

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

**Memorandum**

**TO:** Board of Trustees  
**FROM:** Jim Nelson, Interim Superintendent of Schools  
**SUBJECT: DISCUSSION OF SUPERINTENDENT SEARCH PROCESS**  
**DATE:** November 27, 2018

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HYA Senior Associates Rick Berry, Peter Flynn and Nola Wellman will review and discuss each step of the search process.

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No specific action is required by the Board of Trustees.

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Respectfully submitted,

***Jim Nelson***  
Interim Superintendent of Schools