

**AT A BOARD WORKSHOP OF THE BOARD OF TRUSTEES OF ECTOR COUNTY
INDEPENDENT SCHOOL DISTRICT HELD ON JUNE 10, 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:

Dr. Steve Brown
Tammy Hawkins
Dawn Miller
Christopher Stanley
Wayne Woodall

Absent:

Delma Abalos
Bob Thayer

School Officials: Dr. Keeley Boyer, Deborah Ottmers, Dr. Anthony Sorola, Alicia Syverson, Lauren Tavarez

Others: Tatiana Dennis, Matt Spivy, Aaron Hawley, Mark Gabrylczyk, Lisa Wills, Ryan Merritt, Betsabe Salcido, Robert Trejo, Taylor Laing, Jennie Chavez, Amy Russell, Maria Harvey, Javier Ruiz, Naomi Fuentes, Tracey Borchardt, Anthony Garcia, Albessa Chavez, Melanie Sheehan, Krista Vivian, Ruth Campbell, Nory Leachon, Rita Lopez, Mary Franco

27211 **Meeting Called to Order:** Tammy Hawkins, Board President, called the Board of Trustees Meeting to order at 6:00 p.m.

27212 **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.

27213 **Opening Remarks by Superintendent:** In her opening remarks, Superintendent Dr. Keeley Boyer proudly shared that the district's Class of 2025 celebrated 1,991 graduates.

27214 **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.

Board Policy

27215 **Discussion of Revisions to Local Board Policy: DEC (LOCAL): Compensation and Benefits – Leaves and Absences:** Dr. Anthony Sorola, Associate Superintendent of District Operations presented this item for discussion. The recommended changes are considered in the interest of employees by removing the limit on the accrual of employee local leave and clarifying payment terms for accumulated leave upon separation of employment.

No action required.

Report/Discussion Items

27216 **Discussion of 2025-2026 District Improvement Plan:** Dr. Robert Trejo, Chief Academic Officer presented this item for discussion. As part of the presentation, Trustees reviewed the process for creating the District Improvement Plan – from a needs assessment to the development of strategies to support performance objectives.

The Board 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 school board to review and, ultimately, approve.

No action required.

27217 **Discussion of 2025-2026 ECISD Turnaround Plans (TAP):** Dr. Robert Trejo, Chief Academic Officer presented Trustees with a report on Trustees received a report on the 2025–26 Turnaround Plans (TAP), which are required for campuses that have received two consecutive unacceptable accountability ratings. If a campus receives a third consecutive unacceptable rating, the TAP must be implemented. The Texas Education Agency (TEA) provides a standardized framework for these plans, which includes data-driven analysis, stakeholder input, and targeted strategies to improve academic performance. Based on the 2023 A–F Accountability Ratings, E.K. Downing Elementary and Bowie Middle School are currently required to have TAPs approved.

No action required.

27218 **Presentation and Discussion of 2024-2025 End of Year MAP Results:** Dr. Robert Trejo, Chief Academic Officer presented this item for discussion. Trustees received an update on the 2024-2025 End of Year MAP (Measures of Academic Progress) results, including information on the Spring 2025 assessment. The MAP assessment is given three times a year to measure a student's growth from beginning to end of the school year, this update will show growth for students from Fall 2024 to the Spring 2025 for English Language Arts and Reading (ELAR), Math and Science. The MAP assessment measures student growth in comparison to projected growth standards. In Reading K-12, ECISD students met or exceeded projected growth in all grades 2-12. In Math, which is administered kindergarten through 8th grade, students met or exceeded growth projections in

kindergarten, 1st, 2nd, 3rd, 4th, and 5th grades. In Science 3-8, all grade levels exceed growth projections. The work now is to dig into these results to discover causes for individual grade levels missing the targets. ECISD monitors MAP data throughout the year because it strongly correlates to STAAR outcomes. MAP helps the District know if students are growing academically and how our students perform when compared to other students nationally.

No action required.

27219 **Discussion of Proposed ECISD 2025-2026 Compensation Plan:** Dr. Matt Spivy, Chief Human Capital Officer presented this item for discussion. This discussion began with House Bill 2 (HB 2) pay increases for teachers. The bill designates that teachers with 3-4 years of experience receive a \$2,500 increase (approximately 4%); teachers with 5 or more years of experience receive a \$5,000 (averages a 7% increase).

Trustees then considered a 2% General Pay increase for all other ECISD full-time employees, for administrative pay grades at 2% based on the midpoint of their respective pay grades. Trustees also considered a proposed increase for bus driver pay to \$26/hour and a Minimum Pay Rate increase to \$15.50 across the district.

No action required.

27220 **Budget Update Discussion:** Deborah Ottmers, Chief Financial Officer presented this item for discussion. The proposed budget includes a \$4 million deficit in the General Fund, balanced School Nutrition Fund, and balanced Debt Service Fund. The school board is planning a special meeting on June 24, 2025 to officially adopt the 2025-26 school year budget. The Notice of Public Meeting to Discuss Budget and Proposed Tax Rate will be published Saturday, June 14, 2025 in the Odessa American.

No action required.

27221 **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.]

There was no closed session.

27222 **Closing Remarks by Superintendent:** There were no closing remarks by the Superintendent.

27223 **Adjournment:** Board President Tammy Hawkins adjourned the Board meeting at 7:25 p.m.

Board President
Tammy Hawkins

Board Secretary
Robert Thayer