

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., DECEMBER 10, 2019, WITH THE FOLLOWING MEMBERS:

Present:

Delma Abalos
Dr. Steve Brown
Tammy Hawkins
Dr. Donna Smith
Doyle Woodall

Absent:

Carol Gregg
Nelson Minyard

School Officials: Dr. Scott Muri, Mike Adkins, Dr. Stephanie Howard, Art Martin, Dr. Lilia Nández, Dr. Gregory Nelson, Alicia Syverson, Dr. Kellie Wilks, Patrick Young

Others: Tatiana Dennis, Nancy Vanley, Aaron Hawley, Bruce McCrary, Lisa Wills, Donna Ziriaux, Yolanda Gordon, Maria Melendez, Estela Vejil, Robert Cedillo, Carla Byrne, Tracy Canter, Andrea Martin, Alicia Press, Stacy Johnson, Ruth Campbell, Mary Franco

24920 **Meeting Called to Order:** Dr. Donna C. Smith, Board President, called the Board of Trustees Meeting to order at 6:00 p.m.

24921 **Verification of Compliance with the Open Meetings Law – this is to certify that the provisions of Section 551.001 of the Texas Government Code have been met in connection with the public notice of this meeting:** Board President Dr. Donna C. Smith certified that the provisions of Section 551.001 of the Texas Government Code had been met in connection with the public notice of this meeting.

No action required.

24922 **Opening Remarks by Superintendent:** No opening remarks.

Public Comment: No public comment.

Report/Discussion Items

24923 **Discussion of Proposed Revisions to DFE(LOCAL) Termination of Employment: Resignation (First Reading):** Deputy Superintendent Dr. Stephanie Howard presented this item for discussion. Currently, this policy states a person who asks to rescind their resignation must get approval from the Board of Trustees; the proposed change gives approval permission to the superintendent.

No action required.

24924 **Report on Employee Benefits:** Assistant Superintendent for Human Resources Dr. Gregory Nelson presented this item for discussion. Ector County ISD manages a self-funded medical plan, meaning employee contributions and District contributions for employees are used to pay the health plan costs. A Medical Plan committee of ECISD employees makes decisions for the plan from year-to-year, using a consultant to analyze data, identify trends, and offer recommendations. The District contributes \$380 per month toward each eligible employee's medical plan costs. Changes beginning in January 2020 include: a \$10 to \$20 increase in an employees' monthly contribution and the addition of an office visit co-pay (new to this year's plan) for employees who choose Option I. ECISD offers a wide variety of insurance options beyond health coverage with dental, vision and disability being the most popular of those benefits.

No action required.

24925 **Board Budget Priorities 2020-2021:** Trustees and Superintendent Muri discussed the school board's budget priorities for the 2020-21 school year. Dr. Muri told Trustees the budget planning for next year really starts with this discussion. District leaders will take the school board priorities and begin putting the budget together between January and March. Enrollment and revenue projections will be used to create the baseline budget. A preliminary budget will go Trustees in April or May, a public hearing will be scheduled for May or June, and the board will vote on a 2020-21 budget in June. The Trustees took turns explaining what they see as budget priorities. All agreed compensation, especially for at-will employees, is a priority for them. Additionally, board members expressed an interest in developing a plan for strategic staffing and compensation that rewards outstanding teacher leaders/mentors on campuses. All agreed this is something that would take a lot of work and a lot of time to build. They also talked about funding schools more equitably based on the needs of a school's students. Professional development to build staff capacity, more counselors to identify kids who are struggling, improved technology, more classroom resources and supplies, additional career exploration opportunities for students, and making capital improvements to district buildings were all mentioned as priorities.

No action required.

24926 **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 a public officer or employee of the District; or hear a complaint or charge against an officer or employee.]:**

No closed session held.

24927 **Closing Remarks by Superintendent:** There were no closing remarks.

24928 **Adjournment:** Dr. Donna C. Smith, Board President, adjourned the Board meeting at 6:58 p.m.

Board President
Dr. Donna C. Smith

Board Secretary
Tammy Hawkins