

AT A REGULAR MEETING OF THE BOARD OF TRUSTEES OF ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT HELD ON MAY 19, 2026, 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:

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

Absent:

School Officials: Dr. Keeley Boyer, Mike Adkins, Albessa Chavez, Mauricio Marquez, Dr. Anthony Sorola, Dr. Matthew Spivy, Alicia Syverson, Dr. Lauren Tavarez, Dr. Robert Trejo

Others: Alex Reynolds, Sam Magallan, Stacey Nunez, Scott Rudes, Ryan Merritt, Mark Gabrylczyk, Judge Dustin Fawcett, Morgan Eaton, Lettie Bernal, Magdalena Aguilar, Rose Valderaz, Tracey Borchardt, Taylor Laing, Cheryl Wilson, Berta Saldibar, Karl Miller, Amanda Brown, Jessica Rivas, Lacey & Wes Lancaster, Latoya & Ed Mayberry, Debbie Sturgeon, Marcus Mitcham, Linus Mitcham, Claudia Molinar, Naomi Fuentes, Melisa Valenzuela, Gavin Hinojos, Natalie Leyva, Aran Leyva, Brandie Elan, Lorena Lujan, Rita Sotelo, Nataly Sotelo, Katie-Lynn Poindexter, Aaron Hawley, Scott Windham, Sandra Lopez, Nory Leachon, Rita Lopez, and Mary Franco

27604 **Meeting Called to Order:** Tammy Hawkins, Board President, called the Board of Trustees Meeting to order at 6:00 p.m.

27605 **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.

27606 **Pledge of Allegiance to United States and Texas Flags:** The United States and Texas flag pledges were led by Burleson Early Education Center Student Adelaida Melendez and Roxi Lowry.

27607 **Invocation:** The Invocation was led by Youth Pastor Branden Leal, Hope Alive Church.

27608 **Special Presentations:**

Introduction of the Class of 2026 Valedictorians and Salutatorians: The Valedictorians and Salutatorians for the Class of 2026 were introduced in the order of upcoming graduation ceremonies. Each high school principal was invited to the podium to announce and recognize their respective students.

OCTECHS – Principal Karl Miller
Angelique Navarrete, *Valedictorian*
Maudicel Chavez, *Salutatorian*

Odessa Collegiate Academy – Principal James Ramage
Betanya Hailu, *Valedictorian*
Siena Pangan, *Salutatorian*

George H.W. Bush New Tech Odessa – Principal Abel Avila
Javier Hernandez, *Valedictorian*
Denize Querikiol, *Salutatorian*

STEM Academy – Dean of Students Jacob Green
Katie-Lynn Poindexter, *Valedictorian*
Emmanuel Herrera, *Salutatorian*

Permian High School – Principal Dr. Delesa Styles
Nishi Handawela, *Valedictorian*
Gavin Hinojos, *Salutatorian*

Odessa High School – Principal Hector Limon
Shijay Sivakumar, *Valedictorian*
Richardo Valderaz, *Salutatorian*

Announcement of Spirit Scholarship Recipients: Chief Communications Officer Mike Adkins introduced the Spirit Scholarship Recipients. When a company requests permission to use one of our trademarked logos for Permian High School (PHS) or Odessa High School (OHS), they are required to enter into a licensing agreement and pay an associated annual fee. These licensing fees are pooled into a dedicated scholarship fund that supports students from both high schools. This year, thirteen (13) students from each high school were selected to receive a \$1,000 scholarship. Recipients are chosen based on involvement in four key areas: Athletics, AVID, Career & Technical Education, and Fine Arts.

The recipients of this year's Broncho Spirit and MOJO Spirit Scholarships are as follows:

Permian High School

- Carlos Andrade Arita | UTPB
- Analise Antillon | UTPB – Pre-Med, Neurosurgeon
- London Bentley | St. Mary's University - Major in Biology, Neonatologist
- Haylee Lancaster | UTEP - Business & Marketing and play soccer at UTEP
- Sophia Meraz | Texas A&M - Psychology & Medical Field
- Jillian Mitcham | Texas Tech - Nursing
- Alessandra Molinar | Odessa College – Fire Academy
- Natalie Rivas | UTPB – Orthopedic Surgery
- Bridgit Smithee | Tarleton State University - Veterinarian
- Lily Windham | Baldwin Wallace University - Actor
- Trace Brown | University of Northwestern Ohio – Monster Jam Technician
- Madison Ortiz | UT San Antonio – Forensic Nurse Practitioner
- Daniel Sanchez Villa | Midland College /Texas A&M – Electrical Engineering

Odessa High School

- Neveah Scott | McMurry University - Veterinarian
- Andralyn Yardly | Texas Tech University – Animal Science
- Briana Ortega | Texas Tech University – Nursing (*not in attendance*)
- Xavior Baeza | Universal Technical Institute – Collision Repair
- Lindsay Natividad | UTPB – Early Childhood
- Richardo Valderaz | Texas Tech University – Mechanical Engineering, Ultimately to be an Astronaut
- Mathew Torres | University of Texas – Mechanical Engineering
- Shijay Sivakumar | Columbia University – Biochemistry & Linguistics
- Katherin Brea Matos | UTPB - Psychology
- Chaturya Gangireddy | University of Texas - Biology
- Annabel Martinez | Texas Tech University – Pre-Nursing
- Aitza Vasquez | UTPB – Business Management
- Bonifacio Leyva | Texas Women’s University – Dental Hygiene

Announcement of Memorial Scholarship Recipients: Following the tragic shootings in August 2019, our school district established the Memorial Scholarship Fund to serve as a vehicle for receiving memorial or honorary donations from community members that would then be awarded as scholarships to graduating seniors. This year the scholarships are \$600 per student. Students apply for the scholarship, and each campus has a committee to review then select the recipients.

Permian High School

- Addison Martin | Texas Tech University - Nursing

Odessa High School

- Katherin Brea Matos | UTPB - Psychology

New Tech Odessa

- Joli Lea Swilling | UTPB – Business Management

Odessa Collegiate Academy

- Jazmine Sotelo | Texas Tech University – Pediatric Nurse Practitioner

OCTECHS

- Daniel Calderon | Culinary Institute of America – Open a Bakery

27609

Opening Remarks by Superintendent: In opening remarks, Superintendent Dr. Keeley Boyer announced the results of Big Check Day, the district’s annual announcement of Teacher Incentive Allotment (TIA) awards. This spring, 532 ECISD teachers received state designations, earning a total of \$6.387 million in TIA incentives. Dr. Boyer then introduced a video from the press event held last Thursday at Sam Houston Elementary.

27610

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)*

In public comment, LaToya and Ed Mayberry, owners of Toya's Precious Jewels Academy, introduced themselves and shared the organization's core values with the Trustees. Later in the meeting, Trustees approved a childcare partnership with TPJA.

Board Policy

27611 **Discussion of and Request for Approval of Revision to Local Board Policy DEC(LOCAL) – Compensation and Benefits: Leaves and Absences:** Moved by Thayer, seconded by Woodall to approve the Revisions to Local Board Policy DEC(LOCAL) - Compensation and Benefits: Leaves and Absences as presented. This change amends the policy on payment for accumulated State Leave to allow a retiring employee with at least 30 years of consecutive service to ECISD (starting on or before September 1, 1996) to be paid for said State Leave at one-half the employee's daily rate, up to a maximum of 90 days. This impacts 115 employees. Once the employee specified in this policy has received payment for accumulated State Leave the employee shall not be eligible for full-time reemployment in a position that would be eligible to accrue state of local leave.

For: Abalos, Brown, Hawkins, Miller, Stanley, Thayer, Woodall

Motion unanimously approved.

Bond 2023

27612 **Bond 2023 Update:** Associate Superintendent of District Operations Dr. Anthony Sorola and Chief Financial Officer Albessa Chavez provided the Board of Trustees with an update on the progress of Bond 2023 projects.

ATLAS Career & Technical Education Center:

- Structural steel installation is underway
- Masonry work has begun
- Sewer, electrical, and plumbing work continue

Adela & Gilbert Vasquez Middle School:

- Nearing completion for its August opening
- Interior finishes are ongoing in the education wing, kitchen, and library
- Athletic field installation is in progress

PHS Auditorium:

- Stage lights have been installed
- Stage extension is approximately 90% complete
- Sound cloud installation is about 90% complete
- Concourse wall paneling is roughly 95% complete
- Seats installation is underway

Transition Learning Center:

- Concrete has been poured
- Steel beams have been delivered to the site

PHS JROTC Facility:

- Metal panel installation is about 98% complete
- Electrical work is approximately 90% complete
- Firewall awaiting final inspection

Agricultural (Ag) Farm Facility:

- Excavation continues for network communications line
- Septic and electrical work are in progress
- Plans for north & south animal pens are under review

New Transportation Facility:

- Slab grade work is ongoing
- Additional testing has been requested

Priority 1 & 2 Renovation/Replacement Projects:

- Cameron, Reagan, Ross, and Gonzales Elementary Schools are currently undergoing asbestos abatement
- Bonham, Burnet, Goliad, New Tech Odessa, and Wilson & Young are scheduled for summer abatement work

Bond Financial Update:

- 2025–26 actual expenses increased approximately 3%, primarily due to payment of completed work purchase orders
- School bus purchases have been completed
- Middle school choir risers have been received and installed
- Two additional Bond 2023 projects have been completed

No action required.

27613 **Discussion of and Request for Approval of Bond 2023 Purchases over \$100,000:** Moved by Miller, seconded by Woodall to approve the Bond 2023 Purchases over \$100,000 as presented. The items on the list this month are \$16 million for roofing construction manager at risk services for five schools, and \$420,000 for asbestos abatement prior to construction at five additional schools.

For: Abalos, Brown, Hawkins, Miller, Stanley, Thayer, Woodall

Motion unanimously approved.

Action Items

27614 **Discussion of and Request for Approval of Purchases over \$100,000:** Moved by Brown, seconded by Thayer to approve the Purchases over \$100,000 as presented. There are several items on the list this month including food, supplies, a generator, and kitchen security cameras for the School Nutrition Department; dropout prevention/recovery through Acceleration Academies; student behavioral intervention curriculum; and college and career online platform.

For: Abalos, Brown, Hawkins, Miller, Stanley, Thayer, Woodall

Motion unanimously approved.

27615 **Discussion of and Request for Approval of 2026-2027 Gifted and Talented Plan**: Moved by Stanley, seconded by Thayer to approve the 2026-2027 Gifted and Talented Plan as presented. The Texas Education Agency's goals for students in GT is to demonstrate skills in self-directed learning, thinking, research and communication through innovative products and performances of professional quality. This year, 3,337 or just 10.6% of students are in G/T. The program aims for the GT student population to closely reflect the demographics of the District's overall enrollment. Through the use of universal screeners (in kindergarten, 2nd grade, 3rd grade, and 5th grade), and the fact that information about and access to GT testing for all students in ECISD is available, the number of referrals of students to G/T is improving. GT students in kindergarten through 2nd grade are served through clustered inclusion; in 3rd grade through 6th grade, students are served through a pull-out (120 minutes weekly) and in clustered classes; in middle school students participate in Honors classes or the Choice program International Baccalaureate (IB); and in high school they receive services through International Honors, Honors, and Advanced Placement classes or the Choice programs of Career & Technical Education and IB. A few of the other services offered by ECISD's G/T program are Camp SIP, chess tournaments, and Super Saturday conference.

For: Abalos, Brown, Hawkins, Miller, Stanley, Thayer, Woodall

Motion unanimously approved.

27616 **Discussion of and Request for Approval of Lease Agreement between Ector County ISD and Toya's Precious Jewels Academy of the Permian Basin**: Moved by Thayer, seconded by Woodall to approve Lease Agreement between Ector County ISD and Toya's Precious Jewels Academy of the Permian Basin as presented. Toya's Precious Jewels Academy of the Permian Basin will operate a childcare center at the new ECISD Welcome Center at Travis Elementary. The initial agreement is for a five-year period, giving TPJA access to the north wing of the building with its own secure entrance. Trustees voted in June 2024 to allow the campus to be used for a purpose other than a district purpose specifically to seek such a partnership with a Texas Rising Star 3-or-4-Star Designated center that would benefit ECISD and our community. Statistically, several zip codes in Ector County are considered Childcare Deserts due to the lack of high-quality centers for the number of children ages 0-5 in that area.

For: Abalos, Brown, Hawkins, Miller, Stanley, Thayer, Woodall

Motion unanimously approved.

27617 **Discussion of and Request for Approval of Amended and Restated Agreement between Ector County ISD and the University of Texas Permian Basin**: Moved by Woodall, seconded by Abalos to approve the Amended and Restated Agreement between Ector County ISD and the University of Texas Permian Basin as presented.

This amendment extends the partnership for the STEM Academy for an additional five years.

For: Abalos, Brown, Hawkins, Miller, Stanley, Thayer, Woodall

Motion unanimously approved.

27618 **Discussion of and Request for Approval of Proposed Donation by ECISD of Real Property East of Clendenen Avenue to Ector County for Continuing Public Purpose:**

Moved by Stanley, seconded by Brown to approve the Donation by ECISD of Real Property East of Clendenen Avenue to Ector County for Continuing Public Purpose as presented. This is 6.28 acres of land southwest of Buddy West Elementary that County officials want to use to establish a public park. This land donation will not affect the school as the land is outside the campus fence line.

For: Abalos, Brown, Hawkins, Miller, Stanley, Thayer, Woodall

Motion unanimously approved.

27619 **Consent Agenda:** Moved by Woodall, seconded by Stanley to approve the Consent Agenda as modified. Item F was pulled from the Consent Agenda.

- A. Request for Approval of Minutes of Meetings
- B. Request for Approval of Bills for Payment
- C. Request for Approval of Acceptance of Donations Over \$10,000
- D. Request for Approval of Quarterly Investment Report
- E. Request for Approval of Recommendations of Library Materials
- ~~F. Request for Approval of the Proposed Memorandum of Understanding between Ector County ISD and Walden University~~
- G. Request for Approval of the Proposed Memorandum of Understanding between The Holdsworth Center and ECISD
- H. Request for Approval of the Proposed Memorandum of Understanding between Ector County ISD and Texas Tech University
- I. Request for Approval of the Proposed Memorandum of Understanding with the University of Texas of the Permian Basin for Preparing and Retaining Educators through Partnership (PREP) Teacher Residency Program
- J. Request for Approval of the Proposed Memorandum of Understanding with the University of Texas of the Permian Basin for Preparing and Retaining Educators through Partnership Grow Your Own (PREP GYO) Program
- K. Request for Approval of the Proposed Memorandum of Understanding with Odessa College for Preparing and Retaining Educators through Partnership Grow Your Own (PREP GYO) Program
- L. Request for Approval of Permian High School Band Students Out-of-State Travel to Hawaii
- M. Request for Approval of Permian High School Choir Students Out-of-State Travel to New York
- N. Request for Approval of Permian High School Theatre Students Out-of-State Travel to New York

- O. Request for Approval of District Partnership between Ector County ISD and Educentric
- P. Request for Approval of Low Attendance Waiver
- Q. Request for Approval of Staff Development Waiver

For: Abalos, Brown, Hawkins, Miller, Stanley, Thayer, Woodall

Motion unanimously approved.

Report/Discussion Items

27620

Presentation and Discussion of Texas Tech Attendance Phase II: Associate Superintendent of Student & School Support Alicia Syverson opened this presentation for discussion. Dr. Jessica Gottlieb and Jacob Kirksey, researchers from Texas Tech University, then presented Trustees with a report on Phase II of Texas Tech University's Attendance study. Texas Tech and ECISD are partnering on a research project focused on reducing chronic student absenteeism. The first phase, completed last year, focused on identifying the root causes of chronic absenteeism, defined as missing 10% or more of school days during an academic year. Those initial findings have led to work that has proven effective, increasing attendance to a current rate of 93.1% which is almost equal to pre-COVID (2017-18, 93.5%). From Phase II, a key data point revealed is the district's Mean Absence Rate is 7.1% and the Median Absence Rate is 4.8% indicating a smaller group of students has an extremely high absence rate, pulling the average up significantly. The research also discovered a "TIA Effect," meaning those who earn a Teacher Incentive Allotment designation seem to reduce overall absenteeism by 6.1% and chronic absenteeism by 9.5% with the positive impact being the largest in high school, which is also where we see the highest numbers of chronically absent students. The study recommended leveraging TIA teachers to support disengaged students, invest in existing classroom management, and school attendance systems already in place for all teachers, and use TIA teachers as models, coaches, and mentors.

No action required.

27621

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.]; (The Board of Trustees will deliberate on the hiring of Executive Director of Special Services, Principal for San Jacinto Elementary School, Principal for Permian High School, and Principal for Buice Elementary School); 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 to seek advice regarding pending litigation and legal consultation on various matters related to ongoing Bond projects]:

Board President Tammy Hawkins convened to closed session at 8:06 p.m.

Board President Tammy Hawkins reconvened to open session at 9:07 p.m.

27622 **Request for Approval of Personnel Recommendation to Hire Executive Director of Special Services**: Moved by Abalos, seconded by Brown to approve the Recommendation to hire Melissa Valenzuela as the Executive Director of Special Services as presented. For the past three years, Valenzuela has served as director of compliance for special services and as a special education supervisor. In 2021–22, she was named ECISD’s Secondary Teacher of the Year while serving as special education department chair at Wilson & Young Medal of Honor Middle School. She also has experience as a resource and inclusion teacher at the elementary, middle school, and high school levels.

For: Abalos, Brown, Hawkins, Miller, Stanley, Thayer, Woodall

Motion unanimously approved.

27623 **Request for Approval of Personnel Recommendation to Hire Principal for San Jacinto Elementary School**: Moved by Stanley, seconded by Brown to approve the Recommendation to hire Jana Norman as the Principal for San Jacinto Elementary School. Ms. Norman has served as associate principal at Odessa High School for the past four years. She also has 12 years of experience as a middle school assistant principal and 11 years of teaching experience at the elementary and middle school levels, including at Milam Elementary.

For: Abalos, Brown, Hawkins, Miller, Stanley, Thayer, Woodall

Motion unanimously approved.

27624 **Request for Approval of Personnel Recommendation to Hire Principal for Permian High School**: Moved by Thayer, seconded by Woodall to approve the Recommendation to hire Megan Watts as the Principal for Permian High School. Ms. Watts, who recently received the district’s Secondary Principal of the Year award, is completing her third year as principal of Wilson & Young Medal of Honor Middle School. Previously, she served as an assistant principal at Permian High School for nine years and at Bonham Middle School for one year.

For: Abalos, Brown, Hawkins, Miller, Stanley, Thayer, Woodall

Motion unanimously approved.

27625 **Request for Approval of Personnel Recommendation to Hire Principal for Buice Elementary School**: Moved by Abalos, seconded by Woodall to approve the Recommendation to hire Sydney Garcia as the Principal for Buice Elementary School. Ms. Garcia has served as principal of Milam Elementary for the past two years. Before that, she was assistant principal at Pease Elementary for two years and served as a Multi-Classroom Leader there for one year. She also spent four years at Hays STEAM Academy, where she taught first, fourth and fifth grades.

For: Abalos, Brown, Hawkins, Miller, Stanley, Thayer, Woodall

Motion unanimously approved.

27626 **Information Items**: The Board of Trustees were provided with the following information items: Financials, Purchases Over \$100,000 Informational Report, and Routine Personnel Report.

27627 **Closing Remarks by Superintendent**: In closing remarks, Superintendent Dr. Keeley Boyer turned closing remarks over to Dawn Miller who announced she is building a house and moving to another part of town. As a result, she will no longer be able to represent Single-Member District 1 (Position 1). Ms. Miller stated that the June board meetings will be her final meetings, serving as a Trustee.

27628 **Adjournment**: Board President Tammy Hawkins adjourned the Board meeting at p.m. 9:13 p.m.

Board President
Tammy Hawkins

Board Secretary
Robert Thayer