiring of Principal for Blanton Elementary School; Principal for Dowling Elementary School; Principal for Noel Elementary School; and Executive Director of Accountability and School Improvement.) 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 7:15 p.m.

Board President Tammy Hawkins reconvened the Board of Trustees to open session at 7:26 p.m.

- 27244** **Request for Approval of Personnel Recommendation to Hire Principal for Blanton Elementary School:** Moved by Woodall, seconded by Stanley to approve the Personnel Recommendation to hire Samantha Natividad-Ramos as the Principal for Blanton Elementary School as presented.

Motion unanimously approved.

- 27245** **Request for Approval of Personnel Recommendation to Hire Principal for Dowling Elementary School:** Moved by Abalos, seconded by Miller to approve the Personnel Recommendation to hire William Weekly as the Principal for Dowling Elementary School as presented.

Motion unanimously approved.

- 27246** **Request for Approval of Personnel Recommendation to Hire Principal for Noel Elementary School:** Moved by Woodall, seconded by Thayer to approve the Personnel Recommendation to hire Marcela Macias as the Principal for Noel Elementary School as presented.

Motion unanimously approved.

27247 **Request for Approval of Personnel Recommendation to Hire Executive Director of Accountability and School Improvement:** Moved by Miller, seconded by Thayer to approve the Personnel Recommendation to hire Cheryl Wilson as the Executive Director of Accountability and School Improvement as presented.

Motion unanimously approved.

27248 **Information Items:** The Board of Trustees were provided with the following information items: Financials, Purchases Over \$50,000 Informational Report, and Routine Personnel Report.

27249 **Closing Remarks by Superintendent:** There were no closing remarks.

27250 **Adjournment:** Board President Tammy Hawkins adjourned the Board meeting at 7:29 p.m.

Board President
Tammy Hawkins

Board Secretary
Robert Thayer