

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 5:00 P.M., JUNE 14, 2022, WITH THE FOLLOWING MEMBERS:

Present:

Delma Abalos
Dr. Steve Brown
Carol Gregg
Tammy Hawkins
Dr. Donna Smith
Christopher Stanley

Absent:

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

Others: Tatiana Dennis, Staci Ashley, Albert Valencia, Cindy Retana, Erin Bueno, Jaime Miller, Lisa Wills, Ashley Osborne, Mitch Davis, Aaron Hawley, Mauricio Marquez, Anthony Garcia, Melissa Bozhurt Garcia, Regina Lee, Luis Tovar, Anthony Garza, Matt Rist, Elisha Sessions, Mary Franco

25925 **Meeting Called to Order:** Tammy Hawkins, Board President, called the Board of Trustees Meeting to order at 5:00 p.m.

25926 **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 the public notice of this meeting:** Board President Tammy Hawkins, verified that the provisions of Section 551.001 of the Texas Government Code have been met in connection with public notice of this meeting.

25927 **Opening Remarks by Superintendent:** There were no opening remarks from the Superintendent.

25928 **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 employee of the District or hear a complaint or charge against an officer or employee.] (Level III Grievance Hearing – Anthony Galateo Garza) 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.]:**

Board President Tammy Hawkins convened the Board of Trustees to closed session at 5:03 p.m.

Board President Tammy Hawkins reconvened the Board of Trustees to open session at 6:21 p.m.

25929 **Possible Action Concerning Level III Grievance Hearing – Anthony Galateo Garza:** Moved by Gregg, seconded by Abalos to overturn the Level II findings and raise salary to \$78, 161.13 as presented.

For:	Against:
Abalos	Brown
Gregg	
Hawkins	
Smith	
Stanley	

Motion passed.

Recess – The Board took a 5-minute recess.

25930 **Opening Remarks by Superintendent:** In Dr. Muri's opening remarks he told Trustees that he would be getting an update on the water main break after this meeting, make a decision about Summer Learning for tomorrow, and notify staff and parents with the latest news.

25931 **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.

Report/Discussion Items

25932 **Budget Update Discussion:** Chief Financial Officer Deborah Ottmers presented this item for discussion. Trustees are anticipating the overall tax rate will stay the same as it is now - \$1.17792 per \$100 valuation. A school board in Texas is legally required to approve three separate budgets: 1) the General Fund budget which is projected to be \$338,720,000; 2) the Debt Service budget projected at \$27,547,576; and 3) the School Nutrition budget at \$18,115,065. All are balanced budgets. The highlights of the General Fund budget come from the 2022-23 Compensation Plan which Trustees approved last month:

- Starting teacher salary raised to \$58,750 (NOTE: in 2017-18, ECISD's starting teacher salary was just \$44,500)
- Everyone on the teacher pay scale will get a minimum increase of \$2,000
- 4% general pay increase at midpoint for hourly employees (campus-based and central office)
- 3% (of midpoint) pay increase for all professional employees (campus-based and central office)

- Raise minimum wage to \$15/hour (this is up from \$10/hour two years ago)
- The pay increases come at a cost of approximately \$9.3 million to the District's budget.

During the discussion it was noted, the two largest expenditures, by function, are Instruction, which is 60% of the General Fund budget and Maintenance & Operations, which is 10% of the General Fund budget.

The Board of Trustees plan to officially adopt the 2022-2023 budget at a Public Hearing scheduled for next week, Tuesday, June 21, 2022 at 6:00 p.m.

No action required.

25933 **Spring 2022 MAP Assessment Presentation:** Associate Superintendent of Curriculum & Instruction Dr. Lilia Náñez presented this item for discussion. Trustees received an update on 2021-22 MAP (Measure of Academic Progress) results. MAP is taken by students three times each year, it measures how much students grow from test to test during the year. Proficiency follows growth. MAP Growth is one of ECISD's Strategic Plan Indicators of Success: in 2021 50% of students hit projected growth measures; in 2022 53% of students hit projected growth measures. With MAP, the 50th percentile represents a year of growth; numbers higher than that indicate more than a year of growth. In K-8 Reading, students met or exceeded growth projections in 3-7, 10 and 11 and closed gaps significantly in kinder, 1 and 2. In K-8 Math, students hit or exceeded growth projections in all grades. Science, given for the first time, hit or exceeded growth projections in 3-5, 7 and 8. Trustees also looked at a breakdown of specific student groups.

No action required.

25934 **Presentation of the 2022-2023 District Improvement Plan:** Associate Superintendent of Curriculum & Instruction Dr. Lilia Náñez presented this item for discussion. Trustees reviewed the 2022-23 District Improvement Plan (DIP). The DIP aligns to the major themes of the strategic plan, and the district goals align to the Board of Trustees' goals. A few elements of the DIP that have been of particular focus over the past year are distribution and use of technology to enhance anywhere/anytime learning for students; the district's commitment to social-emotional learning resources that will help students and staff recover from the effects of the pandemic and school closures, but also creates a culture of safety and respect in each school; personalized learning for students (which includes the high-impact tutoring used during this past year) and for staff members' professional development; the expansion of Prekindergarten to increase Kindergarten Readiness; dropout recovery efforts like the Virtual Academy and the new partnership with Acceleration Academy; and the Talent Development work to create pipelines for hiring new teachers and strategic compensation for those most effective in leading/coaching colleagues and

growing student achievement, i.e. Teacher Incentive Allotment, Opportunity Culture and National Board certification.

No action required.

Board Policy

- 25935** **Discussion of Revisions to Local Board Policies for The District of Innovation Renewal Plan**: Associate Superintendent of Human Capital, Operations and Athletics Anthony Sorola, Ed.D. presented this item for discussion. Trustees reviewed revisions to local board policies for the District of Innovation (DOI) plan and the related exemptions from state statutes. The Texas Association of School Boards (TASB) Policy Service assisted the District in proposing revisions and additions to ECISD board policy. These policies will be brought back for a second read and vote on June 21, 2022.

No action required.

Action Items

- 25936** **Discussion of and Request for Approval of Reorganization of Board of Trustees Naming President, Vice-President and Secretary**: The Texas Education Code, Section 11.061(C) requires that each school board “organize at the first meeting after the election and qualification of trustees.” Trustees submitted the following nominations for the official voting ballot.

The following votes for Board President were cast:

Steve Brown	Five (5) Votes
Carol Gregg	One (1) Votes

The following votes for Board Vice-President were cast:

Carol Gregg	Five (5) Votes
Donna Smith	One (1) Votes

The following votes for Board Secretary were cast:

Delma Abalos	Two (2) Votes
Chris Stanley	Four (4) Votes

Moved by Gregg, seconded by Smith to approve Steve Brown as President by way of Ballot to serve as the 2022-2023 Ector County ISD Board of Trustees' Officers.

For:	Against:
Brown	Abalos
Gregg	
Hawkins	

Smith
Stanley

Motion passed.

Moved by Abalos, seconded by Brown to approve Carol Gregg as Vice-President by way of Ballot to serve as the 2022-2023 Ector County ISD Board of Trustees' Officers.

Motion unanimously approved.

Moved by Gregg, seconded by Brown to approve Chris Stanley as Secretary by way of Ballot to serve as the 2022-2023 Ector County ISD Board of Trustees' Officers.

Motion unanimously approved.

25937 **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 employee of the District or hear a complaint or charge against an officer or employee.] (The Board of Trustees will deliberate the selection of Single Member District-Position 7 Applicants for Interview) and (The Board of Trustees will deliberate the hiring of principals at Alamo, Gonzales, Milam, and Ross, Executive Director of Leadership, and Executive Director of Guidance, Counseling and Wellness). 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.]:**

Board President Tammy Hawkins convened the Board of Trustees to closed session at 7:51 p.m.

Board President Tammy Hawkins reconvened the Board of Trustees to open session at 8:24 p.m.

25938 **Possible Action to Select Single Member District-Position 7 Applicants for Interview:** Moved by Gregg, seconded by Abalos to interview all eight of the Position 7 applicants at a Special Board meeting on Monday, June 20, 2022. Applicants being Randy Adams, James Drexler, Toni Hardesty, Dennis Jones, Travis Overton, John Rabenaldt, David Sovil, and Robert Thayer. The Board of Trustees will vote on the appointee during the Regular Board meeting on Tuesday, June 21, 2022.

Motion unanimously approved.

25939 **Possible Action to Hire Principal at Gale Pond Alamo STEAM Elementary:** Moved by Gregg, seconded by Abalos to approve recommendation to hire Elisha Sessions as the new principal at Gale Pond Alamo STEAM Elementary as presented.

Motion unanimously approved.

25940 **Possible Action to Hire Principal at Gonzales Elementary:** Moved by Abalos, seconded by Gregg to approve recommendation to hire Adonica Galindo as the new principal at Gonzales Elementary as presented.

Motion unanimously approved.

25941 **Possible Action to Hire Principal for Milam Magnet Elementary:** Moved by Abalos, seconded by Gregg to approve recommendation to hire Dorothy Ortiz as the new principal at Milam Magnet Elementary as presented.

Motion unanimously approved.

25942 **Possible Action to Hire Principal at Ross Elementary:** Moved by Gregg, seconded by Abalos to approve recommendation to hire Raquel Rodriguez as the new principal at Ross Elementary as presented.

Motion unanimously approved.

25943 **Request for Approval of Personnel Recommendation for the Executive Director of Leadership:** Moved by Gregg, seconded by Abalos to approve recommendation to hire Mauricio Marquez as the Executive Director of Leadership as presented.

Motion unanimously approved.

25944 **Request for Approval of Personnel Recommendation for the Executive Director of Guidance, Counseling and Wellness:** Moved by Abalos, seconded by Gregg to approve recommendation to hire Chelsea Reyes as the Executive Director of Guidance, Counseling and Wellness as presented.

Motion unanimously approved.

25945 **Closing Remarks by Superintendent:** There were no closing remarks.

25946 **Adjournment:** Tammy Hawkins Board President, adjourned the Board meeting at 8:31 p.m.

Board President
Tammy Hawkins

Board Secretary
Carol Gregg