

**AT A SPECIAL MEETING - LEVEL III GRIEVANCE HEARING 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., OCTOBER 7, 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, Dr. Matthew Spivy

**Others:** Tatiana Dennis, Alex Reynolds, Jane McGill, Dr. Matthew Spivy, Michael Adkins, Jennifer Cooper, Mr. Cooper, Daniel Ortiz, Raquel Rodriguez, Mary Franco

**27350** **Meeting Called to Order:** Tammy Hawkins, Board President, called the Board of Trustees Meeting to order at 6:00 p.m.

**27351** **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.

**27352** **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.

**27353** **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.] (Level III Grievance Hearing – Jennifer Cooper); 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 6:03 p.m.

Board President Tammy Hawkins reconvened the Board of Trustees to open session at 7:27 p.m.

**27354**    **Possible Action Concerning Level III Grievance Hearing – Jennifer Cooper**: Moved by Stanley , seconded by Brown to uphold the Level II Grievance Hearing Decision.

For:  
Dr. Steve Brown  
Tammy Hawkins  
Christopher Stanley  
Robert Thayer

Against:  
Delma Abalos

Motion passed.

**27355**    **Adjournment**: Tammy Hawkins, Board President, adjourned the Level III Grievance Hearing for Jennifer Cooper at 7:30 p.m.

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**Board President**  
*Tammy Hawkins*

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**Board Secretary**  
*Robert Thayer*