

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., AUGUST 26, 2025 WITH THE FOLLOWING MEMBERS:

Present:

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

Absent:

Wayne Woodall

School Officials: Dr. Keeley Boyer, Mauricio Marquez, Dr. Anthony Sorola, Dr. Matthew Spivy

Others: Tatiana Dennis, Alex Reynolds, Jane McGill, Jessica Bustamante, Mr. Bustamante, Margot Veranes, Marcia Gama, Mary Franco

27311 **Meeting Called to Order:** Tammy Hawkins, Board President, called the Board of Trustees Meeting to order at 6:00 p.m.

27312 **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.

27313 **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.

27314 **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 Hearings – Jessica Bustamante); 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 6:02 p.m.

Board President Tammy Hawkins reconvened the Board of Trustees to open session at 7:34 p.m.

27315 **Possible Action Concerning Level III Grievance Hearing – Jessica Bustamante:** Moved by Miller, seconded by Abalos to grant Point 1 of her grievance - that her employment be reinstated and deny Point 2 - of missing salary and bonuses or incentives – and deny Point 3 - the request for Ms. Carver to stop harassing as presented.

For:	Against:
Delma Abalos	Dr. Steve Brown
Tammy Hawkins	
Dawn Miller	
Christopher Stanley	
Robert Thayer	

Motion passed.

27316 **Adjournment:** Tammy Hawkins, Board President, adjourned the Level III Grievance Hearing for Jessica Bustamante at 7:36 p.m.

A break was taken from 7:36 p.m. – 7:47 p.m.

27317 **Possible Request for Approval to Move to Closed Meeting - Personnel Matters - Section 551.0821 of the Texas Government Code [Board will deliberate a matter regarding a public school student where personally identifiable information about the student will necessarily be revealed by the deliberation.] and Personnel Matters - Section 551.074 of the Texas Government Code [Board will hear a complaint or charge against an officer or employee.] (Level III Grievance Hearing – Marcia Gama); 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 7:48 p.m.

Board President Tammy Hawkins reconvened the Board of Trustees to open session at 8:24 p.m.

27318 **Possible Action Concerning Level III Grievance Hearing – Marcia Gama:** Moved by Miller, seconded by Thayer to deny the Level III Grievance on all points.

Motion unanimously approved.

27319 **Adjournment:** Tammy Hawkins, Board President, adjourned the Level III Grievance Hearing for Marcia Gama at 8:25 p.m.

Board President
Tammy Hawkins

Board Secretary
Robert Thayer