

AT A SPECIAL MEETING – FNG LEVEL III GRIEVANCE HEARING OF THE BOARD OF TRUSTEES OF THE ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT HELD AT THE ADMINISTRATION BOARD ROOM, 802 NORTH SAM HOUSTON, ODESSA, ECTOR COUNTY, TEXAS, AT 6:00 P.M., AUGUST 10, 2026 WITH THE FOLLOWING MEMBERS:

It was noted that FNG had been inadvertently included on the agenda for the Special Board Meeting – FNG Level III Grievance Hearing.

Present:

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

Absent:

School Officials: Dr. Keeley Boyer, Mike Adkins, Dr. Matthew Spivy

Others: Tatiana Dennis, Alex Reynolds, Jane McGill, Dr. Carol Campbell, Leticia Covarrubias, Maria Carillo, Karina Juárez, Carlos Diaz, Mary Franco

27682 **Meeting Called to Order:** Dr. Steve Brown, Board President, called the Board of Trustees Meeting to order at 6:00 p.m.

27683 **Verification of Compliance with Open Meeting Law – this is to certify that the provisions the Texas Open Meetings Act, Texas Government Code, Chapter 551, have been met in connection with the public notice of this meeting:** Board President Dr. Steve Brown, verified that the provisions of the Texas Open Meetings Act, Texas Government Code, Chapter 551, have been met in connection with public notice of this meeting.

27684 **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.

27685 **FNG Level III Grievance Hearing – Leticia Covarrubias:** The Board of Trustees heard a presentation regarding the Level III Grievance appeal of Leticia Covarrubias, a former ECISD employee. The appeal was limited to the issues and documents considered at the Level II.

The parties present were:

- Leticia Covarrubias, (the Grievant), representing herself
- Dr. Matthew Spivy, Chief Human Capital Officer, representing the District's Administration

- Alex Reynolds legal counsel for ECISD, Atkins, Hollmann, Jones, Peacock, Lewis & Lyon
- Tatiana Dennis, legal counsel for the ECISD Board of Trustees, Atkins, Hollmann, Jones, Peacock, Lewis & Lyon

Leticia Covarrubias, representing herself, was given twenty minutes to present her appeal to the Board of Trustees.

Immediately following Ms. Covarrubias's presentation, Dr. Matthew Spivy, representing the District Administration, was given twenty minutes to present the Administration's response to the Board of Trustees.

Following the presentations, members of the Board of Trustees were given the opportunity to ask questions of Ms. Covarrubias, Dr. Spivy, and Mr. Reynolds.

In closing, Ms. Covarrubias and the District Administration were each given no more than five minutes to add closing remarks.

27686 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.]:

Board President Dr. Steve Brown convened the Board of Trustees to closed session for deliberation at 6:53 p.m.

Board President Dr. Steve Brown reconvened the Board of Trustees to open session at 7:16 p.m.

Action Items

27687 Possible Action Concerning FNG Level III Grievance Hearing – Leticia Covarrubias: Moved by Thayer, seconded by Woodall to uphold the Level II Grievance Hearing findings.

For:
Dr. Steve Brown
Tammy Hawkins
Christopher Stanley
Robert Thayer
Wayne Woodall

Against:
Delma Abalos

Motion passed.

27688 **Adjournment:** Dr. Steve Brown, Board President, adjourned the Level III Grievance Hearing for Leticia Covarrubias at 7:20 p.m.

Board President
Dr. Steve Brown

Board Secretary
Christopher Stanley