

AT A REGULAR MEETING AND PUBLIC HEARING ON THE 2024-2025 ECISD TARGETED IMPROVEMENT PLANS OF THE BOARD OF TRUSTEES OF ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT HELD AT THE ADMINISTRATION BOARD ROOM, 802 NORTH SAM HOUSTON, ODESSA, ECTOR COUNTY, TEXAS, AT 6:00 P.M., FEBRUARY 18, 2025, WITH THE FOLLOWING MEMBERS:

Present:

Delma Abalos
Dr. Steve Brown
Tammy Hawkins
Dawn Miller
Christopher Stanley
Robert Thayer
Wayne Woodall

School Officials: Dr. Keeley Boyer, Deborah Ottmers, Dr. Lilia Nández, Dr. Anthony Sorola, Alicia Syverson, Dr. Kellie Wilks

Others: Tatiana Dennis, Betsy Rhodes, Maggie Aguilar, Debbie Bynum, Betsabe Salcido, Aaron Hawley, Diego Campos, Ayden Armendariz, Josephine Bejaran, Scott Rudes, Olga Villarroel, Brenda Huckaby-Creear, Susan Hendricks, Angela Romano, Jieun Pando, Tracey Borchardt, Sienna Pina, Anthony Garcia, Mitchell Davis, Johnathan Smith, Lisa Wills, Taylor Laing, Andrea Moreno-Hewitt, Albessa Chavez, Kyrsten Nall, Rita Lopez, Mary Franco

27078 **Meeting Called to Order:** Christopher Stanley, Board President, called the Board of Trustees Meeting to order at 6:00 p.m.

27079 **Verification of Compliance with Open Meeting Law:** Christopher Stanley, 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.

27080 **Pledge Allegiance to United States and Texas Flags:** The United States and Texas flag pledges were led by Blanton Elementary School Student Zy'liyah McDowell. Kamryn Shoemaker was not available to attend.

27081 **Invocation:** The Invocation was delivered by Youth Minister Wes Prince, Odessa Bible Church.

27082 **Special Presentations:**

Introduction of Texas Music Educators Association All-State Musicians: Ector County ISD is excited and proud to introduce this year's TMEA All-State musicians who represented the district at the annual music educators' conference this past weekend. TMEA is the Texas Music Educators Association. This prestigious recognition, the highest honor in Texas Music Education, follows a rigorous series of

regional and area auditions that begin with more than 70,000 high school students and ends with only about 2% of those students selected as All-State.

Aiden Armendariz, PHS Senior, String Bass – Orchestra (*2nd Year*)

Diego Campos, PHS Senior, Bb Clarinet – Band

Haley Hart, PHS Senior, Alto 1 – Choir (*first STEM Academy student*)

Jacob Lechtenberg, PHS Senior, Bass 2 – Choir

Madelyn Linville, PHS Senior, Soprano 1 – Choir

Sienna Pina, PHS Senior, Soprano 2 – Choir

Valeria Rodriguez, PHS Senior, Alto 1 – Choir

Bobby Schenkel, PHS Senior, Tenor 1 – Choir

Caidence Searcy, PHS Senior, Alto 1 – Choir (*3rd Year*)

Jenesis Paget, PHS Senior, Alto 2 – Choir (*3rd Year*) – *TMEA Scholarship Award**

*(*TMEA Executive Board Scholarship, a \$2,500 award for high school seniors who are planning to major in music and become a teacher in Texas.)*

Recognition of the CREST Award for Alternative Education Center Counseling Program: ECISD's Alternative Education Center's comprehensive counseling program recently earned the Texas CREST Award for counseling excellence. This is the second consecutive year for the honor. CREST stands for Counselors Reinforcing Excellence for Students in Texas and is sponsored by the Texas School Counselor Association (TSCA) and awarded to school counseling programs that meet requirements. This recognition highlights the impact of AEC's implementation of the Texas counseling model and continued wraparound service partnership with Communities in Schools, which have been pivotal in supporting students' social-emotional learning (SEL) and helping them focus on their academic growth and achievement. Personnel arrangements have also been made to provide targeted behavior and reading support, ensuring that students receive the individualized assistance they need to succeed.

27083 **Opening Remarks by Superintendent:** In her opening comments, Interim Superintendent Dr. Keeley Boyer announced that Pease Elementary has now officially been accepted as a candidate school for International Baccalaureate (IB) Primary Years Programme. We will soon have a K-12 continuum of IB from Pease to Crockett MS to Odessa High School.

27084 **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)

In public comment, Betsy Rhodes expressed an issue with the idea of naming an area of Odessa High School after one veteran when many others through the years have served their country. She thanked all veterans for serving, wondered if a mural could be done with many former students represented, and offered to be on the committee, too.

Public Hearing

27085 **Public Hearing on the 2024-2025 ECISD Targeted Improvement Plans:** Robert Trejo, Executive Director of Accountability briefly recapped last week's school board workshop presentation on the 2024-2025 ECISD Targeted Improvement Plan. During the workshop, the principals from each of the five (5) schools presented their plans which focus on developing Effective Instruction one of the 5 Essential Levers of the Effective School's Framework.

The Texas Education Agency requires TIPs (Targeted Improvement Plans) for schools who perform in the bottom 5% of Domain III-Closing the Gaps in the Accountability system. This year the campuses that fall under that qualifier are West Elementary, Burnet Elementary, Dowling Elementary, EK Downing Elementary, and Gonzalez Elementary. At last week's school board workshop, the principals from each of the five (5) schools presented their plans which focus on developing Effective Instruction one of the 5 Essential Levers of the Effective School's Framework.

Immediately following the presentation, Board President Christopher Stanley declared the Joint Public Hearing with District Continuous Improvement Team on District Annual Performance Report, **open**.

There was no public comment.

Board President Christopher Stanley declared the Joint Public Hearing with District Continuous Improvement Team on District Annual Performance Report, **closed**.

No action required.

27086 **Discussion of and Request for Approval of the 2024-2025 ECISD Targeted Improvement Plans:** Moved by Abalos, seconded by Hawkins to approve the 2024-2025 ECISD Targeted Improvement Plans as presented.

Motion unanimously approved.

Bond 2023

27087 **Bond 2023 Update:** Chief Financial Officer Deborah Ottmers and Associate Superintendent of Operations Dr. Anthony Sorola provided the Board of Trustees with an update on the progress of Bond 2023 projects. District officials have now received 75% of the construction documents for the new Career & Technical Education Center. A page-turn review, in which the blueprints and design documents were examined page by page, was conducted with PBK Architects, Teinert Construction, and

Gallagher Construction.

Site clearing for the new middle schools is on-going and foundation work has started.

Research is currently underway for the Permian High School auditorium project to determine if electrical upgrades are necessary. The renovation should begin at the end of the school year.

Prospective contractors walked the site of the new JROTC facility at PHS to better inform their bids. The project is out for bid now and a recommendation for the contractor will be brought to the school board in March.

The Transition Learning Center is in the design development phase and architects recently met with staff and leadership to show potential design options.

The new Agriculture Farm project is also in design development.

A local committee has selected colors for the new middle school: Shamrock Green, African Gray, and Incredible White. These colors will be prominent throughout the campus.

The PA/Bells/Alarms/Clocks project is now complete at Burleson (closed at the end of last school year, it will reopen as an early education center this August). Cabling for these technology project has been completed at 13 campuses with Alamo, Cameron, and Jordan scheduled next.

The installation of new surveillance cameras is now complete at Odessa High School and is 75% complete at Permian High School.

ECISD Fine Arts has ordered 1,054 new instruments (179 for elementary schools) and has received 792 of them. New choir risers have been delivered to Bonham Middle School, Wilson & Young Middle School and will arrive at Ector Middle School after Spring Break.

Approximately 5% of bond funds have been spent, with 31% (\$131.5 million) encumbered through purchase orders for specific expenses. Priority 1 and Priority 2 maintenance/renovation projects are starting to move along.

In March, the school board will receive an update from the Bond Oversight Committee.

No action required.

27088 **Discussion of and Request for Approval of Bond 2023 Purchases over \$50,000:**
Moved by Brown, seconded by Woodall to approve the Purchases over \$50,000 as presented. The single item on list this month is \$360,000 to Gallagher Construction Company to perform oversight responsibilities for the Transition Learning Center (TLC) project.

Motion unanimously approved.

Board Policy

- 27089** **Discussion of and Request for Approval of TASB Local Policy Update 124:** Moved by Hawkins, seconded by Thayer to approve TASB Local Policy Update 124 as presented. Periodically, TASB makes recommendations for updates to local school board policies to ensure those policies remain in line with changes to the state's legal policies. This update includes eight (8) policies.

Motion unanimously approved.

Action Items

- 27090** **Discussion of and Request for Approval of Purchases over \$50,000:** Moved by Woodall, seconded by Brown to approve the Purchases over \$50,000 as presented. This month's items on the list include \$1.3 million to CDW-G for network infrastructure equipment to provide connectivity to three new facilities to be built as part of Bond 2023; \$473,600 to Air Tutors to cover students moving to Air Tutor from a different company; and \$54,000 to Sewell Family of Companies for a new van for School Nutrition.

Motion unanimously approved.

- 27091** **Discussion of and Request for Approval of 2024-2025 Budget Amendment #5:** Moved by Abalos, seconded by Hawkins to approve the 2024-2025 Budget Amendment #5 as presented.

Motion unanimously approved.

- 27092** **Discussion of and Request for Approval of the 2025-2026 Academic Calendars:** Moved by Abalos, seconded by Hawkins to approve the 2025-2026 Academic Calendar as presented. The recommended (and approved) calendar was Calendar C. Some of the positive comments about this option: Spring Break aligns with Odessa College, teachers have a break in October, there are full days of professional learning (not early release days), a Records Day to end the first semester, and a traditional Christmas Break that starts on a Monday. The calendar is 175 Instructional Days and 187 days for teachers. The first days of school will be August 11 & 12. Three calendar options were made available for two weeks to staff members and parents/community. In that time 312 staff members offered comments/preferences, and 1,127 community members did the same. The Odessa Collegiate Academy and OCTECHS calendar will run the same days, except for bad weather make up days and professional learning days. It will be posted to our website soon.

Motion unanimously approved.

- 27093** **Discussion of and Request for Approval of Board of Trustees Recommendations for Naming Committee Membership for Odessa High School:**

Moved by Woodall, seconded by Hawkins to approve the Board of Trustees recommendation for Naming Committee Membership for Odessa High School. The Military Order of the Purple Heart has requested that the district consider naming an area at the OHS campus in honor of Alfred M. Wilson, a Medal of Honor recipient and OHS graduate. According to ECISD policy, the board must form a committee of community members to consider these types of requests.

By way of ballot, Art Leal and Gordon Albright will serve on the Naming Committee for Odessa High School.

Motion unanimously approved.

27094 **Discussion of and Request for Approval of Board of Trustees Recommendations for Naming Committee Membership for Permian High School:** Moved by Woodall, seconded by Thayer to approve the Board of Trustees recommendation for Naming Committee Membership for Permian High School. The Military Order of the Purple Heart has requested that the district consider naming an area at the PHS campus in honor of Marvin Rex Young, a Medal of Honor recipient and PHS graduate. According to ECISD policy, the board must form a committee of community members to consider these types of requests.

By way of ballot, Fabian Aguirre and Johnny Carrasco will serve on the Naming Committee for Permian High School.

Motion unanimously approved.

27095 **Consent Agenda:** Moved by Woodall, seconded by Thayer 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 \$10,000
- D. Request for Approval of Quarterly Investment Report
- E. Request for Approval of Data Sharing Agreement between Amira Learning and ECISD
- F. Request for Approval of Contract with Ector County Elections Office to Conduct May 3, 2025 Joint Election
- G. Request for Approval of Revision to School District Facilities Construction Delivery Methods for Bond 2023 Priority 1 and 2 Roofing Projects
- H. Request for Approval of a Resolution to Designate Additional Nonbusiness Days Under Texas Public Information Act (TPIA) for Year 2025

Motion unanimously approved.

Report/Discussion Items

27096 **Update on 2024-2025 Human Capital Talent Development Pipelines:** Dr. Scott Rudes, Executive Director of Talent Development provided Trustees with an update

on the 2024-2025 Human Capital Development Pipelines. The mission of ECISD's Talent Development Department is to equip all staff with the skills to lead and excel. The creation of pipeline programs for teachers, counselors, and administrators is a strategic priority. There are five (5) teacher development pipelines designed to not only recruit new teachers but to encourage our current teachers:

- Future Teachers of Odessa – 93 high school students are currently taking high school courses in this CTE pathway
- Registered Teacher Apprenticeship - almost 70 ECISD paraprofessionals are currently registered teacher apprentices working towards their degree and certification
- Teacher Residency Program – a full-year, paid program for education majors which takes the place of a traditional, semester long student-teaching experience.
- Odessa Pathway to Teaching – ECISD's certification program for candidates who have a bachelor's degree but desire a teacher certification; twenty-five people are in this pipeline this year and 24 more are expected to start next year.
- Opportunity Culture – additional stipends (up to \$17,000) for teachers who commit to leading and coaching a campus team of teachers. This program also supports our teacher residents in ECISD.

A counselor pipeline was created with Angelo State University, providing substantial scholarships for five ECISD teachers to pursue their degree in counseling. There are also five (5) administrator pipeline programs. For tonight's meeting the focus was on:

- Principal Fellowship – 5 principal fellows currently; a year-long paid program that includes shadowing a principal, a master's degree, and certification; there will be 10 available positions next year
- Principal Interns – ECISD assistant principals assigned to shadow a principal; there are 3 internships available each year through generous funding from the Permian Strategic Partnership

ECISD Launch is a new program empowering novice teacher with professional development opportunities during their initial year of teaching. So far, more than 110 teachers have been impacted. The goal is to eventually expand this type of support to all job classes. Continuing to expand pipelines and pathways to all job types is the overarching goal of the Talent Development Department.

No action required.

27097

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 2025-2026 ECISD Campus Principal Administrator Contracts.) and (The Board will specifically discuss the Terms of the Superintendent's Contract.) 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 Christopher Stanley convened the Board of Trustees to closed session at 7:00 p.m.

Board President Christopher Stanley reconvened the Board of Trustees to open session at 7:45 p.m.

27098 **Request for Approval of the 2025-2026 ECISD Campus Principal Administrator Contracts:** Moved by Brown, seconded by Woodall to approve the 2025-2026 ECISD Campus Principal Administrator Contracts as presented.

Motion unanimously approved.

27099 **Information Items:** The Board of Trustees received the following information items: Financials, Purchasing Over \$50,000 Informational Report, Routine Personnel Report, and Added and Reclassification Memorandum February 2025.

27100 **Closing Remarks by Superintendent:** There were no closing remarks.

27101 **Adjournment:** Board President Christopher Stanley adjourned the Board meeting at 7:46 p.m.

Board President
Christopher Stanley

Board Secretary
Dr. Steve Brown