

**AT A BOARD WORKSHOP MEETING 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 9, 2022, WITH THE FOLLOWING MEMBERS:**

**Present:**

Dr. Steve Brown  
Carol Gregg  
Tammy Hawkins  
Dennis Jones  
Dr. Donna Smith  
Christopher Stanley

**Absent:**

Delma Abalos

**School Officials:** Dr. Scott Muri, Mike Adkins, Dr. Lilia Náñez, Deborah Ottmers, Dr. Keeley Boyer, Dr. Anthony Sorola, Alicia Syverson, Dr. Kellie Wilks

**Others:** Tatiana Dennis, Staci Ashley, Heather Lovett, Christopher Bartlett, Yolanda Gordan, Robert Cedillo, Misty Hiner, Todd Hiner, Jeff Daniels, Annette Macias, Aaron Hawley, Betsabe Salcido, Natalie Fitzgerald, Megan Watts, Lisa Wills, Jaime Miller, Chelsea Reyes, Krista Zeigler, Tracey Borchardt, Manuela Escajeda, Ashley Osborne, Jason Osborne, Julia Willett-Weekly, Erin Bueno, Sandra Banda, Cindy Retana, Cortney Smith, Mitch Davis, Robin Fawcett, Ruth Campbell, Devin Benavides, Mary Franco

**25983** **Meeting Called to Order:** Dr. Steve Brown, Board President, called the Board of Trustees Meeting to order at 6:00 p.m.

**25984** **Verification of Compliance with Open Meeting Law – this is to certify that the provisions of Section 551.001 of the Texas Government Code have been met in connection with public notice of this meeting:** Board President Dr. Steve Brown, verified that the provisions of Section 551.001 of the Texas Government Code have been met in connection with public notice of this meeting.

**Trustees' Swearing-In Ceremony**

**25985** **Administration of Board of Trustees' Oath of Office:** The Honorable Judge Brooke Hendricks administered the oath of office for newly appointed Dennis Jones. In June, the school board appointed Mr. Jones to fill the vacant seat in SMD - Position 7. Over the past 17 years Jones, a private practice attorney, worked as a prosecutor and a judge and was actively involved in the City's truancy program. He also has previous teaching experience at Angelina College and Odessa College.

**25986** **Opening Remarks by Superintendent:** In his opening remarks, Superintendent Dr. Scott Muri talked about the first day of school. He reminded Trustees that a lesson from the pandemic is the idea of phasing-in students on different dates.

Today, Pre-kindergarten through 6<sup>th</sup> grade and 9<sup>th</sup> grade students started, and 7<sup>th</sup>, 8<sup>th</sup>, 10<sup>th</sup>, 11<sup>th</sup>, and 12<sup>th</sup> – will return on Thursday. This plan allows 6<sup>th</sup> graders and 9<sup>th</sup> graders to be on campus by themselves for two days to acclimate to the new, larger campus. Dr. Muri told Trustees it appears to be a large class in Pre-K and he added that's a good thing because it establishes a very good foundation for our students.

**25987** **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.

### **Board Policy**

**25988** **Discussion of TASB Local Policy Update 119:** Associate Superintendent of Human Capital, Operations and Athletics Anthony Sorola, Ed.D. presented this item for discussion. TASB routinely recommends updates to school districts' local policies in order to keep them in alignment with changes in the law. These policies will be brought back for a second read and vote on August 16, 2022.

There was no public comment.

### **Report/Discussion Items**

**25989** **Safety Report:** Superintendent Dr. Scott Muri along with ECISD District Chief of Police Todd Hiner and Assistant Chief of Police Jeff Daniels presented Trustees with an update on Safety and Security measures in place for ECISD schools and Administrative offices.

- ECISD police department, 29 fully licensed peace officers
- 4 K-9 Units, 2 trained in drug detection and 2 trained in weapons detection
- Officers assigned to all middle schools and high schools – 4 officers at each Permian HS and Odessa HS, plus additional security guard in parking lots
- ECISD officers and other law enforcement agencies coordinate daily drive-by and walk-through patrols at elementary schools
- Controlled access entrances at every school (funding from voter-approved Tax Ratification Election in 2018)
- Visitors must check in and wear visitor badge at all times
- All Staff must wear IDs at all times
- *1,500 video cameras* across the district, monitored by police

- Nearly *1,000 portable radios* connecting campus leaders to multiple area law enforcement agencies
- Door barricades in every classroom and school office as safety defense in a lockdown
- Alarm system that is set overnight and on weekends to detect unauthorized entry
- ECISD uses state-approved Standard Response Protocol (SRP) to train all staff and students for Lockdown, Secure, Shelter and Evacuation incidents.
- See Something, Say Something – ECISD has a highly effective and successful Student Crime Stoppers program
- ECISD has an Emergency Management Team and school Threat Management Teams
- All officers trained in Advanced Law Enforcement Rapid Response (ALERRT), the training from the Texas School Safety Center for active shooter response
- ECISD officers provide local training in active shooter response for other agencies
- Coordinated plans among ECISD, Odessa Police Department, Ector County Sheriff's Office, DPS, UTBP, Odessa College, and Medical Center Health System police departments
- New measures: Completed state-required safety audit to ensure all exterior doors are locked & working properly; all classroom doors will remain locked all day, every day; and ECISD police officers will conduct WEEKLY safety checks of fencing and exterior doors at all schools

No action required.

**25990** **Strategic Plan Quarterly Board Update:** Special Assistant to Superintendent Devin Benavides opened this item for discussion. This presentation focused on three specific projects: (1) Talent Pipelines Development, (2) High-Impact Tutoring, (3) and Smart Badge Initiative.

*First, Talent Pipelines Development*, a pipeline is a proactive approach to filling future vacancies, particularly for high-skilled, hard-to-staff positions. ECISD has created 4 teacher pipelines with about 130 teachers who have completed or are currently in those pipelines plus another 90 high school students in Future Teachers of Odessa track. In addition, 29 future principals are being trained for campus leadership through three separate pipelines, and partnerships have been formed with three universities to develop counselors and diagnosticians.

*Second, High-Impact Tutoring*, Principals chose three virtual tutoring companies to serve students by providing 1-to-1 attention in Reading and Math to help students recover the learning lost due to COVID. Students working with these virtual tutors showed tremendous growth during the year through what

amounted to 84,000 hours of additional academic support (that did not fall on the school's teachers). A substantial investment of about \$6 million in federal ESSER funds, the tutoring companies selected worked through outcome-based contracts in which they earned more money if the students achieved higher results.

*Third, Smart Badge Initiative* which would use radio frequency ID badges to enhance safety, security and efficiency for students. Bus riders at five schools will pilot these Smart Badges this year as they scan getting on and getting off of the bus. Smart Badges can also be used for library books and at lunch, among other uses.

No action required.

**25991** **Presentation and Discussion of ECISD Bullying Reporting and Investigation Process and Supports**: Chief of Schools Dr. Keeley Boyer and Associate Superintendent of Curriculum & Instruction Dr. Lilia Nández presented this item for discussion. This presentation used a fictitious family walking through the process of how bullying is defined, how it is reported and then investigated, and prevention efforts that include school counselors providing support resources for all of those involved. This support can include guidance lessons, conflict resolution, and referrals to outside agencies. In the 2021-22 school year, 238 allegations of bullying were reported. Upon investigation, the majority of those resulted in Code of Conduct violations and appropriate disciplinary action; 37 of them were substantiated and confirmed as cases of bullying. Again, appropriate disciplinary action was taken and counseling supports put in place as needed. New this year, all school staff are being trained in bullying recognition response through SafeSchools.

No action required.

**25992** **Human Capital Invest in Talent Presentation**: Associate Superintendent of Human Capital, Operations and Athletics Anthony Sorola, Ed.D. along with Executive Director of Human Resources Staci Ashley presented this item for discussion. They provided Trustees with a look at ways the district is investing in employees in order to recruit talent and encourage them to reach their full potential. Much of the department's work over the last two years has been focused on addressing a shortage of teachers. That has been done through recruiting efforts, creation of teacher certification pipeline programs, strategic staffing, increased pay for teachers, and opportunities to earn additional compensation through efforts like Opportunity Culture and Teacher Incentive Allotment. At the start of the 2019-20 school year ECISD faced 351 teacher vacancies; currently, there are 58 (29 elementary, 29 secondary) teacher vacancies in ECISD. More than 400 teachers have been hired for this school year.

No action required.

**25993** **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.]:**

No closed session held.

**25994** **Closing Remarks by Superintendent:** There were no closing remarks.

**25995** **Adjournment:** Dr. Steve Brown Board President, adjourned the Board meeting at 8:03 p.m.

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**Board President**  
*Dr. Steve Brown*

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**Board Secretary**  
*Christopher Stanley*