

ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT  
Odessa, Texas

**MEMORANDUM**

TO: Dr. Keeley Boyer, Superintendent of Schools  
FROM: Dr. Matthew Spivy, Chief Human Capital Officer  
RE: Information Report for January 2026  
DATE: 1/20/2026

<b>ADDED ADMINISTRATIVE PROFESSIONAL AND STIPEND/SUPPLEMENTAL PAY PLAN</b>		
<b>POSITION/GROUP</b>	<b>DUTIES PERFORMED/DAYS</b>	<b>STIPEND/PAY GRADE</b>
Student Services	School Action Fund (SAF) - Lead Teacher Stipend	\$3,500

<b>RECLASSIFIED ADMINISTRATIVE PROFESSIONAL AND STIPEND/SUPPLEMENTAL PAY PLAN</b>		
<b>POSITION/GROUP</b>	<b>DUTIES PERFORMED/DAYS</b>	<b>STIPEND/PAY GRADE</b>

<b>REMOVED ADMINISTRATIVE PROFESSIONAL AND STIPEND/SUPPLEMENTAL PAY PLAN</b>		
<b>POSITION/GROUP</b>	<b>DUTIES PERFORMED/DAYS</b>	<b>STIPEND/PAY GRADE</b>