

**AT A REGULAR 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., APRIL 20, 2021, WITH THE FOLLOWING MEMBERS:**

**Present:**

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

**Absent:**

**School Officials:** Dr. Scott Muri, Mike Adkins, Staci Ashley, Dr. Stephanie Howard, Dr. Lilia Nájuez, Jason Osborne, Deborah Ottmers, Alicia Syverson, Dr. Kellie Wilks, Patrick Young

**Others:** Mike Atkins, Dr. Stacy Johnson, Alicia Press, Robert Cedillo, Dr. Corey Seymour, Andrea Martin, Tracey Borchardt, Annette Macias, Toby Lefevers, Carla Byrne, Lisa Wills, Jaime Miller, Aaron Hawley, Chad Crowson, Krysta Hadlock, Ashley Osborne, Olivia Porras, Robin Garcia, Heather Potts, Albert Anchondo, Mary Franco

**25455** **Meeting Called to Order:** Delma Abalos, Board President, called the Board of Trustees Meeting to order at 6:00 p.m.

**25456** **Verification of Compliance with Open Meeting Law:** Delma Abalos, Board President, verified that the provisions of Section 551.001 of the Texas Government Code have been met in connection with public notice of this meeting.

**25457** **Pledge of Allegiance to United States and Texas Flags:** The United States and Texas flag pledges were led by Tammy Hawkins, Board Vice-President.

**25458** **Invocation:** The Invocation was led by Dr. Steve Brown, Board Secretary.

**25459** **Special Presentations:**

**Tech Leadership Academy Recognition:** Four ECISD Technology Department Leaders were recognized as Graduates of the National Technology Leadership Academy, a program of the District Administration Leadership Institute.

Dr. Kellie Wilks, Chief Technology Officer  
Toby Lefevers, Information Technology Director  
Heather Potts, Information Systems Director  
Lauren Tavarez, Instructional Technology Director

**Best Communities for Music Education Designation:** Ector County ISD was recognized for being named one of the Best Communities for Music Education by the National Association of Music Merchants (NAMM) for the 7<sup>th</sup> year in a row. This designation is awarded to districts that demonstrate outstanding achievement in efforts to provide music access and education to all students. Dr. Aaron Hawley, Director of Fine Arts was present to accept the award.

**Introduction of UIL State Qualifiers:** The following students were recognized as State Qualifiers in their area of competition:

### **Fine Arts**

OHS Mariachi – Under the direction of Jerimie Hernandez, was recognized for qualifying for six consecutive years.

Mariachi Students: Isaac Granados, Victoria Rivera, Izek Lujan, Ivan Lujan, Jazmine Ituarte, Brandon Muniz, Gabriel Acevedo, Sergio Mata, Joel Zuniga, Marco Hernandez, Damian Camacho, Carmen Robles, Angel Lopez.

Solo & Ensemble – 77 Qualified for UIL State Solo & Ensemble this year.

- Permian High School Band – 28
- Odessa High School Band – 6
- Permian High School Choir – 15
- Odessa High School Choir – 14
- Odessa High School Guitar – 2
- Permian High School Orchestra – 12

### **Visual Arts Scholastic Event (VASE)**

#### **Odessa High School**

- Karlee Benavidez, Senior – Krista Real, Art Teacher
- Summer Morgan, Senior – Gena Alvarado, Art Teacher

#### **New Tech Odessa**

- Veronica Flores, Sophomore – Baldo Valeriano, Art Teacher
- Carly Huynh, Sophomore – Baldo Valeriano, Art Teacher

#### **Odessa Colligate Academy**

- Jasmine Porras, Junior – Chris Golden, Art Teacher
- Makayla Stanley, Senior – Chris Golden, Art Teacher

#### **Permian High School**

- Zujeily Romero, Freshman – Cheryl Stribling, Art Teacher
- Ryan Varely, Freshman – Cheryl Stribling, Art Teacher
- Jayden Vesely, Freshman – Cheryl Stribling, Art Teacher
- Marissa Equiniones, Sophomore – Cheryl Stribling, Art Teacher
- Ezekiel Hernandez, Sophomore – Cheryl Stribling, Art Teacher
- Judith Guerra, Senior – Laree Morris, Art Teacher

### **Powerlifting**

#### Odessa High School Boys

- Gary Brooks – State Champion, 240 lbs. Class, set new squat record of 815 lbs.
- Isaac Estrada – 2<sup>nd</sup> Place, 132 lbs. Class & Outstanding Bench Press
- Emilio Dominguez – 6<sup>th</sup> Place, Super Heavyweight

#### Odessa High School Girls

- Celeste Estrada – 5<sup>th</sup> Place in her weight class.
- Team members: Aile Lopez, Sierra Jones, Yulissa Lucio, Alejandra Valenzuela, Amber Steger, Kaia Minjarez, Nohemi Nave

### **Gymnastics**

#### Odessa High School Boys – Won Regional Title

- Coach Trey Enriquez, Gordon Garcia, Isaac Estrada, Seth Regalado, Damian Ortiz, Vinny Flores, Jabez Chavez, Jesse Hernandez, and Aaron Ramirez

#### Permian High School Boys – Finished 4<sup>th</sup> at Regionals

- 6 Individual State Qualifiers: Joseph Kilgore, Joshua Rodriguez, Quarte Haskins, Sincere Galindo, Wesley Brown, and Zachary Cordle

#### Odessa High School Girls

- Brenna Waddell

#### Permian High School Girls

- Isabella Fanucci
- Sydney Vaughn

### **Career & Technical Education Student Organizations**

#### Business Professionals of America (BPA)

- Sofia Jones, 10<sup>th</sup> PHS Payroll/Accounting
- Juliet Waswa, 12<sup>th</sup> PHS Java Programming
- Faith Fulbright, 12<sup>th</sup> PHS Business Law
- Sneha Kesavan, 12<sup>th</sup> PHS Banking & Finance
- Swetha Kesavan, 11<sup>th</sup> PHS Extemporaneous Speech
- SPONSOR: Jessica Walker-Denney

#### 3D Animation & Digital Communications

- James Gilley, 12<sup>th</sup> PHS
- Trinity Hernandez, 12<sup>th</sup> PHS
- Jabez Flores, 12<sup>th</sup> PHS
- SPONSOR: Josette Zeigler

#### Digital Communication & Design Concepts

- Alfonso Miranda, 11<sup>th</sup>, OHS
- Nicolas Ramos, 11<sup>th</sup> OHS
- Itzel Rascon, 11<sup>th</sup> OHS
- David Sly, 11<sup>th</sup> OHS
- Xavier Pena, 12<sup>th</sup> PHS
- SPONSOR: Courtney Hembree

**Broadcast News Team**

- LizBeth Lopez, 11th PHS
- Emilie Juarez, 11th PHS
- Joshua Orosco, 12th PHS
- SPONSOR: Courtney Hembree

**Podcast Production Team**

- Anthony "Gage" Fuentes, 12th OHS
- Trysta Irby, 12th PHS
- Armando Quezada, 11th OHS
- SPONSOR: Courtney Hembree

**Digital Communications & Design Team**

- Trysta Irby, 12th PHS
- Daniel Aldridge, 12th OHS
- David Brito, 12th OHS
- SPONSOR: Courtney Hembree

**Broadcast News Team**

- Jessica Ortiz, 12th PHS
- Daniel Aldridge, 12th OHS
- David Brito, 12th OHS
- SPONSOR: Courtney Hembree

**Audio/Video Production Team - GOING TO NATIONALS!**

- Larissa Lujan, 11th OHS
- Luis Landaeta, 11th OHS
- SPONSOR: Courtney Hembree

**Health Administration & Medical Terminology Concepts**

- Aolani Lara Alvarado, 12th PHS
- SPONSOR: Courtney Hembree

**Medical Diagnostic Coding & Medical Terminology Concepts**

- Margarita Ruiz, 12th OHS
- Jazylia "Jazzy" Martinez, 12th PHS
- SPONSOR: Courtney Hembree

**Texas Association of Future Educators (TAFE)**

- Natalie Jones, 12th NTO
- Stephanie Hernandez, 12<sup>th</sup> OHS
- SPONSOR: Cheryl Cunningham

**Recognition of the Broncho Spirit and MOJO Spirit Scholarship Recipients:**

When a company requests to use one of our trademarked logos for Permian High School or Odessa High School, it must agree to a licensing agreement and the annual fee that goes with it. Those fees are pooled into a scholarship fund for PHS and OHS and four students are selected from the pool of applicants. Those students represent four areas of involvement from each school – athletics, AVID, Career & Technical Education, and fine arts. This year's Broncho Spirit and MOJO Spirit Scholarship recipients are:

Odessa High School (4)

- Nadia Garcia – Athletics – UT El Paso
- Lisbeth Dominguez – Career & Technical Education – Sul Ross State University
- Hailey Garcia – AVID – UT Permian Basin
- Brandon Muniz – Fine Arts – Odessa College

Permian High School (4)

- Parker Gwilliam – Athletics – Brigham Young University
- Kenya Gomez – AVID – UT Permian Basin or UT Austin
- Jeine Melendez Torres – Career & Technical Education – Odessa College
- Adamaris Madrid – Fine Arts – University of North Texas

**25460** **Opening Remarks by Superintendent:** In Dr. Muri’s opening remarks, he reminded staff and parents that there is no school for students on Friday (April 23), however it is a professional development day for all ECISD staff.

**25461** **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.

**Action Items**

**25462** **Discussion of and Request for Approval of Purchases over \$50,000:** This agenda item is retained should a purchase item occur between the agenda posting deadline and the Board meeting. There were no purchases that met this requirement.

No action required.

**25463** **Discussion of and Request for Approval to 2020-2021 Budget Amendment #7:** Moved by Hawkins, seconded by Brown to approve 2020-2021 Budget Amendment #7 as presented.

Motion unanimously approved.

**25464** **Discussion of and Request for Approval of Extension of Bank Depository Contract:** Moved by Minyard, seconded by Brown to approve the Extension of Bank Depository Contract with Frost Bank as presented.

Motion unanimously approved.

**25465** **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 Minyard, seconded by Gregg to approve the Memorandum of Understanding between Ector County ISD School Nutrition Department and the West Texas Food Bank as presented.

Motion unanimously approved.

- 25466** **Discussion of and Request for Approval to Set Date for Canvassing of Board of Trustees May 1, 2021 Election Results (Solicitud de Aprobacion Para Fijar La Fecha Del Escrutinio De Los Resultados De Las Elecciones Del 1 De Mayo De 2021 De La Mesa Directiva)**: Moved by Minyard, seconded by Brown to set May 11, 2021 as the Date for Canvassing of the Board of Trustees May 1, 2021 Election Results as presented.

Motion unanimously approved.

- 25467** **Discussion of and Request for Approval of Redesign Plans for Noel Elementary, Lyndon B. Johnson Elementary, and Wilson and Young Middle School**: Moved by Minyard, seconded by Smith to approve the Redesign Plans for Noel Elementary, Lyndon B. Johnson Elementary, and Wilson and Young Middle School as presented.

Motion unanimously approved.

- 25468** **Discussion of and Request for Approval of 2021-2022 TEA Pre-K Waiver**: Moved by Brown, seconded by Minyard to approve the 2021-2022 TEA Pre-K Waiver as presented

Motion unanimously approved.

- 25469** **Consent Agenda**: Moved by Minyard, seconded by Stanley to approve the Consent Agenda as presented.

- A. Request for Approval of Minutes of Meetings
- B. Request for Approval of Bills for Payment
- C. Request for Approval of Acceptance of Donations Over \$10K

Motion unanimously approved.

#### **Report/Discussion Items**

- 25470** **Communications Department Presentation**: Communications Officer Mike Adkins presented this item. The Communications Department publishes weekly internal and external newsletters, oversees the website, social media platforms, and the District's mass communication platform for parents. Open records requests, flier approval, publications, graphic design and video production are also part of the department's work to connect ECISD with the community, promote transparency, and build trust.

No action required.

**25471** **Discussion of Instructional Coaching for Teacher Support and Development:** Deputy Superintendent Dr. Stephanie Howard along with Associate Superintendent for Curriculum & Instruction Dr. Lilia Nájuez, Executive Director of Talent Development Ashley Osborne, Executive Director of Instruction & Professional Learning Lisa Wills, and Executive Director of Leadership Alicia Press presented this item for discussion. A collaborative effort between the Curriculum & Instruction, Leadership, Talent Development, and Instructional Technology departments is creating a more systemic and more targeted approach to developing teachers. The focus of this presentation was the redesigned description of the Campus Instructional Coach and the Curriculum & Instruction Specialist, two positions specifically positioned to support teachers through an Observation-Feedback cycle. While each has a specific job description, together they will provide job-embedded professional development, support for individual teachers, specialized training, and will work collaboratively to develop the whole teacher. Research shows instructional coaching has a greater impact on instruction than almost all school-based interventions; and the #1 factor that influences student outcomes is the teacher. Talent Development is one of the three themes of our Strategic Plan, and this work is one more investment in the success of our teachers.

No action required.

**25472** **Board of Trustees' Continuing Education Report:** Board President Delma Abalos presented this item. The State Legislature requires school districts to provide the public with a record of school board member continuing education credit hours. These records, as recorded by the Texas Association of School Boards along with the Framework for Governance Leadership were provided. All Trustees met the requirements.

No action required.

**25473** **Budget Update Discussion:** Chief Financial Officer Deborah Ottmers presented this item for discussion. Trustees received an update on budget preparations, and heard the District's recommendations for employee raises for the 2021-22 school year. In previous meetings, the school board expressed that one of its priorities is raises for staff members, particularly hourly employees. Dr. Muri and district leadership proposed the following salary increases for the coming year:

- A 3% across-the-board raise for all salaried employees;
- An increase in the starting pay for teachers to \$57,000/year (the state average teacher salary in Texas is currently \$47,218);
- A 4% across-the-board raise for all hourly employees;
- An increase in the District's minimum hourly wage from \$11.21/hour to \$12.00/hour;
- A one-time stipend of \$750 paid to all who are employed by ECISD on the first day of school in August 2021.

On the topic of teacher pay, Dr. Muri pointed out that just four years ago (2017-2018) ECISD's starting teacher salary was just \$44,500. The District is committed to its teaching staff and creating opportunities for all employees.

No action required.

**25474** **Legislative Update:** Superintendent of Schools Dr. Scott Muri spoke with Trustees about continuing conversations with State Legislators about the Federal Funding for public schools that is still being held up in Austin. He said there has been some movement in the discussions but continuing to point out how desperately Districts need that money to help students recover from the past year of learning loss is a priority.

No action required.

**25475** **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 public employees of the District; or hear a complaint or charge against an officer or employee.] (Discussion of 2021-2022 Employment Contract Renewals for Administrators, Teachers, and other Professional Support Employees; Consider Superintendent's Recommendation to give Notice of Proposed Termination of Probationary Contracts.)**  
**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.]**

No closed session.

**25476** **Discussion of and Request for Approval of the 2021-2022 Employment Contract Renewals for Administrators, Teachers, and other Professional Support Employees:** Moved by Minyard, seconded by Gregg to approve the 2021-2022 Employment Contract Renewals for Administrators, Teachers, and other Professional Support Employees as presented.

Motion unanimously approved.

**25477** **Discussion of and Request for Approval to Take Action on Superintendent's Recommendation to Give Notice of Proposed Termination of Probationary Contracts:** There was no need to give Notice of any Proposed Termination of Probationary Contracts.

No action required.

**25478** **Information Items:** The Board of Trustees were provided with the following information items: Acknowledgement of Donations, Financials, Purchasing Report, Routine Personnel Report, and Whitley Penn Audit Engagement Letter 2020-2021.



**25479**    **Closing Remarks by Superintendent:** There were no closing remarks.

**25480**    **Adjournment:** Board President Delma Abalos adjourned the Board meeting at 8:25 p.m.

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**Board President**  
*Delma Abalos*

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**Board Secretary**  
*Dr. Steve Brown*