

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

**Memorandum**

**TO:** Board of Trustees  
**FROM:** Hector Mendez, Superintendent of Schools  
**SUBJECT: REQUEST FOR APPROVAL OF ACCRUED LEAVE BENEFITS**  
**DATE:** March 29, 2011

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Ms. Loretta Baker retired from ECISD in December of 2010. As per policy she is not eligible for the buyback being that she retired prior to the expiration of her contract. However, policy does allow the option of waiving the aforementioned requirement. Ms. Baker has requested the Board grant a waiver of the requirement so that she can be compensated for unused state and local leave days.

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It is recommended that the Board of Trustees consider this request.

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Respectfully submitted,

**Hector Mendez**  
Superintendent of Schools

**Brian J. Moersch**  
Assistant Superintendent for  
Human Resources