

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 September 2026  
DATE: 9/15/2026

| ADDED ADMINISTRATIVE PROFESSIONAL AND STIPEND/SUPPLEMENTAL PAY PLAN        |                                                     |                    |
|----------------------------------------------------------------------------|-----------------------------------------------------|--------------------|
| GROUP                                                                      | POSITION CHANGE                                     | STIPEND/PAY CHANGE |
| Administrative Professionals                                               | Supervisor - Purchasing to Coordinator - Purchasing | Title Change only  |
|                                                                            |                                                     |                    |
|                                                                            |                                                     |                    |
| RECLASSIFIED ADMINISTRATIVE PROFESSIONAL AND STIPEND/SUPPLEMENTAL PAY PLAN |                                                     |                    |
| GROUP                                                                      | POSITION CHANGE                                     | STIPEND/PAY CHANGE |
|                                                                            |                                                     |                    |
|                                                                            |                                                     |                    |
|                                                                            |                                                     |                    |
| REMOVED ADMINISTRATIVE PROFESSIONAL AND STIPEND/SUPPLEMENTAL PAY PLAN      |                                                     |                    |
| GROUP                                                                      | POSITION CHANGE                                     | STIPEND/PAY CHANGE |
|                                                                            |                                                     |                    |
|                                                                            |                                                     |                    |