

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., JUNE 13, 2023, WITH THE FOLLOWING MEMBERS:

Present:

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

Absent:

School Officials: Dr. Scott Muri, Mike Adkins, Dr. Lilia Náñez, Deborah Ottmers, Dr. Keeley Boyer, Dr. Anthony Sorola, Alicia Syverson, Dr. Kellie Wilks

Others: Tatiana Dennis, Lisa Wills, Jaime Miller, Chelsea Reyes, Sheena Salcido, Micah Pettigrew, Brandon Young, Dora Flores, Michael Hilton, Angelina Hilton, Melanie Sheehan, Aaron Hawley, Kimberly Neal, Ronnie Neal, Sara Moore, Javier Ruiz, Misty Hiner, Krista Vivian, Marla Barrera, Josie Baeza, Mel Carrasco, Fannie Alvarado, Mary Morales, Janet Moody, Loyce Driver, Donna Taylor, Carol Casias, Crista Fuentes, Carol Porras, Priscilla Hernandez, Julia Willett-Weekly, Lupe Anchondo, Rita Lopez, Sandra Talavera, Frances Franco, Magaly Nieto, Ruth Campbell, Mary Franco

26323 **Meeting Called to Order:** Dr. Steve Brown, Board President, called the Board of Trustees Meeting to order at 6:00 p.m.

26324 **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 Dr. Steve Brown, verified that the provisions of Section 551.001 of the Texas Government Code have been met in connection with public notice of this meeting.

Action Items

26325 **Issuance of Board of Trustee Certificate of Election, Filing of Statement of Officer and Administration of the Oath of Office:** Administrative Assistant Sandra Talavera issued the Board of Trustee Certificate of Election, Filing of Statement of Officer and Administration of the Oath of Office for Robert Thayer (SMD-Position 7). Robert Thayer is a newly elected school board member and he is replacing Dennis Jones.

Mr. Thayer was not in attendance for the May 16, 2023 Issuance of Board of Trustees Certificates of Election, Filing of Statements of Officer and Administration of the Oath of Office.

Motion unanimously approved.

26326 **Opening Remarks by Superintendent:** In Dr. Muri's opening remarks, he said it is interesting that, with the new Trustees elected last month, some school board members are just meeting each other. He asked each Trustee to introduce themselves and tell the group about their favorite teacher.

26327 **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, Jeff Russell addressed agenda item 6B. He spoke about his experience as a member of the bond committee. He said he felt the committee did not complete its work. He was interested in the idea that the district could take on a \$400 million-dollar bond without increasing the tax rate, saying that over the past several years as the district's maintenance and operations tax rate has decreased, the debt service rate has increased.

NOTE: Since 2019, ECISD's total tax rate has remained the same at \$1.17792.

Javier Ruiz, president of the local chapter of Texas State Teachers Association addressed agenda item 6C. He expressed appreciation for raises being proposed to all employees, and asked Trustees to adopt a compensation package that would top the pay scale adopted by Midland ISD recently.

Report/Discussion Items

26328 **Spring 2022 MAP Assessment Presentation:** Superintendent of Schools Dr. Scott Muri presented this item for discussion. Dr. Muri went through some data points from this year's MAP testing. MAP stands for Measure of Academic Progress, and the Reading and Math tests are given to students three times – at the beginning of the year, in the middle of the year, and at the end of the year. As the name implies, it measures an individual student's academic progress, letting teachers know where students are growing and where they are struggling. For Spring 2023, Reading scores at the majority of grade levels met or exceeded academic growth expectations. In Math, 8 of 9 grade level met or exceeded academic growth expectations. Language Arts met or exceeded in all four grade levels participating (8th – 11th). In Science, 4 of 6 grade levels met or exceeded growth expectations.

No action required.

26329 **Bond Advisory Committee Presentation:** Members of the 2023 Bond Committee presented its recommendations to the Board of Trustees. The presentation was given by Ronnie Neal, History Department Chairperson at

Wilson & Young Medal of Honor Middle School; Priscilla Hernandez, Art Teacher at Crockett Middle School; and Kevin Camacho, a rising senior at OCTECHS. They explained the charge given to them as members of the bond committee, the tools and resources they studied over the period from January to May; the processes they used to discuss the information with other members of the bond committee, ask questions of the experts and presenters, and finally reach a consensus on a series of potential bond projects to take to the school board. Those recommendations are as follows:

1. Keep the bond project costs under the “No Tax Rate Increase” threshold of about \$396 million.
2. Build a state-of-the-art Career and Technical Education Center at a projected cost of \$80 million
3. Build a new middle school at a projected cost of \$120 million
4. Address all Priority 1 maintenance items identified in the updated Facilities Assessment Study. These are legal, life safety and/or critical replacements considered “must-do” in the next 1-to-2 years. Projected cost \$51 million.
5. Address all Priority 2 maintenance items identified in the updated Facilities Assessment Study. These are necessary system repair and replacements considered “should-do” in the next 3-to-5 years. Projected cost \$79 million.
6. With the remaining available dollars, address department needs in the committee’s priority order, which was determined through a survey of committee members. That priority order is:
 - a. Transportation Department needs
 - b. Technology Department needs
 - c. Fine Arts Department needs
 - d. Transition Learning Center needs
 - e. Athletics Department needs
 - f. Agriculture Farm needs

Trustees thanked the three presenters and those committee members in attendance at the meeting for volunteering their time and energy to this task. They called these needs critical to our school district, and community’s, future. The school board will take the next couple of months to review these recommendations and talk with constituents about them before potentially voting in August to create a formal bond proposal.

No action required.

26330 **Presentation of the 2023-2024 Compensation Plan:** Associate Superintendent of Athletics, Human Capital and Operations Dr. Anthony Sorola and Executive Director of Human Resources Dr. Matthew Spivy presented this item for discussion. The recommendation represents another significant investment in the members of Team ECISD.

- Employees on the Teacher Pay Scale (teachers, librarians and nurses) will receive a \$2,000 raise (3% of the market median salary)
- The starting teacher salary will increase to a region-leading \$60,600
- 3% (of midpoint) pay increase for all professional and hourly employees (based on the mid-point of their individual pay range)

The compensation plan also includes stipends, supplemental pay (like Teacher Incentive Allotment and Opportunity Culture pay), and the developing principal incentive allotment.

ECISD's starting pay for hourly employee is \$15/hour and the school district also pays \$4,560 per year toward employees' health insurance coverage.

No action required.

26331 **Budget Update Discussion:** Chief Financial Officer Deborah Ottmers presented this item for discussion. Trustees are anticipating the overall tax rate will stay the same as it has been for the last four years with a Maintenance & Operations tax rate of \$.92350 and an Interest & Sinking (I&S) or debt service tax rate of \$.25442 = \$1.17792. A formal vote on this tax rate does not occur until September.

A school board in Texas is legally required to approve three separate budgets: 1) the General Fund budget which is projected to be \$332 million; 2) the Debt Service budget projected at \$46.5 million; and 3) the School Nutrition budget at \$18 million.

This is based on current appraisal district estimates for Ector County, current school finance laws, expected enrollment of 33,500 students, and a projected attendance rate of 95%. Projected expenses are about \$346 million, creating a deficit of almost \$14 million. The largest expense is employee payroll. As presented in the previous agenda item, staff raises for next year will add approximately \$9 million to the budget; and costs for maintenance, insurance, utilities and gas have risen dramatically. The state has not provided a meaningful increase in revenue since 2019 even as inflation pushes costs higher and higher. The district anticipates it will be able to cover the deficit with money from fund balance while still keeping fund balance at recommended guidelines, which are about 90 days of operating expenses. ECISD will take advantage of federal ESSER funds to pay for another \$10.3 million in budget requests.

The General Fund is one of three budgets that require school board approval. The others are School Nutrition, which is projected to be about \$18 million almost all of which comes from federal funds, and Debt Service which is projected to be \$46.5 million. The proposed increase to the debt service (I&S) tax rate benefits the school district and community by allowing early payments (thereby saving on future interest charges) and giving the district more capacity

to take on future growth and bonds, potentially accomplished without increasing the overall tax rate. ECISD currently has \$107 million in principal debt, and early payments since 2020 have saved local tax payers about \$27 million in future interest payment.

The public hearing and a vote on the budget will take place at the meeting on June 20, 2023.

No action required.

Board Policy

- 26332** **Discussion of Revisions to Local Board Policy EIC(LOCAL): Academic Achievement: Class Ranking**: Associate Superintendent of Human Capital, Operations and Athletics Anthony Sorola, Ed.D. presented this item for discussion. The proposed changes add dual credit non-core, Advanced Placement non-core, and Career and Technical Education (CTE) Level 3 and 4 courses, which previously have not been included in the calculation of Grade Point Average (GPA). In addition, by including CTE level 3 and 4 courses, students will no longer have to choose between CTE and other advanced courses to take advantage of weighted courses included in the calculation of GPA. This change is in alignment with Board Goal #3 and contributes to increased CCMR outcomes for students who are pursuing college and career pathways. These policies will be presented for a second reading and vote on at the June 20, 2023 Regular Board meeting.

No action required.

- 26333** **Discussion of TASB Board Policy Update 121: CFB(LOCAL): Accounting Inventories and FD(LOCAL): Admissions**: Associate Superintendent of Human Capital, Operations and Athletics Anthony Sorola, Ed.D. presented this item for discussion. These two policies that are part of TASB Local Policy Update 121. The proposed changes are from the Texas Association of School Boards which regularly offers guidance to keep local school board policies in line with changes to the state's legal policies. These policies will be presented for a second reading and vote on at the June 20, 2023 Regular Board meeting.

No action required.

Action Items

- 26334** **Discussion of and Request for Approval of Reorganization of Board of Trustees Naming President, Vice-President and Secretary**: The Texas Education Code, Section 11.061(C) requires that each school board "organize at the first meeting after the election and qualification of trustees." Trustees submitted the following nominations for the official voting ballot.

The following votes for Board President were cast:

Delma Abalos	One (1) Vote
Tammy Hawkins	One (1) Vote
Chris Stanley	Five (5) Votes

The following votes for Board Vice-President were cast:

Delma Abalos	Six (6) Votes
Tammy Hawkins	One (1) Vote

The following votes for Board Secretary were cast:

Steve Brown	One (1) Vote
Tammy Hawkins	Five (5) Votes
Chris Stanley	One (1) Vote

Moved by Miller, seconded by Woodall to approve Chris Stanley as President, Delma Abalos as Vice-President, and Tammy Hawkins as Secretary by way of Ballot to serve as the 2023-2024 Ector County ISD Board of Trustees' Officers.

Motion unanimously approved.

26335 **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 Principal at Burleson Elementary, Principal at EK Downing Elementary, Executive Director of Special Services, Executive Director of District Operations, and Executive Director of Choice Programs, Access and Support). 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 Dr. Steve Brown convened the Board of Trustees to closed session at 8:56 p.m.

Newly Elected Board President Christopher Stanley reconvened the Board of Trustees to open session at 9:30 p.m.

26336 **Request for Approval of Recommendation to Hire Principal at Burleson Elementary School:** Moved by Hawkins, seconded by Woodall to approve recommendation to hire Dora Flores as the new principal at Burleson Elementary as presented.

Motion unanimously approved.

26337 **Request for Approval of Recommendation to Hire Principal at EK Downing Elementary School:** Moved by Woodall, seconded by Miller to approve recommendation to hire Dr. Angelina Hilton as the new principal at EK Downing Elementary as presented.

Motion unanimously approved.

26338 **Request for Approval of Personnel Recommendation for the Executive Director of Special Services:** Moved by Abalos, seconded by Hawkins to approve recommendation to hire Mark Gabrylczyk as the Executive Director of Special Services as presented.

Motion unanimously approved.

26339 **Request for Approval of Recommendation to hire Executive Director of District Operations:** Moved by Woodall, seconded by Thayer to approve recommendation to hire Sam Magallan as the Executive Director of District Operations as presented.

Motion unanimously approved.

26340 **Request for Approval of Personnel Recommendation for the Executive Director of Choice Programs, Access and Support:** Moved by Brown, seconded by Hawkins to approve recommendation to hire Dr. Amy Hosick as the Executive Director of Choice Programs, Access and Support as presented.

Motion unanimously approved.

26341 **Closing Remarks by Superintendent:** There were no closing remarks.

26342 **Adjournment:** Christopher Stanley Board President, adjourned the Board meeting at 9:33 p.m.

Board President
Christopher Stanley

Board Secretary
Tammy Hawkins