

AT A REGULAR MEETING AND PUBLIC HEARING FOR ADOPTION OF 2023-2024 OFFICIAL BUDGET 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., June 20, 2023, WITH THE FOLLOWING MEMBERS:

Present:

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

Absent:

Robert Thayer

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

Others: Tatiana Dennis, Jessica Gore, Chelsea Reyes, Lisa Wills, Aaron Hawley, Janet Moody Prentiss, David Cadena, Julia Willett-Weekly, Marissa Equiniones, Griselda Montes, Donna Seabrooks, Traci Fuentes, John & Shirley Kelley, Nancy Villanueva, Yolanda Gordan, Carl Butler, Kimberly Green, Mauricio Marquez, Cinnamon Woody, Cindy Almance, Nayla Carrasco, Jieun Pando, Amy Anderson, Laurie Bruner, Misty Hiner, Sara Cox, Albessa Chavez, Jennifer Moran, Jerry Mahana, Dana Batten, Andrea Berndt, Sonia Martin, Maria Delbosque, Jean Villarreal, Tracy Borchardt, Stacie Ahrlett, Robin Fawcett, Frances Franco, Ruth Campbell, Rita Lopez, Mary Franco

26343 **Meeting Called to Order:** Christopher Stanley, Board President, called the Board of Trustees Meeting to order at 6:00 p.m.

26344 **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.

26345 **Pledge Allegiance to United States and Texas Flags:** The United States and Texas flag pledges were led by Camp SIP Students Michael "Tate" Butler and Hunter Herron.

26346 **Invocation:** The Invocation was led by Youth & Associate Pastor David Cadena, Tanglewood Baptist Church.

26347 **Special Presentations:**

Announcement of ECISD Memorial Scholarship Recipients: Following the tragic shooting last August, our school district established the Memorial Scholarship Fund as a vehicle to receive memorial or honorary donations from community members that would then be awarded as scholarships to graduating seniors. Students apply for the scholarship and a campus committee reviews and selects the recipients – at least one

per high school. To be considered the student must be a senior, have a minimum of a 2.5 grade point average, and plan to attend a two- or four-year institution or a technical institution to gain an industry certification.

Memorial Scholarship Fund Recipients – 2023

G.H.W.B. New Tech Odessa, Chloe Acosta – Texas Tech University, Architecture

OCTECHS, Marlene Jimenez – University of Texas Permian Basin, Nursing

Odessa Collegiate Academy, Zoe Kraemer – Texas A&M University, Pre-Veterinary Medicine

Odessa High School, Jade Alexis Hernandez – Texas Tech University, Nursing

Odessa High School, Aubrie Modesto – Texas Tech University, Nursing

Odessa High School, Priyanka Nagalla – University of Texas Plan II Honors Program, Doctor

Permian High School, Jaimee Antillon – Attending University of Texas San Antonio

Permian High School, Hailie Cruz – Texas A&M University, Forensic & Investigative Sciences

Permian High School, Marissa Equiniones – University of Texas Permian Basin, Law School

Recognition of TIA “Level Up” Teachers: Chief Communications Officer Mike Adkins introduced the TIA “Level Up” Teachers. The Teacher Incentive Allotment was created by the Texas Legislature in 2019 to help attract and retain highly effective teachers. Allotment amounts are based on the level of academic growth these teachers’ students attain, the teacher’s performance and the school’s percentage of socio-economically disadvantaged students. ECISD teachers earned an incredible \$2.4 million TIA money this year. There are 3 levels of designations – Recognized, Exemplary and Master. The group introduced “Leveled Up” (improved) their designation from a year ago or maintained the highest level, Master.

Amy Barnes, Reagan Elem.

Cindy Almance, Sam Houston Elem.

Catalina Bobadilla

Laurie Bruner, Pease Elem.

Nayla Carrasco, W&Y MS

Christine Carrillo

Minerva Chavez

Sara Cox W&Y MS

Traci Fuentes, Blanton Elem.

Gabriela Harris

Jena Hopkins

Angie Kirk

Griselda Montes, Fly Elem.

Jeanette Rodriguez

Andrea Salcido

Christy Starkes

Mayra Venegasreynoso, Pease Elem.

Nancy Villanueva, Burseson Elem.

Sheila Wilson, Noel Elem.

Dana Batten, Noel Elem.

Andrea Berndt, Ross Elem.

Jessica Brown

Audrey Carrasco

Mary Carrasco

Elsa Chacon

Myranda Clark

Maria Delbosque, Goliad Elem.

Kimberly Green, Fly Elem.

Ashley Herrington

Melanie Key, Reagan Elem.

Kristie Mendoza

Arely Montoya

Jasmin Rodriguez, Reagan Elem.

Teresa Speer

Sonia Martin Velicias, Pease Elem.

Karen Vicory

Memrey White, Fly Elem.

Lennie Garcia, Dowling Elem.

Four (4) ECISD teachers earned more than \$100,000 last year. Nine (9) more earned more than \$90,000. This is due to TIA awards and other incentives like Opportunity Culture roles or stipends like those given for master's degrees or bilingual/science/math certifications.

When you consider ECISD has the highest starting teacher salary in this region, stackable incentives like the ones mention here, and the partnership-funded opportunity to embark on National Board Certification, Ector County ISD has shown to be a school district where teachers can challenge themselves, sharpen their skills, take on leadership roles and grow their professional careers. And earn significant money.

26348 **Opening Remarks by Superintendent:** In his opening comments, Superintendent of Schools Dr. Scott Muri commended those teachers who had just been recognized for "Leveling Up" their TIA designation. He said that success does not happen by accident, and they have worked very hard to improve their craft which, in turn, improves outcomes for students. Dr. Muri also recognized Human Resources Director Robin Fawcett who coordinates the TIA program for ECISD. He told Trustees and those in the audience, ECISD's program is a model in the State of Texas and it is due to the work Mrs. Fawcett does to ensure it is done well.

26349 **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)* The following seven citizens participated during this portion of the meeting.

In public comment, Janet Moody Prentiss, an 18-year veteran bus driver in ECISD, thanked the school board for the 3% raise being proposed, however, pointed out the department is short-handed, even when all Transportation Department employees like office staff and mechanics were driving routes. She said more is needed for drivers.

Dallas Kennedy, a teacher at the Transition Learning Center, also thanked the board for teachers' raises and asked them to consider larger increases for hourly employees. He asked, if the state legislature comes through with new funding later in the year, that the board consider additional raises for hourly employees.

Board Policy

26350 **Discussion of and Request for Approval of Revisions to Local Board Policy: EIC(LOCAL): Academic Achievement: Class Ranking:** Moved by Brown, seconded by Hawkins to approve revisions to Local Board Policy: EIC(LOCAL) Academic Achievement: Class Ranking as presented.

Motion unanimously approved.

26351 **Discussion of and Request for Approval of UIL Exemption List for the 2023-2024 School Year:** Moved by Abalos, seconded by Hawkins to approve the UIL Exemption List for 2023-2024 as presented.

Motion unanimously approved.

- 26352** **Discussion of and Request for Approval of Revisions to Local Board Policy: FM(LOCAL): Student Activities**: Moved by Abalos, seconded by Woodall to approve revisions to Local Board Policy: FM(LOCAL): Student Activities as presented.

Motion unanimously approved.

- 26353** **Discussion of and Request for Approval of TASB Local Policy Update 121 Policies: CFB(LOCAL): Accounting: Inventories and FD(Local): Admissions**: Moved by Woodall, seconded by Brown to approve TASB Local Board Policy Update 121 Policies: CFB(LOCAL) Accounting: Inventories and FD(LOCAL): Admissions as presented.

Motion unanimously approved.

Public Hearing

- 26354** **Public Hearing for Adoption of 2023-2024 Official Budget**: Trustees held a public hearing for the adoption of the 2023-24 budget. The board is anticipating the total tax rate will remain the same as it is now – \$1.17792 per \$100 valuation – 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: General Fund budget which is projected to be \$331,703,251; Debt Service budget projected at \$46,520,000; and School Nutrition budget at \$18,064,278. The School Nutrition and Debt Service are balanced budgets, the General Fund proposal is a deficit budget. The General Fund 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 \$345 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.

To note on the proposed tax rate:

- The total tax rate is the same as the prior year.
- The total tax rate is at or below the voter approval rate.
- The total tax rate is at or under the maximum tax rate allowed without a tax rate election.

- The M&O tax rate is at or below the voter approval/rollback/no new revenue tax rate.
- The I&S tax rate is at or below the allowable to cover bond costs.
- The M&O tax rate is compressed down from .9810 to .9235
- The I&S tax rate is increased from .19692 to .25442

Immediately following the presentation, Board President Christopher Stanley declared the Public Hearing on the proposed 2023-2024 Budget **open**.

There was no public comment.

Board President Christopher STANLEY declared the Public Hearing on the proposed 2023-2024 Budget **closed**.

No action required.

Action Items

26355 **Discussion of and Request for Approval of 2023-2024 Compensation Plan:** Moved by Brown, seconded by Abalos to approve the 2023-2024 Compensation Plan as presented.

This plan represents another significant investment in the members of Team ECISD. All employees on the Teacher Pay Scale (teachers, librarians and nurses) will receive a \$2,000 raise (3% of the market median salary); all other professional and hourly employees will receive an increase of 3% (based on the mid-point of their individual pay range); the starting teacher salary will increase to a region-leading \$60,600. The compensation plan also includes stipends, supplemental pay (like Teacher Incentive Allotment and Opportunity Culture pay), and the developing principal incentive allotment. The cost of the compensation plan is almost \$9 million.

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

Motion unanimously approved.

26356 **Adoption of 2023-2024 Official Budget:** Moved by Brown, seconded by Woodall to approve the Adoption of the 2023-2024 Official Budget as presented.

Motion unanimously approved.

26357 **Discussion of and Request for Approval of Resolution to Calculate the Property Tax Rates:** Moved by Miller, seconded by Brown to approve Resolution to Calculate the Property Tax Rates as presented.

Motion unanimously approved.

26358 **Discussion of and Request for Approval of Purchases over \$50,000:** Moved by

Abalos, seconded by Woodall to approve the Purchases over \$50,000 as presented.

Motion unanimously approved.

26359 **Discussion of and Request for Approval of Resolution Committing Fund Balance in Accordance with GASB 54:** Moved by Brown, seconded by Abalos to approve the Resolution Committing Fund Balance in Accordance to GASB 54 as presented.

Motion unanimously approved.

26360 **Discussion of and Request for Approval of 2022-2023 Budget Amendment #6:** Moved by Miller, seconded by Hawkins to approve the 2022-2023 Budget Amendment #6 as presented. Note: This is the final 2022-2023 budget amendment.

Motion unanimously approved.

26361 **Discussion of and Request for Approval of the 2023-2024 Student Code of Conduct and Revisions to the Student Handbook Fees:** Moved by Brown, seconded by Abalos to approve the 2023-2024 Student Code of Conduct with no revisions as presented.

Moved by Brown, seconded by Woodall to approve the 2023-2024 Student Handbook revised fines and fees as presented.

Both motions unanimously approved.

26362 **Discussion of and Request for Approval to Delegate Hiring Authority to the Superintendent for Contractual Personnel Stipulated in Policy DC(LOCAL) Through the End of August 2023:** Moved by Miller, seconded by Hawkins to Delegate Hiring Authority to the Superintendent for Contractual Personnel Stipulated in Policy DC(LOCAL) through the end of August 2023 as presented.

Motion unanimously approved.

26363 **Discussion of and Request for Approval of 2023-2024 District Improvement Plan:** Moved by Abalos, seconded by Woodall to approve the 2023-2024 District Improvement Plan as presented.

Motion unanimously approved.

26364 **Discussion of and Request for Approval of the Federal Demonstration Partnership (FDP) Data Transfer and Use Agreement from Brown University to Stanford University:** Moved by Hawkins, seconded by Abalos to approve the Federal Demonstration Partnership (FDP) Data Transfer and Use Agreement from Brown University to Stanford University as presented.

Motion unanimously approved.

26365 **Discussion of and Request for Approval of Board of Trustees Recommendations for Naming Committee Membership for Dowling Elementary School Playground:** Moved by Miller, seconded by Hawkins to approve the Board of Trustees Recommendation for Naming Committee Membership for Dowling Elementary School Playground as presented.

By way of ballot, Windsor Archie, Sonia Hayne and Charles Sims will serve as the Board of Trustees Naming Committee for the Dowling Elementary Playground.

Motion unanimously approved.

26366 **Consent Agenda:** Moved by Brown, seconded by Woodall 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 Agreement with National Math & Science Initiative Lone Star Computer Science Program and Ector County ISD
- E. Request for Approval of Agreement with National Math & Science Initiative College Readiness Program and Ector County ISD
- F. Request for Approval of Permian High School Dance Students Out-of-State Travel to New York, NY
- G. Request for Approval of Memorandum of Understanding between Ector County ISD and The University of Texas Permian Basin for Academic Dual Credit
- H. Request for Approval of Memorandum of Understanding between Ector County ISD and Education Service Center Region 11
- I. Request for Approval of Memorandum of Understanding and Articulation Agreement between Ector County ISD and Odessa College – Dual Credit Offerings
- J. Request for Approval of Memorandum of Understanding between Ector County ISD and Odessa College – Odessa Collegiate Academy
- K. Request for Approval of Memorandum of Understanding between Ector County ISD and Odessa College - OCTECHS

Motion unanimously approved as modified.

26367 **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.] 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.]:**

There was no closed session.

26368 **Information Items:** The Board of Trustees were provided with the following information items Added Administrative Professional and Stipend/Supplemental Pay Plan, Added Summer School Learning Supplemental Pay Plan, Financials, Purchasing Report, and Routine Personnel Report.

26369 **Closing Remarks by the Superintendent:** There were no closing remarks.

26370 **Adjournment:** Board President Christopher Stanley adjourned the Board meeting at 8:04 p.m.

Board President
Christopher Stanley

Board Secretary
Tammy Hawkins