

AT A BOARD WORK STUDY 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 5, 2019, WITH THE FOLLOWING MEMBERS:

Present:

Delma Abalos
Ray Beaty, D.C.
Dr. Steve Brown
Carol Gregg
Nelson Minyard
Dr. Donna C. Smith
Doyle Woodall

Absent:

School Officials: Jim Nelson, Mike Adkins, David Harwell, Todd Hiner, Dr. Stephanie Howard, Dr. Lilia Náñez, Dr. Gregory Nelson, Kellie Wilks, Patrick Young

Others: Mike Atkins, Lyn Domsten, Alma Munoz, Heather Potts, Annette Macias, Robert Cedillo, Amy Miller, Jessica Dominguez, Teresa Willison, Regina Lee, Sheila Stevenson, Lisa Wills, Rebecca Farrell, Brandon Reyes, Omega Loera, Yolanda Gonzales, Katy Ochoa, Elaine Smith, Nelda McGuire, Keri Rivas, Sabrina Teague, Eric Rodriguez, Tristen Specter, Gisela Davila, Nancy Vanley, Melissa Lopez, Terrie Flowers, Marissa King, Jessica Rickman, Alisha Holguin, Tammy Hawkins, Brandon Chesser, Christina Shefchik, Karl W. Miller, James Ramage, Amy Russell, Ruth Campbell, Elaine Sparks, Mary Franco

24587 **Meeting Called to Order:** Doyle Woodall, Board President, called the Board of Trustees Meeting to order at 6:01 p.m.

24588 **Special Presentations**

24589 **Introduction of the Instructional and Information Technology Team:**

24590 **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 Doyle Woodall 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. [6:03 – 6:03 p.m.] Other: 1 minute

No action required.

24591 **Report/Discussion Items**

24592 **Review Lone Star Governance Goal Progress Measures and Timeline (LSG Constraints 1, 2, 3, 4, 5):** Deputy Superintendent Dr. Stephanie Howard presented this item for discussion. Trustees briefly reviewed the Constraint Progress Measures and the Timeline they developed through their Lone Star Governance training. They also discussed the need to work on receiving Community Input.

Trustees plan to approve their Goals and Constraints, and the means to measure them, later in the spring. A Constraint is a rule the Board of Trustees puts in place to direct the Superintendent's work. [6:03 – 6:18 p.m.] Vision – Board Constraints: 15 minutes

24593 **Report on PSAT 2018 Participation and Results (Output – LSG Student Goal 1)**: Director of Advanced Academic Services Omega Loera presented this item for discussion. A total of 1,416 juniors and 1,825 sophomores took the test in October. The school District pays for all students who take this test. Fifteen percent of the juniors met the Benchmark standard for both reading and math; sixteen percent of the sophomores met the benchmark standard for both reading and math. [6:18 – 6:31 p.m.] Vision - Student Outcome Goal Monitoring: 13 minutes

No action required.

24594 **Report on the TASB Pay Systems Review**: Assistant Superintendent of Human Resources Dr. Gregory Nelson along with TASB Senior Compensation Consultant Luz Cadena presented this item for discussion. TASB recently completed a review of ECISD's pay structure. They looked at every category from Administration down to the lowest paying positions. They compared them to similar Districts from around the state, such as Lubbock, Amarillo, San Angelo, and Midland. The ultimate goal is to offer recommendations to the District to help build a pay system that does not overpay or underpay for positions. TASB offered a series of recommendations to strengthen starting salaries, establish standards for annual pay increases, and review of some contract days and stipends to create a fairer pay system, and operations that are more effective. [6:31 – 7:30 p.m.] Other: 59 minutes

No action required.

24595 **Report on Progress of IR and D Rated Campuses (Outcome – GPM 3.1, 3.2, and 3.3)**: Associate Superintendent of Curriculum & Instruction Dr. Lilia Náñez along with Executive Director of Accountability, Assessments and School Improvement Annette Macias presented this item for discussion. Trustees received an update on the progress of the IR and D rated Campuses. Sixth grade is a target area at all middle schools, as is 7th grade math. In elementary Alamo, Blackshear, and Burnet are all showing good growth. They are optimistic that Bonham and Blackshear will come out of IR. They should have a better idea in early June. [7:31 – 7:54 p.m.] Vision - Student Outcome Monitoring: 23 minutes

No action required.

24596 **Report on Progress of Goal 3 – The Percentage of High School Graduates Considered CCMR will increase from 11% to 34% by May 2024 (Outcome – GPM 3.1, 3.2, and 3.3)**: Associate Superintendent of Curriculum & Instruction Dr. Lilia Náñez along with Executive Director of Accountability, Assessments and School Improvement Annette Macias presented this item for discussion. As part of the STAAR Accountability System, Trustees were provided with a report on the progress toward the goal of increasing the percentage of high school graduates

who are college, career, and military ready. Being the numbers lag by one year, this year's ratings will include the percentages from the Class of 2018. The Class of 2019 percentages are up from a year ago. [7:54 – 7:58 p.m.] [Vision - Student Outcome Monitoring: 4 minutes](#)

No action required.

24597 **Report on Budget Process 2019-2020**: Deputy Superintendent Dr. Stephanie Howard presented this item for discussion. Dr. Howard outlined the budget-building process that is underway. The district works within the current law, even as it monitors bills that are currently being filed by the Texas Legislature. Tax values estimates, historic tax collection rates, enrollment projections, and average daily attendance projections all play into available revenue calculations. Potential pay increases, possible health insurance increases, staffing ratios, and setting costs for unfilled positions are all costs considered in building the budget. This update included educating the Board of Trustees on the FIRST requirement related to Value lag. [7:58 – 8:25 p.m.] [Other: 27 minutes](#)

No action required.

24598 **Discussion of TASB Policy Update 112 (First Reading)**: Deputy Superintendent Dr. Stephanie Howard presented this item for discussion. TASB periodically offers suggested changes to local policy. These policies are being presented for first reading. There were no substantial changes in this update. [8:25 – 8:26 p.m.] [Other: 1 minute](#)

No action required.

24599 **Report on Plans for Summer School 2019 (LSG Goal 1, Goal 2.1, Goal 3.1; 3.2)**: Executive Director of Instruction & Professional Learning Lisa Wills presented this item for discussion. Mrs. Wills provided the Districts plans for summer school, noting that Summer school would have a different look this year. It will be held at fewer schools in order to consolidate classrooms and teachers; there will be Kindergarten through 2nd grade Reading; Bilingual Pre-kindergarten and Kindergarten; 5th grade, 8th grade, high school, Special Education, and Camp SIP (gifted/talented); and each day will offer fun enrichment activities in the afternoon to give students more incentive to attend. The enrichment offerings will be for elementary and middle school students, and will include art, music and dance, athletics, culinary, robotics, storytelling and chess. The activities will be age appropriate. Most of the sessions will start on May 29. [8:26 – 8:31 p.m.] [Vision - Student Outcome Goal Monitoring: 5 minutes](#)

No action required.

24600 **Action Items**

24601 **Discussion of and Request for Approval to Cancel May 4, 2019 Single Member District Position 1, Position 3, and Position 6 Elections and Certify the Unopposed Candidates "Elected"**

(Solicitud De Aprobar La Cancelación Del Panel de Fideicomisario, Posición Numero 1, Posición Numero 3, Y Posición Numero 6 Y Certificar El Candidato Sin Oposición “Elejado” Fijada Para El 4 De Mayo Del 2019): Moved by Brown, seconded by Abalos to Cancel May 4, 2019 Single Member District Position 1, Position 3, and Position 6 Elections and Certify the Unopposed Candidates “Elected” (Solicitud De Aprobar La Cancelación Del Panel de Fideicomisario, Posición Numero 1, Posición Numero 3, Y Posición Numero 6 Y Certificar El Candidato Sin Oposición “Elejado” Fijada Para El 4 De Mayo Del 2019): [8:31 – 8:32 p.m.] Structure - Voting: 1 minute

Motion unanimously approved.

24602 Discussion and Request for Approval of Proclamation 2020 Materials (Input – LSG Goal 1 and 2): Moved by Minyard, seconded by Brown to approve the Proclamation 2019 Materials as presented. Please Note: Correction to Date. The approximate cost for the Kindergarten through 8th grade literacy materials is \$4.2 million, which will cover the cost if the consumables for the life of the adoption, eight years. [8:33 – 8:47 p.m.] Structure - Voting: 14 minutes

Motion unanimously approved.

24603 Discussion of and Request for Approval of Purchases over \$50,000: Moved by Brown, seconded by Minyard to approve purchases over \$50,000 as presented. Two items met this requirement: L. Wallace Construction will remove and replace the roofs at Ireland Elementary at a cost slightly above \$1.3million and Blue Star Bus Sales for the lease-purchase agreement of 30 school buses. [8:47 – 8:49 p.m.] Structure - Voting: 3 minutes

Motion unanimously approved.

24604 Discussion and Request for Approval of Memorandum of Understanding between ECISD and the “I Love You Guys Foundation” for Standard Response Protocol: Moved by Gregg, seconded by Minyard to approve the Memorandum of Understanding between ECISD and the “I love You Guys Foundation” for Standard Response Protocol as presented. This MOU will allow for use of Standard Response Protocol training materials, placards, posters, and videos provided by the foundation and will remain effective until terminated. [8:49 – 8:59 p.m.] Structure - Voting: 10 minutes

Motion unanimously approved.

24605 Discussion of and Request for Approval of Memorandum of Understanding between Ector County ISD School Nutrition Department and the West Texas Food Bank: Moved by Smith, seconded by Minyard to approve the Memorandum of Understanding between Ector County ISD School Nutrition Department and the West Texas Food Bank as presented. This MOU will allow the School Nutrition department to donate leftover/excess food items to the West Texas Food Bank during the school year. The MOU will automatically renew on an annual basis unless one of the parties provides a thirty-day notice of termination. [8:59 – 9:04 p.m.] Structure - Voting: 5 minutes

Motion unanimously approved.

- 24606** **Request for Approval of Minutes:** Moved by Smith, seconded by Minyard to approve the Minutes of Meetings as presented. [9:04 – 9:04 p.m.] Structure - Voting: 1 minute

Motion unanimously approved.

- 24607** **Request for Approval of Bills for Payment:** Moved by Gregg, seconded by Minyard to approve the Bills for Payment as presented. [9:05 – 9:05 p.m.] Structure - Voting: 1 minute

Motion unanimously approved.

- 24608** **Request for Approval of Additional 2018-2019 T-TESS Appraiser:** Moved by Gregg, seconded by Smith to approve the additional 2018-2019 T –TESS Appraiser as presented. [9:06 – 9:06 p.m.] Structure - Voting: 1 minute

Motion unanimously approved.

- 24609** **Possible Request for Approval to Move to Closed Meeting (Discussion of Recommendation to Hire Campus Principal for Odessa Career & Technical Early College High School, Falcon Early College High School, Buice Elementary School, and the Assistant Superintendent for Student & School Support) - Personnel Matters - Section 551.074 of the Texas Government Code [Board will deliberate the appointment, employment, evaluation, resignation, duties, discipline, or dismissal of public employees of the District or hear a complaint or charge brought against an employee of the school district by another employee]:**

Board President Doyle Woodall convened the Board of Trustees to closed session at 9:06 p.m.

Board President Doyle Woodall reconvened the Board of Trustees to open session at 9:46 p.m.

(Nelson Minyard was absent for the remainder of the meeting.)

- 24610** **Request for Approval of Recommendation to Hire Campus Principal for Odessa Career & Technical Early College High School:** Moved by Gregg, seconded by Brown to approve recommendation to hire Karl Miller as the campus Principal for Odessa Career & Technical Early College High school as presented. [9:48 – 9:48 p.m.] Structure - Voting: 1 minute

For:	Against:	Abstained:
Beaty	None	Abalos
Brown		
Gregg		
Smith		

March 5, 2019

Woodall

Motion carried.

24611 **Request for Approval of Recommendation to Hire Campus Principal for Falcon Early College High School:** This item does not require action; James Ramage will transfer from Bonham Middle School to Falcon Early College High school after the end of the current school year. [9:47 – 9:48 p.m.] [Structure - Voting: 1 minute](#)

No action required.

24612 **Request for Approval of Recommendation to Hire Campus Principal for Buice Elementary:** Moved by Gregg, seconded by Smith to approve the recommendation to hire Jessica Rickman as the campus principal for Buice Elementary as presented. [9:06 – 9:06 p.m.] [Structure - Voting: 1 minute](#)

Motion unanimously approved.

24613 **Request for Approval of Recommendation to Hire Assistant Superintendent for Student & School Support:** Moved by Gregg, seconded by Smith to approve the recommendation to hire Alicia Syverson as Assistant Superintendent for Student & School Support as presented. [9:06 – 9:06 p.m.] [Structure - Voting: 1 minute](#)

For:	Against:	Abstained:
Abalos	Woodall	None
Beaty		
Brown		
Gregg		
Smith		

Motion carried.

24614 **Information Items:** The Board of Trustees were provided with the Financials, Purchasing Report, and the Routine Personnel Report.

No action required.

24615 **Adjournment:** Board President Doyle Woodall adjourned the Board meeting at 9:50 p.m.

Board President
Doyle Woodall

Board Secretary
Delma Abalos

LSG Time Use Tracker Totals (60 minutes) = 31.91%

Vision - Board Constraints Setting: 15 minutes

Vision – Student Outcome Goal Monitoring: 45 minutes

Structure - Voting: 40 minutes

Other - 88 minutes

Total Minutes: 188