

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., MAY 10, 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 Simpson, Dr. Anthony Sorola, Alicia Syverson, Dr. Kellie Wilks

Others: Mike Atkins, Dallas Kennedy, Heather Lovett, Sara Moore, Priscilla Aguilar, Cyndi Washington, Jaime Miller, Lisa Wills, Javier Ruiz, Naomi Fuentes, Natalie Roberson, Cole Hanson, Kristin Whittenburg, Staci Ashley, Martha Burrola, Marilu Chavez, Monica Rodriguez, Jett Casas, Karen Morris, Crystal Day, Tracey Borchardt, Annette Macias, Sandra Banda, Robin Fawcett, Javier Cortez, Devin Benavides, Cynthia McNabb

25886 **Meeting Called to Order:** Tammy Hawkins, Board President, called the Board of Trustees Meeting to order at 6:00 p.m.

25887 **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.

25888 **Opening Remarks by Superintendent:** In Dr. Muri's opening remarks he spoke briefly about this being a big week of STAAR testing across the school district, he reminded Trustees that graduation ceremonies begin next week with lots of celebrations to go along with it, including that this Sunday would be the Outstanding Teachers Picnic honoring the 43 campus 'Teachers of the Year' and their families. He also thanked the 61 members of the community bond committee for the hundreds and hundreds of hours volunteering to review facility needs, form bond recommendations, and then campaign on behalf of the district.

25889 **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

- 25890** **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 discussed revisions to local board policies for the District of Innovation (DOI) renewal plan. (Trustees had recently approved the ECISD District of Innovation Plan and the related exemptions from state statutes) This report reflects the revisions and updates to local policies that are most pressing due to their impact on staffing and the start of school in 2022-2023. Texas Association of School Boards 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 May 17, 2022.

No action required.

Action Items

- 25891** **Discussion of and Request for Approval of 2021-2022 Budget Amendment #6**: Moved by Abalos, seconded by Brown to approve the 2021-2022 Budget Amendment #6 as presented.

Motion unanimously approved.

- 25892** **Discussion of and Request for Resolution to Submit Grant Application to M.S. Doss Foundation of Seminole**: Moved by Abalos, seconded by Gregg to approve Resolution to submit Grant Application to M.S. Doss Foundation of Seminole as presented. This grant request is for \$80,000 for a playground at Carver Early Education Center to promote physical development for children ages 3-5 living with disabilities. Accessible equipment is needed so that all children can use it with greater independence and greater interaction with peers.

Motion unanimously approved.

Report/Discussion Items

- 25893** **Discussion of Compensation Plan**: Associate Superintendent of Human Capital, Operations and Athletics Anthony Sorola, Ed.D. and Executive Director for Human Resources Staci Ashley presented this item for discussion. Trustees discussed the compensation plan for the 2022-2023 school year. Compensation is a key piece of recruiting and retaining highly effective team members, and ECISD has focused on raising pay and improving benefits for employees. Each year, ECISD's Human Capital Department, with the Texas Association of School Boards (TASB), conducts a salary maintenance study to try to ensure

the compensation schedule is competitive with other school districts and local markets. Dr. Muri made five compensation recommendations to Trustees:

- 3% (of midpoint) pay increase for all campus-based professionals
- Starting teacher pay increase to \$58,750 (currently \$57,000); all teachers receive a \$1,820 increase
- 2% (of midpoint) pay increase for all central office professionals
- 4% (of midpoint) pay increase for all hourly employees (school-based or central office)
- Raise minimum wage to \$15/hour (this is up from \$10/hour two years ago)

Trustees will look at these compensation recommendations as it finalizes a budget for next year. Individual questions from employees may be directed to Human Resources Department.

No action required.

25894 **Presentation of ECISD Innovation Department:** Chief Innovation Officer Jason Osborne and Research & Innovation Strategist Dr. Kristin Whittenburg presented this item for discussion. The ECISD Innovation Department offered the school board an update on its work which is dedicated to steadily improving systems and processes by building capacity in ECISD to implement and embed breakthrough innovations. PICK Education, one of the Innovation Department's first initiatives, is a philosophy of building a network of partners in which students and teachers collect data and contribute to real-world university research. An accredited neuroscience course and use of Virtual Reality are a couple of leading-edge classroom experiences available to ECISD students now. The Student Spaceflight Experiments Program (SSEP), introduced by the Innovation Department, gives students a chance to develop a science experiment to be conducted by astronauts on the International Space Station. The Innovation Department also reaches across departments to support projects like the district's badging system.

No action required.

25895 **Presentation of ECISD Athletics Department:** Executive Director of Athletics Tracey Borchardt presented this item for discussion. ECISD offers 15 varieties of boys and girls sports with 208 teams from 7th grade through varsity athletics and 174 UIL certified coaches. Did you know, more than 4,400 students from middle school and high school played 2,270 games (August to May) with varsity teams traveling 165,000 miles in the process? *Attendance by athletes is at 95.6%, and the four-year graduation rate for students in athletics is 95.5%.* This year 32 of the 38 teams made the playoffs in their sports. Character development and community service are other aspects of each athletic program. Student-athletes and their coaches volunteer and fundraise on behalf

of a number of organizations, a reminder of how much ECISD students and staff give back to the community that supports them. New things coming include a parent-student engagement class and online ticketing.

No action required.

25896 **Discussion of Redistricting Maps:** Redistricting Committee Chair and Board of Trustee Delma Abalos along with Superintendent Dr. Scott Muri presented this item for discussion. Trustees discussed redistricting maps for the school board members' positions. The Ector County Redistricting Task Force has been working for several months to update school board member districts based on changes in the 2020 Census population numbers. The Task Force of ECISD, Odessa College and Ector County Hospital District worked to make each district equal and fair. In the accompanying map, the red lines mark the current ECISD boundaries and the colors designate the proposed changes. A public hearing will be held Monday, May 16, at 5:30 p.m. in the ECISD Board Room and ECISD Trustees plan to vote on the changes next Tuesday, May 17, 2022.

No action required.

25897 **Discussion of Appointment Process and Timeline for Filling the Ector County ISD Single-Member District 7 Board of Trustee Vacancy:** Superintendent Dr. Scott Muri presented this item for discussion. Trustees discussed the process and timeline for filling the board vacancy in Position 7. School board members will appoint someone to fill this opening. They will accept applications from May 16 through May 31; review those applications through June 14; then select candidates to be interviewed during the June 21 school board meeting.

To apply:

Verify your eligibility – guidelines to be posted on the website by May 16

Submit a resume

Submit a cover letter addressing the following questions:

- 1) Why do you want to become a member of the ECISD Board of Trustees?
- 2) What particular experiences or skills have prepared you to serve as a Trustee and contribute positively?
- 3) Describe ways you have been of service to the community.
- 4) Provide your vision for public education in our community.
- 5) The term for Position 7 expires in May 2023, are you interested in running for re-election at that time?

The resume and cover letter must be received by the school district by the 5:00 p.m. on May 31, 2022 at superintendent@ectorcountyisd.org or

mailed to Attention: Superintendent, 802 N. Sam Houston, Odessa, Texas 79761.

No action required.

25898 **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 hiring of Juan Dominguez, Principal; Adonica Galindo, Principal; and Raquel Rodriguez, Principal.) 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 7:44 p.m.

Board President Tammy Hawkins reconvened the Board of Trustees to open session at 7:57 p.m.

25899 **Discussion of and Request for Approval of Recommendation to Hire Juan Dominguez, Principal:** Moved by Brown, seconded by Hawkins to approve recommendation to hire Juan Dominguez as principal. Mr. Dominguez has not yet been assigned to a specific campus.

Motion unanimously approved.

25900 **Discussion of and Request for Approval of Recommendation to Hire Adonica Galindo, Principal:** Moved by Gregg, seconded by Brown to approve recommendation to hire Adonica Galindo as principal. Ms. Galindo has not yet been assigned to a specific campus.

Motion unanimously approved.

25901 **Discussion of and Request for Approval of Recommendation to Hire Raquel Rodriguez, Principal:** Moved by Gregg, seconded by Brown to approve recommendation to hire Raquel Rodriguez as principal. Ms. Rodriguez has not yet been assigned to a specific campus.

Motion unanimously approved.

25902 **Closing Remarks by Superintendent:** There were no closing remarks.

25903 **Adjournment:** Tammy Hawkins Board President, adjourned the Board meeting at 7:59 p.m.

Board President
Tammy Hawkins

Board Secretary
Carol Gregg