

Agenda of Special Board Meeting - Level III Grievance Hearing

The Board of Trustees Ector County Independent School District

A Special Board Meeting - Level III Grievance Hearing of the Board of Trustees of Ector County Independent School District will be held August 26, 2025, beginning at 6:00 PM.

The subjects to be discussed or considered are listed below. Items do not have to be taken in the same order as shown on this meeting notice.

1. Call to Order - Roll Call
2. 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 public notice of this meeting.
3. Public Comment
4. 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 - 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.]
 - A. Possible Action Concerning Level III Grievance Hearing - Jessica Bustamante 2
5. Possible Request for Approval to Move to Closed Meeting - 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.]
 - A. Possible Action Concerning Level III Grievance Hearing - Marcia Gama 3
6. Adjournment



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TO: Board of Trustees

FROM: Dr. Matthew Spivy, Human Capital Chief Officer

**SUBJECT: POSSIBLE ACTION CONCERNING LEVEL III GRIEVANCE HEARING-
JESSICA BUSTAMANTE**

DATE: August 26, 2025

As stated in Board Policy DGBA (Local), Level Three: If the employee did not receive the relief requested at the Level Two or if the time for a response has expired, the employee may appeal the decision to the board.

Administrative Recommendation:

Possible action concerning Level III Grievance Hearing-Jessica Bustamante



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TO: Board of Trustees

FROM: Mauricio Marquez, Chief of Schools

**SUBJECT: POSSIBLE ACTION CONCERNING LEVEL III GRIEVANCE HEARING-
MARCIA GAMA**

DATE: August 26, 2025

As stated in Board Policy FNG (Local), Level Three: If the student or parent did not receive the relief requested at the Level Two or if the time for a response has expired, the student or parent may appeal the decision to the Board.

Administrative Recommendation:

Possible action concerning Level III Grievance Appeal Hearing- Marcia Gama