

**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., MARCH 17, 2020, WITH THE FOLLOWING MEMBERS:**

**Present:**

Delma Abalos  
Dr. Steve Brown  
Carol Gregg  
Nelson Minyard  
Dr. Donna Smith  
Doyle Woodall

**Absent:**

Tammy Hawkins

**School Officials:** Dr. Scott Muri, Mike Adkins, Dr. Stephanie Howard, Art Martin, Alicia Syverson

**Others:** Mike Atkins, Robert Cedillo, Dalia Benavides, Ravi Shakamuri, Bridget Loffler, Thomas Demorrow, Ruth Campbell, Mary Franco

**25011** **Meeting Called to Order:** Dr. Donna C. Smith, Board President, called the Board of Trustees Meeting to order at 6:00 p.m.

**25012** **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.

**25013** **Opening Remarks by Superintendent:** Superintendent Dr. Scott Muri opened the meeting by talking about the Coronavirus, and the ways our school district is working to handle this unprecedented situation. He called out praise for the School Nutrition Department for quickly putting a plan in place and serving more than 1,500 lunches earlier today. Breakfast service starts tomorrow morning. He said the next priority is to make sure instruction continues for all 34,000 students while school is canceled. We must supply resources (online and paper) to students and a lot of support to parents who are now going to be the primary teachers, with help from our staff. Those resources will be rolled out before the end of this week and teaching and learning will ramp up mightily on Monday. Our counselors and nurses are providing support for students, and we will have a hot line established for parents to call in if they need help. Dr. Muri added that our teachers will be in touch with students and parents continually during this time in order to help them. He and the Board discussed the possibility that this situation could last longer than two weeks and agreed we need to prepare that way.

**Public Comment:** No public comment.

**Action Items**

- 25014** **Discussion of and Request for Approval of Revisions to the 2019-2020 Pay Plan**: Moved by Brown, seconded by Minyard to approve the revisions to the 2019-2020 Pay Plan as presented.

Motion unanimously approved.

- 25015** **Request for Approval to Modify Board Policy DEA(LOCAL) Compensation and Benefits: Compensation Plan**: Moved by Minyard, seconded by Brown to Modify Board Policy DEA(LOCAL) Compensation and Benefits: Compensation Plan as presented.

Motion unanimously approved.

- 25016** **Discussion of and Request for Approval to Adopt Resolutions Pertaining to Employee Pay Plan and Leave During Emergencies**: Moved by Minyard, seconded by Brown to Adopt Resolutions Pertaining to Employee Pay Plan and Leave During Emergencies as presented.

Motion unanimously approved.

**Report/Discussion Items**

- 25017** **Discussion of Strategic Plan**: The discussion of the development of a new Strategic Plan was removed from the agenda until a later date.

No action required.

- 25018** **Budget Revenue Discussion**: Interim Chief Financial Officer Art Martin provided the Board of Trustees with an update of the estimated revenue for the 2020-21 budget. The school district began the year with budget revenues of just more than \$299 million. Based on numbers from the first semester, the initial estimate of revenue for next year's budget is close to \$307 million. That number is based on a projected increase in enrollment of 900 students and no increase in property tax revenue. With this emergency school closure, and declining local economy that estimated revenue is expected to drop. The proposed budget for next year is in the early stages of development. It is officially adopted by the school board in June.

No action required.

- 25019** **Discussion of Youth Truth Survey**: Secondary Executive Director Dalia Benavides presented to the Board of Trustees the most recent Youth Truth Survey. This is a student survey funded by the Education Foundation of Odessa for the past three years. It was last given in November (2019) and had the highest participation rate yet at more than 70% of both middle school and high school students responding. The students are surveyed on their attitude

towards six areas: engagement, academic rigor, relationships, belonging & peer collaboration, culture and college/career readiness. One key takeaway from the survey: 32% of the high school students said they have seriously considered dropping out, the main reason is they felt they had fallen too far behind and could not catch up. The results of this survey will become a part of each campus improvement plan and staff training efforts.

No action required.

**25020** **Discussion of Revisions to FDB(LOCAL) Admissions: Intradistrict Transfers and Classroom Assignments (First Reading):** Deputy Superintendent Dr. Stephanie Howard presented this item for discussion. This policy will be brought back to the board next week for second reading and a vote.

No action required.

**25021** **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.

**25022** **Closing Remarks by Superintendent:** There were no closing remarks.

**25023** **Adjournment:** Dr. Donna C. Smith, Board President, adjourned the Board meeting at 7:44 p.m.

---

**Board President**  
*Dr. Donna C. Smith*

---

**Board Secretary**  
*Tammy Hawkins*