

**ALVIN COMMUNITY COLLEGE  
SPECIAL BOARD HEARING OF NOVEMBER 3, 2015  
OFFICIAL MINUTES**

The Board of Regents of Alvin Community College met in special hearing session on the 3rd day of November, 2015 at 9:00 a.m., with the following members, administrative personnel, and guests present:

L.H. "Pete" Nash	Chairman	
James B. DeWitt	Vice-Chair	
Mac Barrow	Regent	
Jody Droege	Regent	
Cheryl Knape	Regent	
Mike Pyburn	Regent	
'Bel Sanchez	Regent	
Doyle Swindell	Regent	
Christal M. Albrecht	President, Alvin Community College	
Wendy Del Bello	Alvin Community College	
Karen Edwards	Alvin Community College	
Leila Sarmecanic	Richard Hightower	Tammy Giffrow

**1. Call to Order**

The meeting was called to order by Mr. Nash at 9:00 a.m. All Board members were present with the exception of Mr. Karlis Erums. This meeting was held to consider the grievance of Ms. Elizabeth Teller under the Board Policy Section 13.15.

**2. Executive Session**

The Board went into Executive Session at 9:05 a.m. to consult with Legal Counsel, Mr. Richard Hightower.

- **Executive Session:** *Section 551.071 - For the purpose of a private consultation with the Board's attorney on any or all subjects or matters authorized by law.*

**3. Reconvene in Open Session**

Mr. Nash called the meeting back to order at 9:21 a.m. No action was taken in the closed session. Mr. Hightower served as the hearing officer to facilitate the hearing. Mr. Hightower confirmed with Ms. Teller that she was not being represented. Alvin Community College had present Legal Counsel, Ms. Leila Sarmecanic, Karen Edwards, Executive Director of Human Resources and Dr. Christal Albrecht, President.

**4. Executive Session**

As neither Ms. Teller nor Ms. Sarmecanic objected to the Board hearing the grievance in closed session, the Board moved immediately into executive session to hear Ms. Teller's grievance.

- **Executive Session:** *Section 551.074 - To deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against an officer or employee.*

Ms. Teller made a presentation regarding her employee grievance, and then Ms. Sarmecanic made a presentation on behalf of the administration. After the presentations, the Board members had several questions for Ms. Teller and for the administration, and the Board members received responses to their questions.

After questions were concluded, at 10:20 a.m., the Board met privately to deliberate the grievance and to consult with the Board's legal counsel pursuant to Sections 551.074 and 551.071 of the Open Meetings Act.

**5. Reconvene in Open Session**

Mr. Nash called the meeting back to order at 11:25 a.m. at which time the motion was made to deny Ms. Teller's grievance and to uphold the administration's action terminating Ms. Teller's employment. Motion was made by Mr. Barrow and seconded by Ms. Sanchez.

The votes to uphold the decision were as follows:

L.H. "Pete" Nash	Against
James B. DeWitt	Against
Mac Barrow	For
Jody Droege	For
Cheryl Knape	Against
Mike Pyburn	For
'Bel Sanchez	For
Doyle Swindell	For

A vote of 5 to 3 was made to uphold the termination of Ms. Teller. Mr. Nash then informed Ms. Teller that her termination effective October 16, 2015 has been upheld and shall stand. Also, that she will received written notice of the decision within 10 days.

**6. Adjournment**

The hearing was adjourned at 11:27 a.m.

---

**Karlis Ercums III, Secretary**

---

**L.H. "Pete" Nash, Chair**