

**Ector County Independent School District  
Odessa, Texas  
Memorandum**

**TO:** Board of Trustees

**FROM:** Hector Mendez, Superintendent of Schools

**SUBJECT: REQUEST FOR APPROVAL OF BOARD POLICIES DEC(LOCAL)  
COMPENSATION AND BENEFITS: LEAVES AND ABSENCES AND  
EIF(LOCAL) ACADEMIC ACHIEVEMENT: GRADUATION**

**DATE:** July 21, 2009

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DEC(LOCAL) was presented for first reading at the March 24, 2009 Board meeting. EIF(LOCAL) was presented for first reading at the June 16, 2009 Board meeting. These policies have undergone further study and review, especially where input was received. Therefore, they are now being proposed for second reading and adoption.

**DEC(LOCAL)** COMPENSATION AND BENEFITS:  
LEAVES AND ABSENCES

**EIF(LOCAL)** ACADEMIC ACHIEVEMENT:  
GRADUATION

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It is recommended that the Board of Trustees approve these policies as presented.

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Respectfully submitted,

***Hector Mendez,***  
Superintendent of Schools

***Brian J. Moersch,***  
Executive Director for  
District Operations