

**Ector County Independent School District  
Odessa, Texas  
Memorandum**

**TO:** Board of Trustees

**FROM:** Hector Mendez, Superintendent of Schools

**SUBJECT: APPROVAL OF BOARD POLICY DEC(LOCAL) COMPENSATION AND  
BENEFITS: LEAVES AND ABSENCES**

**DATE:** August 16, 2011

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The following Board Policy was presented for first reading at the July 19, 2011 Board meeting. This policy has undergone further study and review, especially where input was received. Therefore, is now being presented for approval and adoption.

**DEC(LOCAL)                      COMPENSATION AND BENEFITS  
   LEAVES AND ABSENCES**

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It is recommended that the Board of Trustees approve this policy as presented.

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Respectfully submitted,

***Hector Mendez,***  
Superintendent of Schools

***Brian J. Moersch,***  
Assistant Superintendent  
for Human Resources