

**AT A REGULAR MEETING OF THE BOARD OF TRUSTEES OF ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT WILL BE HELD DECEMBER 12, 2023, BEGINNING AT 6:00 P.M. IN THE ADMINISTRATION BUILDING BOARD ROOM, 802 NORTH SAM HOUSTON, ODESSA, ECTOR COUNTY, TEXAS, WITH THE FOLLOWING MEMBERS:**

**Present:**

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

**Absent:**

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

**Others:** Tatiana Dennis, Shelley Wagner, David Wagner, Betsabe Salcido, Rico Enriquez, Karl Miller, Tonia Chance, Denise Carbajal, Letty Bernal, Jennifer Valencia, A.J. Valencia, Aileen Carrasco, Sara Moore, Lisa Wills, Yolanda Gordan, Eric Sovil, Karen Morrow, John Wamsley, Jaime Miller, Jessica Gore, Jieun Pando, Crissy Medina, Jonathan Edwards, Marlin Chavez, Ruben Guevara, Julia Willett-Weekly, Hilberto Ochoa, Crystal Day, Bernadette Guevara, Debbie Bynum, Kelly Stansell, Ryan Merritt, Rita Lopez, Mary Franco

**26538** **Meeting Called to Order:** Christopher Stanley, Board President, called the Board of Trustees Meeting to order at 6:00 p.m.

**26539** **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.

**26540** **Pledge of Allegiance to United States and Texas Flags:** The United States and Texas flag pledges were led by Reagan Elementary Fifth Grade Students Molly Baxter and Raul Lujan.

**26541** **Invocation:** The Invocation was led by Pastor John Wamsley, Westminster Presbyterian Church

**26542** **Special Presentations:**

**Recognition of Board Action Committee “Odessans for a Bright Future”:** Chief Communications Officer Mike Adkins presented the Extra Mile Award to the Leadership Team of the “Odessans for a Bright Future” for their commitment and support of the 2023 Bond. On November 7, voters in Ector County approved a record \$424 million school bond package, and by a strong majority of 57%-43%.

**Announcement of ECISD Christmas Cards Student Design Winners:** Each year the Christmas cards sent by the Board of Trustees and Superintendent are adorned with artwork from our students. Our Fine Arts Department coordinates

this project, narrows the choices from campuses, and those are then forwarded to the Board of Trustees who vote for their three favorites to be placed on the Christmas card. The following student's art work was selected for this year's card:

Aileen Carrasco | 3<sup>rd</sup> Grade, Hays STEAM Academy | Karen Marrow (Teacher)

Derian Carbajal | 8<sup>th</sup> Grade | Bonham MS | Bernadette Guevara (Teacher)

Valeria Diaz | 9<sup>th</sup> Grade | OCTECHS | Tonia Chance (Teacher)

**Recognition of Permian High School Band State Qualifier:** The Permian High School Band was recognized for qualifying for the state marching contest for the third straight year. Representing the band were Director Jeff Whitaker, Trey Burns, Tyler Serrato, Band Captain: Tony Jimenez, Drum Majors: Diego Campos, Larissa Garcia, Alexis Sanchez, Sapna Yadalla.

**Announcement of National Board for Teacher Certification Recipients:** Chief Communications Officer Mike Adkins introduced the National Board for Teacher Certification recipients. The following are first five (5) Ector County ISD teachers to achieve this certification:

Dr. Robert Brescia, Social Studies Department Chair & Advanced Placement Government & Politics Teacher | Permian HS (unable to attend)

David Cupp, Gifted and Talented Specialist – Advanced Academics Department

Niki Bradshaw, Special Education Teacher | Buice Elementary

Christi Nickels | 2<sup>nd</sup> Grade Teacher | Cavazos Elementary

Shelly Wagner, English III & Creative Writing Teacher – OCTECHS

More than a decade of research shows students taught by National Board teachers show more growth than those taught by non-board-certified peers. Board-certified teachers automatically qualify for the Recognized level of Teacher Incentive Allotment (TIA) pay. Currently, there are 75 more ECISD teachers pursuing National Board Certification; these candidates have access to a variety of supports and resources including an in-house program coordinator, mentors/coaches and more. The support totals about \$5,000 per candidate and it is available to ECISD teachers for free because of a multi-year, multi-million dollar grant from the Permian Strategic Partnership.

**26543 Opening Remarks by Superintendent:** In his opening comments, Superintendent Dr. Scott Muri thanked the Permian Strategic Partnership for a generous multi-year, multi-million dollar grant that supports the teachers in the National Board Certification process. He then reminded those at the meeting that ECISD's winter break begins next week. The last day of the first semester is Tuesday, December 19. Employees return to work on Wednesday, January 3, and students return for the first day of the second semester on Thursday, January 4, 2024.

**26544** **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.

### **Board Policy**

**26545** **Discussion of and Request for Approval of Revisions to Local Board Policy: CKEA (LOCAL): Security Personnel – Commissioned Peace Officers:** Moved by Hawkins, seconded by Miller to approve the Revisions to Local Board Policy: CKEA (LOCAL): Security Personnel – Commissioned Peace Officers as presented.

Motion unanimously approved.

**26546** **Discussion and Request for Approval of Revisions to Local Board Policy: DEC(LOCAL): Compensation and Benefits – Leaves and Absences:** Moved by Brown, seconded by Woodall to approve the Revisions to Local Board Policy: DEC: (LOCAL) – Compensation and Benefits: Leaves and Absences as presented.

Motion unanimously approved.

### **Action Items**

**26547** **Discussion of and Request for Approval of Memorandum of Understanding between Ector County ISD and Tarleton State University Regarding the Distinguished High School Partnership Program:** Moved by Abalos, seconded by Woodall to approve the Memorandum of Understanding between Ector Country ISD and Tarleton State University Regarding the Distinguished High School Partnership Program as presented.

Motion unanimously approved.

**26548** **Discussion of and Request for Approval to Renew YMCA SB1882 Performance Agreement:** Moved by Miller, seconded by Woodall to approve to Renew YMCA SB1812 Performance Agreement as presented.

Motion unanimously approved.

**26549** **Discussion of and Request for Approval of Superintendent's Recommendation not to Extend Beyond the Expiration Date the Performance Contract with Third Future Schools – Texas for Operations of Ector College Prep Success Academy:** Moved by Abalos, seconded by Woodall to approve the Superintendent's Recommendation not to Extend Beyond the Expiration Date the Performance Contract with Third Future Schools – Texas for Operations of Ector College Prep Success Academy as presented.

For:	Against:	Abstained:
Abalos		Miller
Brown		
Hawkins		
Stanley		
Thayer		
Woodall		

Motion passed.

**26550** **Discussion of and Request for Approval of Purchases over \$50,000:** Moved by Abalos seconded by Hawkins to approve the Purchases over \$50,000 as presented.

Motion unanimously approved.

**26551** **Discuss and Consider the Approval of ECISD Bond Oversight Committee Members:** Moved by Brown, seconded by Hawkins to approve the ECISD Bond Oversight Committee members as presented by way of ballot. After three votes the following were selected to serve as the ECISD Bond Oversight Committee Members: Sara Moore, Kevin Searcy, Thomas Blackstone, Charles Cotton, David Sovil, Darlene Mays, Willie Taylor, Mari Willis, Feliz Abalos, and Andrea Goodson.

*(The Board of Trustees took a five-minute recess from 6:53 – 6:58 p.m. to allow time to gather results of the third and final vote.)*

Motion unanimously approved.

**26552** **Discussion of and Request for Approval of Instructional Materials or Technological Equipment Sale or Disposal:** Moved by Woodall, seconded by Miller to approve the Instructional Materials or Technological Equipment Sale or Disposal as presented.

Motion unanimously approved.

**26553** **Discussion of and Request for Approval of a Resolution of Support for the District to Apply for a Juvenile Justice Truancy Prevention Grant from the Office of the Governor:** Moved by Brown, seconded by Miller to approve the Resolution of Support for the District to Apply for a Juvenile Justice Truancy Prevention Grant from the Office of the Governor as presented.

Motion unanimously approved.

**26554** **Consent Agenda:** Moved by Miller, seconded by Woodall to approve 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 Community Training and Assistance Center Data Share Agreement
- E. Request for Approval of 2024-2025 Dual Credit Matrix
- F. Request for Approval of West Texas Food Service Cooperative Interlocal Agreement
- G. Request for Approval of Texas Education Agency (TEA) Alternate Approver for Superintendent

Motion unanimously approved.

### **Report/Discussion Items**

**26555** **Human Capital/Exits/Pipelines Presentation:** Executive Director of Human Resources Dr. Matthew Spivey and Executive Director of Talent Development Jaime Miller presented this item for discussion. This report focused heavily on efforts to fill teacher vacancies. As of November 2, ECISD had 35 teacher vacancies. Over the last five years, the district's teacher turnover rate has fluctuated between 18.6% and 22.1%, while the state's teacher turnover rate has gone from 16.6% to 17.7%. ECISD's average teacher salary is \$61,203 which is above the state's average teacher salary of \$58,887. The Human Resources Department uses an exit survey to try and gauge employees' feelings upon leaving ECISD; about 44% of those employees choose to participate in it. The two primary reasons given for leaving employment are 1) factors specific to the school at which I taught (41%) and factors unrelated to my job (27%). Factors related to the teaching profession in general (19%) and factors related to the district in which they worked (13%) are two other responses noted in the survey. The survey gives some insight into things employees appreciate and other things employees believe should be improved to enhance employment. The presentation closed with a review of the year-round recruiting efforts from job fairs to recruiting internationally, to targeted social media campaigns. ECISD offers the highest starting teacher salary in the area (\$60,600) and with stackable compensation/incentives teachers can (and already do) earn more than \$100,000. "Grow our Own" pipelines are in place for teachers, principals, counselors, and diagnosticians. Two of the newest initiatives are Registered Apprenticeship Programs for both teachers and principals.

No action required.

**26556** **Board 2024-2025 Budget Priorities:** Superintendent of Schools Dr. Scott Muri presented this item for discussion of the Trustees priorities for the 2024-2025 budget. Dr. Muri opened the conversation reminding Trustees this is the typical December conversation for the Board but this year the circumstances are different. With no additional funding from the State for public education the budget will be very tight next year. As things look now, the revenue stream looks to be the same as this year (approximately \$334 million). The school district gave raises this year and approved maintenance projects anticipating state revenue from the record surplus in the Rainy-Day Fund would be allocated for public schools, however, there is no word on any legislative special session regarding public education funding. Trustees must look at potential cuts for next year; federal ESSER funds will come to end this year and district leaders do not want to use

fund balance to cover more costs as that serves as the “emergency fund” for critical, immediate needs. The Trustees’ conversation included the idea of starting with areas farthest away from students, hiring freezes, and operational efficiencies as this work will require a look across the entire district. Trustees expressed frustration that the school district has been prudent and responsible in creating budgets and finds itself (as other school districts in Texas) in a bad position due to the legislature choosing not to provide new funding for schools this year. The board also talked about making efforts to remind parents that the number one way the community can help is by sending their students to school every day – daily attendance = revenue for public school districts. ECISD’s daily attendance is around 92% currently, when it was above 95% before COVID. Increased daily attendance means additional revenue for ECISD.

No action required.

**26557** **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.

**26558** **Information Items:** The Board of Trustees were provided with the following information items: Financials, Purchasing Report, and Routine Personnel Report.

**26559** **Closing Remarks by the Superintendent:** There were no closing remarks.

**26560** **Adjournment:** Board President Christopher Stanley adjourned the Board meeting at 8:30 p.m.

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**Board President**  
*Christopher Stanley*

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**Board Secretary**  
*Tammy Hawkins*