

# Agenda of Regular Meeting and Public Hearing on the 2024-2025 ECISD Targeted Improvement Plans

## The Board of Trustees Ector County Independent School District

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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 will be held February 18, 2025, beginning at 6:00 PM.

The subjects to be discussed or considered are listed below. Items do not have to be taken in the same order as shown on this meeting notice.

1. Call to Order - Roll Call
2. 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 public notice of this meeting.
3. Pledge Allegiance to US and Texas Flags:  
Blanton Elementary School Students Zy'liyah McDowell and Kamryn Shoemaker
4. Invocation: Youth Minister Wes Prince, Odessa Bible Church
5. Special Presentations:  
Introduction of Texas Music Educators Association All-State Musicians  
Recognition of the CREST Award for Alternative Education Center Counseling Program
6. Opening Remarks by Superintendent
7. Public Comment
8. Public Hearing on the 2024-2025 ECISD Targeted Improvement Plans 3
  - A. Discussion of and Request for Approval of the 2024-2025 ECISD Targeted Improvement Plans 11
9. Bond 2023
  - A. Bond 2023 Update 12
  - B. Discussion of and Request for Approval of Bond 2023 Purchases over \$50,000 29
10. Board Policy
  - A. Discussion of and Request for Approval of TASB Local Policy Update 32  
124
11. Action Items
  - A. Discussion of and Request for Approval of Purchases over \$50,000 70
  - B. Discussion of and Request for Approval of 2024-2025 Budget Amendment #5 79
  - C. Discussion of and Request for Approval of the 2025-2026 Academic Calendars 83

D. Discussion of and Request for Approval of Board of Trustees Recommendations for Naming Committee Membership for Odessa High School	96
E. Discussion of and Request for Approval of Board of Trustees Recommendations for Naming Committee Membership for Permian High School	101
12. Consent Agenda	106
A. Request for Approval of Minutes of Meetings	107
B. Request for Approval of Bills for Payment	129
C. Request for Approval of Acceptance of Donations Over \$10,000	145
D. Request for Approval of the Quarterly Investment Report	148
E. Request for Approval of Data Sharing Agreement between Amira Learning and ECISD	152
F. Request for Approval of Contract with Ector County Elections Office to Conduct May 3, 2025 Joint Election	166
G. Request for Approval of Revision to School District Facilities Construction Delivery Methods for Bond 2023 Priority 1 and 2 Roofing Projects	178
H. Request for Approval of a Resolution to Designate Additional Nonbusiness Days Under Texas Public Information Act (TPIA) for Year 2025	179
13. Report/Discussion Items	
A. Update on 2024-2025 Human Capital Talent Development Pipelines	181
14. 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.) 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.] (The Board will specifically discuss the Terms of the Superintendent's Contract.)	
A. Request for Approval of the 2025-2026 ECISD Campus Principal Administrator Contracts	207
15. Information Items	208
A. Financials	209
B. Purchasing Over \$50,000 Informational Report	214
C. Routine Personnel Report	216
D. Added and Reclassification Memorandum February 2025	217
16. Closing Remarks by Superintendent	
17. Adjournment	



## **PUBLIC HEARING ON THE 2024-25 ECISD TARGETED IMPROVEMENT PLANS**

A public hearing for the Targeted Improvement Plans (TIPs), for the 2024-2025 school year, will be conducted in accordance with the Texas Administrative Code to approve the plans. Dr. Robert C. Trejo, Executive Director of Accountability and School Improvement, will review the process and information related to the Targeted Improvement Plans that campuses have undertaken as presented in the board workshop.

# Targeted Improvement Plans



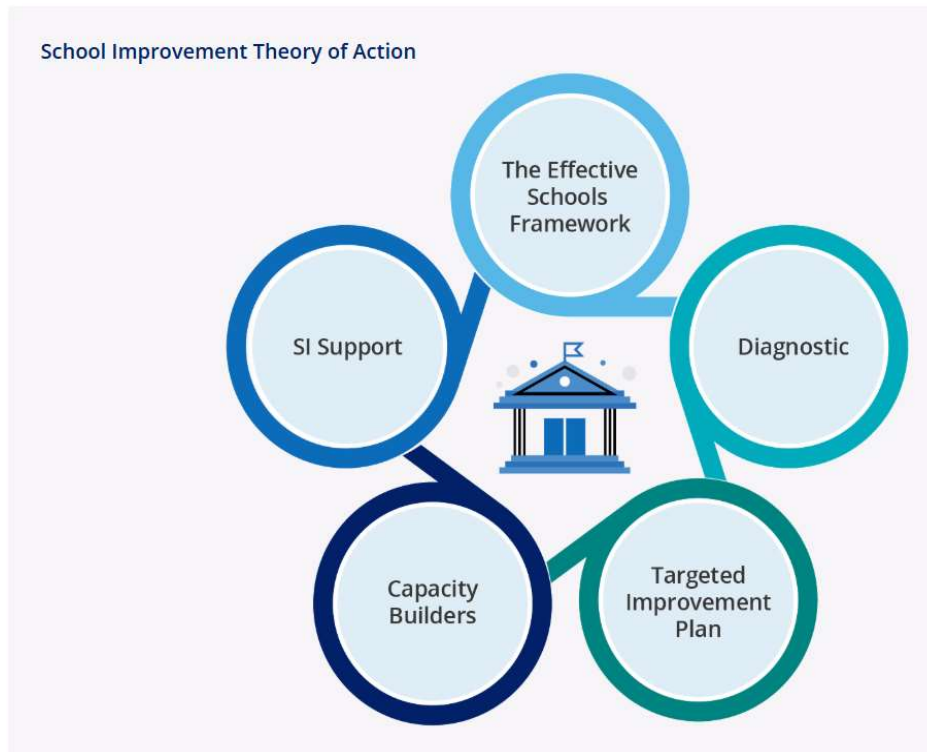
## 2024-2025

- **Bottom Five Percent:** Title I campuses are ranked based on their Closing the Gaps scaled scores. Those in the bottom five percent for their school type (elementary, middle, high school/K–12, and alternative education) are identified for CSI.
- **Graduation Rate:** Any campus, whether Title I or non-Title I, with a six-year federal graduation rate below 66.7% for all students is identified for CSI.
- **Consistently Underperforming Student Groups:** Schools with specific student groups that consistently underperform may also be identified for CSI.

5

# Targeted Improvement Planning Process

- Completed: Effective Schools Framework Training at Region 18
- Completed: Self Reflection Tool
- Completed: Targeted Improvement Plan (TIP)
- Pending: Board approval of TIPs
- Pending: Submit Plans on the Intervention, Stage, and Activity Manager (ISAM) to TEA
- Pending: 90 Day Cycle Review with TEA



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# Targeted Improvement Plans



**Dowling Elementary**  
Principal Julie  
Marshall



**Burnet Elementary**  
Principal Regina  
Lee



**E.K. Downing Elementary**  
Principal Dr. Angelina  
Hilton



**Gonzales Elementary**  
Principal Adonica  
Galindo



**G E "Buddy" West<sup>7</sup> Elementary**  
Principal Nora  
Gonzalez

# Effective Schools Framework

## 5 Essential Levers

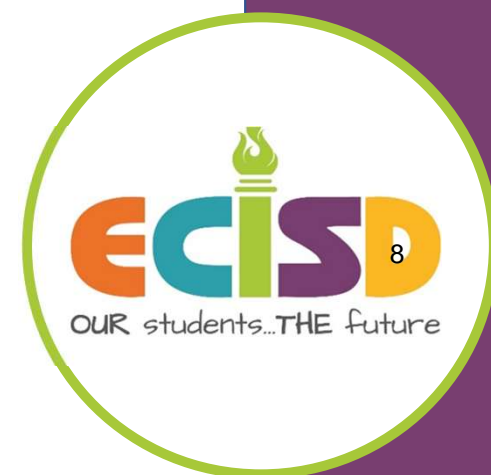
Lever 1: Strong School Leadership and Planning

Lever 2: Strategic Staffing

Lever 3: Positive School Culture

Lever 4: High-Quality Instructional Materials and Assessments

Lever 5: Effective Instruction



## Next Steps

- Board approval of Targeted Improvement Plans.
- Continue 90-day cycle reviews of TIP plans and artifacts.
- Use artifacts and data collected from each cycle to determine the next 90-day action steps.
- Monitor student data for progress.

# Public Hearing





# Ector County Independent School District

## Action Page

**TO:** Board of Trustees

**FROM:** Alicia Syverson, Associate Superintendent, Student and School Support

**SUBJECT: DISCUSSION OF AND REQUEST FOR APPROVAL OF THE 2024-2025 ECISD TARGETED IMPROVEMENT PLANS**

**DATE:** February 18,2025

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Request discussion and approval of the Targeted Improvement Plans (TIP), which are designed to improve student outcomes by addressing academic needs, implementing interventions, and creating a supportive environment for student success. These plans are aligned with the Effective School Framework (ESF) components and will be submitted to the Texas Education Agency upon approval.

\*\*\*\*\*

Administrative Recommendation:

Approval of the Targeted Improvement Plans.



## **BOND 2023 UPDATE**

Interim Superintendent and Board of Trustees will discuss various aspects of the 2023 Bond.



# BOND 2023

School Board Update  
February 18, 2025





# PROJECT IMPLEMENTATION

14



# Ector County ISD

## CTE



### CONSTRUCTION UPDATE

#### DESIGN

- Received 75% construction documents
- Conducted a page turn activity with PBK Architects, Teinert Construction, and Gallagher Construction on 2/11/2025
- Estimate review is on-going

COST SUMMARY	
Budget:	\$90,023,122
Encumbrance:	\$4,240,102
Actual:	\$1,989,047
Available:	\$83,793,973
Percentage Complete:	2%

#### CTE Schedule



# Ector County ISD

## Middle School



### CONSTRUCTION UPDATE

#### Construction

- Site clearing is on-going
- Building pad construction is on-going
- Foundation work has started

### COST SUMMARY

Budget:	\$120,794,898
Encumbrance:	\$98,572,995
Actual:	\$5,834,134
Available:	\$16,387,769
Percentage Complete:	5%

Middle School



# Ector County ISD

## Permian HS Auditorium Renovations



### Construction Update

#### Design

Research is being done to determine what can be supported based on current electrical usage at Permian High School.

#### On-Site Activity

Parkhill engineers and consultants visit site and staff regularly to ensure success of project.

#### COST SUMMARY

17

Budget	\$12,500,000.00
Encumbrance	\$485,249.00
Actual	\$324,380.00
Available	\$11,690,371.00
Percentage Complete	3.00%

July 2024 –  
January 2025

Design

January – May  
2025

Procurement

May 2025 – May  
2026

Construction

# Ector County ISD

## Permian JROTC Facility



### Construction Update

#### Design

Project is out for bid and a recommendation for contractor will be taken to the board in March.

#### On-Site Activity

Prospective contractors walked the site on January 29 to better inform their bids.

### COST SUMMARY

	18
Budget	\$1,500,000.00
Encumbrance	\$31,218.00
Actual	\$90,304.00
Available	\$1,378,478.00
Percentage Complete	6.00%

August 2024 –  
January 2025  
Design



January – March  
2025  
Procurement



April 2025 –  
January 2026  
Construction

# Ector County ISD

## Transition Learning Center



Design Approach

### Construction Update

#### Design

Project is currently in design development phase.

#### On-Site Activity

DLR has toured the current TLC and met with leadership/staff to show potential design options on February 11.

19

#### COST SUMMARY

Budget	\$8,000,000.00
Encumbrance	\$343,200.00
Actual	\$59,800.00
Available	\$7,597,000.00
Percentage Complete	1.00%

June –  
December 2024  
Design



December 2024  
– March 2025  
Procurement



April 2025 –  
December 2026  
Construction

# Ector County ISD

## CTE – Ag Farm



SOUTHWEST PERSPECTIVE

### Construction Update

#### Design

Project is currently in design development phase.

#### On-Site Activity

Additional on-site activity has taken place so that the septic tanks and drain field locations are correctly identified.

COST SUMMARY		20
Budget		\$7,500,000.00
Encumbrance		\$310,586.00
Actual		\$76,369.00
Available		\$7,113,045.00
Percentage Complete		1.00%



# New Middle School Colors Chosen



Middle School Colors:  
Shamrock Green  
African Gray  
Incredible White



# Technology Update

- PA/Bells/Alarms/Clocks Project
  - Burleson has been completed.
    - Final walkthrough took place on February 13.
  - Cabling has been completed at 13 campuses
    - Alamo, Cameron, and Jordan are scheduled next.
- Surveillance Camera Project
  - Odessa High School has been completed.
    - Final walkthrough took place on February 12.
  - Permian High School installation is at approximately 75%.



# Fine Arts Update

- Classroom Instruments
  - 1054 instruments ordered
    - 179 are for elementary classrooms.
  - 792 instruments delivered
- Middle School Choir Risers
  - Risers have been delivered to Bonham and Wilson & Young Middle Schools
  - Ector Middle School risers will be delivered after Spring Break.



Risers at Wilson & Young Middle School

# FINANCE

24



**ECISD  
Bond 2023  
Costs by Project  
as of 2/1/2025**



Notes	Project Name	Initial			Current		Purchase Orders Encumbrance	Remaining Available	Percentage Utilized
		Project Budget	Moved Budget	Adjusted Budget	Actual Paid 2023/2024	Actual Paid 2024/2025			
1	MIDDLE SCHOOL	120,000,000	794,898	120,794,898	2,490,112	3,344,022	98,572,995	16,387,769	5%
2	PRIORITY 1&2 ITEMS	117,783,000		117,783,000	187,989	349,955	11,973,476	105,271,580	0%
3	HS/CTE CENTER	80,000,000	10,023,122	90,023,122	398,966	1,590,081	4,240,102	83,793,973	2%
4	TRANSPORTATION FACILITY	35,000,000	(10,000,000)	25,000,000	47,250	145,975	6,708,475	18,098,300	1%
5	AUDITORIUM RENO-PHS	12,500,000		12,500,000		324,380	485,249	11,690,371	3%
6	TECHNOLOGY-PA, BELL, CLOCK, FA SY	10,000,000		10,000,000		1,082,578	6,706,132	2,211,289	11%
7	LAND PURCHASE	9,000,000	(818,020)	8,181,980	16,988	75,730	62,794	8,026,469	1%
8	TRANSITION LEARNING CENTER	8,000,000		8,000,000		59,800	343,200	7,597,000	1%
9	AG FARM BUILDINGS-CTE	7,500,000		7,500,000		76,369	310,586	7,113,045	1%
10	TECHNOLOGY ITEMS-SURVEILLANCE	6,000,000		6,000,000		3,947,537	988,224	1,064,240	66%
11	FINE ARTS INSTRUMENTS	3,665,000		3,665,000	299,663	1,176,227	180,096	2,009,015	40%
12	TECH ITEMS-FLT PNL BDS,AV EQP	3,500,000		3,500,000	3,422,512	59,868	17,004	616	99%
13	TECHNOLOGY - PHONE SYS	2,500,000		2,500,000		-		2,500,000	0%
14	TRANSPORTATION BUSES	2,450,000		2,450,000		-		2,450,000	0%
15	JROTC FACILITY	1,500,000		1,500,000		90,304	31,218	1,378,478	6%
16	TECHNOLOGY ITEMS - AV EQUIP	1,500,000		1,500,000		266,025	718,137	515,838	18%
17	ATH-MS GYM BLEACHERS	1,000,000		1,000,000		845,158		154,842	85%
18	MS UNIF-BAND&MARIACHI	685,000		685,000		-		685,000	0%
19	ATH-BB & TENNIS LIGHTS-OHS	650,000	(14,200)	635,800		558,000	53,691	24,109	88%
20	ATH-MS TENNIS COURT RESURFACE	480,000		480,000	216,826	30,712		232,462	52%
21	ATH-BASEBALL LIGHTING-PHS	400,000	14,200	414,200		319,200	94,999	1	77%
22	MS PERFORMANCE RISERS	150,000		150,000		30,948	51,070	67,982	21%
<b>Totals</b>		<b>\$ 424,263,000</b>	<b>\$ -</b>	<b>\$ 424,263,000</b>	<b>\$ 7,080,306</b>	<b>\$ 14,372,868</b>	<b>\$ 131,537,448</b>	<b>\$ 271,272,379</b>	
<b>Percent</b>		<b>100%</b>	<b>0%</b>	<b>0%</b>	<b>2%</b>	<b>3%</b>	<b>31%</b>	<b>64%</b>	

complete

**Notes:**

- 1 Moved MS land costs and matching budget from land project to MS project.
- 3 CTE High School budget increased: moved \$10m unused Transportation Facility project to CTE High School.
- 3 CTE High School donation from PSP is an additional \$10 million that will be accounted for separately in Fund 468 so that it is not commingled with bond funds.
- 7 Moved land budgets and costs out of Land to MS and CTE HS for the land costs that are part of those projects.
- 17 Complete and underbudget by \$154,842
- 19 Moved budget from one light project to the other
- 21 Moved budget from one light project to the other



# FUTURE ACTIONS

26



# Future Actions

- Kevin Searcy and Sara Moore will give a report from the Bond Oversight Committee at the March School Board meeting.

27



# THANK YOU





## Ector County Independent School District

### Action Page

**TO:** Board of Trustees

**FROM:** Deborah Ottmers, Chief Financial Officer

**SUBJECT: DISCUSSION OF AND REQUEST FOR APPROVAL OF BOND 2023 PURCHASES OVER \$50,000**

**DATE:** February 18, 2025

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As Required by Board Policy CH (Local), following is a list to consider and take possible action to authorize, negotiate, and enter into term agreements with recommended vendors to be awarded by purchase orders once approved.

\*\*\*\*\*

Administrative Recommendation:  
Approval of Bond 2023 Purchases over \$50,000

ECISD  
 Request for Bond Purchases Over \$50,000  
 February 2025

Item	Vendor(s)	Estimated Contract Price	Funding	Requestor/ Department	Reference	Service/ Product	Service/Product Summary	Contract Term
1B	Gallagher Construction Company, LP	\$ 360,000	Bond Funds 693	Anthony Sorola District Operations	ECISD RFQ 24-16	Construction Oversight Services	To add Gallagher Construction to perform oversight responsibilities for the Transition Learning Center (TLC) project.	FY 2024 / FY 2028

Sam Magallan  
Executive Director of District Operations  
802 N. Sam Houston  
Odessa, TX 79761  
Office: 432-456-9659



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## Gallagher Construction Oversight

- **Purpose:** To have Gallagher Construction to provide oversight responsibilities for the Transition Learning Center.
- **Background Info:** ECISD is currently working with DLR Architects to construct a new TLC building. During this process DLR will reach out to a General Contractor who will provide an Opinion of Probable Cost to construct the new TLC building. Gallagher Construction can provide oversight that will look for efficiencies and also provide validation of the Opinion of Probable Cost and help keep the project within budget.
- **Cost:** \$ 360,000.00
- **Funding Source:** Bond Funds 693
- **Recommended Service Provider:** Gallagher Construction Company, LP

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**Board Approval**

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**Date**

OUR students...THE future

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## Ector County Independent School District

### Action Page

**TO:** Board of Trustees

**FROM:** Dr. Anthony Sorola, Associate Superintendent of Athletics, Human Capital, and Operations

**SUBJECT: DISCUSSION OF AND REQUEST FOR APPROVAL OF TASB LOCAL POLICY UPDATE 124.**

CAA(LOCAL): FISCAL MANAGEMENT GOALS AND OBJECTIVES - FINANCIAL ETHICS

CDA(LOCAL): OTHER REVENUES – INVESTMENTS

CY(LOCAL): INTELLECTUAL PROPERTY

DH(LOCAL): EMPLOYEE STANDARDS OF CONDUCT

EHB(LOCAL): CURRICULUM DESIGN - SPECIAL PROGRAMS

EHBB(LOCAL): SPECIAL PROGRAMS - GIFTED AND TALENTED STUDENTS

FFG(LOCAL): STUDENT WELFARE - CHILD ABUSE AND NEGLECT

GKA(LOCAL): COMMUNITY RELATIONS - CONDUCT ON SCHOOL PREMISES

**DATE:** February 18, 2025

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The Administration requests that the Board approve TASB Update 124, which includes revisions to legal policies based on legislative and regulatory changes.

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Administrative Recommendation:  
Approval of TASB Local Policy Update 124.



# Update 124 Local Policy Overview

- Several new laws from the 88<sup>th</sup> Legislative Session (2023) prompted TEA and other state offices to develop guidelines to implement the new laws.
- Other policy revisions were prompted by changes in federal guidance regarding grants.
- Revisions are recommended to 8 local policies.

# CAA (LOCAL)

## **FISCAL MANAGEMENT GOALS AND OBJECTIVES: FINANCIAL ETHICS**

- Revisions align with changes in the Code of Federal Regulations that address disclosure of violations of law in connection with a federal grant award
- Information regarding the federal rule changes can be found in CBB (LEGAL)

# CDA(LOCAL)

## **OTHER REVENUES: INVESTMENTS**

- District Investments Policy
- Language added that addresses representatives with distributors of investment pools and their required registrations with state and national boards and authorities:
  - Texas State Securities Board registration
  - Securities Investors Protection Corporation (SIPC) membership
  - Financial Industry Regulatory Authority (FINRA) good standing
  - Municipal Securities Rulemaking Board (MSRB) good standing

# CY(LOCAL)

## **INTELLECTUAL PROPERTY**

36

Revisions are recommended throughout this local policy to:

- Specify when the district's intellectual property (copyrighted) may be used.
- Address ownership of intellectual property created by district employees.
- Specify how district employees may use other copyrighted material for performances and displays in instruction.

# DH(LOCAL)

## **EMPLOYEE STANDARDS OF CONDUCT**

37

Recommended revisions to the policy regarding prohibition of tobacco and e-cigarettes:

- Expand provisions to include all nicotine products, regardless of whether they contain tobacco.
- Ensure consistency with language in the TASB Model Employee Handbook.

# EHB(LOCAL)

## **CURRICULUM DESIGN: SPECIAL PROGRAMS**

38

Recommended revisions to the local policy on Special Programs:

- Reflect updated Administrative Code rules regarding dyslexia and related disorders.
- Include references to the official Dyslexia Handbook.
- Incorporate Admission, Review, and Dismissal (ARD) committee decisions.

# **EHBB(LOCAL)**

## **SPECIAL PROGRAMS: GIFTED AND TALENTED STUDENTS**

Recommended revisions to the local policy were prompted by changes to the Texas State Plan for the Education of Gifted/Talented Students (approved September 2024):

- Align terminology throughout the policy with the updated state plan.
- Update the Funding section to align with requirements in the Education Code and Administrative Code rules for the superintendent/district

# FFG(LOCAL)

## **STUDENT WELFARE: CHILD ABUSE AND NEGLECT**

40

Recommended revisions to the policy on Reporting Child Abuse and Neglect:

- Added a new subsection to comply with revisions to the Family Code and Administrative Code.
- Clarifies new Education Code requirements that reporting individuals must provide their name and contact information.
- Ensures the reporter's identity remains confidential and is disclosed only as required by law.

# GKA(LOCAL)

## **COMMUNITY RELATIONS: CONDUCT ON SCHOOL PREMISES**

41

Recommended revisions to the Tobacco and E-Cigarettes section:

- Add language explicitly prohibiting the use of electronic vaporizing devices on District property, District vehicles, or at school-related activities

# Questions/Comments?

All Trustees, employees, vendors, contractors, agents, consultants, volunteers, and any other parties who are involved in the District's financial transactions shall act with integrity and diligence in duties involving the District's fiscal resources.

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**Note:** See the following policies and/or administrative regulations regarding conflicts of interest, ethics, and financial oversight:

- Code of ethics:
    - for Board members— BBF
    - for employees— DH
  - Financial conflicts of interest:
    - for public officials— BBFA
    - for all employees— DBD
    - for vendors— CHE
  - Compliance with state and federal grant and award requirements: CB, CBB
  - Financial conflicts and gifts and gratuities regarding federal funds: CB, CBB
  - Systems for monitoring the District's investment program: CDA
  - Budget planning and evaluation: CE
  - Compliance with accounting regulations: CFC
  - Activity fund management: CFD
  - Criminal history record information for employees: DBAA, DC
  - Disciplinary action for fraud by employees: DCD, DCE, and DF series
- 

**Fraud and Financial Impropriety**

The District prohibits fraud and financial impropriety, as defined below, in the actions of its Trustees, employees, vendors, contractors, agents, consultants, volunteers, and others seeking or maintaining a business relationship with the District.

Definition

Fraud and financial impropriety shall include but not be limited to:

1. Forgery or unauthorized alteration of any document or account belonging to the District.
2. Forgery or unauthorized alteration of a check, bank draft, or any other financial document.

FISCAL MANAGEMENT GOALS AND OBJECTIVES  
FINANCIAL ETHICS

CAA  
(LOCAL)

3. Misappropriation of funds, securities, supplies, or other District assets, including employee time.
4. Impropriety in the handling of money or reporting of District financial transactions.
5. Profiteering as a result of insider knowledge of District information or activities.
6. Unauthorized disclosure of confidential or proprietary information to outside parties.
7. Unauthorized disclosure of investment activities engaged in or contemplated by the District.
8. Accepting or seeking anything of material value from contractors, vendors, or other persons providing services or materials to the District, except as otherwise permitted by law or District policy. [See CB, DBD]
9. Inappropriately destroying, removing, or using records, furniture, fixtures, or equipment.
10. Failure to provide financial records required by federal, state, or local entities.
11. Failure to disclose conflicts of interest as required by law or District policy.
12. Any other dishonest act regarding the finances of the District.
13. Failure to comply with requirements imposed by law, the awarding agency, or a pass-through entity for state and federal awards.

**Financial Controls and Oversight**

Each employee who supervises or prepares District financial reports or transactions shall set an example of honest and ethical behavior and shall actively monitor his or her area of responsibility for fraud and financial impropriety.

**Fraud Prevention**

The Superintendent ~~or designee~~ shall maintain a system of internal controls to deter and monitor for fraud or financial impropriety in the District.

Reports

Any person who suspects fraud or financial impropriety in the District shall report the suspicions immediately to a person with authority to investigate the suspicions, including any supervisor, the Superintendent ~~or designee~~, the Board President, or local law enforcement.

Reports of suspected fraud or financial impropriety shall be treated as confidential to the extent permitted by law. Limited disclosure

FISCAL MANAGEMENT GOALS AND OBJECTIVES  
FINANCIAL ETHICS

CAA  
(LOCAL)

may be necessary to complete a full investigation or to comply with law. All employees involved in an investigation shall be advised to keep information about the investigation confidential.

*Protection from  
Retaliation*

Neither the Board nor any District employee shall unlawfully retaliate against a person who in good faith reports perceived fraud or financial impropriety. [See DG]

**Fraud Investigations**

In coordination with legal counsel and other internal or external departments or agencies, as appropriate, the Superintendent, Board President, or a designee shall promptly investigate reports of potential fraud or financial impropriety.

Response

If an investigation substantiates a report of fraud or financial impropriety, the Superintendent ~~or designee~~ shall promptly inform the Board of the report, the investigation, and any responsive action taken or recommended by the administration.

If an employee is found to have committed fraud or financial impropriety, the Superintendent ~~or designee~~ shall take or recommend appropriate disciplinary action, which may include termination of employment. If a contractor or vendor is found to have committed fraud or financial impropriety, the District shall take appropriate action, which may include cancellation of the District's relationship with the contractor or vendor.

When circumstances warrant, the Board, Superintendent, or a designee may refer matters to appropriate law enforcement or regulatory authorities. In cases involving monetary loss to the District, the District may seek to recover lost or misappropriated funds.

The final disposition of the matter and any decision to file a criminal complaint or to refer the matter to the appropriate law enforcement or regulatory agency for independent investigation shall be made in consultation with legal counsel.

Federal Awards  
Disclosure

~~The~~ In connection with federal awards, the District shall promptly disclose, ~~in a timely manner~~ in writing ~~to the federal awarding agency or pass-through entity, all violations~~ whenever the District has credible evidence of the commission of a violation of federal criminal law involving fraud, conflict of interest, bribery, or gratuity violations ~~potentially affecting~~ found in federal law, including the Civil False Claims Act. This provision applies to any activities or subawards of a federal ~~grant~~ award. [See CBB]

**Analysis of Fraud**

After any investigation substantiates a report of fraud or financial impropriety, the Superintendent ~~or designee~~ shall analyze conditions or factors that may have contributed to the fraudulent or improper activity. The Superintendent ~~or designee~~ shall ensure that

appropriate administrative procedures are developed and implemented to prevent future misconduct. These measures shall be presented to the Board for review.

**Objectives**

The investment policy of the District shall be to:

1. Assure the safety of the invested funds of the District;
2. Maintain sufficient liquidity to provide adequate and timely working funds;
3. Attain the highest possible rate of return while providing necessary protection of principal consistent with District operating requirements as determined by the Board;
4. Diversify investments as to maturity, instruments, and financial institutions where permitted under state law; and
5. Ensure the quality and capability of investment officers through ongoing training.

**Investment Authority**

The chief financial officer and other persons designated by Board resolution shall serve as the investment officer of the District and shall invest District funds as directed by the Board and in accordance with the District's written investment policy and generally accepted accounting procedures. All investment transactions except investment pool funds and mutual funds shall be settled on a delivery versus payment basis.

**Approved  
Investment  
Instruments**

From those investments authorized by law and described further in CDA(LEGAL) under Authorized Investments, the Board shall permit investment of District funds, including bond proceeds and pledged revenue to the extent allowed by law, in only the following investment types, consistent with the strategies and maturities defined in this policy:

1. Obligations of, or guaranteed by, governmental entities as permitted by Government Code 2256.009.
2. Certificates of deposit and share certificates as permitted by Government Code 2256.010.
3. Fully collateralized repurchase agreements permitted by Government Code 2256.011. A master repurchase agreement must be signed by the bank/dealer prior to investment in a repurchase agreement. All repurchase agreement transactions shall be on a delivery versus payment basis.
4. Banker's acceptances as permitted by Government Code 2256.012.
5. Commercial paper as permitted by Government Code 2256.013.

OTHER REVENUES  
INVESTMENTS

CDA  
(LOCAL)

6. No-load mutual funds, except for bond proceeds, and no-load money market mutual funds, as permitted by Government Code 2256.014.
7. A guaranteed investment contract as an investment vehicle for bond proceeds, provided it meets the criteria and eligibility requirements established by Government Code 2256.015.
8. Public funds investment pools as permitted by Government Code 2256.016.

**Safekeeping Agreement**

The District shall contract with a bank or banks for the safekeeping of securities either owned by the District as part of its investment portfolio or held as collateral to secure demand or time deposits.

**Safekeeping and Custody**

Safekeeping and custody of securities and collateral shall be in accordance with state law. Securities and collateral shall be held by a third party custodian designated by the District, and held in the District's name as evidenced by safekeeping receipts of the institution with which the securities are deposited. Collateral for certificates of deposits in banks shall be registered in the District's name in the bank's trust department or, alternatively, in a Federal Reserve Bank account in the District's name, or a third party bank in the District's name, at the District's discretion.

The District shall retain clearly marked receipts providing proof of the District's ownership, or the District may delegate to an investment pool the authority to hold legal title as custodian of investments purchased with District funds.

**Safety**

The primary goal of the investment program is to ensure safety of principal, to maintain liquidity, and to maximize financial returns within current market conditions in accordance with this policy. Investments shall be made in a manner that ensures the preservation of capital in the overall portfolio, and offsets during a 12-month period any market price losses resulting from interest-rate fluctuations by income received from the balance of the portfolio. No individual investment transaction shall be undertaken that jeopardizes the total capital position of the overall portfolio.

**Investment Management**

In accordance with Government Code 2256.005(b)(3), the quality and capability of investment management for District funds shall be in accordance with the standard of care, investment training, and other requirements set forth in Government Code Chapter 2256.

**Pooling of Funds**

Except for cash in certain restricted and special funds, the District may consolidate cash balances from all funds to maximize investment earnings. Investment income shall be allocated to the various funds based on their respective participation and in accordance with generally accepted accounting principles. The portfolio shall

have a weighted average maturity of one year or less. This dollar weighted average maturity shall be calculated using the stated final maturity dates of each security.

**Liquidity and Maturity**

The District's investment portfolio shall have sufficient liquidity to meet anticipated cash flow requirements.

**Diversity**

The investment portfolio shall be diversified in terms of investment instruments, maturity scheduling, and financial institutions to reduce risk of loss resulting from over concentration of assets in a specific class of investments, specific maturity, or specific issuer.

**Monitoring Market Prices**

Monitoring shall be done monthly or more often as economic conditions warrant by using appropriate reports, indices, or benchmarks for the type of investment. The chief financial officer shall keep the Board informed of significant changes in the market value of the District's investment portfolio. Information sources may include financial/investment publications and electronic media, available software for tracking investments, depository banks, commercial or investment banks, financial advisers, and representatives/advisers of investment pools or money market funds. All prudent measures shall be taken to liquidate an investment that is downgraded to less than the required minimum rating.

**Monitoring Rating Changes**

In accordance with Government Code 2256.005(b), the investment officer shall develop a procedure to monitor changes in investment ratings and to liquidate investments that do not maintain satisfactory ratings.

**Maximum Allowable Stated Maturity**

The maximum allowable stated maturity of any individual investment owned by the entity shall be as follows:

	<i>Maximum Allowable Maturity</i>
<del>1.</del> U.S. Treasuries and securities with U.S. government guarantee	5 years
<del>2.</del> U.S. government agencies and instrumentalities	5 years
<del>3.</del> Fully insured or collateralized CDs	365 days
<del>4.</del> Banker's acceptance	270 days
<del>5.</del> Commercial paper	270 days
<del>6.</del> Repurchase agreements	365 days
<del>7.</del> Money market funds	90 days
<del>8.</del> Local government investment pool	365 days

	<i>Maximum Allowable Maturity</i>
<del>9.</del> <i>Mutual funds</i>	365 days

**Funds / Strategies**

Investments of the following fund categories shall be consistent with this policy and in accordance with the applicable strategy defined below. All strategies described below for the investment of a particular fund should be based on an understanding of the suitability of an investment to the financial requirements of the District and consider preservation and safety of principal, liquidity, marketability of an investment if the need arises to liquidate before maturity, diversification of the investment portfolio, and yield.

- Operating Funds      Investment strategies for operating funds (including any commingled pools containing operating funds) shall have as their primary objectives preservation and safety of principal, investment liquidity, and maturity sufficient to meet anticipated cash flow requirements.
- Custodial Funds      Investment strategies for custodial funds shall have as their primary objectives preservation and safety of principal, investment liquidity, and maturity sufficient to meet anticipated cash flow requirements.
- Debt Service Funds      Investment strategies for debt service funds shall have as their primary objective sufficient investment liquidity to timely meet debt service payment obligations in accordance with provisions in the bond documents. Maturities longer than one year are authorized provided legal limits are not exceeded.
- Capital Project Funds      Investment strategies for capital project funds shall have as their primary objective sufficient investment liquidity to timely meet capital project obligations. Maturities longer than one year are authorized provided legal limits are not exceeded.
- Food Service Funds      Investment strategies for food service funds shall have as their primary objectives preservation and safety of principal, investment liquidity, and maturity sufficient to meet anticipated cash flow requirements.
- Internal Service Funds      Investment strategies for workers' compensation insurance and medical trust funds shall have as their primary objectives preservation and safety of principal, investment liquidity, and maturity sufficient to meet anticipated cash flow requirements.

**Sellers of Investments**

Prior to handling investments on behalf of the District, a broker/dealer or a qualified representative of a business organization must submit required written documents in accordance with law. [See Sellers of Investments, CDA(LEGAL)]

Representatives of brokers/dealers **and representatives with distributors of investment pools** shall be registered with the Texas State Securities Board and must have membership in the Securities Investor Protection Corporation (SIPC) and be in good standing with the Financial Industry Regulatory Authority (FINRA). **Distributors of investment pools shall also be a registrant in good standing with the Municipal Securities Rulemaking Board (MSRB).**

**Soliciting Bids**

In order to get the best return on its investments, the District may solicit bids in writing, by telephone, or electronically.

**Interest Rate Risk**

To reduce exposure to changes in interest rates that could adversely affect the value of investments, the District shall use final and weighted average maturity limits and diversification.

**Internal Controls**

A system of internal controls shall be established and documented in writing and must include specific procedures designating who has authority to withdraw funds. Also, they shall be designed to protect against losses of public funds arising from fraud, employee error, misrepresentation by third parties, unanticipated changes in financial markets, or imprudent actions by employees and officers of the District. Controls deemed most important shall include:

1. Separation of transaction authority from accounting and recordkeeping and electronic transfer of funds;
2. Avoidance of collusion;
3. Custodial safekeeping;
4. Clear delegation of authority;
5. Written confirmation of telephone transactions;
6. Documentation of dealer questionnaires, quotations and bids, evaluations, transactions, and rationale; and
7. Avoidance of bearer-form securities.

These controls shall be reviewed by the District's independent auditing firm.

**Annual Review**

The Board shall review this investment policy and investment strategies not less than annually and shall document its review in writing, which shall include whether any changes were made to either the investment policy or investment strategies.

**Annual Audit**

In conjunction with the annual financial audit, the District shall perform a compliance audit of management controls on investments and adherence to the District's established investment policies.

INTELLECTUAL PROPERTY

CY  
(LOCAL)

<b>Intellectual Property</b>	All copyrights, trademarks, and other intellectual property rights <del>be-</del> <b>longing to the District</b> shall remain with the District at all times. <del>Ex-</del> <b>cept as provided by law, policy, or written authorization from the Superintendent, the use of District intellectual property shall be limited to District-related purposes.</b>
Students	A student shall retain all rights to <b>their own</b> work created as part of instruction or using District technology resources.
Employees <i>District Ownership</i>	As an agent of the District, an employee, including a student employee, shall not have rights to work <del>he or she creates</del> <b>created</b> on District time or using District technology resources. The District shall own any work or work product created by a District employee in the course and scope of <del>his or her</del> <b>District</b> employment, including the right to obtain <b>patents or</b> copyrights.
<i>Employee Ownership</i>	<del>If the employee obtains a patent for such work, the employee shall grant a non-exclusive, non-transferable, perpetual, royalty-free, Districtwide license to the District for use of the patented work.</del> A District employee shall own any work or work product produced on <del>his or her own personal</del> <b>time, away from his or her job</b> and with personal equipment and materials, including the right to obtain patents or copyrights.
<i>Permission A District employee may apply to the</i> <b>Exception</b>	<del>The Superintendent or designee shall have the authority to permit use of District materials and equipment in his or her creative-developing the employee's own projects, provided the employee agrees either in writing to grant to the District a non-exclusive, non-transferable nonexclusive, nontransferable, perpetual, royalty-free, Districtwide license to use the work, or permits the District to be listed as co-author or co-inventor if the District contribution to the work is substantial. District materials do not include student work, all rights to which are retained by the student.</del>
<b>Works Made for Hire</b> <b>Independent Contractors</b>	The District may hire an independent contractor for specially commissioned <del>work(s)</del> <b>works</b> under a written works-made-for-hire agreement that provides that the District shall own the work product created under the agreement, as permitted by copyright law. Independent contractors shall comply with copyright law in all works commissioned.
Return of Intellectual Property	Upon the termination of any person's association with the District, all permission to possess, receive, or modify the District's intellectual property shall also immediately terminate. All such persons shall return to the District all intellectual property, including but not limited to any copies, no matter how kept or stored, and whether directly or indirectly possessed by such person.

**Copyright**

Unless the proposed use of a copyrighted work is an exception under the "fair use" guidelines maintained by the Superintendent ~~or designee~~, the District shall require an employee or student to obtain a license or permission from the copyright holder before copying, modifying, displaying, performing, distributing, or otherwise employing the copyright holder's work for instructional, curricular, or extracurricular purposes. This policy does not apply to any work sufficiently documented to be in the public domain.

**Technology Use**

~~All persons are prohibited from using~~ Use of District technology in violation of any law, including copyright law, ~~is prohibited~~. Only appropriately licensed ~~images, applications, programs, or other software~~ may be used with District technology resources. ~~No person shall use the~~ The District's technology resources ~~shall not be used~~ to post, publicize, or duplicate information in violation of copyright law. The ~~Board shall direct the Superintendent or designee to~~ shall employ all reasonable measures to prevent the use of District technology resources in violation of the law. ~~All persons~~ Any person using District technology resources in violation of law shall lose user privileges in addition to other sanctions. [See BBI and CQ]

**Electronic Media**

~~Unless a license or permission is obtained, electronic media in the classroom~~ Performances and Displays

The display and performance of copyrighted material, including motion pictures ~~and other audiovisual, dramatic works, must be used in~~ musical performances, or other audio and visual works, may only occur as part of instructional activities and in accordance with the following:

- As a regular part of teaching and directly related to the ~~course of~~ curriculum;
- During face-to-face teaching activities ~~as defined by law~~;
- When viewed in a classroom or designated place of instruction; and
- With a lawfully made copy or through authorized access.

**Designated Agent**

The District shall designate an agent to receive notification of alleged online copyright infringement and shall notify the U.S. Copyright Office of the designated agent's identity. The District shall include on its ~~Web site~~ website information on how to contact the District's designated agent and a copy of the District's copyright policy. Upon notification, the District's designated agent shall take all actions necessary to remedy any violation. The District shall provide the designated agent appropriate training and resources necessary to protect the District.

If a content owner reasonably believes that the District's technology resources have been used to infringe upon a copyright, the owner may notify the designated agent.

INTELLECTUAL PROPERTY

CY  
(LOCAL)

**Trademark**

The District protects all District and campus trademarks, including names, logos, mascots, and symbols, from unauthorized use.

School-Related Use

The District grants permission to students, student organizations, parent organizations and other District-affiliated school-support or booster organizations to use, without charge, District and campus trademarks to promote a group of students, an activity or event, a campus, or the District, if the use is in furtherance of a school-related business or activity. The Superintendent ~~or designee~~ shall determine what constitutes use in furtherance of a school-related business or activity and is authorized to revoke permission if the use is improper or does not conform to administrative regulations.

Public Use

Members of the ~~general~~-public, outside organizations, vendors, commercial manufacturers, wholesalers, and retailers shall not use District trademarks without ~~the-written~~ ~~permission-of~~ ~~authorization~~ ~~from~~ the Superintendent ~~or designee~~. Any production of merchandise with District trademarks for sale or distribution must be pursuant to a trademark licensing agreement and may be subject to the payment of royalties.

Any individual, organization, or business that uses District ~~or campus~~ trademarks without appropriate authorization ~~shall~~ ~~may~~ be subject to legal action.

EMPLOYEE STANDARDS OF CONDUCT

DH  
(LOCAL)

An employee shall be courteous to another employee and the public, working together in a cooperative spirit to serve the best interests of the District. An employee wishing to express criticism or professional concerns shall do so through appropriate administrative procedures or the collaborative process. Such expressions shall be considered in light of their relation to the implementation of campus goals and objectives and/or the District's mission. [See BQB and AE]

Each District employee shall perform his or her duties in accordance with state and federal law, District policy, and ethical standards. The District holds all employees accountable to the Educators' Code of Ethics. [See DH(EXHIBIT)]

**Participation in Community Activities**

An employee of the District shall be encouraged to maintain as many community contacts as possible in order to keep the public informed about the educational program.

Every school employee shall have the privilege and is strongly urged to accept the responsibility of taking an active part in community life. He or she is expected to participate in community activities in such a way to bring credit to the schools.

**Violations of Standards of Conduct**

Each employee shall comply with the standards of conduct set out in this policy and with any other policies, regulations, and guidelines that impose duties, requirements, or standards attendant to his or her status as a District employee. Violation of any policies, regulations, or guidelines, including intentionally making a false claim, offering a false statement, or refusing to cooperate with a District investigation, may result in disciplinary action, including termination of employment. [See DCD and DF series]

**Weapons Prohibited**

The District prohibits the use, unlawful possession, or display of any firearm, location-restricted knife, club, or prohibited weapon, as defined at FNCG, on District property at all times.

Exceptions

No violation of this policy occurs when:

1. Use or possession of a firearm by a specific employee is authorized by Board action. ~~[See CKE]~~ [see the CKE series];
2. A District employee who holds a Texas handgun license stores a handgun or other firearm in a locked vehicle in a parking lot, parking garage, or other parking area provided by the District, provided the handgun or other firearm is not in plain view; or
3. The use, possession, or display of an otherwise prohibited weapon takes place as part of a District-approved activity supervised by proper authorities. [See FOD]

EMPLOYEE STANDARDS OF CONDUCT

DH  
(LOCAL)

**Electronic  
Communication**

Use with Students

A certified employee, licensed employee, or any other employee designated in writing by the Superintendent or a campus principal may use electronic communication, as this term is defined by law, with currently enrolled students only about matters within the scope of the employee's professional responsibilities.

Unless an exception has been made in accordance with the employee handbook or other administrative regulations, an employee shall not use a personal electronic communication platform, application, or account to communicate with currently enrolled students.

Unless authorized above, all other employees are prohibited from using electronic communication directly with students who are currently enrolled in the District. The employee handbook or other administrative regulations shall further detail:

1. Exceptions for family and social relationships;
2. The circumstances under which an employee may use text messaging to communicate with individual students or student groups;
3. Hours of the day during which electronic communication is discouraged or prohibited; and
4. Other matters deemed appropriate by the Superintendent ~~or~~ **designee**.

In accordance with ethical standards applicable to all District employees [see DH(EXHIBIT)], an employee shall be prohibited from using electronic communications in a manner that constitutes prohibited harassment or abuse of a District student; adversely affects the student's learning, mental health, or safety; includes threats of violence against the student; reveals confidential information about the student; or constitutes an inappropriate communication with a student, as described in the Educators' Code of Ethics.

An employee shall have no expectation of privacy in electronic communications with students. Each employee shall comply with the District's requirements for records retention and destruction to the extent those requirements apply to electronic communication. [See CPC]

Personal Use

All employees shall be held to the same professional standards in their public use of electronic communication as for any other public conduct. If an employee's use of electronic communication violates state or federal law or District policy, or interferes with the employee's ability to effectively perform his or her job duties, the employee is subject to disciplinary action, up to and including termination of employment.

EMPLOYEE STANDARDS OF CONDUCT

DH  
(LOCAL)

Reporting Improper Communication	In accordance with administrative regulations, an employee shall notify his or her supervisor when a student engages in improper electronic communication with the employee.
Disclosing Personal Information	An employee shall not be required to disclose his or her personal email address or personal phone number to a student.
<b>Safety Requirements</b>	Each employee shall adhere to District safety rules and regulations and shall report unsafe conditions or practices to the appropriate supervisor.
<b>Harassment or Abuse</b>	<p>An employee shall not engage in prohibited harassment, including sexual harassment, of:</p> <ol style="list-style-type: none"><li>1. Other employees. [See DIA]</li><li>2. Students. [See FFH; see FFG regarding child abuse and neglect.]</li></ol> <p>While acting in the course of employment, an employee shall not engage in prohibited harassment, including sexual harassment, of other persons, including Board members, vendors, contractors, volunteers, or parents.</p> <p>An employee shall report child abuse or neglect as required by law. [See FFG]</p>
<b>Relationships with Students</b>	<p>An employee shall not form romantic or other inappropriate social relationships with students. Any sexual relationship between a student and a District employee is always prohibited, even if consensual. [See FFH]</p> <p>As required by law, the District shall notify the parent of a student with whom an educator is alleged to have engaged in certain misconduct. [See FFF]</p>
<b>Tobacco and Nicotine Products and E-Cigarettes</b>	<p><del>An employee shall not smoke or use tobacco products or e-cigarettes on District property, in District vehicles, or at school-related activities. [See also GKA]</del></p> <p>An employee is prohibited from possessing or using any type of tobacco product, e-cigarette, or any other electronic vaporizing device while on school property, in a District vehicle, or while attending an off-campus school-related activity. An employee is also prohibited from possessing or using any type of nicotine product, including nicotine pouches, regardless of whether the product contains tobacco, while on District property, in a District vehicle, or while attending an off-campus school-related activity.</p> <p>An employee's supervisor is authorized to approve an exception to this policy for a smoking cessation product.</p>

EMPLOYEE STANDARDS OF CONDUCT

DH  
(LOCAL)

**Alcohol and Drugs /  
Notice of Drug-Free  
Workplace**

Each District employee shall enforce policies ~~prohibiting tobacco~~ regarding the use or possession of tobacco and nicotine products and e-cigarettes on school property.

As a condition of employment, an employee shall abide by the terms of the following drug-free workplace provisions. An employee shall notify the Superintendent in writing if the employee is convicted for a violation of a criminal drug statute occurring in the workplace in accordance with Arrests, Indictments, Convictions, and Other Adjudications, below.

An employee shall not manufacture, distribute, dispense, possess, use, or be under the influence of any of the following substances during working hours while on District property or at school-related activities during or outside of usual working hours:

1. Any controlled substance or dangerous drug as defined by law, including but not limited to marijuana, any narcotic drug, hallucinogen, stimulant, depressant, amphetamine, or barbiturate.
2. Alcohol or any alcoholic beverage.
3. Any abusable glue, aerosol paint, or any other chemical substance for inhalation.
4. Any other intoxicant or mood-changing, mind-altering, or behavior-altering drug.

An employee need not be legally intoxicated to be considered "under the influence" of a controlled substance.

Exceptions

It shall not be considered a violation of this policy if the employee:

1. Manufactures, possesses, or dispenses a substance listed above as part of the employee's job responsibilities;
2. Uses or possesses a controlled substance or drug authorized by a licensed physician prescribed for the employee's personal use; or
3. Possesses a controlled substance or drug that a licensed physician has prescribed for the employee's child or other individual for whom the employee is a legal guardian.

Sanctions

An employee who violates these drug-free workplace provisions shall be subject to disciplinary sanctions. Sanctions may include:

1. Referral to drug and alcohol counseling or rehabilitation programs;
2. Referral to employee assistance programs;

EMPLOYEE STANDARDS OF CONDUCT

DH  
(LOCAL)

3. Termination from employment with the District; and
4. Referral to appropriate law enforcement officials for prosecution.

**Notice**

Employees shall receive a copy of this policy.

**Arrests, Indictments, Convictions, and Other Adjudications**

An employee shall notify his or her principal or immediate supervisor within three calendar days of any arrest, indictment, conviction, no contest or guilty plea, or other adjudication of the employee for any felony, any offense involving moral turpitude, and any of the other offenses as indicated below:

1. Crimes involving school property or funds;
2. Crimes involving attempt by fraudulent or unauthorized means to obtain or alter any certificate or permit that would entitle any person to hold or obtain a position as an educator;
3. Crimes that occur wholly or in part on school property or at a school-sponsored activity; or
4. Crimes involving moral turpitude, which include:
  - Dishonesty; fraud; deceit; theft; misrepresentation;
  - Deliberate violence;
  - Base, vile, or depraved acts that are intended to arouse or gratify the sexual desire of the actor;
  - Felony possession or conspiracy to possess, or any misdemeanor or felony transfer, sale, distribution, or conspiracy to transfer, sell, or distribute any controlled substance defined in Chapter 481 of the Health and Safety Code;
  - Felony driving while intoxicated (DWI); or
  - Acts constituting abuse or neglect under the Texas Family Code.

**Dress and Grooming**

An employee's dress and grooming shall be clean, neat, in a manner appropriate for his or her assignment, and in accordance with any additional standards established by his or her supervisor and approved by the Superintendent.

**Statement of Policy**

Bigotry and racism are in conflict with the mission, goals, and objectives of the District to provide the best education and work environment possible for all of its students and employees. Accordingly, it is the policy of the District to maintain a learning and working environment that is free from such conduct.

EMPLOYEE STANDARDS OF CONDUCT

DH  
(LOCAL)

Prohibited Actions

An employee shall be in violation of this policy if, on school grounds, at school-sanctioned activities, or in vehicles dispatched by the District, he or she:

1. Directs personal insults (whether written or oral), including epithets, slurs, and insults based on a person's race, ethnicity, color, religion, national origin, sex, or disabling condition, which are addressed to an individual.
2. Threatens with physical harm or actually harms a person on the basis of that person's race, ethnicity, color, religion, national origin, sex, or disabling condition.
3. Defaces school property or materials in such a manner as to demean the race, ethnicity, color, religion, national origin, sex, or disabling condition of an individual or group.
4. Damages, defaces, or destroys private property of any person on the basis of that person's race, ethnicity, color, religion, national origin, sex, or disabling condition.

[For sex discrimination/sex abuse, see DAA and DIA.]

**Dyslexia and Related Disorders**

The District shall comply with all applicable state rules ~~and standards adopted by the State Board of Education and guidance published by the commissioner of education to implement the program to test~~ regarding students ~~for~~with dyslexia and related disorders, including the "Dyslexia Handbook" and the provision of dyslexia instruction for students with dyslexia or a related disorder as determined by the student's admission, review, and dismissal committee.

In accordance with administrative procedures, the District shall provide regular training opportunities for teachers of students with dyslexia that include new research and practices for educating students with dyslexia.

<b>Referral</b>	Students may be referred for the gifted and talented program at any time by teachers, school counselors, parents, or other interested persons.
Screening and Identification Process	<p>The District shall provide assessment opportunities to complete the screening and identification process for referred students at least once per school year.</p> <p>The District shall schedule a gifted and talented program awareness session for parents that provides an overview of the <del>assessment</del> identification procedures and services for the program prior to beginning the screening and identification process.</p>
Parental Consent	The District shall obtain written parental consent before any special testing or individual assessment is conducted as part of the screening and identification process. All student information collected during the screening and identification process shall be an educational record, subject to the protections set out in policies at FL.
<b>Identification Criteria</b>	The Board-approved program for the gifted and talented shall establish criteria to identify gifted and talented students. The criteria shall be specific to the state definition of gifted and talented and shall ensure the fair assessment of students with special needs, such as the culturally different, the economically disadvantaged, and students with disabilities.
<b>Assessments</b>	Data collected through both objective and subjective assessments shall be measured against the criteria approved by the Board to determine individual eligibility for the program. Assessment tools may include, but are not limited to, the following: achievement tests, intelligence tests, creativity tests, behavioral checklists completed by teachers and parents, student/parent conferences, and available student work products.
<b>Selection</b>	A <del>selection</del> placement committee shall evaluate each referred student according to the established criteria and shall identify those students for whom placement in the gifted and talented program is the most appropriate educational setting. The committee shall be composed of at least three professional educators who have received training in the nature and needs of gifted students, as required by law.
<b>Notification</b>	The District shall provide written notification to parents of students who qualify for services through the District's gifted and talented program. Participation in any program or services provided for gifted students shall be voluntary, and the District shall obtain written permission from the parents before placing a student in a gifted and talented program.

<b>Reassessment</b>	If the District reassesses students in the gifted and talented program, the reassessment shall be based on a student's performance in response to services and shall occur no more than once in elementary grades, once in middle school grades, and once in high school grades.
<b>Transfer Students</b> Interdistrict	When a student identified as gifted by a previous school district enrolls in the District, the <del>selection</del> placement committee shall review the student's records and conduct assessment procedures when necessary to determine if placement in the District's program for gifted and talented students is appropriate.  [See FDD(LEGAL) for information regarding transfer students and the Interstate Compact on Educational Opportunities for Military Children]
Intradistrict	A student who transfers from one campus in the District to the same grade level at another District campus shall continue to receive services in the District's gifted and talented program.
<b>Furloughs</b>	The District may place on a furlough any student who is unable to maintain satisfactory performance or whose educational needs are not being met within the structure of the gifted and talented program. A furlough may be initiated by the District, the parent, or the student.  In accordance with the Board-approved program, a furlough shall be granted for specified reasons and for a specified period of time. At the end of a furlough, the student may reenter the gifted and talented program, be placed on another furlough, or be exited from the program.
<b>Exit Provisions</b>	The District shall monitor student performance in response to gifted and talented program services. If at any time the <del>selection</del> placement committee or a parent determines <del>it is in the best interest of the student to exit</del> the program <del>is not meeting the student's educational needs</del> , the committee shall meet with the parent and student before finalizing an exit decision.
<b>Appeals</b>	A parent, student, or educator may appeal any final decision of the <del>selection</del> placement committee regarding <del>selection for or exit from services</del> in the gifted and talented program. Appeals shall be made first to the <del>selection</del> placement committee. Any subsequent appeals shall be made in accordance with FNG(LOCAL) beginning at Level Two.
<b>Program Evaluation</b>	The District shall annually evaluate the effectiveness of the District's gifted and talented program, and the results of the evaluation shall be used to modify and update the District and campus im-

provement plans. The District shall include parents in the evaluation process and shall share the information with Board members, administrators, teachers, school counselors, students in the gifted and talented program, and the community.

**Funding**

The ~~District's~~ Superintendent shall develop administrative procedures to ensure that 100 percent of the state funds allocated for the gifted and talented program ~~shall address effective use of funds for programs are spent providing~~ and ~~services consistent with the standards in the state plan~~ enhancing the District's program and that a method accounting for expenditures related to the gifted and talented ~~students~~ program is established and aligns with the Texas Education Agency's financial compliance guidance.

**Community Awareness**

The District shall ensure that information about the District's gifted and talented program is available to parents and community members and that they have an opportunity to develop an understanding of and support for the program.

**Program to Address  
Child Sexual Abuse,  
Trafficking, and  
Maltreatment**

The District's program to address child sexual abuse, trafficking, and other maltreatment of children, as included in the District improvement plan and the student handbook, shall include:

1. Methods for increasing staff, student, and parent awareness regarding these issues, including prevention techniques and knowledge of likely warning signs indicating that a child may be a victim;
2. Age-appropriate, research-based antivictimization programs for students;
3. Actions that a child who is a victim should take to obtain assistance and intervention; and
4. Available counseling options for affected students.

**Training**

The District shall provide training to employees as required by law and District policy. Training shall address techniques to prevent and recognize sexual abuse, trafficking, and all other maltreatment of children, including children with significant cognitive disabilities. [See DMA]

[See BBD for Board member training requirements and BJCB for Superintendent continuing education requirements.]

**Reporting Child  
Abuse and Neglect**

Any person who has reasonable cause to believe that a child's physical or mental health or welfare has been adversely affected by abuse or neglect has a legal responsibility, under state law, to immediately report the suspected abuse or neglect to an appropriate authority.

As defined in state law, child abuse and neglect include both sex and labor trafficking of a child.

The following individuals have an additional legal obligation to submit a written or oral report within 48 hours of learning of the facts giving rise to the suspicion of abuse or neglect:

1. Any District employee, agent, or contractor who suspects a child's physical or mental health or welfare has been adversely affected by abuse or neglect.
2. A professional who has reasonable cause to believe that a child has been or may be abused or neglected or may have been a victim of indecency with a child. A professional is anyone licensed or certified by the state who has direct contact with children in the normal course of duties for which the individual is licensed or certified.

A person is required to make a report if the person has reasonable cause to believe that an adult was a victim of abuse or neglect as a

child and the person determines in good faith that disclosure of the information is necessary to protect the health and safety of another child or an elderly or disabled person.

[For parental notification requirements regarding an allegation of educator misconduct with a student, see FFF.]

#### Oral Reports

As required by law, an oral report made to the Texas Department of Family and Protective Services (DFPS) is recorded.

#### Restrictions on Reporting

In accordance with law, an employee is prohibited from using or threatening to use a parent's refusal to consent to administration of a psychotropic drug or to any other psychiatric or psychological testing or treatment of a child as the sole basis for making a report of neglect, unless the employee has cause to believe that the refusal:

1. Presents a substantial risk of death, disfigurement, or bodily injury to the child; or
2. Has resulted in an observable and material impairment to the growth, development, or functioning of the child.

#### Making a Report

Reports may be made to any of the following:

1. A state or local law enforcement agency;
2. The Child Protective Services (CPS) division of ~~the Texas Department of Family and Protective Services (DFPS)~~ at (800)-252-5400 or the [Texas Abuse Hotline Website](#)<sup>1</sup>;
3. A local CPS office; or
4. If applicable, the state agency operating, licensing, certifying, or registering the facility in which the suspected abuse or neglect occurred.

However, if the suspected abuse or neglect involves a person responsible for the care, custody, or welfare of the child, the report must be made to DFPS, unless the report is to the state agency that operates, licenses, certifies, or registers the facility where the suspected abuse or neglect took place; or the report is to the Texas Juvenile Justice Department as a report of suspected abuse or neglect in a juvenile justice program or facility. As defined by law, a person responsible for the care, custody, or welfare of a child includes school personnel and volunteers and day-care workers.  
[See FFG(LEGAL)]

An individual does not fulfill his or her responsibilities under the law by only reporting suspicion of abuse or neglect to a campus princi-

pal, school counselor, or another District staff member. Furthermore, the District is prohibited from requiring an employee to first report his or her suspicion to a District or campus administrator.

In accordance with law, an individual must provide their name and telephone number when making a report. If the individual making the report is a school employee, agent, or contractor, they must also provide their business address and profession.

**Confidentiality**

~~In accordance with state law, the~~The identity of a person making a report of suspected child abuse or neglect shall be kept confidential and disclosed only in accordance with the law and the rules of the investigating agency.

**Immunity**

A person who in good faith reports or assists in the investigation of a report of child abuse or neglect is immune from civil or criminal liability.

**Failing to Report Suspected Child Abuse or Neglect**

By failing to report suspicion of child abuse or neglect, an employee:

1. May be placing a child at risk of continued abuse or neglect;
2. Violates the law and may be subject to legal penalties, including criminal sanctions for knowingly failing to make a required report;
3. Violates Board policy and may be subject to disciplinary action, including possible termination of employment; and
4. May have his or her certification from the State Board for Educator Certification suspended, revoked, or canceled in accordance with 19 Administrative Code Chapter 249.

It is a criminal offense to coerce someone into suppressing or failing to report child abuse or neglect.

**Responsibilities Regarding Investigations**

In accordance with law, District officials shall be prohibited from:

1. Denying an investigator's request to interview a child at school in connection with an investigation of child abuse or neglect;
2. Requiring that a parent or school employee be present during the interview; or
3. Coercing someone into suppressing or failing to report child abuse or neglect.

District personnel shall cooperate fully and without parental consent, if necessary, with an investigation of reported child abuse or neglect. [See GKA]

Ector County ISD  
068901

STUDENT WELFARE  
CHILD ABUSE AND NEGLECT

FFG  
(LOCAL)

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<sup>1</sup> Texas Abuse Hotline ~~Website~~ website: <http://www.txabusehotline.org>

DATE ISSUED: ~~10/7/2021~~1/8/2025  
UPDATE ~~118~~124  
FFG(LOCAL)-A

~~ADOPTED:~~Adopted:

68

4 of 4

COMMUNITY RELATIONS  
CONDUCT ON SCHOOL PREMISES

GKA  
(LOCAL)

**Access to District  
Property**

Authorized District officials, including school resource officers and District police officers if applicable, may refuse to allow a person access to property under the District's control in accordance with law.

District officials may request assistance from law enforcement in an emergency or when a person is engaging in behavior rising to the level of criminal conduct.

**Ejection or  
Exclusion Under  
Education Code  
37.105**

In accordance with Education Code 37.105, a District official shall provide a person refused entry to or ejected from property under the District's control written information explaining the right to appeal such refusal of entry or ejection under the District's grievance process.

A person appealing under the District's grievance process shall be permitted to address the Board in person within 90 calendar days of filing the initial complaint, unless the complaint is resolved before the Board considers it. [See FNG and GF]

**Off-Campus  
Activities**

Employees shall be designated to ensure appropriate conduct of participants and others attending a school-related activity at non-District or out-of-District facilities. Those so designated shall coordinate their efforts with persons in charge of the facilities.

**Distribution of  
Publications**

Duplicated, written, or printed materials, handbills, photographs, pictures, films, tapes, or other visual or auditory materials shall not be sold, circulated, or distributed by persons or groups not associated with the school on any school premises in the District, unless they have received permission in accordance with GKDA.

**Prohibitions**

Tobacco and  
E-Cigarettes

The District prohibits smoking and the use of tobacco products **and, e-cigarettes, or other electronic vaporizing devices** on District property, in District vehicles, or at school-related activities.

Weapons

The District prohibits the unlawful use, possession, or display of any firearm, location-restricted knife, club, or prohibited weapon, as defined at FNCG, on all District property at all times.

*Exceptions*

No violation of this policy occurs when:

1. A Texas handgun license holder stores a handgun or other firearm in a locked vehicle in a parking lot, parking garage, or other parking area provided by the District, as long as the handgun or other firearm is not in plain view; or
2. The use, possession, or display of an otherwise prohibited weapon takes place as part of a District-approved activity supervised by proper authorities. [See FOD]



## Ector County Independent School District

### Action Page

**TO:** Board of Trustees

**FROM:** Deborah Ottmers, Chief Financial Officer

**SUBJECT: DISCUSSION OF AND REQUEST FOR APPROVAL OF PURCHASES  
OVER \$50,000**

**DATE:** February 18, 2025

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As Required by Board Policy CH (Local), following is a list to consider and take possible action to authorize, negotiate, and enter into term agreements with recommended vendors to be awarded by purchase orders once approved.

\*\*\*\*\*

Administrative Recommendation:  
Approval of Purchases over \$50,000

ECISD  
 Request for purchases over \$50,000  
 February 2025

Item	Vendor(s)	Estimated Contract Price	Funding	Requestor/ Department	Reference	Service/ Product	Service/Product Summary	Contract Term
1R.	CDW-G	\$ 1,313,185	General Funds 199 E-Rate	Dr. Kellie Wilks Information Technology	ECISD AWARDED RFP 25-15	Category 2 Network Equipment	Three new ECISD facilities are being built: the new CTE facility, middle school, and the transition learning center. Network infrastructure equipment is needed to provide connectivity to these facilities.	FY 2025-2026
2R.	Air Tutors	\$ 473,600	Title I Funds 211 General Funds 199	Lilia Nanez Curriculum & Instruction	TEA TX TUTOR CORPS	Student Tutoring Services	The ECISD board previously approved \$1,220,475 for Air Tutors for the fiscal year 2024-2025. Air Tutors will be completing the tutoring hours for students that had been with a different tutoring company. The funds left from the other contract will be transferred over to cover these sessions with Air Tutors. Students will be incorporated into the current Outcomes-Based Contract (OBC) and shall be subject to the same terms, conditions, and performance metrics outlined herein. The increase of \$473,600 will bring the total to \$1,694,075 for Air Tutors for fiscal year 2024-2025.	FY 2024-2025

ECISD  
 Request for purchases over \$50,000  
 February 2025

Item	Vendor(s)	Estimated Contract Price	Funding	Requestor/ Department	Reference	Service/ Product	Service/Product Summary	Contract Term
3R.	FEV Tutoring	\$ 150,000	Title I Funds 211 General Funds 199	Lilia Nanez Curriculum & Instruction	TEA TX TUTOR CORPS	Student Tutoring Services	The ECISD board previously approved \$1,327,000 for FEV Tutoring for the fiscal year 2024-2025. The current agreement needs to be expanded to add an additional 200 students with 30 sessions each for Math/ELA. Additional students will be incorporated into the current multi-year Outcomes-Based Contract (OBC) and shall be subject to the same terms, conditions, and performance metrics outlined herein. The financial obligations for the additional students will be calculated in accordance with the established pricing structure and current multi-year contract good through 6/30/2026. The increase of \$150,000 will bring the total to \$1,477,000 for FEV Tutoring for fiscal year 2024-2025.	FY 2024-2025  72
4R.	Sewell Family of Companies	\$ 54,090	Federal Funds 240	Jieun Pando School Nutrition	ECISD Awarded IFB 25-20SN	Transit Van	The School Nutrition Department supports several satellite feeding sites by transporting meals from prep sites. We anticipate an additional satellite feeding site and thus need an extra vehicle to transport meals.	FY 2024/2025

---

**RFP #25-15 – Category 2 Network Equipment**

- **Purpose:** To provide network infrastructure equipment for three new ECISD educational facilities.
- **Background Info:** Three new ECISD facilities are being built: the new CTE facility, middle school, and the transition learning center. Network infrastructure equipment is needed to provide connectivity to these facilities.
- **Premium Renewal Cost:** \$1,313,184.90
- **Funding Source:** 199 - General Funds  
eRate

**Recommended Supplier/Service Provider:** CDWG

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**Board Approval**

---

**Date**

Consolidated	Suppliers				
	CDWG	NetSync	Converge One	Calian ITCS	Computer Transitions Services
Evaluator 1	95	83	63	78	58
Evaluator 2	99	69	48	61	38
Evaluator 3	98	93	74	69	53
Evaluator 4	98	79	51	66	46
Evaluator 5	90	80	60	75	55
Total	480	404	298	350	250
Average	96	81	60	70	50

**TEA TX Tutor Corps – Air Tutors Tutoring Agreement Expansion**

- **Purpose:** The ECISD board previously approved \$1,220,475 for Air Tutors for the fiscal year 2024-2025. Air Tutors will be completing the tutoring hours for students that had been with a different tutoring company. The funds left from the other contract will be transferred over to cover these sessions with Air Tutors. Students will be incorporated into the current Outcomes-Based Contract (OBC) and shall be subject to the same terms, conditions, and performance metrics outlined herein. The increase of \$473,600 will bring the total to \$1,694,075 for Air Tutors for fiscal year 2024-2025.
  
- **Background Information:** Air Tutors provides district-level tutoring for individual students who qualify for HB 1416. The work includes the following:
  - Initial student and campus administration set up for rostering, family communication, and staff training.
  - Continuous support through communication for program design for campus and district teams
  - Launch support for each campus for individual or small group virtual high-impact tutoring
  - Assessment Data Integration with NWEA MAP
  - Dashboard and data reporting.
  
- **Cost:** Transferred \$473,600
  
- **Funding Source:** 199-General Funds, 211 - Title 1 Funds
  
- **Recommended Supplier/ Service Provider:** Air Tutors

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**Board Approval**

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**Date**

**TEA TX Tutor Corps – FEV Tutoring Agreement Expansion**

- **Purpose:** The ECISD board previously approved \$1,327,000 for FEV Tutoring for the fiscal year 2024-2025. The current agreement needs to be expanded to add an additional 200 students with 30 sessions each for Math/ELA. Additional students will be incorporated into the current multi-year Outcomes-Based Contract (OBC) and shall be subject to the same terms, conditions, and performance metrics outlined herein. The financial obligations for the additional students will be calculated in accordance with the established pricing structure and current multi-year contract good through 6/30/2026. The increase of \$150,000 will bring the total to \$1,477,000 for FEV Tutoring for fiscal year 2024-2025.
  
- **Background Information:** FEV provides district-level tutoring for individual students who qualify for HB 1416. The work includes the following:
  - Initial student and campus administration set up for rostering, family communication, and staff training.
  - Continuous support through communication for program design for campus and district teams
  - Launch support for each campus for individual virtual high-impact tutoring
  - Assessment Data Integration with NWEA MAP
  - Dashboard and data reporting.
  
- **Cost:** Additional \$150,000
  
- **Funding Source:** 199-General Funds, 211 - Title 1 Funds
  
- **Recommended Supplier/ Service Provider:** FEV Tutoring

---

**Board Approval**

---

**Date**

**Dr. Jieun Pando**

Ector County ISD Director of School Nutrition  
(432) 456-9741  
1120 W 10<sup>th</sup> St Odessa, TX  
Odessa, TX 79763  
[Jieun.Pando@ectorcountyisd.org](mailto:Jieun.Pando@ectorcountyisd.org)



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**IFB #25-20 SN TRANSIT VAN**

- **Purpose:** To purchase one transit van capable of transporting meals for a satellite feeding site that needs meals delivered from a prep site.
- **Background Info:** The School Nutrition Department supports several satellite feeding sites by transporting meals from prep sites. We anticipate an additional satellite feeding site and thus need an extra vehicle to transport meals.
- **Estimated Cost:** \$54,090.00
- **Funding Source:** Federal Funds 240
- **Recommended Supplier/Service Provider:** Sewell Family of Companies

\*Single Bidder

---

Board Approval

---

Date





**Cargo Van**

**1** \*All deliveries shall be F.O.B. destination prepaid and allowed, and proposals shall include all dealer related prep charges or fees, and delivery to location. ECISD is a tax-exempt entity and should NOT be charged for sales tax, title, or license fees.

All vehicles must be driven to ECISD School Nutrition Department to the Ship address provided. No "Tow Vehicles" Allowed.

\*\*School Nutrition Department specifications have been developed to show minimal standards for the products specified. In those instances where brands are referenced, products equal to or exceeding specifications may be offered as alternates. The vehicle must meet or exceed the specifications on this attachment.

Supplier	QTY	UOM	Estimated	Unit Price	Extended	Supplier Notes	Manufacturer	Manufacturer #
Sewell Family of Companies	1	EA		\$54,090.00	\$54,090.00			
LINE ITEM #1-Cargo Van	Criteria 1	Criteria 2	Criteria 3	Criteria 5	Criteria 6	Criteria 7	Total	Additional Information
Sewell Family of Companies	60	10	10	5	5	10	100	

<b>Expected Delivery Date:</b>	<b>Buy American First Compliance</b>
--------------------------------	--------------------------------------

<p>Aware of Supply Chain Issues and understand the complexity of this question.</p> <p>2/12/2025</p>	<p>This project requires the purchase of vehicles in which the final assembly occurs in the United States of America. This can be verified by the Vehicle Identification Number (VIN) beginning with a 1, 4, or 5.</p> <p>I certify vehicles ARE assembled in the U.S.</p>
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## Ector County Independent School District

### Action Page

**TO:** Board of Trustees

**FROM:** Deborah Ottmers, Chief Financial Officer

**SUBJECT: DISCUSSION OF AND REQUEST FOR APPROVAL OF 2024-2025 BUDGET AMENDMENT # 5**

**DATE:** February 18, 2025

---

Attached is a summary of the recommended Budget Amendment # 5 for the 2024-2025 budget.

Please be advised, these are changes in estimated budgeted funds, to fund items as noted on attached.

\*\*\*\*\*

Administrative Recommendation:

Approval of 2024-2025 Budget Amendment # 5.



ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT  
 AMENDED BUDGET - FUNCTION AND OBJECT  
 GENERAL, SCHOOL NUTRITION, AND DEBT SERVICE FUNDS  
 FOR THE PERIOD JULY 1, 2024 THRU JUNE 30, 2025  
 FISCAL YEAR 2024-2025

	GENERAL FUND				SCHOOL NUTRITION FUND				DEBT SERVICE FUND				
	ORIGINAL	ADJUSTED	Additions	AMENDED	ORIGINAL	ADJUSTED	Additions	AMENDED	ORIGINAL	ADJUSTED	Additions	AMENDED	
	BUDGET	BUDGET	(Deductions)	BUDGET	BUDGET	BUDGET	(Deductions)	BUDGET	BUDGET	BUDGET	(Deductions)	BUDGET	
	7/1/2024	01/31/2025	#5	02/28/2025	7/1/2024	1/31/2025	#5	2/28/2025	7/1/2024	1/31/2025	#5	2/28/2025	
<b>REVENUES</b>													
5700	Local and Intermediate	\$ 147,226,062	\$ 149,668,264	\$ 25,250	\$ 149,693,514	\$ 702,700	\$ 702,700	\$ -	\$ 702,700	\$ 46,249,195	\$ 46,249,195	\$ -	\$ 46,249,195
5800	State	186,521,938	189,000,000	-	189,000,000	434,000	434,000	-	434,000	-	1,197,116	-	1,197,116
5900	Federal	3,500,000	3,500,000	-	3,500,000	19,140,615	21,371,345	-	21,371,345	-	-	-	-
	<b>Total - All Revenues</b>	<b>337,248,000</b>	<b>342,168,264</b>	<b>25,250</b>	<b>342,193,514</b>	<b>20,277,315</b>	<b>22,508,045</b>	<b>-</b>	<b>22,508,045</b>	<b>46,249,195</b>	<b>47,446,311</b>	<b>-</b>	<b>47,446,311</b>
<b>APPROPRIATIONS by FUNCTION</b>													
11	Instruction	200,591,101	200,856,758	25,250	200,882,008	-	-	-	-	-	-	-	-
12	Instructional Resources and Media Services	2,080,846	2,689,424	-	2,689,424	-	-	-	-	-	-	-	-
13	Curriculum and Staff Development	9,812,543	9,632,543	-	9,632,543	-	-	-	-	-	-	-	-
21	Instructional Leadership	5,236,712	5,341,712	-	5,341,712	-	-	-	-	-	-	-	-
23	School Leadership	19,788,203	21,453,482	-	21,453,482	-	-	-	-	-	-	-	-
31	Guidance, Counseling and Evaluation Services	16,622,717	16,892,717	-	16,892,717	-	-	-	-	-	-	-	-
32	Social Work Services	1,898,930	1,813,930	-	1,813,930	-	-	-	-	-	-	-	-
33	Health Services	3,206,566	3,206,566	-	3,206,566	-	-	-	-	-	-	-	-
34	Student Transportation	10,848,013	11,555,543	-	11,555,543	-	-	-	-	-	-	-	-
35	Food Services	-	-	-	-	20,327,315	24,018,655	-	24,018,655	-	-	-	-
36	Co/Extra Curricular Activities	8,062,579	8,089,196	-	8,089,196	-	-	-	-	-	-	-	-
41	General Administration	8,517,284	9,048,284	-	9,048,284	-	-	-	-	-	-	-	-
51	Plant Maintenance and Operations	36,845,955	40,838,035	860,000	41,698,035	-	-	-	-	-	-	-	-
52	Security and Monitoring Services	8,225,177	8,186,312	-	8,186,312	-	-	-	-	-	-	-	-
53	Data Processing Services	9,325,521	9,749,507	-	9,749,507	-	-	-	-	-	-	-	-
61	Community Services	1,511,998	1,886,998	-	1,886,998	-	-	-	-	-	-	-	-
71	Debt Services	1,388,000	1,377,000	-	1,377,000	-	-	-	-	16,849,195	24,874,920	-	24,874,920
81	Facilities Acquisition and Construction	3,000,000	2,659,526	-	2,659,526	-	-	-	-	-	-	-	-
99	Intergovernmental Charges	2,260,855	2,260,855	-	2,260,855	-	-	-	-	-	-	-	-
	<b>Total - All Appropriations</b>	<b>349,223,000</b>	<b>357,538,388</b>	<b>885,250</b>	<b>358,423,638</b>	<b>20,327,315</b>	<b>24,018,655</b>	<b>-</b>	<b>24,018,655</b>	<b>16,849,195</b>	<b>24,874,920</b>	<b>-</b>	<b>24,874,920</b>
<b>OTHER FINANCING SOURCES/(USES)</b>													
7000	Other Financing Sources	500,000	500,000	-	500,000	50,000	50,000	-	50,000	-	-	-	-
8000	Other Financing (Uses)	(525,000)	(525,000)	-	(525,000)	-	-	-	-	-	-	-	-
	<b>Total Other Financing Sources (Uses)</b>	<b>(25,000)</b>	<b>(25,000)</b>	<b>-</b>	<b>(25,000)</b>	<b>50,000</b>	<b>50,000</b>	<b>-</b>	<b>50,000</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
	<b>Excess (Deficiency) of Revenues and Other Financing Sources over Appropriations</b>	<b>(12,000,000)</b>	<b>(15,395,124)</b>	<b>(860,000)</b>	<b>(16,255,124)</b>	<b>-</b>	<b>(1,460,610)</b>	<b>-</b>	<b>(1,460,610)</b>	<b>29,400,000</b>	<b>22,571,391</b>	<b>-</b>	<b>22,571,391</b>
	<b>Fund Balance Beginning July 1</b>	<b>120,093,565</b>	<b>120,093,565</b>		<b>120,093,565</b>	<b>9,154,647</b>	<b>9,154,647</b>		<b>9,154,647</b>	<b>17,302,609</b>	<b>17,302,609</b>		<b>17,302,609</b>
3000	<b>Fund Balance Ending June 30 (Estimated)</b>	<b>\$ 108,093,565</b>	<b>\$ 104,698,441</b>	<b>\$ (860,000)</b>	<b>\$ 103,838,441</b>	<b>\$ 9,154,647</b>	<b>\$ 7,694,037</b>	<b>\$ -</b>	<b>\$ 7,694,037</b>	<b>\$ 46,702,609</b>	<b>\$ 39,874,000</b>	<b>\$ -</b>	<b>\$ 39,874,000</b>
<b>APPROPRIATIONS by OBJECT</b>													
6100	Payroll Costs	\$ 271,822,140	\$ 271,409,684	\$ 194,360	\$ 271,604,044	\$ 8,732,859	\$ 8,732,859	\$ -	\$ 8,732,859	\$ -	\$ -	\$ -	\$ -
6200	Purchased/Contracted Services	34,947,842	40,209,752	1,095,169	41,304,921	166,000	265,405	150,000	415,405	-	-	-	-
6300	Supplies and Materials	22,794,566	24,809,389	(58,567)	24,250,822	11,256,956	13,432,376	(150,000)	13,282,376	-	-	-	-
6400	Other Operating Expenses	12,180,452	12,470,365	182,368	12,652,733	101,500	87,500	-	87,500	-	-	-	-
6500	Debt Service	1,388,000	1,376,800	-	1,376,800	-	-	-	-	16,849,195	24,874,920	-	24,874,920
6600	Capital Outlay	6,090,000	7,262,398	(28,080)	7,234,318	70,000	1,500,515	-	1,500,515	-	-	-	-
	<b>Total - All Appropriations</b>	<b>\$ 349,223,000</b>	<b>\$ 357,538,388</b>	<b>\$ 885,250</b>	<b>\$ 358,423,638</b>	<b>\$ 20,327,315</b>	<b>\$ 24,018,655</b>	<b>\$ -</b>	<b>\$ 24,018,655</b>	<b>\$ 16,849,195</b>	<b>\$ 24,874,920</b>	<b>\$ -</b>	<b>\$ 24,874,920</b>

Ector County ISD  
 Finance Department  
 Budget Amendment  
 Requests to be Appropriated  
 2024/2025

#5  
 FISCAL YEAR 2024-2025



Description	Requestor	Amount
<b>GENERAL FUND</b>		
<b>The following will result in a decrease to fund balance.</b>		
Burleson Early Education Center: Bathrooms, walls, floors, cubbies, paint, etc.		\$ 860,000
		<b>\$ 860,000</b>
<b>The following will result in no change to fund balance.</b>		
Sewell Family of Companies donation		\$ (15,250)
ECISD signing day event		\$ 15,250
Hemphill Charitable Foundation donation		\$ (10,000)
Needy student supplies		\$ 10,000
		<u>\$ -</u>
<b>The following will result in an increase to fund balance.</b>		
None		\$ -
		<u>\$ -</u>
<b>Net effect to fund balance</b>		<b>\$ (860,000)</b>

**SCHOOL NUTRITION FUNDS**

The following will result in a decrease to fund balance.

None

\$ -  
\$ -

The following will result in no change to fund balance as there is a equal revenue and expenditure component.

None

\$ -  
\$ -

The following will result in an increase to fund balance.

None

\$ -  
\$ -

Net effect to fund balance

\$ -

**DEBT SERVICE FUND**

The following will result in a decrease to fund balance.

None

\$ -  
\$ -

The following will result in no change to fund balance as there is a equal revenue and expenditure component.

None

\$ -  
\$ -

The following will result in an increase to fund balance.

None

\$ -  
\$ -

Net effect to fund balance

\$ -



## Ector County Independent School District

### Action Page

**TO:** Board of Trustees  
**FROM:** Dr. Lilia Náñez, Associate Superintendent of Curriculum & Instruction  
**SUBJECT:** **DISCUSSION OF AND REQUEST FOR APPROVAL OF 2025-2026 ACADEMIC CALENDARS**  
**DATE:** February 18, 2025

---

The district calendar committee helped design the academic calendar for 2025-2026. This academic calendar provides students with 175 instructional days, and 187 days for teachers. ECISD posted three calendar options publicly on January 17 and were shared via Staff email, emailed to all parents and through Facebook. Below is a summary of the number of stakeholders who responded:

- 312 staff members responded
- 1,127 community members responded

Below is a summary of the positive comments regarding Calendar C:

- Spring Break aligned with OC
- Teachers have a break in October
- Full days of professional learning during the year (not ½ early release days)
- Records Day to End the first semester
- Traditional Christmas break that starts on a Monday

**OCA/OCTECHS** academic calendar will run the same days, except for the bad weather days and professional learning days. They will have theirs on Fridays (to align with the Odessa College calendar).

\*\*\*\*\*

Administrative Recommendation:

Approval of ECISD (B) 2025-2026 Academic Calendar and OCA/OCTECHS Calendar



# Ector County ISD Academic Calendar 2025-26

**187 Teacher Days / 175 Student Days**

**Draft C**

August 2025						
S	M	T	W	T	F	S
	28	29	30	31	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24/ 31	25	26	27	28	29	30

July 30 – August 8 – Professional Development  
 Aug. 11 – First Day of School – PK-6 & 9  
 Aug. 12 – First Day of School – 7-8 & 10-12

September 2025						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Sep 1: Labor Day Holiday  
 Sept. 19: End of 1<sup>st</sup> 6 wks

October 2025						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Oct. 10<sup>th</sup>: End of 1<sup>st</sup> 9 wks  
 Oct. 13 – Holiday  
 Oct. 14 – Professional Dev. / Student Holiday  
 Oct. 31<sup>st</sup>: End of 2<sup>nd</sup> 6 wks

November 2025						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

Nov. 24 – 28 Thanksgiving Holiday

December 2025						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

Dec. 18<sup>th</sup>: End of 3<sup>rd</sup> 6wks & 2<sup>nd</sup> 9 wks  
 Dec. 19 – PD/Records / Student Holiday  
 Dec. 22 – 31 – Winter Holidays

January 2026						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Jan. 1 – 2; Winter Holidays  
 Jan 5: Professional Development / Student Holiday  
 Jan. 6: 1<sup>st</sup> Day Second Semester  
 Jan. 19: MLK Day Holiday

February 2026						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

Feb. 13 – End of 4<sup>th</sup> 6 wks  
 Feb. 16 – Bad Weather Make-Up Day

March 2026						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Mar. 6 – End of 2<sup>nd</sup> 9 wks – Early Release  
 Mar 9 – 13 – Spring Break

April 2026						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

April 3 – Good Friday Holiday  
 April 6 – Bad Weather Make-Up Day  
 April 10 – End of 5<sup>th</sup> 6 wks

May 2026						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

May 21: End of School  
 May 22: Records Day  
 May 25: Memorial Day Holiday  
 May 26-28: Summer Learning PD

June 2026						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

June 1-25: Summer Learning

July 2026						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Total Days – 175 Instructional Days
Option C

6W Cyc 1 – Sept 19 (29 days)
6W Cyc 2 – Oct 31 (28 days)
6W Cyc 3 – Dec 18 (29 days)
6W Cyc 4 – Feb 13 (28 days)
6W Cyc 5 – Apr 10 (32 days)
6W Cyc 6 – May 21 (29 days)
9W Cyc 1 – Oct 10 (44 days)
9W Cyc 2 – Dec 18 (42 days)
9W Cyc 3 – Mar 6 (42 days)
9W Cyc 4 – May 21 (47 days)

DRAFT



# OCA & OCTECHS Academic Calendar 2025-26

## for Early College High School Students at Odessa College

**187 Teacher Days / 175 Student Days**

### August 2025

S	M	T	W	T	F	S
	28	29	30	31	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24/ 31	25	26	27	28	29	30

July 30 – Aug. 8 / Professional Development  
 Aug. 11 – First Day of School / PK-6<sup>th</sup> & 9<sup>th</sup>  
 Aug. 12 – First Day of School / 7<sup>th</sup>-8<sup>th</sup> & 10<sup>th</sup>-12<sup>th</sup>  
 Aug. 19 – Begin Fall 1 College Classes

### September 2025

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Sept. 1 – Labor Day Holiday

### October 2025

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Oct. 9 – End of 1<sup>st</sup> 9 weeks & Fall 1 College Classes  
 Oct. 10 – Student Holiday / Professional Dev.  
 Oct. 13 – Holiday  
 Oct. 14 – Begin Fall 2 College Classes

### November 2025

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

Nov. 24-28 / Thanksgiving Holiday

### December 2025

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

Dec. 9 – End of Fall 2 College Classes  
 Dec. 12-13 / OC Fall Graduations  
 Dec. 18 - End of 2<sup>nd</sup> 9 Weeks  
 Dec. 19 – Student Holiday / Records PD  
 Dec. 22-31 / Winter Holidays

### January 2026

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Jan. 1-2 / Winter Holidays  
 Jan 5 – Student Holiday / Professional Dev.  
 Jan. 6 – 1<sup>st</sup> Day of Second Semester  
 Jan. 13 – Begin Spring 1 College Classes  
 Jan. 19 – MLK Day Holiday

### February 2026

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

Feb. 13 – Bad Weather Make-Up Day

### March 2026

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Mar. 5 – End of Spring 1 College Classes  
 Mar 6 – End of 2<sup>nd</sup> 9 weeks / Early Release  
 Mar. 9-13 / Spring Break  
 Mar. 17 – Begin Spring 2 College Classes

### April 2026

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

April 3 – Good Friday Holiday  
 April 10 – Bad Weather Make-Up Day

### May 2026

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

May 7 – End of Spring 2 College Classes  
 May 15 / OCTECHS & OCA HS Graduations  
 May 21 – End of School  
 May 22 – Records Day  
 May 25 – Memorial Day Holiday  
 May 26-28 / Summer Learning PD

### June 2026

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

June 1-25 / Summer Learning

### July 2026

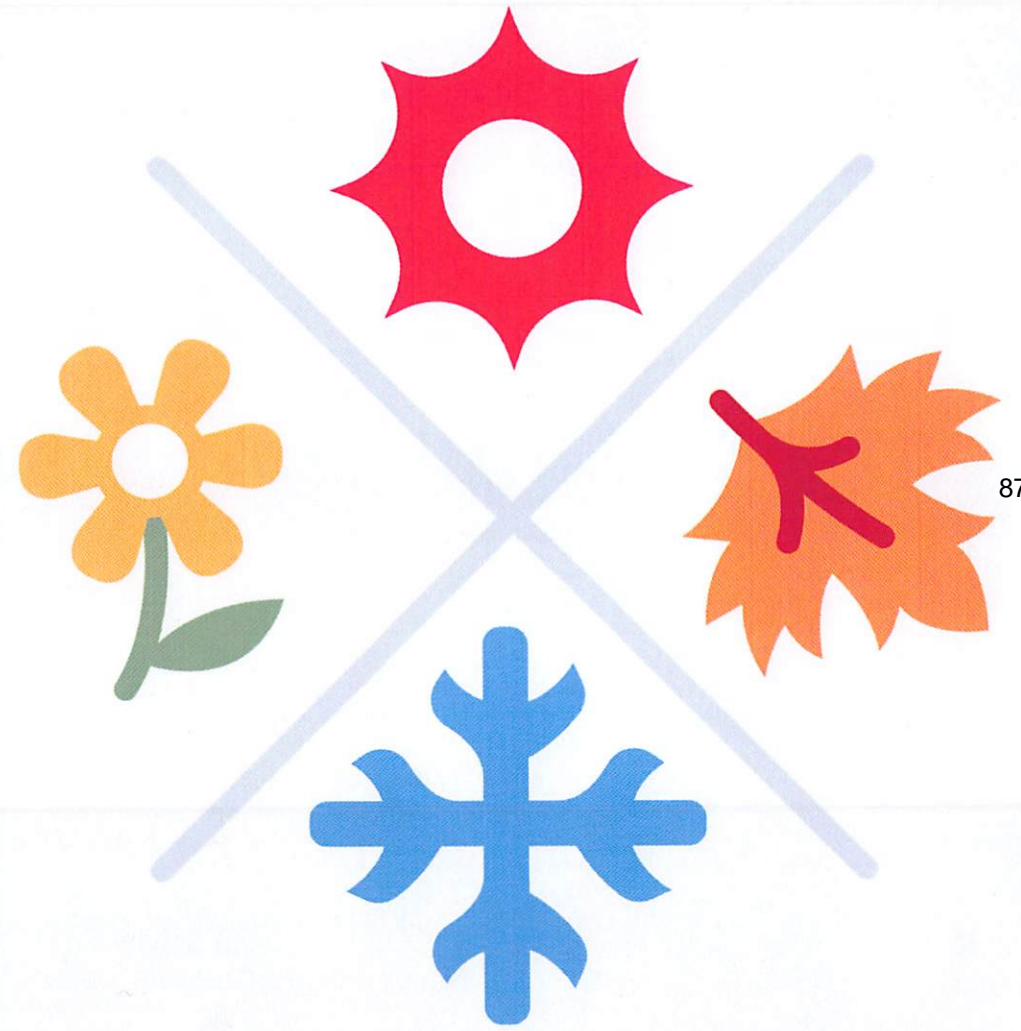
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Total Days – 175 Instructional Days
9W Cyc 1 – Oct 9 (43 days)
9W Cyc 2 – Dec 18 (43 days)
9W Cyc 3 – Mar 6 (42 days)
9W Cyc 4 – May 21 (47 days)

ECISD  
ACADEMIC  
CALENDAR  
2025-2026

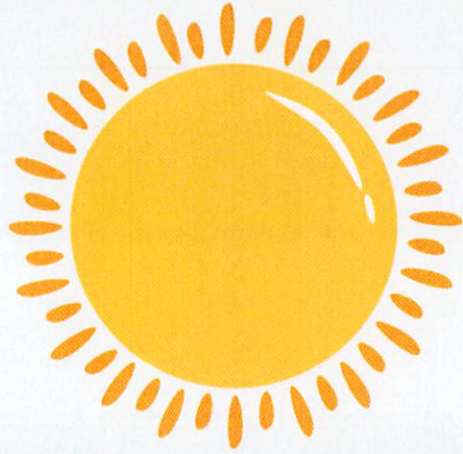


OUR students...THE future





- 312 responses from staff
- 1,127 responses from community
- Calendar C is the proposed calendar
- 187 Teacher Days
- 175 Student Days



# AUGUST & SEPTEMBER



**FIRST DAY  
OF SCHOOL**

11<sup>th</sup> : PreK-6<sup>th</sup> and 9<sup>th</sup> Grade  
12<sup>th</sup> : 7<sup>th</sup> - 8<sup>th</sup> and 10<sup>th</sup>-12<sup>th</sup>

August 2025						
S	M	T	W	T	F	S
	28	29	30	31	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24/31	25	26	27	28	29	30

July 30 – August 8 – Professional Development

Aug. 11 – First Day of School – PK-6 & 9

Aug. 12 – First Day of School – 7-8 & 10-12

September 2025						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Sep 1: Labor Day Holiday

Sept. 19: End of 1<sup>st</sup> 6 wks



# OCTOBER & NOVEMBER



October 2025						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Oct. 10<sup>th</sup>: End of 1<sup>st</sup> 9 wks  
 Oct. 13 – Holiday  
 Oct. 14 – Professional Dev. / Student Holiday  
 Oct. 31<sup>st</sup>: End of 2<sup>nd</sup> 6 wks

November 2025						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

Nov. 24 – 28 Thanksgiving Holiday



# DECEMBER & JANUARY

December 2025							January 2026						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
	1	2	3	4	5	6					1	2	3
7	8	9	10	11	12	13	4	5	6	7	8	9	10
14	15	16	17	18	19	20	11	12	13	14	15	16	17
21	22	23	24	25	26	27	18	19	20	21	22	23	24
28	29	30	31				25	26	27	28	29	30	31

Dec. 18<sup>th</sup>: End of 3<sup>rd</sup> 6wks & 2<sup>nd</sup> 9 wks  
 Dec. 19 – PD/Records / Student Holiday  
 Dec. 22 – 31 – Winter Holidays

Jan. 1 – 2; Winter Holidays  
 Jan 5: Professional Development / Student Holiday  
 Jan. 6: 1<sup>st</sup> Day Second Semester  
 Jan. 19: MLK Day Holiday



# FEBRUARY & MARCH

February 2026						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

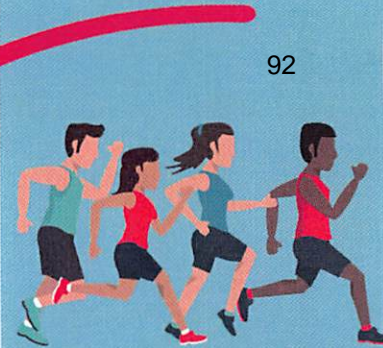
Feb. 13 – End of 4<sup>th</sup> 6 wks

Feb. 16 – Bad Weather Make-Up Day

March 2026						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Mar. 6 – End of 2<sup>nd</sup> 9 wks – Early Release

Mar 9 – 13 – Spring Break





# APRIL & MAY

April 2026						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

April 3 – Good Friday Holiday  
 April 6 – Bad Weather Make-Up Day  
 April 10 – End of 5<sup>th</sup> 6 wks

May 2026						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

May 21: End of School  
 May 22: Records Day  
 May 25: Memorial Day Holiday  
 May 26-28: Summer Learning PD





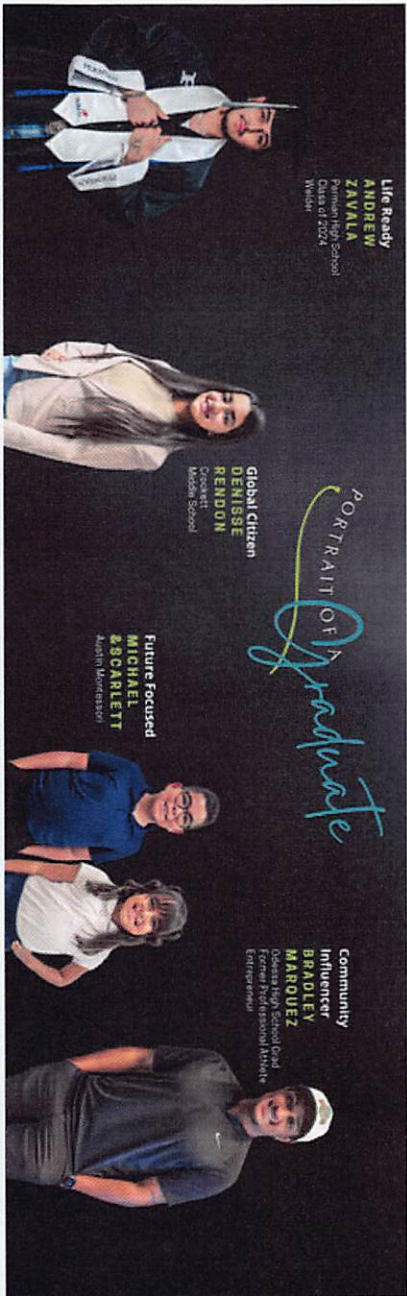
# JUNE & JULY SUMMER LEARNING

June 2026						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

June 1-25: Summer Learning

July 2026						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

SUMMER  
GRADUATION<sup>94</sup>  
DATE TO BE  
DETERMINED





## Ector County Independent School District

### Action Page

**TO:** Board of Trustees

**FROM:** Anthony Sorola, Associate Superintendent

**SUBJECT:** **DISCUSSION OF AND REQUEST FOR APPROVAL OF BOARD OF TRUSTEES RECOMMENDATIONS FOR NAMING COMMITTEE MEMBERSHIP FOR ODESSA HIGH SCHOOL**

**DATE:** February 18, 2025

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During the fall semester of 2024, a request was received by the Ector County ISD administration from the Military Order of the Purple Heart to name a portion of the Odessa High School campus after PFC Alfred M. Wilson, a Medal of Honor recipient who graduated from the high school in 1967. In response to this request, the administration referenced CW (Local), which is the policy that was adopted for addressing facility naming. A copy of CW (Local) has been included for reference purposes. This policy states that recommended names shall be submitted to a committee composed of the following representatives:

1. Two members of the Education Foundation, as selected by the members of the Education Foundation.
2. Two members appointed by the Board.
3. Three community representatives who reside within the District and have been selected by the District's Continuous Improvement Team.
4. Three parent representatives who reside within the District and have been selected by the District's Continuous Improvement Team.

This committee shall be chaired by the Superintendent or designee. The committee shall submit to the Board one or more recommended names for each facility to be named.

Board members were asked to recommend potential candidates for the two committee positions that are appointed by the Board. Candidate names for Odessa High School were gathered, and each nominee was contacted to ascertain his/her interest and availability to serve on the naming committee. The following nominees expressed their interest and availability to serve on the naming committee.

- Charles Cotten
- Art Leal
- Gordon Albright

As two members are appointed by the Board, the administration recommends that each trustee complete a voting ballot that contains the names of the three nominees. The two nominees with the highest number of votes will then be recommended to the entire Board of Trustees for membership on the Odessa High School Naming Committee.

\*\*\*\*\*

Administrative Recommendation:

Approval of the two nominees with the highest number of votes for membership on the Odessa High School Naming Committee.



**Ector County Independent School District  
BOARD OF TRUSTEES**

**Naming Committee Membership for  
Odessa High School**

**BALLOT**

**Please select two (2) from the following list of candidates.**

- Charles Cotten
- Art Leal
- Gordon Allbright

---

Signature Required

**Notes:**

- This document will be made available to the public, as requested.

NAMING FACILITIES

CW  
(LOCAL)

**Guidelines**

The following guidelines shall be used in the naming of school buildings or other facilities in the District:

1. Facilities may be named for persons who served the District or community, especially in service to children.
2. Facilities may be named for any local, state, or national heroic figure.
3. Facilities may be named for an individual who is living or deceased.
4. Facilities may be named for local residential or geographical areas or state national landmarks.
5. A nominee shall have made a significant contribution to society and/or education and his or her name shall lend prestige and status to an institution of learning.
6. The nominee must represent exemplary human qualities that can serve as a model of excellence for the students who will attend the school.

**Recommendation Process**

The Board may request the Superintendent to solicit recommendations of names from staff, students, and the community when, in the opinion of the Board, this process is advisable. Recommendations shall be submitted to the Board through the Superintendent. The supporting data shall include a succinct description of the nominee's contributions, why these are important, and any pertinent history that should be considered.

**Committee**

Recommendations of names shall be submitted to a committee composed of the following representatives:

1. Two members of the Education Foundation, as selected by the members of the Education Foundation.
2. Two members appointed by the Board.
3. Three community representatives who reside within the District and have been selected by the District's Continuous Improvement Team.
4. Three parent representatives who reside within the District and have been selected by the District's Continuous Improvement Team.

The committee shall be chaired by the Superintendent or designee. The committee shall submit to the Board one or more recommended names for each campus or facility to be named.

NAMING FACILITIES

CW  
(LOCAL)

**Board Decision**

The responsibility for the final decision in naming facilities rests with the Board. At a regularly scheduled meeting, the Board shall officially select a name from the list of recommendations submitted by the committee for each campus or facility to be named.



## Ector County Independent School District

### Action Page

**TO:** Board of Trustees

**FROM:** Anthony Sorola, Associate Superintendent

**SUBJECT: DISCUSSION OF AND REQUEST FOR APPROVAL OF BOARD OF TRUSTEES RECOMMENDATIONS FOR NAMING COMMITTEE MEMBERSHIP FOR PERMIAN HIGH SCHOOL**

**DATE:** February 18, 2025

---

During the fall semester of 2024, a request was received by the Ector County ISD administration from the Military Order of the Purple Heart to name a portion of the Permian High School campus after SSgt Marvin R. Young, a Medal of Honor recipient who graduated from the high school in 1965. In response to this request, the administration referenced CW (Local), which is the policy that was adopted for addressing facility naming. A copy of CW (Local) has been included for reference purposes. This policy states that recommended names shall be submitted to a committee composed of the following representatives:

1. Two members of the Education Foundation, as selected by the members of the Education Foundation.
2. Two members appointed by the Board.
3. Three community representatives who reside within the District and have been selected by the District's Continuous Improvement Team.
4. Three parent representatives who reside within the District and have been selected by the District's Continuous Improvement Team.

This committee shall be chaired by the Superintendent or designee. The committee shall submit to the Board one or more recommended names for each facility to be named.

Board members were asked to recommend potential candidates for the two committee positions that are appointed by the Board. Candidate names for Permian High School were gathered, and each nominee was contacted to ascertain his/her interest and availability to serve on the naming committee. The following nominees expressed their interest and availability to serve on the naming committee.

- Charles Cotten
- Art Leal
- Fabien Aguirre
- Johnny Carrasco
- Tony Davis

As two members are appointed by the Board, the administration recommends that each trustee complete a voting ballot that contains the names of the three nominees. The two nominees with the highest number of votes will then be recommended to the entire Board of Trustees for membership on the Permian High School Naming Committee.

\*\*\*\*\*

Administrative Recommendation:

Approval of the two nominees with the highest number of votes for membership on the Permian High School Naming Committee.



**Ector County Independent School District  
BOARD OF TRUSTEES**

**Naming Committee Membership for  
Permian High School**

**BALLOT**

**Please select two (2) from the following list of candidates.**

- Charles Cotten
- Art Leal
- Fabien Aguirre
- Johnny Carrasco
- Tony Davis

---

Signature Required

**Notes:**

- This document will be made available to the public, as requested.

NAMING FACILITIES

CW  
(LOCAL)

**Guidelines**

The following guidelines shall be used in the naming of school buildings or other facilities in the District:

1. Facilities may be named for persons who served the District or community, especially in service to children.
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3. Facilities may be named for an individual who is living or deceased.
4. Facilities may be named for local residential or geographical areas or state national landmarks.
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6. The nominee must represent exemplary human qualities that can serve as a model of excellence for the students who will attend the school.

**Recommendation Process**

The Board may request the Superintendent to solicit recommendations of names from staff, students, and the community when, in the opinion of the Board, this process is advisable. Recommendations shall be submitted to the Board through the Superintendent. The supporting data shall include a succinct description of the nominee's contributions, why these are important, and any pertinent history that should be considered.

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2. Two members appointed by the Board.
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4. Three parent representatives who reside within the District and have been selected by the District's Continuous Improvement Team.

The committee shall be chaired by the Superintendent or designee. The committee shall submit to the Board one or more recommended names for each campus or facility to be named.

NAMING FACILITIES

CW  
(LOCAL)

**Board Decision**

The responsibility for the final decision in naming facilities rests with the Board. At a regularly scheduled meeting, the Board shall officially select a name from the list of recommendations submitted by the committee for each campus or facility to be named.



## **BOARD OF TRUSTEES**

**SUBJECT:** Consent Agenda

**PRESENTED BY:** Dr. Keeley S. Boyer

### **BACKGROUND INFORMATION:**

Ector County ISD adopted the use of the consent agenda as a means of expediting regular meetings. Consent agenda items consist of typical or routine matters in nature and typically have been discussed in a prior Board Work Study session. As such, the Board can consider all items included in the Consent Agenda with one motion. Should the Board choose to consider any item on the Consent Agenda separately, that item can be removed from the Consent Agenda, discussed, and voted on separately.

### **ADMINISTRATIVE RECOMMENDATION:**

Approval of the Consent Agenda.



## **REQUEST FOR APPROVAL OF MINUTES OF MEETINGS**

Attached you will find minutes of meetings of the Board of Trustees for:

- January 14, 2025 – Board Workshop Meeting
- January 16, 2025 – Board Training Meeting
- January 20, 2025 – Special Board Meeting
- January 21, 2025 – Regular Board Meeting
- January 22, 2025 – Special Board Meeting
- January 23, 2025 – Special Board Meeting
- February 6, 2025 – Special Board Meeting
- February 7, 2025 – Special Board Meeting

**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., JANUARY 14, 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, Mike Adkins

**Others:** Tatiana Dennis, George Kazanas, Marian Strauss, Ruben Cervantes, Rita Lopez, Mary Franco

**27006** **Meeting Called to Order:** Christopher Stanley, Board President, called the Board of Trustees Meeting to order at 6:00 p.m.

**27007** **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 Christopher Stanley, verified that the provisions of Section 551.001 of the Texas Government Code have been met in connection with public notice of this meeting.

**27008** **Opening Remarks by Superintendent:** In her opening remarks, Interim Superintendent Dr. Keeley Boyer reminded Trustees there is a groundbreaking ceremony for the new middle school in West Odessa on Thursday morning.

**27009** **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 were no public comments.

**27010** **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.] (The Board of Trustees will discuss the applicants for superintendent position.) 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 6:31 p.m.

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

**27011** **Approval of the Number of Applicants to be Interviewed:** Moved by Woodall, seconded by Miller to Interview six (6) of the applicants. There were approximately thirty (30) applicants.

Motion unanimously approved.

**27012** **Discussion with TASB Consultant Regarding Superintendent Search Process:** TASB Consultants supported the Board of Trustees in identifying interview questions and outlined the initial and follow-up interview processes.

The first-round interviews are scheduled for January 20, 22 and 23.

No action required.

**27013** **Closing Remarks by Superintendent:** There were no closing remarks.

**27014** **Adjournment:** Christopher Stanley Board President, adjourned the Board meeting at 7:57 p.m.

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**Board President**  
*Christopher Stanley*

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**Board Secretary**  
*Dr. Steve Brown*

**AT A BOARD TRAINING OF THE BOARD OF TRUSTEES OF THE ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT HELD AT THE ADMINISTRATION BUILDING THIRD FLOOR CONFERENCE ROOM A/B, 802 NORTH SAM HOUSTON, ODESSA, ECTOR COUNTY, TEXAS, AT 6:00 P.M., JANUARY 16, 2025, WITH THE FOLLOWING MEMBERS:**

**Present:**

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

**School Officials:** Keeley Boyer

**Others:** Orin Moore

**27015** **Meeting Called to Order:** Christopher Stanley, Board President, called the Board of Trustees Meeting to order at 6:00 p.m.

**27016** **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 Christopher Stanley, verified that the provisions of Section 551.001 of the Texas Government Code have been met in connection with public notice of this meeting.

**27017** **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.

**27018** **Governance Team (Board and Superintendent) Training and Development:** The Board of Trustees and Interim Superintendent Dr. Keeley Boyer participated in Governance Team (Board and Superintendent) Training and Development led by TASB Board Development Services Consultant Orin Moore.

No action required.

**27019** **Adjournment:** Christopher Stanley, Board President, adjourned the Board meeting at 8:22 p.m.

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**Board President**  
*Christopher Stanley*

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**Board Secretary**  
*Dr. Steve Brown*

**AT A SPECIAL 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., JANUARY 20, 2025, WITH THE FOLLOWING MEMBERS:**

**Present:**

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

**Absent:**

**School Officials:** Deborah Ottmers

**Others:** Mary Franco

**27020** **Meeting Called to Order:** Christopher Stanley, Board President, called the Board of Trustees Meeting to order at 6:00 p.m.

**27021** **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 Christopher Stanley, verified that the provisions of Section 551.001 of the Texas Government Code have been met in connection with public notice of this meeting.

**27022** **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 were no public comments.

**27023** **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.] (Board interview and discussion of superintendent applicants):**

Board President Christopher Stanley convened the Board of Trustees to closed session at 6:01 p.m.

Board President Christopher Stanley reconvened the Board of Trustees to open session at 9:18 p.m.

**27024** **Adjournment:** Christopher Stanley, Board President, adjourned the Board meeting at 9:19 p.m.

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**Board President**  
*Christopher Stanley*

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**Board Secretary**  
*Dr. Steve Brown*

**AT A REGULAR 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., JANUARY 21, 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, Mike Adkins, Deborah Ottmers, Dr. Lilia Náñez, Dr. Anthony Sorola, Alicia Syverson, Dr. Kellie Wilks

**Others:** Tatiana Dennis, Aaron Padilla, Estela Vejil, Maria Melendez, Brian Patterson, Shannon Wilkerson, Todd Blankenship, Toby Blankenship, Tracey Borchardt, Tyler Thompson, Albessa Chavez, Monica Olivas, Pablo Valenzuela, Martha Gomez, Hector Lemon, Lisa Wills, Andrea Moreno-Hewitt, Kyrsten Nall, Betsabe Salcido, Ale Gomez, Jesus Gomez, Nisi Gomez, Milan Mills, Brian Gwilliam, Ashton Daly, Tammy Belman, Declan Henderson, Brian Patterson, Maiya Morgan, Stephani Castillo, Aaron Padilla, Saeed Inman, Raquel Villegas, Michelle Villegas, Mandy Hinojos, Noah Ortiz, Jeanne Blankenship, Rita Lopez, Mary Franco

**27025** **Meeting Called to Order:** Christopher Stanley, Board President, called the Board of Trustees Meeting to order at 6:00 p.m.

**27026** **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.

**27027** **Pledge Allegiance to United States and Texas Flags:** The United States and Texas flag pledges were led by Blackshear Elementary School Students Miguel Rodriguez and Genesis Saenz.

**27028** **Invocation:** The Invocation was led by Spanish Pastor Daniel Perez, Odessa Bible Church.

**27029** **Special Presentations:**

**School Board Month Proclamation:** Chief Communication Officer Mike Adkins presented this item. On January 14, Odessa Mayor Cal Hendrick and the City Council proclaimed January as Ector County ISD School Board Recognition Month. "While we won't read the proclamation now, it will be displayed here in the boardroom for those interested. Instead, we'd like to share our own message of appreciation for you, our

school board members.” Our Communications Department created a heartfelt video featuring messages from each of the Trustees’ families.

**Presentation of Aetna Well-Being Award:** Chief Communication Officer Mike Adkins presented this item. Aetna presented its Well-being Bronze Award to our Benefits Department to recognize the District’s strong commitment to providing workplace well-being resources, programs and support for employees.

That support comes in a broad range of resources for *total well-being*; financial well-being seminars, exercise times called Wellness Wednesdays, flu shot clinics, employee counseling sessions, stress management webinars, mammogram events, and, of course, ECISD’s own Health & Wellness Center for employees and eligible dependents with a spectrum of services. The ECISD Benefits Department also sends a quarterly newsletter to all employees, keeping us well-informed.

**Announcement of Texas Association of School Boards Risk Management Fund Student Scholarship:** Chief Communication Officer Mike Adkins presented this item. ECISD has been awarded a student scholarship sponsored by Texas Association of School Boards (TASB) Risk Management Fund. TASB Representative Brian Patterson presented ECISD with a \$1,000 check, which will be awarded to a student or students later this spring through a selection process yet to be determined. This generous contribution supports ECISD’s mission in preparing students for high school graduation and beyond.

**Presentation of Crockett MS Student Design for State Capitol Christmas Ornament:** State representatives are invited each year to select one artist from their community to create an ornament that highlights the beauty of their Texas House District. With only 150 artists chosen annually for this holiday honor, Representative Brooks Landgraf selected Leon’s design to represent his West Texas district this year. Leon Apollo Valenzuela a 6th grader at Crockett Middle School, hand-painted his ornament featuring Santa and his reindeer flying over the Texas flag, a tree surrounded by falling snow, and a tribute to Crockett Middle School, completing the design.

**Recognition of Permian High School Band State Qualifier:** Chief Communication Officer Mike Adkins presented this item. The Permian High School Band was recognized for advancing to the UIL State Marching Contest for the fourth consecutive year, following their third consecutive area championship. Representing the band were Director Jeff Whitaker, Trey Burns, Tyler Serrato; Drum Majors Diego Campos, Sayuri Dominguez, Alexis Sanchez, and Cristian Velasco; and Band Captain Laney Cobb.

**Introduction of Academic All-State Athletes from the Fall Semester:** Chief Communication Officer Mike Adkins presented this item. The Texas High School Coaches Association Academic All-State Teams honor senior student-athletes, trainers, and managers who excel in GPA, class rank, and ACT/SAT scores. The 19 student-athletes recognized tonight have earned this distinction based on their achievements in these areas.

This years, All-State Honorees:

**Cross Country | Odessa High School**

Toby Blankenship | Honorable Mention Boys  
Jesse Valerio | Honorable Mention Boys  
Jordan Flotte | Honorable Mention Boys  
Jeremiah Manuel Casas | Honorable Mention Boys

**Volleyball | Odessa High School**

Clarissa Deleon | 2<sup>nd</sup> Team  
Jocelynn Saenz | 2<sup>nd</sup> Team

**Volleyball | Permian High School**

Milan Mills | 2<sup>nd</sup> Team  
Aubrey Gwilliam | 2<sup>nd</sup> Team  
Nisi Gomez | 2<sup>nd</sup> Team  
Maiya Morgan | 2<sup>nd</sup> Team

**Football | Odessa High School**

Benjamin Matthews | 2<sup>nd</sup> Team  
Landon Wilkerson | Honorable Mention  
Joel Vizcaino | Honorable Mention  
Arath Benavides | Honorable Mention  
Michelle Villegas | Honorable Mention

**Football | Permian High School**

Aaron Padilla | 2<sup>nd</sup> Team  
Noah Casas | Honorable Mention  
Declan Henderson | Honorable Mention  
Ashton Daly | Honorable Mention

**27030** **Opening Remarks by Superintendent:** In her opening comments, Interim Superintendent Dr. Keeley Boyer acknowledged School Board Recognition Month, thanking the Trustees for their service and telling them how proud she is to be part of this Team of 8.

**27031** **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.

**Bond 2023**

**27032** **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. The update began with a look at the construction/renovation projects. About 50% of the construction documents have been received for the new Career & Technical Education high school. All should be in by the end of January, and it is still on track for groundbreaking in June.

The groundbreaking for West Odessa's new middle school took place on January 16, marking the start of construction. The school is set to open in the Fall of 2026.

Design plans are being finalized and permitting requirements being obtained for the Permian High School Auditorium renovation. Construction is expected to begin at the end of this school year.

There is a very similar report for the PHS JROTC facility. Design is complete and the project is going out for bid this month. Construction should begin by the end of this school year.

At Odessa High School, the design development phase is underway for the Transition Learning Center. Surveying and geotechnical drilling have been completed, and construction should begin soon.

The Ag Farm is currently in the design development phase and construction is expected to start at the end of this school year.

The Transportation Center is now under contract. The location is 8860 and 8866 NW Loop 338 on 35 acres of land with existing facilities.

Technology projects for Public Address/Bells/Alarms/Clocks are underway. Cabling is complete at Blackshear Elementary, Blanton Elementary, and Milam Elementary. Goliad, Gonzales and Ireland elementary schools are scheduled next. Hardware installation began at Burleson Elementary the week of January 13 (a reminder that Burleson will open as an early education center in August 2025). New surveillance cameras are being installed at OHS now and will begin at PHS next week.

The financial report shows quite a bit of movement taking place. About 5% of bond proceeds have been spent so far, with about 30% now encumbered (designated for specific projects) through purchase orders – that's nearly \$127 million – most of that for the new middle school build.

A color selection committee for the new middle school has met and is considering color combinations for the campus.

Design meetings for the TLC and Ag Farm took place earlier in January and will meet again in the coming weeks.

No action required.

**Action Items**

**27033** **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. The one item on this list this month is approximately \$1.6 million to CDW-G for network equipment to connect four (4) new bond-project sites to ECISD's network.

Motion unanimously approved.

**27034** **Discussion of and Request for Approval of 2024-2025 Budget Amendment #4:** Moved by Miller, seconded by Woodall to approve the 2024-2025 Budget Amendment #4 as presented.

Motion unanimously approved.

**27035** **Discussion of and Request for Approval of 2024-2025 Calendar Revision 1:** Moved by Woodall, seconded by Brown to approve the 2024-2025 Calendar Revisions as presented. This change will remove the last two days of summer school (July 1 & 2), allowing payroll for summer learning for elementary and middle school to be completed by June 30, the final day of the District's fiscal year. High school continues until Summer Graduation in July.

Motion unanimously approved.

**27036** **Discussion of and Request for Approval of Election Order and Notice for May 3, 2025 Board of Trustees Election:** Moved by Abalos, seconded by Hawkins to approve the Election Order and Notice for the May 3, 2025 Board of Trustees Election as presented.

Motion unanimously approved.

**27037** **Discussion of and Request for Approval of ECISD Board of Trustees Naming Two Members to the Education Foundation Board by Way of Ballot:** By way of Ballot, Trustees elected Tammy Hawkins and Chris Stanley as Members of the Education Foundation Board.

Motion unanimously approved.

**27038** **Consent Agenda:** Moved by Woodall, seconded by Brown 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 Memorandum of Understanding between Ector County ISD and Angelo State University – School Counseling Pathway
- E. Request for Approval to Submit Grant Resolutions to the Office of the Governor
- F. Request for Approval of Agreed Corrective Action Plan

Motion unanimously approved.

**Report/Discussion Items**

**27039** **Presentation of Career & Technical Education Program:** Executive Director of Career and Educational Ryan Merritt provided Trustees with a report on the Career & Technical Education (CTE) program, which is focused on preparing students for high-skill, high-wage, and in-demand occupations.

ECISD offers 30 CTE programs of study aligned to careers that meet criteria for in-demand and high wage occupations. Each program of study leads to postsecondary education, training opportunities and aligns with statewide graduation endorsements.

For 2024-25, 8,799 students are taking at least one CTE course. When you then consider students taking more than one CTE class, there are 15,549 seats filled across all CTE courses. About 2,260 CTE students travel every day from OHS, PHS and New Tech Odessa to one of five CTE satellite campuses to access their program of choice.

The 2023-24 Texas Academic Performance Report shows ECISD's 2023 graduates earning their state-required CCMR (College Career and Military Readiness) credit through CTE Dual Credit (which is a course that gives high school and college credit simultaneously) was 51.8% - more than 28% higher than the state number of 23.6%.

The new, bond-approved, CTE high school will consolidate many programs onto one campus, will be the full-time high school for 400 students, and will accommodate 2,000 traveling CTE students each day. The ten (10) programs of study offered at the new center were identified by a community advisory committee considering labor market information (regional and state), student interest and local wisdom.

Also approved by voters in the last bond, the new Ag facility is being designed with three focus areas – program visibility; student, staff and animal safety; and community engagement.

Speaking of community engagement, the CTE and Counseling teams are hosting the annual 8th grade high school programs fair, on January 23 at Odessa College, to give this year's 8th graders the chance to see the various high school programs and electives available to them in high school. Students will visit during the day, and it is open to parents and the community from 4:30-7:00 p.m. This knowledge will help students, and their families create their four-year plan to graduate high school.

The CTE Department continues to work with ACCESS, the Workforce Board and local employers to bridge the gap between education and employment by connecting the sides in career exploration and placement.

No action required.

**27040** **Discussion of 2025 Legislative Priorities:** Trustees reviewed their legislative priorities for the upcoming Texas Legislative Session, categorized under three key areas: School Finance, Human Capital, and School Accountability. These priorities will be posted on the Trustees' webpage this week.

Amy Dodson from Raise Your Hand Texas briefed board members on the now-open legislative session, providing strategies for effective advocacy on issues impacting ECISD and public education.

To maximize impact, trustees should actively communicate their priorities to the community, monitor relevant legislation, and engage with lawmakers to share insights on how proposed bills affect staff, students, and families. Additionally, ECISD staff and parents are encouraged to advocate directly with elected officials in Austin.

Maintaining a clear focus on board priorities and defining what constitutes a legislative "win" will help guide efforts throughout the session.

No action required.

- 27041** **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.] (The Board of Trustees will deliberate on the hiring of a Principal for Burleson Early Education Center.) Security Personnel, Devices or Security Audits - Section 551.076 of the Texas Government Code (Intruder Detection Audit Finding for Discussion). Consultation with Attorney pursuant to Texas Government Code Section 551.071, and Certain School Board Deliberations pursuant to Texas Government Code Section 551.0821 (The Board will meet in consultation with school attorney regarding pending litigation and possible settlement of *Student v. Ector County Independent School District*, Before a Special Education Hearing Officer for the State of Texas; Docket No. 226-SE-0324, where personally identifiable information about the student will necessarily be revealed by the deliberation.) 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 8:07 p.m.

Board President Christopher Stanley reconvened the Board of Trustees to open session at 8:38 p.m.

- 27042** **Consideration and Possible Action Concerning Pending Litigation and Possible Settlement of *Student v. Ector County Independent School District*, Before a Special Education Hearing Officer for the State of Texas: Docket No. 226-SE-0324:** Moved by Woodall, seconded by Brown to accept the recommendation of the superintendent and the school’s attorney and direct the superintendent and the school’s attorney to proceed as discussed in closed session concerning *Student v. Ector County Independent School District*, before a Special Education Hearing Officer for the State of Texas; Docket No. 226-SE-0324.

Motion unanimously approved.

**27043** **Information Items**: The Board of Trustees were provided with the following information items: Financials, Purchasing Over \$50,000 Informational Report, Quarterly Donations Informational Report, and Routine Personnel Report.

**27044** **Closing Remarks by Superintendent**: In her closing remarks, Dr. Boyer announced that Tanya Galindo, currently the principal at Zavala Elementary School, will become the principal at Burleson EEC when it opens in August 2025.

**27045** **Adjournment**: Board President Christopher Stanley adjourned the Board meeting at 8:39 p.m.

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**Board President**  
*Christopher Stanley*

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**Board Secretary**  
*Dr. Steve Brown*

**AT A SPECIAL 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., JANUARY 22, 2025, WITH THE FOLLOWING MEMBERS:**

**Present:**

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

**Absent:**

**School Officials:** Deborah Ottmers

**Others:** Mary Franco

**27046** **Meeting Called to Order:** Christopher Stanley, Board President, called the Board of Trustees Meeting to order at 6:00 p.m.

*(Dawn Miller arrived at 6:15 p.m. was present for the remainder of the meeting.)*

**27047** **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 Christopher Stanley, verified that the provisions of Section 551.001 of the Texas Government Code have been met in connection with public notice of this meeting.

**27048** **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 were no public comments.

**27049** **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.] (Board interview and discussion of superintendent applicants.)**  
**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 6:01 p.m.

Board President Christopher Stanley reconvened the Board of Trustees to open session at 9:23 p.m.

**27050** **Adjournment:** Christopher Stanley, Board President, adjourned the Board meeting at 9:23 p.m.

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**Board President**  
*Christopher Stanley*

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**Board Secretary**  
*Dr. Steve Brown*

**AT A SPECIAL 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., JANUARY 23, 2025, WITH THE FOLLOWING MEMBERS:**

**Present:**

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

**Absent:**

**School Officials:** Deborah Ottmers

**Others:** Mary Franco

**27051** **Meeting Called to Order:** Christopher Stanley, Board President, called the Board of Trustees Meeting to order at 6:00 p.m.

**27052** **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 Christopher Stanley, verified that the provisions of Section 551.001 of the Texas Government Code have been met in connection with public notice of this meeting.

**27053** **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 were no public comments.

**27054** **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.] (Board interview and discussion of superintendent applicants):**

Board President Christopher Stanley convened the Board of Trustees to closed session at 6:01 p.m.

Board President Christopher Stanley reconvened the Board of Trustees to open session at 9:43 p.m.

**27055** **Approve the Number of Returning Candidates for the Final Round of Interviews**: Moved by Woodall, seconded by Brown to have two candidates return for the final round of interviews.

Motion unanimously approved.

**27056** **Adjournment**: Christopher Stanley, Board President, adjourned the Board meeting at 9:43 p.m.

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**Board President**  
*Christopher Stanley*

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**Board Secretary**  
*Dr. Steve Brown*

**AT A SPECIAL 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., FEBRUARY 6, 2025, WITH THE FOLLOWING MEMBERS:**

**Present:**

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

**Absent:**

**School Officials:**

**Others:** Rita Lopez, Mary Franco

**27057** **Meeting Called to Order:** Christopher Stanley, Board President, called the Board of Trustees Meeting to order at 6:00 p.m.

**27058** **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 Christopher Stanley, verified that the provisions of Section 551.001 of the Texas Government Code have been met in connection with public notice of this meeting.

**27059** **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 were no public comments.

**27060** **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.] (Board interviews superintendent applicant.):**

Board President Christopher Stanley convened the Board of Trustees to closed session at 6:01 p.m.

*(Delma Abalos arrived at 6:19 p.m. and was present for the remainder of the meeting.)*

*(Dawn Miller departed at 6:20 p.m. and was absent for the remainder of the meeting.)*

Board President Christopher Stanley reconvened the Board of Trustees to open session at 7:42 p.m.

**27061** **Adjournment:** Christopher Stanley, Board President, adjourned the Board meeting at 7:43 p.m.

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**Board President**  
*Christopher Stanley*

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**Board Secretary**  
*Dr. Steve Brown*

**AT A SPECIAL 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., FEBRUARY 7, 2025, WITH THE FOLLOWING MEMBERS:**

**Present:**

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

**Absent:**

**School Officials:**

**Others:** Dallas Kennedy, Magaly Nieto, Monica Orona, Jashon Pogue, Rita Lopez, Mary Franco

**27062** **Meeting Called to Order:** Christopher Stanley, Board President, called the Board of Trustees Meeting to order at 6:00 p.m.

**27063** **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 Christopher Stanley, verified that the provisions of Section 551.001 of the Texas Government Code have been met in connection with public notice of this meeting.

**27064** **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 were no public comments.

Dawn Miller made a motion to postpone Item-4A, the possible naming of a Sole Finalist until next week, the motion was seconded by Delma Abalos.

For:	Against:
Abalos	Brown
Miller	Hawkins
	Stanley
	Thayer
	Woodall

Motion failed.

**27065** **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.] (Board will interview a superintendent applicant and will discuss the superintendent applicants. Discussion of possible naming of a sole finalist for the superintendent position.):

Board President Christopher Stanley convened the Board of Trustees to closed session at 6:05 p.m.

*(Dawn Miller departed at 6:32 p.m. and was absent for the remainder of the meeting.)*

*(Delma Abalos departed at 6:55 p.m. and was absent for the remainder of the meeting.)*

Board President Christopher Stanley reconvened the Board of Trustees to open session at 7:27 p.m.

**27066** **Possible Action on Naming of a Sole Finalist for the Superintendent Position:** Moved by Woodall, seconded by Hawkins to name Dr. Keeley Boyer as Sole Finalist for the Superintendent Position.

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

Motion passed.

**27067** **Adjournment:** Christopher Stanley, Board President, adjourned the Board meeting at 7:28 p.m.

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**Board President**  
*Christopher Stanley*

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**Board Secretary**  
*Dr. Steve Brown*



## **REQUEST FOR APPROVAL OF BILLS FOR PAYMENT**

Attached you will find a list of disbursements for the previous month for your approval.

TO: BOARD OF TRUSTEES  
ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT

FROM: ACCOUNTS PAYABLE

RE: CHECK REGISTER

The following check amounts for the operations, materials and supplies for the maintenance of the School District are presented for your approval.

For the period 1/16/2025 to 2/5/2025

ANALYSIS RECAPITULATION	AMOUNT
Operating Fund:	\$ 12,864,047.91

**ECTOR COUNTY ISD**  
**CHECK REGISTER**  
**01/16/25 - 02/05/25**

<b>DATE</b>	<b>PAYEE</b>	<b>AMOUNT</b>
1/22	AMERIPRIDE SERVICES INC.	\$ 523.55
1/22	DIAMOND BUSINESS SERVICES INC	840.33
1/22	J W PEPPER & SON INC	233.98
1/22	LOU'S CLINICAL LAB INC	1,195.00
1/22	MARK'S PLUMBING PARTS	723.84
1/22	MSC INDUSTRIAL SUPPLY CO.	319.54
1/22	O'REILLY AUTO ENTERPRISES LLC	765.61
1/22	ORIENTAL TRADING COMPANY INC	323.27
1/22	SECURED DOCUMENT SHREDDING INC	686.40
1/22	SHERWIN WILLIAMS	35.90
1/22	TEXAS COMPUTER EDUCATION ASSOCIATION	573.00
1/22	TEXAS ASSOCIATION OF SCHOOL BUSINESS OFFICIALS	2,460.00
1/22	TRANE U.S. INC.	13,675.19
1/22	WEST MUSIC CO	266.48
1/22	BROADWAY MOTORS INC	615.33
1/22	NAPA AUTO PARTS	1,130.28
1/22	DESTINATION IMAGINATION INC.	165.00
1/22	DESTINATION IMAGINATION INC.	165.00
1/22	WEST TEXAS FILTERS INC	8,064.61
1/22	ODP BUSINESS SOLUTIONS LLC	1,130.42
1/29	ALERT SERVICES INC	1,097.00
1/29	ALL ABOARD AMERICA!	3,400.83
1/29	ALL ABOUT HEARING	1,250.00
1/29	AMERIPRIDE SERVICES INC.	529.47
1/29	AVID CENTER	75.00
1/29	BUCK'S WHEEL & EQUIPMENT COMPANY	268.01
1/29	AUTOMATIC ICE MACHINE	388.50
1/29	DIAMOND BUSINESS SERVICES INC	1,249.00
1/29	FLINN SCIENTIFIC INC	1,399.28
1/29	HEXCO INC	345.00
1/29	MIDLAND SAFETY & HEALTH SALES	200.00
1/29	MSC INDUSTRIAL SUPPLY CO.	59.76
1/29	O'REILLY AUTO ENTERPRISES LLC	1,878.86
1/29	SCHOLASTIC BOOK FAIRS	5,422.10
1/29	SECURED DOCUMENT SHREDDING INC	17.16
1/29	SHERWIN WILLIAMS	90.08
1/29	TEXAS COMPUTER EDUCATION ASSOCIATION	873.00
1/29	TEXAS COMPUTER EDUCATION ASSOCIATION	798.00
1/29	TEXAS ASSOCIATION OF SCHOOL BUSINESS OFFICIALS	145.00
1/29	TEXAS ELEMENTARY PRINCIPALS & SUPERVISORS ASSOC	250.00
1/29	TRANE U.S. INC.	5,330.82
1/29	ULINE INC.	133.67
1/29	WEISSMAN'S DESIGN FOR DANCE	1,990.44
1/29	GALLS LLC	2,005.05
1/29	NAPA AUTO PARTS	838.49

1/29	STONE TOWER GRAFIX	6,224.98
1/29	STONE TOWER GRAFIX	1,236.00
1/29	ARAMARK UNIFORM & CAREER APPAREL GROUP INC.	2,940.41
1/29	ESTRELLITA INC.	4,443.06
1/29	BEST CHOICE RESTAURANTS LLC	315.44
1/29	WEST TEXAS FILTERS INC	5,148.40
1/29	BEST CHOICE COFFEE SERVICES LLC	483.82
1/29	SCHOOL SPECIALTY LLC	150.77
1/29	SCHOOL SPECIALTY LLC	2,170.79
2/5	ALL ABOARD AMERICA!	8,282.19
2/5	AMERIPRIDE SERVICES INC.	546.65
2/5	BSN SPORTS, INC DBA US GAMES	803.85
2/5	BSN SPORTS INC	1,346.40
2/5	CENTERS FOR CHILDREN & FAMILIES	2,250.00
2/5	COMPUTATA SOLUTIONS LLC	1,356.75
2/5	DIAMOND BUSINESS SERVICES INC	2,324.44
2/5	FIRETROL PROTECTION SYSTEMS INC	1,648.00
2/5	IXL LEARNING	2,495.00
2/5	J W PEPPER & SON INC	612.23
2/5	MARK'S PLUMBING PARTS	3,164.05
2/5	MSC INDUSTRIAL SUPPLY CO.	374.92
2/5	O'REILLY AUTO ENTERPRISES LLC	1,703.73
2/5	ORIENTAL TRADING COMPANY INC	119.46
2/5	PHONAK HEARING SYSTEMS LLC	3,729.94
2/5	PIONEER DRAMA SERVICE	278.00
2/5	PLAYSCRIPTS INC.	941.30
2/5	REGION IV SERVICE CENTER	140.00
2/5	MORRIS PRINTING GROUP INC	79.50
2/5	SHERWIN WILLIAMS	512.05
2/5	SUPER DUPER PUBLICATIONS	1,230.00
2/5	TEXAS ASSOCIATION OF SCHOOL BUSINESS OFFICIALS	2,295.00
2/5	TEXAS ASSOCIATION OF SCHOOL	205.00
2/5	TEXAS ELEMENTARY PRINCIPALS & SUPERVISORS ASSOC	2,696.00
2/5	TRANE U.S. INC.	1,903.74
2/5	WEST MUSIC CO	2,030.19
2/5	BROADWAY MOTORS INC	7,343.62
2/5	GALLS LLC	513.33
2/5	HTL OPERATING LLC	544.95
2/5	NAPA AUTO PARTS	777.93
2/5	STONE TOWER GRAFIX	223.91
2/5	ARAMARK UNIFORM & CAREER APPAREL GROUP INC.	1,445.18
2/5	DECKER INC	6,141.40
2/5	SOUTHERN TIRE MART LLC	645.12
2/5	WEST TEXAS FILTERS INC	8,226.35
2/5	BEST CHOICE COFFEE SERVICES LLC	182.30
2/5	BEST CHOICE COFFEE SERVICES LLC	72.00
2/5	SCHOOL SPECIALTY LLC	500.28
2/5	HALO BRANDED SOLUTIONS INC	148.90
2/5	ODP BUSINESS SOLUTIONS LLC	34.75
2/5	AGIREPAIR INC	2,717.00

1/22	ADRIANA PAMELA CARMONA ANCHONDO	239.41
1/22	ADVANCE STORES COMPANY , INC.	98.99
1/22	ALICIA LIPPMAN	21.37
1/22	AMANDA VESELY	62.98
1/22	AMARILIS VELEZ ORTIZ	72.43
1/22	AMAZON CAPITAL SERVICES	30,547.53
1/22	AMELIA WASSEL	34.84
1/22	AMY JONES	17.02
1/22	ANNIE NELSON	99.90
1/22	ANTHONY GARCIA	40.00
1/22	ANTHONY SCOTT	69.88
1/22	ANTOINE RICHARDSON	26.93
1/22	APRIL BROOKSHIRE	26.40
1/22	AUSTIN PERRIN	820.63
1/22	AUTYM BRUNO	60.90
1/22	AUTYM BRUNO	6.30
1/22	BECKY QUIROZ	94.74
1/22	BEN E KEITH AMARILLO	2,310.17
1/22	BLAIR LAWSON	238.00
1/22	BLUE STAR BUS SALES LTD	368.84
1/22	BOSS DEZIGNS	901.50
1/22	BRAUN BEEF & CO INC	9,592.32
1/22	BRAZOS DOOR & HARDWARE	360.00
1/22	BRUNSON FAMILY BBQ	1,552.44
1/22	CAITLIN COUCH	83.96
1/22	CALFED FINANCIAL CORPORATION	3,981.60
1/22	CDW-G	1,893,582.84
1/22	CECILIA NUNEZ	66.60
1/22	CHERYL CUNNINGHAM	102.30
1/22	CHRISTINE DOCKALL	9.05
1/22	CLAUDIA ARVIZU RUIZ	240.83
1/22	CLINT STOWE	137.36
1/22	COCA-COLA SOUTHWEST BEVERAGES LLC	1,038.54
1/22	COMMUNITIES IN SCHOOLS OF THE PERMIAN BASIN INC	130,000.00
1/22	CONSCIOUS DISCIPLINE HOLDINGS LLC	5,420.00
1/22	CONTROL TECHNOLOGIES INC	18,001.32
1/22	COPPERHEAD ELECTRIC SERVICES LLC	820.00
1/22	CORRAL ENVIRONMENTAL CONSULTING LLC	1,800.00
1/22	CRISTA MITCHEL	60.83
1/22	CRISTA MITCHEL	27.00
1/22	CRYSTAL NICOLE JAQUEZ	90.00
1/22	CULLIGAN WATER CONDITIONING OF WEST TEXAS	421.54
1/22	DA NIEL BEAUCHAMP	261.00
1/22	DALE'S ALIGNMENT & BRAKE SERVICE INC	1,491.57
1/22	DS WATERS OF AMERICA INC	48.52
1/22	ELIZABETH GRAY	95.61
1/22	ELIZABETH MARJASON	53.53
1/22	FEDEX	263.90
1/22	G & G INVESTMENTS INC	360.72
1/22	GARDENDALE WATER CO	773.00

1/22	GOT TO SPECIALTIES LLC	1,419.00
1/22	GRAINGER	1,314.64
1/22	GREGORIO ALVARADO	100.00
1/22	HEIDI L HELFERICH	7.17
1/22	HOLLY POWELL CALVERT	259.00
1/22	HOME DEPOT USA INC - STORE #562	1,831.31
1/22	HUMBERTO HERNANDEZ JR	6,296.83
1/22	INDUSTRIAL COMMUNICATIONS	835.00
1/22	KEVIN D BALLARD INC	495.00
1/22	JAMI LYN GATEWOOD	86.03
1/22	JASMIN BELSOM-TORRES	645.00
1/22	JESSICA MARTINEZ	48.04
1/22	JESSICA SOUTHERN	126.80
1/22	JIEUN PANDO	102.00
1/22	JOIE SEATON	23.52
1/22	JULIA KELTON	242.74
1/22	JULIA PAREDEZ	30.82
1/22	JULIE SORUM	226.73
1/22	JUMBURRITO	510.70
1/22	KAREN MCNERNEY DEL RIO	239.41
1/22	KELLY STANSELL	455.65
1/22	KELLY STANSELL	433.00
1/22	KIMBERLY CARRASCO	71.15
1/22	KINA PLAIA	20.17
1/22	KRISTI EICHER	214.33
1/22	LAKRISHA RODRIGUEZ	10.45
1/22	LAMESA ISD	585.00
1/22	LEAD4WARD LLC	2,385.00
1/22	LENNOX INDUSTRIES INC	507.60
1/22	LUISANA MAURICIO	14.14
1/22	LVR COMMERCIAL FLOORING	18,571.55
1/22	MAHIRA SALINAS	36.78
1/22	MANSFIELD OIL COMPANY OF GAINESVILLE, INC	1,677.35
1/22	MARIA ALEJANDRA CACERES MARTINEZ	35.38
1/22	MARIA ALEJANDRA CACERES MARTINEZ	120.00
1/22	MARIA ZUBIATE	67.94
1/22	MARK HARRIS HJ INC	7,561.61
1/22	MASTERS DISTRIBUTION SYSTEMS COMPANY INC	12,361.44
1/22	MAYRA R ALVAREZ	12.73
1/22	MICHAEL JOE WILLIAMSON	23.58
1/22	MITCH DAVIS	1,337.76
1/22	MOLLIE JONES	242.30
1/22	MONK HOLDINGS LLC	80.00
1/22	N-TUNE MUSIC & SOUND INC	61,229.33
1/22	NAOMI FUENTES	75.50
1/22	NATALIE GUARA	57.02
1/22	NCS PEARSON INC	366.00
1/22	NEXTGEN SECURITY	16,000.00
1/22	NIMBUS DRINKING WATER SYSTEMS LTD	25.00
1/22	NOBUYUKI SHIRAISHI	131.19

1/22	SEWCO INC	473.99
1/22	ONCE RAMOS LLC	1,932.50
1/22	TEXAS MEDICAID & HEALTHCARE PARTNERSHIP	108,042.43
1/22	OTIS ELEVATOR COMPANY INC	3,670.00
1/22	PATRICIA LOGAN	244.35
1/22	PENSKE COMMERCIAL VEHICLES US LLC	807.53
1/22	PERLA QUINTANA	68.75
1/22	SHANNON D GAYLOR	7,700.00
1/22	PETROPLEX OFFICE SUPPLY, INC.	11,346.41
1/22	RAQUEL L RODRIQUEZ	242.30
1/22	RAUL SANCHEZ	660.00
1/22	REGION 18 EDUCATION SERVICE CENTER	1,925.00
1/22	RIGO NUNEZ	41.67
1/22	RILEY COFFMAN	160.13
1/22	ROBIN FAWCETT	653.82
1/22	ROSAS CAFE & TORTILLA FACTORY LTD	455.91
1/22	RUTH ROSARIO BALTAZAR	102.00
1/22	S W HOWELL ENGINEERING INC	12,430.00
1/22	THE SEWELL FAMILY OF COMPANIES INC	90.64
1/22	SHANNON CRISWELL	29.41
1/22	SHEILA LACKEY	39.46
1/22	SHELLEY WAGNER	249.05
1/22	SIMS PLASTIC INC	84.76
1/22	SOCORRO RODRIGUEZ	58.89
1/22	STEVE BROWN	829.26
1/22	STOUT IMAGES, INC.	7,206.57
1/22	SUSAN HENDRICKS	235.00
1/22	SUSAN HENDRICKS	115.00
1/22	TAMMY HAWKINS	829.26
1/22	TERRACON CONSULTANTS INC	13,000.00
1/22	TEXAS ASSOCIATION FOR THE GIFTED & TALENTED	987.00
1/22	TEXAS ASSOCIATION OF FUTURE EDUCATORS	1,587.00
1/22	TEXAS ASSOCIATION OF	401.31
1/22	TIL-LOIS CALHOUN	56.82
1/22	TWO VETS SPORTING GOODS IN	2,702.50
1/22	TYLER SERRATO	80.30
1/22	TYSON PREPARED FOOD, INC.	38,335.00
1/22	UTPB	26,400.00
1/22	VALARIE SHREVES	302.30
1/22	VALERIE GARCIA	36.38
1/22	IMPERIAL BAG & PAPER LLC	88,792.67
1/22	WAWONA FROZEN FOOD I	32,392.08
1/22	WILLIAM KENT MCCORD	102.31
1/22	YOLANDA FRAIRE	42.07
1/29	AARON ALEX MOLINA	21.28
1/29	ADOLPH KIEFER & ASSOC.	269.00
1/29	ALLEN TEINERT CONSTRUCTION	10,058.60
1/29	ALLEN TEINERT CONSTRUCTION	706,735.99
1/29	ALLISON SANTIAGO	650.00
1/29	AMANDA PADILLA	45.83

1/29	AMANDA PARSONS	700.00
1/29	AMAZON CAPITAL SERVICES	26,705.33
1/29	AMERICAN EXPRESS	1,673.47
1/29	APOGEE COMPONENTS	149.61
1/29	ARGUMENT DRIVEN INQUIRY	624.58
1/29	ARTHUR J. GALLAGHER RISK MANAGEMENT SERVICES, INC.	3,736,837.78
1/29	ASHLEY M DUNN	32.29
1/29	ASSOCIATION FOR CAREER AND TECHNICAL EDUCATION	196.78
1/29	AT&T	10,038.55
1/29	AT&T MOBILITY	62.43
1/29	ATHLETIC SUPPLY INC	28,685.00
1/29	ATKINS HOLLMAN JONES PEACOCK	13,128.00
1/29	AUDIO ACOUSTICS HEARING CENTERS	475.00
1/29	BIMBO BAKERIES USA	6,442.70
1/29	BLANCA LUJAN	39.80
1/29	DICK BLICK COMPANY	229.42
1/29	BLUE STAR BUS SALES LTD	2,117.24
1/29	BRAZOS DOOR & HARDWARE	2,400.00
1/29	BRIANNA GARCIA	30.49
1/29	BRITTANI R ESPINO	102.00
1/29	BRITTANY MOLINAR	736.14
1/29	CABLE ONE INC	966.58
1/29	SYNOVIA SOLUTIONS LLC	65,520.00
1/29	CAROL ANN BRODERSEN	1,200.00
1/29	CAROLINA BIOLOGICAL SUPPLY CO	85.34
1/29	CDW-G	37,616.41
1/29	NBCEC INC	528.34
1/29	CHRISTA MILLER	102.00
1/29	CHRISTINA MUNOZ	6.83
1/29	COCA-COLA SOUTHWEST BEVERAGES LLC	731.41
1/29	HOHENBERGER INC	30,129.46
1/29	CULLIGAN WATER CONDITIONING OF WEST TEXAS	546.00
1/29	CURRICULUM ASSOCIATES INC	83,600.00
1/29	DANIEL MUSICK	650.00
1/29	DAWN L MILLER	1,550.25
1/29	DEANNA MCBRIDE	68.88
1/29	DELESA STYLES	371.68
1/29	ECISD CULINARY ARTS	980.00
1/29	ELIZABETH TAYLOR	5.03
1/29	ELODIA RUBIO-ESTOPELLAN	138.10
1/29	EPALLET INC	37,416.40
1/29	FAMILY SUPPORT REGISTRY	1,186.00
1/29	FIDENCIA GUTIERREZ	26.87
1/29	G H DAIRY	46,657.10
1/29	G H DAIRY	9,309.84
1/29	GABRIELLA HOLGUIN	18.83
1/29	GALLAGHER CONSTRUCTION COMPANY LP	153,750.00
1/29	GARDENDALE WATER CO	132.00
1/29	GERARDO JIMENEZ	2,771.46
1/29	GOPHER SPORT	587.85

1/29	GRAINGER	120.44
1/29	GRANDE COMMUNICATIONS NETWORK LLC	9,922.51
1/29	GUADALUPE NINO	15.01
1/29	HECTOR LIMON	530.45
1/29	HOME DEPOT USA INC - STORE #562	49.01
1/29	HUMBERTO HERNANDEZ JR	1,502.80
1/29	RITCHIE VINCENT INC	60.00
1/29	IRENE DOMINGUEZ	161.00
1/29	JEREMY CORBELL	700.00
1/29	JERIMIE HERNANDEZ	1,770.00
1/29	JESUS VALERIANO	375.00
1/29	JOSE CAMPOS JR	650.00
1/29	JUANA GAYTAN	19.30
1/29	JUMBURRITO	72.50
1/29	KATELYN WATTS	175.00
1/29	KATELYN WATTS	175.00
1/29	KEELEY BOYER	153.00
1/29	KELLIE WILKS	747.91
1/29	KELSA BERTRAND	102.00
1/29	KRISTINA CARRASCO	102.00
1/29	LABATT FOOD SERVICE	118,403.18
1/29	LACEE PERRY	11,039.00
1/29	LAURA SIKES	494.59
1/29	LAUREN TAVAREZ	853.79
1/29	LEAD4WARD LLC	725.00
1/29	LELIA RAMIREZ	161.00
1/29	LETICIA FLORES	98.78
1/29	LINDE GAS & EQUIPMENT INC	3,767.32
1/29	LISA DONAHO	22.78
1/29	LISA MUSICK	650.00
1/29	LISA WILLS	260.00
1/29	LUNCH MONY INC	347.20
1/29	MANSFIELD OIL COMPANY OF GAINESVILLE, INC	11,314.12
1/29	MARIA GONZALEZ-LUNA	32.36
1/29	MARIVEL CORRALES	20.44
1/29	MARLA HOPPINS	36.38
1/29	MATHEO FUENTES SANTIAGO	650.00
1/29	MELISSA COOPER	485.80
1/29	MICA LEIGH GOBER	500.00
1/29	MICAH PETTIGREW	42.07
1/29	MICHAEL FLAX	280.00
1/29	MICHELLE A BRAUE	650.00
1/29	MIKE GIBSON MANUFACTURING INC	2,474.34
1/29	MIRIAM VALLECILLO	33.30
1/29	MOBILE COMMUNICATION AMERICA INC	1,693.00
1/29	MOLLIE JONES	161.00
1/29	MONK HOLDINGS LLC	36.00
1/29	MSB CONSULTING GROUP LLC	2,055.58
1/29	NATHANIEL GARCIA	275.00
1/29	STATE OF NEW MEXICO	300.00

1/29	NEXTGEN SECURITY	660.00
1/29	NOHEMI YBARRA	28.07
1/29	ODESSA COLLEGE	175.75
1/29	SEWCO INC	17,496.28
1/29	ABSOLUTE LOCK SOLUTIONS LLC	465.48
1/29	ANA RODRIGUEZ	300.00
1/29	AURORA PEREZ GARCIA	48.25
1/29	IRVIS DIAZ GARCIA	48.25
1/29	LORENA SOTELO	300.00
1/29	TANYANI GONZALEZ PEREZ	48.25
1/29	PBK ARCHITECTS, INC	504,375.00
1/29	PENSKE COMMERCIAL VEHICLES US LLC	1,812.03
1/29	SHANNON D GAYLOR	2,015.14
1/29	PERMIAN MOVERS, INC.	2,268.00
1/29	PRECISION BUSINESS MACHINES INC	434.95
1/29	PROFORCE MARKETING	8,256.00
1/29	PROGRESSIVE MICROTECHNOLOGY, INC.	495.00
1/29	QUALITY BODY WORKS	2,043.90
1/29	R WATER LLC	1,584.00
1/29	RAUL SANCHEZ	300.00
1/29	REGION 18 EDUCATION SERVICE CENTER	450.00
1/29	RHONDA LONG	53.13
1/29	RODNEY CHARLES ROMAN	350.00
1/29	ROSA HERNANDEZ	15.21
1/29	ROSAS CAFE & TORTILLA FACTORY LTD	213.91
1/29	SYNCHRONY BANK	4,895.09
1/29	THE SEWELL FAMILY OF COMPANIES INC	84.75
1/29	SHELBY HILL	75.50
1/29	SIMS PLASTIC INC	154.84
1/29	STEMARCO DESIGN LLC	46.47
1/29	STEMARCO DESIGN LLC	15.49
1/29	STEPHEN TROUB	250.00
1/29	SWEET PIZZA LLC	67.49
1/29	FRANK E GOMEZ	1,200.00
1/29	TATUM WOODSON	166.00
1/29	TERESA MOLINAR	10.12
1/29	TEXAS A&M ENGINEERING EXTENSION SERVICE	350.00
1/29	TEXAS ALTERNATOR STARTER SERVICE	2,925.00
1/29	TEXAS ASSOCIATION OF SCHOOL BOARDS	2,251.33
1/29	TEXAS ASSOCIATION FOR LITERACY EDUCATION	500.00
1/29	TASB, INC	1,715.28
1/29	TEXAS ASSOCIATION OF FUTURE EDUCATORS	904.00
1/29	TEXAS ASSOCIATION OF SCHOOL ADMINISTRATORS	1,170.00
1/29	TEXAS DEPARTMENT OF INFORMATION RESOURCES	395.48
1/29	TEXAS SCHOOL FOR THE DEAF	25.00
1/29	THE PITNEY BOWES	50.00
1/29	THOMAS BONDS	350.00
1/29	TRAN NAM LE	161.00
1/29	TRAVIS COOPER	238.00
1/29	TYRISHA STRICKLIN	161.00

1/29	UIL MUSIC REGION 6	384.00
1/29	UNITED REFRIGERATION	450.00
1/29	THE UNIVERSITY OF TEXAS AT AUSTIN	410.00
1/29	VALERIE STILES	209.00
1/29	VERIZON WIRELESS SERVICES LLC	4,257.41
1/29	VICTORIA SMITH	75.50
1/29	IMPERIAL BAG & PAPER LLC	483.34
1/29	RANCH SUPPLY OF ODESSA	83.20
1/29	WEST TEXAS EDUCATORS	3,191.00
1/29	WEST TEXAS EDUCATORS	205,074.48
1/29	Y'ALL HAUL TRAILERS	99.98
1/29	ZULEMA PALOMINO	33.23
2/5	ACE MART RESTAURANT SUPPLY CO	1,207,968.65
2/5	ADVANCE STORES COMPANY , INC.	248.40
2/5	ALBERT J VALENCIA	148.26
2/5	ALEJANDRA GARCIA	18.16
2/5	ALEXA DURON	650.00
2/5	ALLIANCE RECOVERY LLC	135.00
2/5	AMARILIS VELEZ ORTIZ	26.53
2/5	AMAZON CAPITAL SERVICES	36,573.51
2/5	AMERICAN FAMILY LIFE & CANCER	41.50
2/5	AMERICAN FAMILY LIFE & CANCER	6.00
2/5	AMPLIFY EDUCATION INC	5,000.00
2/5	ANNIE ARREDONDO	30.28
2/5	ANNIE ARREDONDO	72.52
2/5	APPLE, INC	7,734.75
2/5	ASHLEY ROJO	67.83
2/5	ASSOCIATION OF TEXAS	2,776.97
2/5	AT&T	1,527.90
2/5	AT&T	78.76
2/5	ATHLETIC SUPPLY INC	3,036.00
2/5	AVERY MCWILLIAMS	102.00
2/5	B&H FOTO & ELECTRONICS CORP	4,406.70
2/5	BEN E KEITH AMARILLO	936.74
2/5	BERNARD HOOPER	2,191.02
2/5	BEVCAP MANAGEMENT LLC	108,012.77
2/5	BIMBO BAKERIES USA	1,999.36
2/5	DICK BLICK COMPANY	2,303.25
2/5	BLUE STAR BUS SALES LTD	696.66
2/5	BRIANA GALINDO	650.00
2/5	BRITTANY CROWLEY	102.00
2/5	BRUNSON FAMILY BBQ	246.25
2/5	CALEB MARTIN	649.80
2/5	CALPINE CORPORATION	127,862.68
2/5	CALPINE CORPORATION	74.61
2/5	CARA SHEPHARD	1,340.31
2/5	CDW-G	291,970.57
2/5	CECILIA NUNEZ	113.12
2/5	NBCEC INC	186.25
2/5	CHRISTOPHER ERIC SCHEUFELE	11,000.00

2/5	CHRISTIAN SHEDWIN	922.50
2/5	CHRISTIAN SHEDWIN	1,012.50
2/5	CIRKIEL LAW GROUP PC	5,000.00
2/5	CITY OF ODESSA	20,520.00
2/5	COURTNEE SIMONDS	650.00
2/5	HOHENBERGER INC	731,794.34
2/5	CULLIGAN WATER CONDITIONING OF WEST TEXAS	653.00
2/5	CYNTHIA JUAREZ	650.00
2/5	DANIEL BUSTAMANTE	190.40
2/5	DANIEL WARD	2,176.72
2/5	DARRYL WILLIAMS	8,305.00
2/5	DEAN GARZA	300.00
2/5	DEAN GARZA	400.00
2/5	DEBORAH OTTMERS	473.20
2/5	DEBRA BYNUM	55.44
2/5	DELESA STYLES	650.98
2/5	DELESA STYLES	885.38
2/5	DELESA STYLES	649.15
2/5	DESTINY CLEVINGER	650.00
2/5	DIADEM SPORTS LLC	210.00
2/5	DIANNA HULETT	1,000.00
2/5	DIEGO MATA	280.00
2/5	DISCOUNT DANCE LLC	313.95
2/5	DONNA WEELDREYER	1,124.40
2/5	E-CONTROL SYSTEMS, INC.	710.00
2/5	ECISD EDUCATION FOUNDATION	734.70
2/5	ECOLAB INC	3,568.80
2/5	ELIZABETH MENDOZA	942.82
2/5	ELSA COCKER	325.00
2/5	ELUMA LLC	92,629.50
2/5	EMILY R CHASCO	114.03
2/5	EMILY REKER	199.20
2/5	ENELICIA M RIVERA	94.99
2/5	FAMILY & CONSUMER SCIENCES	26.88
2/5	FAT HEAD MEAT COMPANY	525.00
2/5	FEDEX	21.11
2/5	FIRST FINANCIAL ADMINISTRATORS	214,291.53
2/5	FIRST FINANCIAL ADMINISTRATORS	31,774.00
2/5	FIRST FINANCIAL ADMINISTRATORS	13,765.00
2/5	FIRST FINANCIAL ADMINISTRATORS	79,526.00
2/5	FIRST FINANCIAL ADMINISTRATORS	2,875.00
2/5	FIRST FINANCIAL ADMINISTRATORS	100.00
2/5	FIRST FINANCIAL ADMINISTRATORS	200.00
2/5	FIRST FINANCIAL ADMINISTRATORS	14,673.50
2/5	FIRST FINANCIAL ADMINISTRATORS	1,101.84
2/5	FIRST FINANCIAL ADMINISTRATORS	8,711.27
2/5	FIRST FINANCIAL ADMINISTRATORS	6,210.98
2/5	FIRST FINANCIAL ADMINISTRATORS	6,570.51
2/5	FIRST FINANCIAL ADMINISTRATORS	6,173.24
2/5	FIRST FINANCIAL ADMINISTRATORS	5,399.91

2/5	FIRST FINANCIAL ADMINISTRATORS	68,801.11
2/5	FIRST FINANCIAL ADMINISTRATORS	2,516.92
2/5	FLOR LEYVA	650.00
2/5	FOLLETT CONTENT SOLUTIONS LLC	1,951.40
2/5	FRANCESCA FLORANCE	650.00
2/5	FRED HOWARD	1,320.00
2/5	FRED HOWARD	1,065.00
2/5	G H DAIRY	35,814.63
2/5	G & G INVESTMENTS INC	1,176.00
2/5	GERARDO JIMENEZ	3,479.79
2/5	GRAINGER	10,252.42
2/5	HEINEMANN	6,698.68
2/5	HEALTH SERVICES ADMINISTRATION	704.74
2/5	HEALTH SERVICES ADMINISTRATION	24,157.33
2/5	HEATHER BLAND	373.05
2/5	HEATHER DOLLOFF	87.50
2/5	HECTOR GUERRERO	9,090.08
2/5	HILARY L PYOTT	1,600.70
2/5	HORTENCIA DEL BOSQUE	134.82
2/5	HUMBERTO HERNANDEZ JR	4,061.93
2/5	HURT EXTERMINATING	34,275.00
2/5	INSOURCE INSURANCE GROUP, LLC	100.00
2/5	ISPHERE INNOVATION PARTNERS LLC	25,880.00
2/5	KEVIN D BALLARD INC	461.50
2/5	J J FLOWER DISTRIBUTION LLC	48.43
2/5	JACKSON VINES	410.00
2/5	JASHON POGUE	182.00
2/5	JEFF DANIELS	120.00
2/5	JENNIFER MEILE	36.98
2/5	JESSE GARCIA	809.00
2/5	JNT RESOURCES PARTNERS, LP	4,080.32
2/5	JNT RESOURCES PARTNERS, LP	19,973.76
2/5	JNT RESOURCES PARTNERS LP	40,797.66
2/5	JOCELYNE AGUERO	102.00
2/5	JONATHAN STREBECK	1,129.10
2/5	JONERIK DOMINGUEZ	293.65
2/5	JOSEPH WOOD	1,140.00
2/5	JUMBURRITO	285.48
2/5	KATELYN ZIMMER	650.00
2/5	KATIE ARMSTRONG	315.00
2/5	KEITH'S HAMBURGER STATION II, LLC	175.65
2/5	KIMBERLY BRYER	169.96
2/5	KNOWSYS EDUCATIONAL SERVICES LLC	3,153.60
2/5	LABATT FOOD SERVICE	73,622.78
2/5	LAURA SCHEILE	298.13
2/5	LAURIE WASH	1,733.00
2/5	LETICIA BERNAL	942.82
2/5	LETICIA FLORES	280.00
2/5	LIBERTY PAPER	24,024.00
2/5	LINDE GAS & EQUIPMENT INC	993.39

2/5	LORENZO R MASONSONG	210.00
2/5	LUBBOCK CHRISTIAN UNIVERSITY	100.00
2/5	LUISANA MAURICIO	19.18
2/5	LUNCH MONY INC	1,308.40
2/5	LVR COMMERICAL FLOORING	7,179.00
2/5	LVR COMMERICAL FLOORING	4,523.50
2/5	MAGALY NIETO	182.00
2/5	MAGDA RODRIGUEZ	33.77
2/5	MALLORY POMEROY	39.80
2/5	MANSFIELD OIL COMPANY OF GAINESVILLE, INC	22,551.49
2/5	MANUELA ESCAJEDA	280.00
2/5	MARIA GONZALEZ-LUNA	45.71
2/5	MARY RAMOS	64.09
2/5	MASTERS DISTRIBUTION SYSTEMS COMPANY INC	6,663.60
2/5	MAYRA MARIELA GUTIERREZ	650.00
2/5	MELISSA LAVERS	4,750.48
2/5	MICHAEL SIMPSON	650.00
2/5	MIKE ADKINS	182.00
2/5	MIKE SYVERSON	402.00
2/5	MOBILE COMMUNICATION AMERICA INC	2,110.00
2/5	MONK HOLDINGS LLC	1,944.00
2/5	MOTOROLA SOLUTIONS, INC.	4,004.80
2/5	MSB CONSULTING GROUP LLC	1.74
2/5	NAYELI MARTINEZ	39.34
2/5	NAYELI OLIVAREZ	132.37
2/5	NCS PEARSON INC	1,582.90
2/5	NORA ISELA CRUZ	66.20
2/5	NORMA JIMENEZ	29.26
2/5	NUNEZ FENCE	9,000.00
2/5	ODESSA SIGN SOLUTION LLC	15.00
2/5	ODESSA SUB CHAPTER BASKETBALL	1,000.00
2/5	SEWCO INC	4,603.72
2/5	OLIVIA PORRAS	148.68
2/5	PARKHILL, SMITH & COOPER, INC.	49,804.69
2/5	PARKHILL, SMITH & COOPER, INC.	15,609.37
2/5	PATHWAYZ COMMUNICATIONS INC	5,313.03
2/5	PENSKE COMMERCIAL VEHICLES US LLC	1,545.75
2/5	PERLA QUINTANA	71.33
2/5	PSI JF PETROLEUM GROUP	1,253.97
2/5	PETROPLEX OFFICE SUPPLY, INC.	353.33
2/5	PIA ANGELI ROSALDO	354.64
2/5	PIRAINO CONSULTING, INC	59,868.00
2/5	POCKET NURSE ENTERPRISES INC	599.49
2/5	RAUL SANCHEZ	400.00
2/5	REGION 18 EDUCATION SERVICE CENTER	150.00
2/5	ROBERTS TRUCK CENTER OF TEXAS	738.60
2/5	RODNEY CHARLES ROMAN	315.00
2/5	RODNEY CHARLES ROMAN	940.00
2/5	RODNEY CHARLES ROMAN	280.00
2/5	ROMAN HUERTA	87.36

2/5	RONALD PROMESSE	300.00
2/5	RONALD WELLS	182.00
2/5	ROSAS CAFE & TORTILLA FACTORY LTD	669.72
2/5	SALLY POOL	148.27
2/5	SANDRA DELBOSQUE	14.00
2/5	SANDRA DELBOSQUE	5.74
2/5	SCOTT MURI	447.88
2/5	SECRETARY OF STATE	25.00
2/5	THE SEWELL FAMILY OF COMPANIES INC	47.00
2/5	THE SEWELL FAMILY OR COMPANIES INC	98,310.00
2/5	SHELBYE HILL	500.00
2/5	SHELBYE HILL	225.00
2/5	SIMS PLASTIC INC	16.06
2/5	SONIA CAMPOS	650.00
2/5	SONIA ROCHA	50.38
2/5	SOUTHERN MAID DONUTS	53.50
2/5	SOUTHWEST TEXAS EQUIPMENT DISTRIBUTORS, INC	26,824.00
2/5	STEMARCO DESIGN LLC	289.35
2/5	STEMARCO DESIGN LLC	179.85
2/5	STEPHANIE GALINDO	650.00
2/5	STEPHEN TROUB	225.00
2/5	STEPHEN TROUB	470.00
2/5	STEPHEN TROUB	200.00
2/5	STRIVE PUBLIC POLICY RESOURCES LLC	2,300.00
2/5	SWEET PIZZA LLC	65.49
2/5	SYSCO USA, INC	5,192.32
2/5	TABITHA C BLAIN	650.00
2/5	TAMARA CONN	650.00
2/5	TERRY BRANDON UPCHURCH	298.13
2/5	TEXAS AFT AMP	246.00
2/5	TEXAS ASSOCIATION OF SCHOOL BOARDS	5,000.00
2/5	TEXAS ASSOCIATION FOR LITERACY EDUCATION (TALE)	250.00
2/5	TEXAS ASSOCIATION OF SECONDARY SCHOOL PRINCIPALS	57.00
2/5	TEXAS CLASSROOM TEACHERS ASSOC	3,949.00
2/5	TEXAS ELEMENTARY PRINCIPALS & SUPERVISORS ASSOC	369.26
2/5	TEXAS EXCAVATION SAFETY SYSTEM, INC.	6.90
2/5	TEXAS INDUSTRIAL VOCATIONAL ASSOCIATION	67.80
2/5	TEXAS LIFE INSURANCE CO	152,744.68
2/5	TEXAS STATE TEACHERS ASSOCIATION	39,278.29
2/5	TEXAS STATE UNIVERSITY	1,125.00
2/5	TEXAS TECH HEALTH SCIENCES CENTER	1,000.00
2/5	THE CINCINNATI LIFE INS. CO	20.04
2/5	THE CINCINNATI LIFE INS. CO	226.73
2/5	THE MCCRELESS COMPANY	160.00
2/5	TIL-LOIS CALHOUN	35.98
2/5	TODD BERRIDGE	910.00
2/5	TRACEY BORCHARDT	78.25
2/5	TRAVIS COOPER	113.05
2/5	TYLER SERRATO	567.00
2/5	TYLER TECHNOLOGIES INC	1,199.00

2/5	TYLER THOMPSON	300.00
2/5	UIL MUSIC REGION 6	350.00
2/5	ULADIMIR LOPEZ	384.23
2/5	UNITED SUPERMARKET LLC	481.05
2/5	UNITED WAY OF ODESSA	5,617.28
2/5	THE UNIVERSITY OF TEXAS AT AUSTIN	175.00
2/5	VALERIE STILES	102.00
2/5	IMPERIAL BAG & PAPER LLC	18,394.45
2/5	ZAPOPAN BUSINESS GROUP LLC	3,073.35
2/5	XEROX CORPORATION	22,523.95
2/5	XEROX CORPORATION	953.65
	TOTAL NUMBER OF CHECKS WRITTEN FOR DISTRICT	656
	TOTAL AMOUNT WRITTEN FOR DISTRICT	\$ 12,864,047.91



**REQUEST FOR APPROVAL OF  
ACCEPTANCE OF DONATIONS OVER \$10,000**

In accordance with policy CDC (local), Ector County ISD is requesting approval to receive the following donations greater than \$10,000.

<b>Amount</b>	<b>Fund</b>	<b>From</b>	<b>Description</b>
\$15,250	199	Sewell Family of Companies	Academic Signing Day

\_\_\_\_\_  
Board Approval

\_\_\_\_\_  
Date

## Deborah Ottmers

---

**From:** Microsoft Power Automate <flow-noreply@microsoft.com>  
**Sent:** Tuesday, January 21, 2025 3:15 PM  
**To:** Deborah Ottmers  
**Subject:** [External] Donation Submission #194 - \$10,000 or more  
**Attachments:** ECISD Signing Day Budget\_Bethany Ibarra.pdf



Power Automate

# Donation Submission #194 - \$10,000 or more

Requested by Bethany Ibarra  
<Bethany.Ibarra@ectorcountysd.org>

146

Permission is requested to accept this donation/gift for our school/department. The donor understands that the donation/gift will become the property of the Ector County Independent School District and will be under the jurisdiction of the school/department in accordance with School Board Policy and administrative rules and regulations. Approved donation/gift should be added to fixed assets inventory if applicable.

Superintendent approval required for a single donation/gift of \$10,000 or more.



Campus: 889 - School Leadership  
Principal/Non-Campus Administrator: Bethany Ibarra  
Name of Donor: Sewell Family of Companies  
Email/Phone of Donor: marketing@teamsewell.com  
Donor Mailing Address: Sewell Family of Companies  
4400 Parks Legado Road  
Odessa, TX 79765  
Donation Description: ECISD Signing Day Donation  
Type of Donation: Check  
Value\*: 15250

\*Values assigned for donation of equipment or services is for internal reporting purposes only. This value may not be used as an appraisal value for IRS purposes.

Purpose of Donation: We are receiving a donation by the Sewell Family of Companies for the ECISD Signing Day event. I believe they will be providing one check to the district in the amount of \$15,250. Each high school campus will be receiving the amount below.

OCA \$1,500

OCTECHS \$1,500

New Tech Odessa \$1,500

OHS \$5,000

PHS \$5,000

STEM Academy \$750

Total \$15,250

147

ECISD Signing Day

Item/Service: Funds are being donated to each campus to be used for signing day

Purpose of Purchase: Campus budget is to cover to cover costs of signage and decorations

Date Created: Tuesday, January 21, 2025 9:14 PM GMT

Approve >

Reject >

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Microsoft Corporation, One Microsoft Way, Redmond, WA 98052

 Microsoft



## **REQUEST FOR APPROVAL OF THE QUARTERLY INVESTMENT REPORT**

Attached is a quarterly report on District investments representing investments for the months of October 2024 – December 2024. The District's investments are governed by the Public Funds Investment Act, Texas Government Code (Chapter 2256) and legal and local policies CDA. Every effort is made to maximize investment earnings while protecting the District's assets.

The report represented is in compliance with legislation that requires quarterly reporting.

\*\*\*\*\*

Administrative Recommendation:

Approval of Quarterly Investment Report

ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT  
 QUARTERLY REPORT OF INVESTMENTS  
 FOR THE PERIOD FROM OCTOBER 1, 2024 THRU DECEMBER 31, 2024

	BEGINNING BALANCE @ COST	No.	ADDITIONS AMOUNT	No.	DEDUCTIONS AMOUNT	INTEREST EARNED	ENDING BALANCE @ COST	%	AMORTIZED BOOK VALUE	MARKET (FAIR VALUE)	UNREALIZED GAIN (LOSS)
<b>TEXPOOL</b>											
GENERAL FUND	\$ 42,013,146.50	88	70,975,330.11	20	106,970,627.78	56,060.71	\$ 6,073,909.54	37.48%	\$ 6,073,909.54	\$ 6,073,909.54	\$ -
SCHOOL NUTRITION FUND	9,736,841.04	0	-	0	-	116,665.04	9,853,506.08	60.81%	9,853,506.08	9,853,506.08	-
SPECIAL FUNDS	269,102.78	3	5,101.99	0	-	3,271.50	277,476.27	1.71%	277,476.27	277,476.27	-
TEXPOOL	\$ 52,019,090.32	91	70,980,432.10	20	106,970,627.78	175,997.25	\$ 16,204,891.89	100.00%	\$ 16,204,891.89	\$ 16,204,891.89	\$ -
% OF GRAND TOTAL	12.75%						3.85%				
<b>TEXPOOL PRIME</b>											
GENERAL FUND	\$ 5,625,443.38	6	67,510,542.06	6	46,575,000.00	520,114.04	\$ 27,081,099.48	7.95%	\$ 27,081,099.48	\$ 27,081,099.48	\$ -
DEBT SERVICE FUND	10,742,303.59	3	3,925,085.72	0	-	147,066.48	14,814,455.79	4.35%	14,814,455.79	14,814,455.79	-
CAPITAL PROJECTS 2024A	190,737,489.74	1	64,436.71	18.00	4,789,246.10	2,305,147.74	188,317,828.09	1162.10%	188,317,828.09	188,317,828.09	-
CAPITAL PROJECTS 2024B	96,293,961.89	0	-	-	-	1,179,311.39	97,473,273.28	601.51%	97,473,273.28	97,473,273.28	-
MEDICAL TRUST FUND	5,126,103.84	4	6,475,000.00	15	6,350,000.00	54,435.78	5,305,539.62	1.56%	5,305,539.62	5,305,539.62	-
WORKER'S COMP FUND	7,453,653.19	0	-	0	-	91,284.86	7,544,938.05	2.22%	7,544,938.05	7,544,938.05	-
TEXPOOL PRIME	\$ 315,978,955.63	14	77,975,064.49	39	57,714,246.10	4,297,360.29	\$ 340,537,134.31	1779.69%	\$ 340,537,134.31	\$ 340,537,134.31	\$ -
% OF GRAND TOTAL	77.43%						80.84%				
<b>LONE STAR</b>											
GENERAL FUND	\$ 257,928.94	0	-	0	-	3,068.56	\$ 260,997.50	26.31%	\$ 260,997.50	\$ 260,997.50	\$ -
WORKER'S COMP FUND	722,448.82	0	-	0	-	8,594.90	731,043.72	73.69%	731,043.72	731,043.72	-
LONE STAR	\$ 980,377.76	0	-	0	-	11,663.46	\$ 992,041.22	100.00%	\$ 992,041.22	\$ 992,041.22	\$ -
% OF GRAND TOTAL	0.24%						0.24%				
<b>NEXBANK MONEY MARKET</b>											
GENERAL FUND	\$ 11,199,870.71	0	-	0	-	137,744.92	\$ 11,337,615.63	100.00%	\$ 11,337,615.63	\$ 11,337,615.63	\$ -
NEXBANK MONEY MARKET	\$ 11,199,870.71	0	-	0	-	137,744.92	\$ 11,337,615.63	100.00%	\$ 11,337,615.63	\$ 11,337,615.63	\$ -
% OF GRAND TOTAL	2.74%						2.69%				
<b>TEXSTAR</b>											
GENERAL FUND	\$ 16,639,490.13	0	-	0	-	198,564.35	\$ 16,838,054.48	82.99%	\$ 16,838,054.48	\$ 16,838,054.48	\$ -
INSURANCE RECOVERY	3,329,178.95	1	81,651.11	0	-	39,992.80	3,450,822.86	17.01%	3,450,822.86	3,450,822.86	-
TEXSTAR	\$ 19,968,669.08	1	81,651.11	0	-	238,557.15	\$ 20,288,877.34	100.00%	\$ 20,288,877.34	\$ 20,288,877.34	\$ -
% OF GRAND TOTAL	4.89%						4.82%				
<b>TEXAS CLASS</b>											
GENERAL FUND	\$ 6,600,241.81	30	23,788,158.00	1	188,158.00	148,501.12	\$ 30,348,742.93	95.12%	\$ 30,348,742.93	\$ 30,348,742.93	\$ -
CHAPTER 313	1,349,368.92	0	188,158.00	0	-	18,048.14	1,555,575.06	4.88%	1,555,575.06	1,555,575.06	-
TEXAS CLASS	\$ 7,949,610.73	30	23,976,316.00	1	188,158.00	166,549.26	\$ 31,904,317.99	100.00%	\$ 31,904,317.99	\$ 31,904,317.99	\$ 0.00
% OF GRAND TOTAL	1.95%						7.57%				
TOTAL ALL INVESTMENTS	\$ 408,096,574.23	136	173,013,463.70	61	164,873,031.88	5,027,872.33	\$ 421,264,878.38	100.00%	\$ 421,264,878.38	\$ 421,264,878.38	\$ -

ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT  
 QUARTERLY REPORT OF INVESTMENTS  
 FOR THE PERIOD FROM OCTOBER 1, 2024 THRU DECEMBER 31, 2024

	BEGINNING BALANCE @ COST	No.	ADDITIONS AMOUNT	No.	DEDUCTIONS AMOUNT	INTEREST EARNED	ENDING BALANCE @ COST	%	AMORTIZED BOOK VALUE	MARKET (FAIR VALUE)	UNREALIZED GAIN (LOSS)
<b>RECAP</b>											
<b>ALL FUNDS</b>											
GENERAL FUND	\$ 82,336,121.47	124	162,274,030.17	28	153,733,785.78	1,064,053.70	\$ 91,940,419.56	21.82%	\$ 91,940,419.56	\$ 91,940,419.56	\$ -
SCHOOL NUTRITION FUND	9,736,841.04	0	-	0	-	116,665.04	9,853,506.08	2.34%	9,853,506.08	9,853,506.08	-
DEBT SERVICE FUND	10,742,303.59	3	3,925,085.72	0	-	147,066.48	14,814,455.79	3.52%	14,814,455.79	14,814,455.79	-
CAPITAL PROJECTS FUND	287,031,451.63	1	64,436.71	18	4,789,246.10	3,484,459.13	285,791,101.37	67.84%	285,791,101.37	285,791,101.37	-
MEDICAL TRUST FUND	5,126,103.84	4	6,475,000.00	15	6,350,000.00	54,435.78	5,305,539.62	1.26%	5,305,539.62	5,305,539.62	-
WORKER'S COMP FUND	8,176,102.01	0	-	0	-	99,879.76	8,275,981.77	1.96%	8,275,981.77	8,275,981.77	-
SPECIAL FUNDS	269,102.78	3	5,101.99	0	-	3,271.50	277,476.27	0.07%	277,476.27	277,476.27	-
INSURANCE RECOVERY	3,329,178.95	1	81,651.11	0	-	39,992.80	3,450,822.86	0.82%	3,450,822.86	3,450,822.86	-
CHAPTER 313	1,349,368.92	0	188,158.00	0	-	18,048.14	1,555,575.06	0.37%	1,555,575.06	1,555,575.06	-
<b>TOTAL</b>	<b>\$ 408,096,574.23</b>	<b>136</b>	<b>173,013,463.70</b>	<b>61</b>	<b>164,873,031.88</b>	<b>5,027,872.33</b>	<b>\$ 421,264,878.38</b>	<b>100.00%</b>	<b>\$ 421,264,878.38</b>	<b>\$ 421,264,878.38</b>	<b>\$ -</b>
<b>ALL INVESTMENTS</b>											
TEXPOOL	\$ 52,019,090.32	91	70,980,432.10	20	106,970,627.78	175,997.25	\$ 16,204,891.89	3.85%	16,204,891.89	16,204,891.89	-
TEXPOOL PRIME	315,978,955.63	14	77,975,064.49	39	57,714,246.10	4,297,360.29	340,537,134.31	80.84%	340,537,134.31	340,537,134.31	-
LONE STAR	980,377.76	0	-	0	-	11,663.46	992,041.22	0.24%	992,041.22	992,041.22	-
NEXBANK MONEY MARKET SAVINGS	11,199,870.71	0	-	0	-	137,744.92	11,337,615.63	2.69%	11,337,615.63	11,337,615.63	-
TEXSTAR	19,968,669.08	1	81,651.11	0	-	238,557.15	20,288,877.34	4.82%	20,288,877.34	20,288,877.34	-
TEXAS CLASS	7,949,610.73	30	23,976,316.00	1	188,158.00	166,549.26	31,904,317.99	7.57%	31,904,317.99	31,904,317.99	-
<b>TOTAL</b>	<b>\$ 408,096,574.23</b>	<b>136</b>	<b>173,013,463.70</b>	<b>61</b>	<b>164,873,031.88</b>	<b>5,027,872.33</b>	<b>\$ 421,264,878.38</b>	<b>100.00%</b>	<b>\$ 421,264,878.38</b>	<b>\$ 421,264,878.38</b>	<b>\$ -</b>

**NOTES:**

Weighted Average Maturity for ECISD is 1 day for all bank accounts and pooled investments.

GASB Statement No. 31 requires all investments to be reported at fair market value (FMV) except for money market investments, investment with maturities less than 12 months at time of purchase and nonparticipating contracts (CD's).

This quarterly report is in compliance with the investment strategy as established for the pooled investment fund and the Public Funds Investment Act, Texas Government Code (Chapter 2256).

PREPARED BY:  MORGAN EATON ASSISTANT DIRECTOR OF FINANCE  ALBESSA CHAVEZ DIRECTOR OF FINANCE  DEBORAH OTTMERS CHIEF FINANCIAL OFFICER	signature on file  _____ signature on file  _____ signature on file  _____
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ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT  
REPORT OF EARNINGS  
JULY 1, 2024 THRU DECEMBER 31, 2024

**SUMMARY INVESTMENT EARNINGS**  
(UNAUDITED)

<u>FUND</u>	<u>TEXPOOL</u>	<u>TEXPOOL PRIME</u>	<u>LONE STAR</u>	<u>TEXSTAR</u>	<u>NEXBANK MONEY MARKET SAVINGS</u>	<u>TEXAS CLASS</u>	<u>TOTAL</u>
GENERAL	\$ 153,506.69	\$ 970,345.41	\$ 6,457.95	\$ 416,708.70	\$ 291,017.91	\$ 237,331.17	\$ 2,075,367.83
SCHOOL NUTRITION	244,638.73	-	-	-	-	-	244,638.73
DEBT SERVICE	-	329,103.81	-	-	-	-	329,103.81
CAPITAL PROJECTS	-	7,429,524.65	-	-	-	-	7,429,524.65
MEDICAL TRUST	-	119,918.90	-	-	-	-	119,918.90
WORKER'S COMP	-	191,737.91	18,088.46	-	-	-	209,826.37
SPECIAL FUNDS	6,840.86	-	-	-	-	-	6,840.86
INSURANCE REC	-	-	-	83,638.47	-	-	83,638.47
CHAPTER 313	-	-	-	-	-	36,208.73	36,208.73
	<u>\$ 404,986.28</u>	<u>\$ 9,040,630.68</u>	<u>\$ 24,546.41</u>	<u>\$ 500,347.17</u>	<u>\$ 291,017.91</u>	<u>\$ 273,539.90</u>	<u>\$ 10,535,068.35</u>
PERCENT OF TOTAL	3.84%	85.81%	0.23%	4.75%	2.76%	2.60%	100.00%

**SUMMARY OF VARIOUS EARNINGS RATES**

<u>PERIOD</u>	<u>TEXPOOL</u>	<u>TEXPOOL PRIME</u>	<u>LONE STAR</u>	<u>TEXSTAR</u>	<u>NEXBANK MONEY MARKET SAVINGS</u>	<u>TEXAS CLASS</u>	<u>COMPARISON 90 DAY T-BILL</u>
JULY 2024	5.3173%	5.4594%	5.3310%	5.3131%	5.5500%	5.4477%	5.2300%
AUGUST 2024	5.2977%	5.4434%	5.3175%	5.2939%	5.5000%	5.4314%	5.0900%
SEPTEMBER 2024	5.1637%	5.2797%	5.1719%	5.1324%	5.0000%	5.2917%	4.8500%
OCTOBER 2024	4.9130%	4.9902%	4.9035%	4.8722%	5.0000%	5.0420%	4.5400%
NOVEMBER 2024	4.7302%	4.8324%	4.7012%	4.7112%	4.8000%	4.8835%	4.4300%
DECEMBER 2024	4.5610%	4.6947%	4.5382%	4.5642%	4.5500%	4.7464%	4.2900%
JANUARY 2025							
FEBRUARY 2025							
MARCH 2025							
APRIL 2025							
MAY 2025							
JUNE 2025							
AVERAGE FOR PERIOD	<u>4.9972%</u> (2)	<u>5.1166%</u> (2)	<u>4.9939%</u> (2)	<u>4.9812%</u> (2)	<u>5.0667%</u> (2)	<u>5.1405%</u> (2)	<u>4.7383%</u> (3)



## **REQUEST FOR APPROVAL OF DATA SHARING AGREEMENT BETWEEN AMIRA LEARNING AND ECISD**

The data sharing agreement between Amira Learning and ECISD will provide data to Amira and Istation Espanol for a Linkin Study to correlate the assessments between ISIP Espanol and STAAR. The purpose of the study is to conduct a Spanish STAAR Predictability report in response to TEA's request for submissions to update the Commissioner's List of K-2 Spanish and English Reading Instruments.

The study will address the following key questions:

1. Does Beginning of Year performance on Lectura predict future performance at Middle of Year?
2. How well does performance at the Beginning of Year and Middle of Year predict End of Year outcomes?
3. To what extent is End of Year performance in second grade related to future results on the Texas STAAR Reading Assessment in 3<sup>rd</sup> Grade?

By sharing STAAR Spanish data from the 2023-2024 school year, our district will contribute valuable insights that can help refine future assessment tools to support all students in Texas.



## DATA SHARING AGREEMENT

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This Data Sharing Agreement is made between Amira Learning (“Provider”) and the Ector County Independent School District (“District”). The District and Provider will be referred to individually as a “Party” and collectively referred to as the “Parties”.

### 1. DEFINITION, USE, AND TREATMENT OF DATA.

- A. Data shall include, but is not limited to, the following: student data, employee data, metadata, user content, course content, materials, and any and all data and information that the Provider (or any authorized end user(s)) uploads, enters, or generates as an incident of service or training that Provider provides to the District pursuant to this Agreement and Services Agreement. Data also includes all personally identifiable information in education records, directory data, and other non- public information. Student data specifically includes any information pertaining to students enrolled in the District and former students, in any format, maintained by the District, and may include “educational records” as defined by the Family Educational Rights and Privacy Act (“FERPA”). A specific list of data to be shared is provided in the Appendix.
- B. The District owns and retains rights, title and interest to, or has appropriate possessory rights in, Data. Provider makes no claim of license, title or ownership to or in Data.
- C. All Data accessed or used by the Provider shall at all times be treated as confidential by Provider and shall not be copied, used, or disclosed by Provider for any purpose not related to providing services to the District. As outlined in more detail below, Provider recognizes that personally identifiable information is protected against disclosure by Federal and State Statutes and Regulations, and Provider agrees to comply with said restrictions.

### 2. PURPOSE, SCOPE, AND DURATION.



## DATA SHARING AGREEMENT

- A. For Provider to provide services to the District it may become necessary for the District to share certain Data related to the District's students, employees, business practices, and/or intellectual property.
- B. The Parties acknowledge that the District is subject to FERPA, which law and supporting regulations generally address certain obligations of an educational agency or institution that receives federal funds regarding disclosure of personally identifiable information in education records. The Parties agree that the Provider has a legitimate educational interest in personally identifiable information from education records under FERPA for reason(s) outlined in ECISD Policy FL (LEGAL).
- C. The parties expect and anticipate that the Provider may receive personally identifiable information in education records from the District only as an incident of service or training that Provider provides to the District pursuant to this Agreement and Services Agreement. Provider shall be permitted to use any such personally identifiable information in education records as a function of performing its duties and obligations. Provider represents that it shall not use or further disclose any personally identifiable information in education records other than as a function of performing its duties and obligations.
- D. This Agreement becomes effective immediately upon the date of execution and shall remain in effect during the time that Provider provides services to the District. Provider agrees to use said Data solely for the purposes of providing services to the District.
- E. At the conclusion of this Agreement, Provider agrees to destroy or transfer to the District under the direction of the District all Data relating to the District, its students, and its employees that Provider may have in its possession or in the possession of any subcontractors or agents to which the Provider may have transferred Data within five



## DATA SHARING AGREEMENT

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business days of the conclusion of this Agreement, unless otherwise agreed by the Parties in writing.

**3. DATA COLLECTION.**

A. Provider will only collect Data necessary to fulfill its duties as outlined in this Agreement and the Services Agreement.

**4. DATA USE.**

A. Provider will use Data only for the purpose of fulfilling its duties and providing services under this Agreement, and for the improving of services under this Agreement and the Services Agreement.

**5. DATA DE-IDENTIFICATION.**

A. Provider may use de-identified Data for product development, research, or other purposes. De-identified Data will have all direct and indirect personal identifiers removed. This includes, but is not limited to, name, identification numbers, dates of birth, demographic information, location information, and school identification. Further, Provider agrees not to attempt to re-identify de-identified Data and not to transfer de-identified Data to any party authorized to receive such Data pursuant to this Agreement unless that party agrees not to attempt re-identification.

**6. MARKETING AND ADVERTISING PROHIBITED.**

A. Provider shall not use any Data to advertise or market to students, their parents, or District employees or officials.

**7. DATA MINING.**

A. Provider is prohibited from mining Data for any purposes other than those agreed to in writing by the Parties. Data mining or scanning of user content for the purpose of advertising or marketing to students or their parents is prohibited. Data mining is



## DATA SHARING AGREEMENT

defined as the process of analyzing data from different perspectives and summarizing it into useful information by finding correlations or patterns among data fields in relational databases.

### 8. DATA SHARING.

- A. Provider shall not share Data with any additional parties, including but not limited to an authorized subcontractor or non-employee agent, without prior written consent of the District or as authorized by the District pursuant to the Services Agreement.
- B. In the event any person(s) seeks to access any Data beyond the access that is provided to Provider's employees for purposes of providing services to the District under this Agreement or beyond the access that is granted by the District under the Services Agreement, Provider will immediately inform the District of such request in writing unless expressly prohibited by law or judicial order. The District will respond to all requests for Data received by Provider; Provider will not respond in any way to such requests for Data unless required by law. Provider shall only retrieve requested Data upon receipt of, and in accordance with, written directions by the District, and Provider shall only provide such Data with express written consent from the District.
- C. Should Provider receive a court order or lawfully issued subpoena seeking the release of such Data or information, Provider shall immediately provide notification in writing to the District of its receipt of such court order or lawfully issued subpoena and shall immediately provide the District with a copy of such court or lawfully issued subpoena prior to releasing the requested Data or information.

### 9. DATA TRANSFER OR DESTRUCTION.

- A. Provider will ensure that all Data in its possession and in the possession of any subcontractors or agents to which the Provider may have transferred Data are



## DATA SHARING AGREEMENT

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destroyed or transferred to the District under the direction of the District when the Data are no longer needed for the specified purpose, but in no event later than within five business days of the termination of this Agreement.

### 10. RIGHTS AND LICENSE IN AND TO DATA.

- A. Parties agree that all rights, including all intellectual property rights, to Data shall remain the exclusive property of the District, and Provider has a limited, nonexclusive license solely for the purpose of performing its obligations as outlined in the Agreement and the Services Agreement. This Agreement does not give Provider any rights, implied or otherwise, to Data, content, or intellectual property, except as expressly stated in the Agreement or the Services Agreement. This includes the right to sell or trade Data.

### 11. ACCESS.

- A. Any Data held by Provider will be made available to the District immediately upon request by the District.

### 12. SECURITY CONTROLS.

- A. Provider shall store and process Data in accordance with industry best practices. This includes appropriate administrative, physical, and technical safeguards to secure Data from unauthorized access, disclosure and use.
- B. Provider shall conduct periodic risk assessments and remediate any identified security vulnerabilities in a timely manner.
- C. Provider shall also have a written incident response plan, which shall include, but is not limited to, prompt notification to the District in the event of a security or privacy incident, as well as procedures for responding to a breach of any of the District's Data in Provider's possession. Provider agrees to share its incident response plan upon request.

### 13. NOTIFICATION OF AMENDMENTS TO POLICIES.



## DATA SHARING AGREEMENT

- A. Provider shall not change how Data is collected, used, or shared under the terms of this Agreement in any way without advance notice to, and consent from, the District.
- B. Provider shall provide notice to the District of any proposed change to its Terms of Use, Privacy Policy, and/or any similar policies/procedures thirty (30) days prior to the implementation of any such change. The District may terminate the Agreement with Provider upon notification of amendment to such terms.

### 14. NOTIFICATION OF DATA BREACH.

- A. When Provider becomes aware of a disclosure or security breach concerning any Data covered by this Agreement, Provider shall immediately notify the District and take immediate steps to limit and mitigate the damage of such security breach to the greatest extent possible.
- B. The Parties agree that any breach of the privacy and/or confidentiality obligation set forth in the Agreement may, at the District's discretion, result in the District immediately terminating this Agreement and refusing to enter into a contract with Provider or otherwise allow Provider access to any District Data for a period of not less than five (5) years.
- C. In addition to and notwithstanding any termination provision set forth in the underlying agreement(s) in which the District shares Data with Provider, this Agreement and such underlying agreement(s) may be terminated by the District if Provider fails to cure such breach within thirty (30) days of receiving written notice from the District of such breach provided that it was directly caused by the Provider's actions or omissions (or such longer time necessary to cure such breach if the breach cannot be cured in 30 days). The Party in breach shall identify to the non-breaching Party all steps taken to cure such breach and the estimated timeframe for such cure.



## DATA SHARING AGREEMENT

### 15. INDEMNIFICATION.

- A. Provider shall indemnify and hold harmless the District and its officers, agents, subcontractors, and employees, from any and all claims, losses, suits, or liability, including reasonable attorneys' fees for damages or costs directly resulting from the acts or omissions of Provider that directly cause a breach of personally identifiable information or data, or its officers, agents, subcontractors, or employees while performing under this Agreement.

### 16. TERMINATION.

- A. The District may terminate this agreement at any time at its discretion upon written notification to Provider. If the District terminates the Agreement, or if Provider ceases to perform services for the District that requires access to Data, Provider shall return to the District all Data delivered to it or collected during the course of the Agreement. Further, Provider shall certify to the District in writing within five (5) business days of the notice of termination to Provider, that all copies of the Data stored in any manner by Provider have been returned to the District and permanent erasure or destruction. These industry best practices include, but are not limited to, ensuring that all files are completely overwritten and are unrecoverable. Industry best practices do not include simple file deletions or media high-level formatting operations.

### 17. SEVERABILITY.

- A. The provisions of this Agreement are severable. If a court of competent jurisdiction determines that any portion of this Agreement is invalid or unenforceable, the court's ruling will not affect the validity or enforceability of the other provisions of this Agreement.

### 18. ENTIRE AGREEMENT.



## DATA SHARING AGREEMENT

A. This document states the entire agreement between Provider and the District with respect to its subject matter and supersedes any previous and contemporaneous or oral representation, statements, negotiations, or agreements. For avoidance of doubt, the limitation of liability provision set forth in the Services Agreement will apply to this Agreement.

### 19. GOVERNING LAW AND JURISDICTION.

A. This Agreement is governed by the laws of the State of Texas. Venue shall lie in Ector County, Texas for any dispute arising out of this Agreement.

**Provider**

Dianne Henderson

Dianne Henderson (Feb 7, 2025 10:51 PST)

*Signature of Authorized Representative*

Amira Learning

*\_ Printed Name*

Dianne Henderson

*\_ Position*

Feb 7, 2025

*\_ Date*

**Ector County Independent School District**

*Signature of Authorized Representative*

*Printed Name*

*Position*

*Date*



## DATA SHARING AGREEMENT

### APPENDIX

### EXHIBIT "A"

DESCRIPTION OF SERVICES FROM PROVIDER:

Lectura ISIP Formative Assessment and Instruction

**EXHIBIT "B"**

SCHEDULE OF DATA

**Instructions:** Provider should identify if District data is collected to provide the described services. If LEA data is collected to provide the described services, check the boxes indicating the data type collected. If there is data collected that is not listed, use the "Other" category to list the data collected.

We do not collect LEA Data to provide the described services.

We do collect LEA Data to provide the described services.

SCHEDULE OF DATA

Category of Data	Elements	Check if used by your system
Application Technology Meta Data	IP Addresses of users, Use of cookies etc.	<input type="checkbox"/>
	Other application technology meta data-Please specify:	<input type="checkbox"/>
Application Use Statistics	Meta data on user interaction with application- Please specify:	<input type="checkbox"/>
Assessment	Standardized test scores	<input checked="" type="checkbox"/>
	Observation data	<input type="checkbox"/>
	Other assessment data-Please specify:	<input type="checkbox"/>
Attendance	Student school (daily) attendance data	<input type="checkbox"/>
	Student class attendance data	<input type="checkbox"/>
Communications	Online communications that are captured (emails, blog entries)	<input type="checkbox"/>
Conduct	Conduct or behavioral data	<input type="checkbox"/>
	Date of Birth	<input type="checkbox"/>

Demographics	Place of Birth	<input type="checkbox"/>
	Gender	<input checked="" type="checkbox"/>
	Ethnicity or race	<input checked="" type="checkbox"/>
	Language information (native, preferred, or primary language spoken by student)	<input checked="" type="checkbox"/>
	Other demographic information-Please specify:	<input type="checkbox"/>
Enrollment	Student school enrollment	<input type="checkbox"/>
	Student grade level	<input checked="" type="checkbox"/>
	Homeroom	<input type="checkbox"/>
	Guidance counselor	<input type="checkbox"/>
	Specific curriculum programs	<input type="checkbox"/>
	Year of graduation	<input type="checkbox"/>
	Other enrollment information-Please specify:	<input type="checkbox"/>
Parent/Guardian Contact Information	Address	<input type="checkbox"/>
	Email	<input type="checkbox"/>
	Phone	<input type="checkbox"/>
Parent/Guardian ID	Parent ID number (created to link parents to students)	<input type="checkbox"/>
Parent/Guardian Name	First and/or Last	<input type="checkbox"/>
Schedule	Student scheduled courses	<input type="checkbox"/>
	Teacher names	<input type="checkbox"/>
Special Indicator	English language learner information	<input checked="" type="checkbox"/>
	Low income status	<input checked="" type="checkbox"/>
	Medical alerts /health data	<input type="checkbox"/>
	Student disability information	<input type="checkbox"/>
	Specialized education services (IEP or 504)	<input checked="" type="checkbox"/>
	Living situations (homeless/foster care)	<input checked="" type="checkbox"/>
	Other indicator information-Please specify:	<input type="checkbox"/>

Student Contact Information	Address	<input type="checkbox"/>
	Email	<input type="checkbox"/>
	Phone	<input type="checkbox"/>
Student Identifiers	Local (School district) ID number	<input type="checkbox"/>
	State ID number	<input checked="" type="checkbox"/>
	Vendor/App assigned student ID number	<input checked="" type="checkbox"/>
	Student app username	<input type="checkbox"/>
	Student app passwords	<input type="checkbox"/>
Student Name	First and/or Last	<input type="checkbox"/>
Student In App Performance	Program/application performance (typing program-student types 60 wpm, reading program-student reads below grade level)	<input type="checkbox"/>
Student Program Membership	Academic or extracurricular activities a student may belong to or participate in	<input type="checkbox"/>
Student Survey Responses	Student responses to surveys or questionnaires	<input type="checkbox"/>
Student work	Student generated content; writing, pictures etc.	<input type="checkbox"/>
	Other student work data -Please specify:	<input type="checkbox"/>
Transcript	Student course grades	<input type="checkbox"/>
	Student course data	<input type="checkbox"/>
	Student course grades/performance scores	<input type="checkbox"/>
	Other transcript data -Please specify:	<input type="checkbox"/>

Transportation	Student bus assignment	<input type="checkbox"/>
	Student pick up and/or drop off location	<input type="checkbox"/>
	Student bus card ID number	<input type="checkbox"/>
	Other transportation data -Please specify:	<input type="checkbox"/>
Other	Please list each additional data element used, stored, or collected through the services defined in Exhibit A. If the additional data being requested will not fit in the box below, please add additional pages to the end of this document as appendices as needed.	<input type="checkbox"/>



## **REQUEST FOR APPROVAL OF CONTRACT WITH ECTOR COUNTY ELECTIONS OFFICE TO CONDUCT MAY 3, 2025 JOINT ELECTION**

The attached proposed contract between the Elections Administrator of Ector County, Texas and Ector County Independent School District for the coordination, supervision, and conducting of the May 3, 2025 Joint Election, and all subsequent elections until terminated is presented for your consideration.

As in previous years, a proposed contract, for the District to enter into following the Board's approval with Ector County Elections Administrator to conduct our School Board Elections. The most notable change is the increase in fees and prices since the previously signed contract in 2023. Hourly compensation for election judges has increased from \$14 to \$14.50 per hour, and hourly compensation for clerks has increased from \$12.00/hour to \$13.00/hour. There is also an increase in fee for the election judge training: from \$15 to \$20 for each worker. The new contract calls for a range between \$80,000 to \$95,000, which is a little lower than the price quoted in the 2023 elections contract, to be split with three other political divisions this year: the Odessa College District, the Ector County Hospital District, and the Ector County.

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Administrative Recommendation:

Approval of Contract with Ector County Elections Office to conduct May 3, 2025 Joint Election as presented.

## CONTRACT FOR ELECTION SERVICES

### BETWEEN

ELECTIONS ADMINISTRATOR OF ECTOR COUNTY, TEXAS  
AND  
THE ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT

**THIS CONTRACT** is made and entered into by and between **Ector County, Elections Administrator**, the *Elections Administrator* of Ector County, Texas, hereinafter referred to as “*Elections Administrator*,” and the Local Political Subdivision, **Ector County Independent School District**, hereinafter referred to as “*ECISD*,” pursuant to the authority under Section 31.092(a) of the Texas Election Code. In consideration of the mutual covenants and promises hereinafter set forth, the parties to this contract agree to the following with regard to coordination, supervision, and conducting of the **Uniform General Elections, held in numbered odd years**, until terminated as provided herein.

**I. RESPONSIBILITIES OF ELECTIONS ADMINISTRATOR.** The *Elections Administrator* shall be responsible for performing the following services and furnishing the following materials and equipment in connection with the election:

**A. Election Orders:** The *Elections Administrator* shall prepare the election order, resolution, and other pertinent election documents for adoption by the appropriate officer or governing body of the *ECISD*.

**B. Voting Locations:** The *Elections Administrator* will select and arrange for the use of and payment for all Vote Centers. The *Elections Administrator* will provide notice of the vote centers selected for the *ECISD* for approval. The Vote Centers will be, the usual ones used. In the event a vote center is not available, the *Elections Administrator* will arrange for the use of an alternate location with the approval of each participating authority. The *Elections Administrator* will send a list of vote centers for the approval of the *ECISD*.

**C. Election Judges, Clerks, and Other Election Personnel:** The *Elections Administrator* will be responsible for the appointment of the presiding judge and alternate for each vote center, subject to the approval of each *political subdivision*. In accordance with Section 32.009 of the Texas Election Code, the *Elections Administrator* will be responsible for notifying the presiding judge and alternate for each vote center. The *Elections Administrator* will send *ECISD* an updated list of judges, alternates and clerks who will preside on the day of the election. The *Elections Administrator* will send a letter of appointment to each judge and alternate with the dates and time for training and picking up election supplies. Each election presiding judge / alternate judge will receive \$14.50 per hour and each clerk will receive \$13.00 per hour (for maximum of 16 hours), the election judge will receive an additional \$25.00 for delivering the ballots and supplies to the central counting station after the polls close, and \$20.00 for attending training. If alternate judge accompanies the judge in delivery of ballots and supplies on election night, the delivery fee will be \$12.50 each. Attendance for training sessions will be mandatory for election judges and clerks. The *Elections Administrator* will employ other workers if necessary for the proper administration of the election, including such part-time help as is necessary to prepare for the election, and ensure the timely delivery of supplies and equipment during the period of Early Voting and Election Day. Any election fees under this contract may be agreed upon by both parties without having to amend this contract. The *Elections Administrator* will provide 60 days’ notice of any changes in fees to the *ECISD* to be agreed upon by the parties. The current fee schedule is attached as Exhibit “A”.

**D. Assistance in Providing Bilingual Clerks:** In compliance with Section 272.009 of the Texas Election Code, the *Elections Administrator* will be responsible for recruiting the required number of bilingual

workers; requested by each vote center. The *Elections Administrator* may ask the **ECISD** for assistance if unable to find the sufficient number of bilingual workers for the election.

**E. *Supplies and Printing:*** The *Elections Administrator* will arrange for all election machines, and election supplies, including, but not limited to ballots, sample ballots, test ballots, signs and other materials used by the election judges at the voting location. The **ECISD** will furnish the *Elections Administrator* with a list of candidates and/or propositions showing the order and the exact manner in which their names and/or proposition(s) are to appear on the official ballot. The list will be delivered to the office of the *Elections Administrator* as soon as possible after the participating authority has determined ballot positions. The **ECISD will be responsible for proofreading and approving the ballot.** The *Elections Administrator* will be responsible for having the voting hardware and sample ballots and other Election Day supplies ready for each precinct judge to pick up for use on Election Day.

**F. *Contracting with Third Parties:*** In accordance with Section 31.098 of the Texas Election Code, the *Elections Administrator* is authorized to contract with third persons for elections services and supplies. The cost of such third-person services and supplies will be paid by the *Elections Administrator* and reimbursed to her by the *participating political subdivisions* within 30 days of the election.

**G. *Election School (s):*** In accordance with Section 32.111 and 125.009 of the Texas Election Code, the *Elections Administrator* shall be responsible for conducting (or for having third parties conduct) one or more, in her discretion, election schools. In the election school, the *Elections Administrator* will train the presiding judges, alternate judges, election clerks and early voting deputies in the operation and troubleshooting of the direct record electronic voting system and the conduct of elections including qualifying voters. The *Elections Administrator* shall determine the date, time, and place for such school(s) and notify the presiding judges, alternate judges, and clerks of such. The *Elections Administrator* may hold the election school(s) on a Saturday in order to increase its availability to election workers who are employed during the regular workweek. The **ECISD** agrees that the *Elections Administrator* cannot guarantee that the judges, alternate judges, clerks, or deputies will attend an election school. Attendance for training sessions will be mandatory and the judges, clerks and alternate judges will be compensated \$20.00 for attending the training.

**H. *Publication and Posting of Election Notice:*** The *Elections Administrator* shall be responsible for preparing the required election notice under Section 4.003(a) (1) of the Texas Election Code and having such notice published **once** in an appropriate newspaper and at a competitive price. The *Elections Administrator* shall submit a draft notice to the **ECISD** to verify the correctness of the information in the notice. The political subdivisions shall also be responsible for posting the election notice at their location(s).

**I. *Election Supplies:*** The *Elections Administrator* shall procure, prepare, and distribute to each presiding judge (or the election worker designated by the presiding judge) for use at the polling location on Election Day and to the Early Voting clerks during Early Voting the following consumable election supplies or election kits from third-party vendors or the equivalent (including the appropriate envelopes, lists, forms, name tags, posters, and signage described in Chapters 51, 61, and 62 and Subchapter B of Chapter 66 of the Texas Election Code); pens; tape; markers; paper clips; seals; sample ballots; white envelopes; file folders; manila envelopes; thermal paper rolls for use of the Controllers; ballot paper, batteries for use in the Verity Controller and Verity DUO'S; tacks, and all consumable type office supplies necessary to hold an election. If necessary, the *Elections Administrator* may purchase additional or make additional copies of election forms, including sample ballots, and poll lists and signature rosters.

**J. *Election Equipment:*** The *Elections Administrator* will use the HART Verity Voting System and the mail ballot system purchased by Ector County, Texas, from Hart InterCivic, Inc. ("Hart") for the election. This voting system may be referred to throughout this contract as "the voting system", "the Verity voting system" or the "the voting equipment; and includes the equipment referred to as "Verity Scan", "Verity Duo's" and "Judge's Verity Controller". The Early Voting locations and the Election Day polling places will have at least one (Duo Go) voting machine that is accessible to disabled voters.

1. The *Elections Administrator* or her designee shall program the ballot for the voting system (as well as for the mail ballots) based on the information provided by the **ECISD**, including names of the Candidates, names of the offices sought, order of names on the ballot, and the English and Spanish translation of the offices and any propositions. The **ECISD**, shall reimburse the *Elections Administrator* its proportionate share of the cost of such programming. The *Elections Administrator* shall provide a draft for the **ECISD**, to verify for corrections before it is finalized.
2. The *Elections Administrator* or her designee shall prepare and seal the Controller, Scanner and DUO's for Early Voting and Election Day. The Controller, Scanner and Duo's will be distributed appropriately to the presiding judge or the election worker designated by her and who picks up the election supplies. The Controller, S and Duo's along with the election supplies, transport bags, election records, and unused election supplies will be returned to the *Elections Administrator* at the conclusion of the election by the presiding judge or the election worker designated by her.

**K. Logic and Accuracy Testing:** The *Elections Administrator* (along with the tabulation supervisor and the presiding judge of the central counting station) shall conduct all logic and accuracy testing in accordance with the procedures set forth by the Texas Secretary of State.

The *Elections Administrator* shall also publish any required notice of such testing. The **ECISD** shall reimburse the *Elections Administrator* for their share of the cost of such testing and notice. The *Election Administrator* asks that the **ECISD** provide two people to participate in the logic and accuracy test.

**L. Early Voting:** In accordance with Sections 31.096; 31.097(b) of the Texas Election Code, the *Elections Administrator* will serve as Early Voting Clerk for the election. The *Elections Administrator* shall conduct early voting at her *main office*, 1010 E. 8<sup>th</sup> St., Odessa, Texas 79761.

1. The *Elections Administrator* shall supervise and conduct Early Voting by mail and personal appearance and shall hire no more than *eight workers* to serve as *early voting deputies* at the *main office*.
2. Early Voting by personal appearance for the election shall be conducted during the hour and time period as required by law. The *Elections Administrator* shall ensure that the Early Voting polling locations is set up for early voting and has the necessary tables, chairs, and voting equipment.
3. If requested by the **ECISD** the *Elections Administrator* shall deliver or fax to the **ECISD** the next business day, copies of the roster of early voters from the previous day. The cost of (.25) cents a page and such delivery and faxing shall be reimbursed to the *Elections Administrator* by the **ECISD**.
4. The *Elections Administrator* may receive mail ballot applications on behalf of the **ECISD**. All applications for mail ballots shall be processed in accordance with Title 7 of the Texas Election Code by the *Elections Administrator* or her deputies at the office of the *Elections Administrator*.
5. All Early Voting ballots cast by mail shall be secured and maintained by the *Elections Administrator* and delivered by her or her deputy for counting in accordance with Chapter 87 of the Texas Election Code to the Early Voting Ballot Board at the central counting station.

6. The term early voting polling locations as used in this section includes temporary branch early voting polling places. The **ECISD** agrees to bear the costs associated with conducting the election at the additional branch early voting polling places.

**M. Number of Early Ballot Board:** Section 87.001 and 87.005, of the Texas Election Code, mandates that an Early Ballot Board must be established. It is agreed by the *Elections Administrator* and the board shall consist of at least four members; a presiding judge and three clerks appointed by the presiding judge. With accordance a Central Counting Station must be established at the main office of the *Elections Administrator*, 1010 E. 8<sup>th</sup> St., Odessa, Texas, for counting all ballots. Compensation: are entitled to the same compensation as the presiding judges and may not exceed 10 hrs.

**N. Counting the Votes:** The *Elections Administrator* shall count the votes in accordance with Chapter 127 of the Texas Election Code. The *Elections Administrator* shall serve as the Central Counting manager and her chief deputy will serve as the tabulation supervisor.

**O. Election Reports:** The *Elections Administrator* shall prepare the unofficial tabulation of precinct election results under Section 66.056(a) of the Texas Election Code. The unofficial tabulation of early voting precinct results shall be made available to the **ECISD** as soon as they are prepared but no earlier than 7:05 pm or the time by which all vote centers close on Election Day at a location to be established by the Representatives listed in **GENERAL PROVISIONS** below. The unofficial tabulation of Election Day precinct results will be made available to the **ECISD** as soon as they are prepared at a location to be established by the Representatives listed in **GENERAL PROVISIONS** below.

**P. Provisional Votes Sec. 15301 (a) of the Texas Election Code:** The *Elections Administrator* will deliver the provisional voting affidavits to the appropriate voter registrar deputy the next business day after the Election Day so that the voter registrar deputy may provide factual information on the provisional voter status. The *Elections Administrator* will reconvene the Early Ballot Board, within the time set forth in Section 65.051 of the Texas Election Code for the purpose of determining the disposition of the provisional votes.

**Q. Determination of Mail Ballots Timely Received:** The Early Ballot Board will review mail ballots timely received under Section 86.007(d) of the Texas Election Code to determine whether such will be counted and to resolve any issues with such ballots. Promptly after determination of the provisional votes and resolution of any such mail ballots, the *Elections Administrator* will tally the accepted provisional votes and resolved mail ballots, amend the unofficial tabulation and submit new unofficial tabulation to the **ECISD**.

**R. Election Records:** After completion of the unofficial tabulation of precinct results, the *Elections Administrator* shall distribute the election records to the **ECISD**, except for those records that must be distributed to the Voter Registrar, in accordance with Section 66.051 of the Texas Election Code. The *Elections Administrator* is hereby appointed the custodian, of all voted ballots and **DVD backup** and shall preserve them in accordance with Chapter 66 of the Texas Election Code, and other applicable law. The *Elections Administrator* shall also maintain custody of the records pertaining to operation of the Verity Controller, Scanner and DUO's.

Access to the election records or copies of such records will be available as soon as possible after a request at no cost to the **ECISD**. This information will be made available to the public upon request in accordance with the Texas Public Information Act, Chapter 552, and Government Code, at the *Elections Administrator* department, 1010 E. 8<sup>th</sup> St. Suite 101, Odessa, Texas at any time during normal business hours. The *Election Administrator* shall ensure that the records are maintained in an orderly manner so that records are clearly identifiable and retrievable. Records of the election will be retained and disposed of in accordance with the records retention schedules, which may have been adopted by each participating authority, and in accordance with the provision of Title 6, Subtitle C. Chapters 201 through 205, Texas Local Government Code; including the minimum retention requirements established by the Texas State Library and Archives Commission. If records of the election are involved in any pending election contest, investigation,

litigation, or Texas Public Request, the *Elections Administrator* shall maintain the records until final judgment, whichever is applicable. It is the responsibility of any participating authority to bring to the attention of the *Elections Administrator* any notice of any pending election contest, investigation, litigation, or Texas Open Records Request which may be filed with a participating authority.

**S. Recount:**

1. If required by law, the *Elections Administrator* shall have performed a partial count of electronic voting system ballots in accordance with Section 127.201 of the Texas Election Code and a recount in accordance with Section 129.001 of the Texas Election Code. The **ECISD** shall reimburse the *Elections Administrator* for the cost of such count and recount.
2. If a recount is required in accordance with Title 13 of the Texas Election Code, the *Elections Administrator* shall conduct such recount and the terms of this contract shall govern such recount. The cost of any such recount is to be reimbursed to the *Elections Administrator*.

**T. Runoff Election.** In the event a runoff election is necessary for any participating *political subdivision*, the agreement will automatically be extended to each participating *political subdivision* that states in writing before the third working day after the regular election, which it does not wish to, participate in the runoff election. The *Elections Administrator* will provide the **ECISD**, an estimate of the cost of the runoff election.

The final election expenses will be determined within 15 days after the election. The County *Elections Administrator* will provide a final accounting in writing of all expenses.

## II. PAYMENT

**A. Reimbursable Costs and Expenses:** In accordance with Section 31.100(b) of the Texas Election Code, the *political subdivision* shall pay the *Elections Administrator* its proportionate share of the actual expenses she/he incurs directly attributable to the election, including without limitation, the following: supply costs, newspaper notice (s) publication expenses, wages of Early Voting, Election Day judges and clerks, members of Early Voting Ballot Board and the Central Counting Station judges and clerks.

Other expenses include the transportation of the voting equipment to and from the vote centers to central counting station. Other cost of Election Day, troubleshooters, technical support, tabulation, security and the production of unofficial reports.

The **ECISD**, shall share the cost to be reimbursed to the *Election Administrator*, for any overtime hours at time and half, for the *Elections Administrator's staff* for, programming the ballot for the verity voting equipment, and the cost of preparing and conducting the Logic and Accuracy (L&A) Testing, training and Election Day services with the **other political subdivisions**. The *Elections Administrator* will provide 60 days of notice of any change in fees to the **ECISD** to be agreed upon by the parties. The current fee schedule is attached.

**B. Administrative Fee:** In accordance with Section 31.100(d), the **ECISD** and any other *political subdivision* shall pay the *Elections Administrator* an administrative fee in the amount of 10% of the total cost of the contract (but not less than \$75.00) to cover the services performed by the *Elections Administrator* and her staff, other than the programming of the Verity ballot, and the L&A testing, and the Election Day services. This fee is addition to the costs of the administrative fee. In the event the services are provided for a joint election, the cost shall be equally prorated between the participating entities. A *runoff election* shall be treated as a separate election. If an increase in fee is approved by the state, the fee may be changed without amending this contract with a 60-day notice to the **ECISD** and the other parties and with approval by all parties who have entered into this agreement without amending this contract.

### C. *Billing:*

1. Within 15 days after the current election held, the *Elections Administrator* will submit an itemized invoice to the **ECISD** for actual costs and expenses directly attributable to the coordination, supervision, and conducting of the election and incurred or promised on behalf of the **ECISD**, by the *Elections Administrator*, as the *Elections Administrator's* administrative fee under Section 31.100,(d) of the Texas Election Code, as specified in paragraph 2 section A; cost and expenses for which reimbursement is sought shall be supported by appropriate documentation.
2. Pursuant to section 123.032 of Election Code, the *Elections Administrator* shall charge up to 10% of the purchase price for each day the equipment is leased as a user fee. For each Verity Controller, DUO, accessible DUO GO and Scanner placed in service at the vote centers and Early Voting polling locations. The current fee is between \$150.00 to \$610.00 for each piece of equipment. The **ECISD** will pay its proportionate share “**Note**” **this fee can be increased but will not exceed \$610.00**. The fees are used to defray the replacement, repair and maintenance of equipment.
3. To the extent that the costs and expenses are incurred in connection with a polling location used by more than one *local political subdivision*, such as (without limitation) the cost of renting a polling location and voting equipment, programming the voting equipment, Logic & Accuracy Testing of the voting equipment, and wages and salaries of election workers, delivery cost as well as election day support will be *divided equally* among the *political subdivision using a common polling location*.

**D. Payment:** The *Elections Administrator's* invoice(s) shall be due and payable to the address set forth in the invoice within 30 days from the date of receipt by the **ECISD**. If the **ECISD** disputes any portion of the invoice, the **ECISD** shall notify the *Elections Administrator* within 30-day period or the invoice will be deemed to be a true and accurate rendering of the amount that is due.

### III. GENERAL PROVISIONS:

**A. Nontransferable Functions.** Nothing in this contract shall authorize or permit a change in:

1. The authority with whom or the place at which any document or record relating to the election is to be filed;
2. The place at which any function is to be carried out;
3. The officers who conduct the official canvass of the election returns;
4. The authority to serve as custodian of voted ballots or other election records; or any other nontransferable function specified under Section 31.096 of the Texas Election Code.

**B. Joint Elections:**

1. The **ECISD**, acknowledges that the following *local political subdivisions* located wholly or partly within **Ector County** will be holding an **Election** at the same time, as the **ECISD**, on the same **uniform election date of odd numbered years** beginning January 2025, unless one or more such *local political subdivisions* cancels its election in accordance with (Sec. 2.053), cancels its election in accordance with Section 2.053 of the Texas Election Code: *Other political subdivisions* are listed: **the Hospital District, Odessa College and the Ector County**.

2. The **ECISD** does hereby agree to hold a *joint election* under Section 271.002 of the Texas Election Code with the other *local political subdivision (s)* that is (are) also holding an election on *General Uniform Election* date in **May or November** of each odd year, in all or part of the same territory.
3. In the event of such a Joint Election, the **ECISD** does hereby agree to share equally, in the expense of the compensation of election workers and early voting deputies at such joint elections locations, the cost of the Verity voting equipment at such joint locations, and the cost of any other election services in connection with such joint election locations, (such as the Verity programming, logic and accuracy testing, and Election Day support from the *Elections Administrator*) that cannot be readily attributable to just one local political subdivision.
4. The *parties also acknowledge, and the ECISD* does hereby give its consent, that the other *local subdivisions* may have candidates and/or propositions appearing on the same ballot with those of the **ECISD**. They also acknowledge, and the **ECISD**, does hereby gives it consent, and that the *local subdivisions*, may use one or more of the same early voting locations and the services of the early voting deputies there and one or more of the same Election Day polling locations and the services of the election workers there. The *Elections Administrator* agrees that she/he will charge only once for the compensation paid to the election workers and early voting deputies and the use of the equipment at a shared polling location, and divide the charges equally among the *local political subdivisions* using the same Early Voting or Election Day polling locations.
5. The parties also agree to be bound by these terms and conditions to Joint Elections for all subsequent elections until such time as this contract is terminated.

**C. Cancellation of Election:** If the **ECISD** cancels its election pursuant to Section 2.053 of the Texas Election Code, the *Elections Administrator* shall only be entitled to receive (1) the actual expenses incurred by the *Elections Administrator* before the date of cancellation in connection with the election, and (2) an administrative fee of \$75.00. The *Elections Administrator* shall submit an invoice for such expenses within 15 days of the cancellation notice. The *Elections Administrator* agrees to use reasonable diligence not to incur major costs in connection with election preparations until it is known that the election will be held, unless the **ECISD** authorizes such major costs in advance in writing. The **ECISD** acknowledges that one or more of the *local subdivisions* in *Ector County, Texas* with which it intended to conduct a *joint election* or share election costs may cancel its election in accordance with Section 2.053 of the Texas Election Code. In such event, the **ECISD** will remain responsible for the amount stated in the invoice.

**D. Contract Copies to Treasure and Auditor:** In accordance with Section 31.099 of the Texas Election Code, the *Elections Administrator* agrees to file copies of this contract with the County Clerk, County Treasurer; of Ector County, Texas and the County Auditor of Ector County, Texas.

**E. Chargeable Election Expenses:** In accordance with Section 31.00 of the Texas Election Code, only the actual expenses directly attributable to the contract may be charged, including *Elections Administrator's* administrative fee.

**F. Representatives.** For purposes of implementing this contract and coordinating activities hereunder, the *Elections Administrator* and the **ECISD** designate the following individuals, and whenever the contract requires submission of information or documents or notice to the *Elections Administrator* or the **ECISD**, respectively, submission or notice shall be to these individuals:

**For the Elections Administrator:**

Lisa Sertuche  
Elections Administrator  
Office of ECTOR County Elections Administrator  
Odessa, Texas 79761  
Tel: (432) 498-4030  
Fax: (432) 498-4009  
Email: elizabeth.sertuche@ectorcountytexas.gov

**For the Ector County School District:**

Mary Franco  
Exec. Administrative Assistant to Superintendent of Schools  
Ector County Independent School District  
802 N. Sam Houston  
Tel: (432) 456-9879  
Fax: (432) 456-9878  
Email: mary.franco@ectorcountytexas.org

**G. Term.** The Elections Administrator for the *ECISD* agrees to provide the election services specified under this contract for the *ECISD* and the *ECISD* agrees to use such services for all of its elections. This contract shall commence on February 18, 2025; and shall continue until either of the parties provides the other party with written notice of termination. Notice of termination must be delivered on or before July 1, of any year and the termination shall be effective for the next fiscal year starting October 1.

H. The parties hereto mutually agree that this contract for Election Services supersede and replaces in a whole or in part any prior agreement between the parties regarding the same subject matter.

**Executed this \_\_\_\_\_ day of \_\_\_\_\_ 2025**

*“Elections Administrator”*  
ECTOR COUNTY ELECTIONS ADMINISTRATOR

*“Board President”*  
Ector County Independent School District

By: \_\_\_\_\_  
*Lisa Sertuche, Elections Administrator*

By: \_\_\_\_\_  
*Chris Stanley, Board President*

Date: \_\_\_\_\_

Date: \_\_\_\_\_

## EXHIBIT "A"

### *Ector County Elections Administration Department Fee Schedules*

#### Voting Equipment Rental Rates

##### **Early Voting**

Verity Controller	\$465.00 each day equipment is leased
Verity DUO	\$395.00 each day equipment is leased
Verity Scanner	\$610.00 each day equipment is leased
Verity DUO Go	\$150.00 each day equipment is leased

Judge / Co. Judge	\$14.50 an hr. Max. is 16 hrs.
Clerk	\$13.00 an hr. Max. is 16 hrs.
Training	\$20.00 for each worker
Delivery Judge	\$25.00 (Split if both Judges deliver)

##### **Election Day**

Verity Controller	\$465.00 each day equipment is leased
Verity DUO	\$395.00 each day equipment is leased
Verity Scanner	\$610.00 each day equipment is leased
Verity DUO Go	\$150.00 each day equipment is leased

Judge / Co. Judge	\$14.50 an hr. Max. is 16 hrs.
Clerk	\$13.00 an hr. Max. is 16 hrs.
Training	\$20.00
Delivery Judge	\$25.00 (Split if both Judges deliver)

Pursuant to Section 123.032 of Election Code states, **(d)** the maximum amount that a county in which a political subdivision is wholly or partly situated may charge the political subdivision for leasing county-owned equipment is 10 percent of the purchase price of the equipment for each day the equipment is leased.

The cost per piece of equipment ranges from \$150.00 to \$610.00 each. The charge of the equipment may increase but will not be greater than \$ 610.00 per machine. Due to maintenance and repairs, the charge for equipment may increase.

#### Electronic Voting System Programming and Testing

Joint Election –

Programming, Logic & Accuracy Testing, Public Test and Tabulation for *Early Voting & Election Day*.  
(Two staff members programming, testing and tabulation) \$3,000.00

Run-off \$2,000.00

IT Support Personnel (Election Day & night) \$2,200.00

Election Day Trouble Shooters- They are assigned polling locations and Check locations throughout the day for any problems or in need of assistance.

It will be 2 to 4 troubleshooters depending on the number of polling locations.  
 Troubleshooters use their personal vehicle and fuel, \$21.00 per hr. for 16 to 17 hrs.

**Election Packets & Supplies (one packet per polling location)** \$ 55.00 each

- Early Voting & Election Day
- Labels
- Reconciliation logs,
- Paper for mail ballots
- Paper for reports
- Distance Markers
- English & Spanish posters (are required by state to post)
- Voter applications
- Statement of Residence forms
- Paper for Poll books
- Poll list
- Name tags
- Pens & pencils
- (This fee may increase due to price increase for paper or labels etc.)

COVID – 19 Kit (mask, stand hand sanitizer, foam, gloves, Lysol, rags, plexi glass shields, Kleenex, thermometers, wipes alcohol spray bottles, red tape for social distancing and COVID -19 posters) \$ 300.00 (per voting location)

**Early Voting (conducted by Ector County Elections)**

Includes computer, printers,  
 Phone lines & modems or air cards  
 Early voting Kit (same as above)  
 Utilities  
 Signs \$1,300.00 each site

Early Voting by mail packets (postage, ballot, instructions & 3 envelopes) \$2.75 each

COVID – 19 Kit (mask, stand hand sanitizer, foam, gloves, Lysol, rags, plexi glass shields, kleenex, thermometers, wipes alcohol spray bottles, red tape for social distancing and COVID -19 posters) \$ 300.00 (per voting location)

**Miscellaneous Services**

Copies .75 cents per page  
 Early Voting labels .75 cents each  
 Notices of Public Test & other Notices actual charges  
 Postage (mail ballots and notice to judges & clerks) actual charges  
 Transport voting equipment actual charges  
 Phone charges for Election Day actual charges  
 VDrive flash memory card \$6.60  
 Verity batteries \$11.00  
 Ballot Paper (1,000 sheets per package) \$20.00

**Additional Charges are:**

10% Administrative Fee

Election Night Security (2) (Rate @ Time and a Half)

Compensation for all Early & Election Day workers

Compensation for all County Employees @ Time and a Half

Compensation for any other personnel if needed (as help in delivery of voting equipment and Election Day).

Overtime pay for *Elections Administrator's* staff

**IMPORTANT NOTES:**

- Early Voting equipment will not be used for Election Day voting.
- The fees for contract services do not include personnel.
- An administrative fee of 10% of the actual cost incurred will be added to each contract for general supervision of the election, pursuant to Texas Election Code, Sec. 31.100

**JOINT ELECTIONS:**

All fees and services will be divided equally and according to number of Polling Locations that are used for each entity.

***Estimated cost of an election is from \$80,000.00 to 95,000.00 depending on the type of election being held. Countywide elections are normally higher due to equipment and personnel.***

REVISED JANUARY 2025



**REQUEST FOR APPROVAL OF REVISION TO SCHOOL  
DISTRICT FACILITIES CONSTRUCTION DELIVERY METHODS  
FOR BOND 2023 PRIORITY 1 AND 2 ROOFING PROJECTS**

Four campuses were recently identified as high priority based on needs for the 2025-2026 school year. Those campuses are Burleson ES, Travis ES, Fly ES, and Zavala ES. The Construction Manager at Risk (CMAR) delivery method will provide the quickest completion date for these campuses as completion must be reached prior to the 2025-2026 school year. Competitive Sealed Proposal (CSP) will be the most appropriate method for Noel ES, San Jacinto ES, Cameron ES, Crockett MS, and Ector MS as this method will provide the most competitive pricing. Previously Job Order Contracting had been deemed to be an appropriate delivery method for all projects that fall under Bond 2023 Priority 1 and 2. The administration requests that the construction delivery method for each of these projects be changed from Job Order Contracting to the method that is delineated above.



**REQUEST FOR APPROVAL OF A RESOLUTION TO DESIGNATE  
ADDITIONAL NONBUSINESS DAYS UNDER TEXAS PUBLIC  
INFORMATION ACT (TPIA) FOR YEAR 2025**

House Bill 3033 enacted changes in the way Texas governmental entities define “business days” in regard to calculation deadlines for Texas Public Information Act (TPIA) requests.

The updated law allows the Board of Trustees to designate up to 10 additional days in each calendar year when a district’s administrative offices are closed or operating with minimal staff that may be used in calculating deadlines. Trustees must officially designate these days on an annual basis through a resolution or other official Board action.

\*\*\*\*\*

Administrative Recommendation:

Approval of a Resolution to Designate Additional Nonbusiness Days under Texas Public Information Act (TPIA) for Year 2025 as presented.

**Resolution to Designate Additional Nonbusiness Days under Texas  
Public Information Act (TPIA) for Year 2024**

WHEREAS, House Bill 3033 (HB 3033), effective September 1, 2023, adds new Texas Government Code section 552.0031, which defines “business day” for purposes of the Texas Public Information Act (PIA);

WHEREAS, the new Section 552.0031 of the Texas Government Code allows the board of trustees of each school district to designate up to 10 additional days per calendar year on which the school district’s administrative offices are closed or operating with minimum staffing as a nonbusiness day.

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Ector County Independent School District hereby designates the following as additional nonbusiness days for calendar year 2025: March 11, 12, and 13; July 3; November 25 and 26; December 22, 23, 29 and 30.

Adopted this 18th day of February, 2025, by the Board of Trustees.

Presiding officer’s signature: \_\_\_\_\_

Secretary’s signature: \_\_\_\_\_



## **UPDATE ON 2024-2025 HUMAN CAPITAL TALENT DEVELOPMENT PIPELINES**

Administration will present an update on Talent Development pipelines for the 2024-2025 school year.



# Talent Development

Board Update  
February 18, 2025



# Talent Development Team<sup>2</sup>



**Dr. Scott Rudes**  
Executive Director



**Debbie Bynum**  
Director



**Susan Hendricks**  
Director



**Angela Romano**  
Director



**Kelly Stansell**  
Director



**Heather Bland**  
Talent Development Coach



**Angela Johnson**  
Talent Development Coach



**Mayra Leyva**  
Talent Development Specialist



**Thelma Cordova**  
Executive Administrative  
Assistant



**BJ Gamboa**  
Certification Officer /  
Administrative Assistant



**Julia Juarez**  
Administrative Assistant



183



## *Our Vision*

Empower our diverse staff to develop and evolve their unique talents for the success of all students.

## *Our Mission*

Through collaborative professional learning opportunities, we will strive to equip all staff with the skills to lead and excel.



# Core Values

## Grow

- Continuous Learning
- Accountability
- Innovation



## Bloom

- Collaboration
- Excellence

## Plant

- Empowerment
- Inclusivity



# The people we serve!



National Board Certified Teachers 2024



# ECISD Strategic Plan



## FOUNDATIONAL EXCELLENCE



Technology  
 Equity  
 Productivity  
 Innovation  
 Social-Emotional

## TALENT DEVELOPMENT

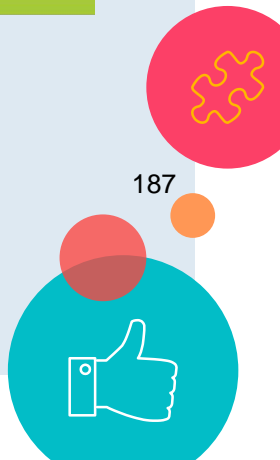


Strategic Staffing & Compensation  
 National Board Certification  
 Personalized Professional Learning  
**Cultivate Talent Pipelines**  
 Professional Learning Communities

## LEARNING JOURNEY



Early Childhood  
 Choice Schools  
 Blended Learning  
 To and Through  
 High-Impact Tutoring  
 Summer Experience





# OUR WHY

*Ector County ISD*

## OUR students...THE future

Believing OUR Students are THE Future, the mission of Ector County ISD is to inspire and challenge every student to be prepared for success and to be adaptable in an ever-changing society.

Teacher



Counselor



Administrator



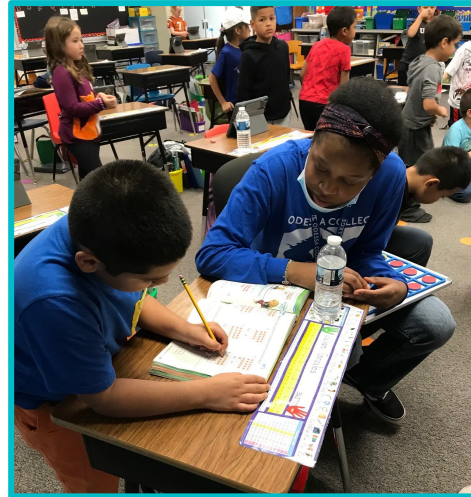
# Teacher Pipelines



# Future Teachers of Odessa

2024-2025

Course	Number of Students
Prin. of Ed.	57
Practicum 1	17
Teaching 2	6
Practicum 2 with TEA	10
Teach 3 with TEA Inst. Aide Cert.	1
Teach 3 w/AA degree & TEA Inst. Aide Cert.	2
TOTAL	93



# Registered Apprentices



## Partners

UT Permian Basin - 41 apprentices  
Odessa College - 28 apprentices  
Texas Workforce Commission  
National Organization for Grow Your Own

## 2024 -25 Teacher Apprentices

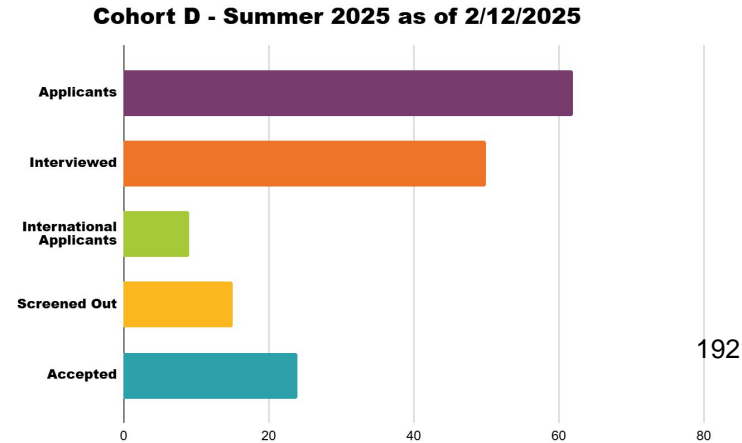
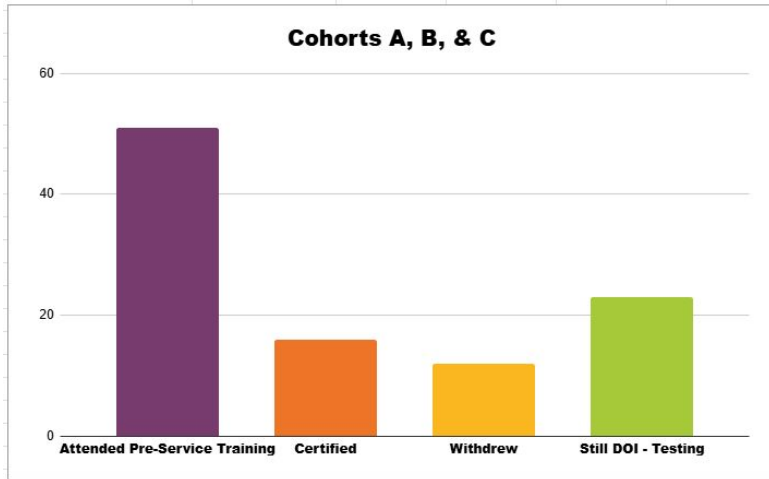
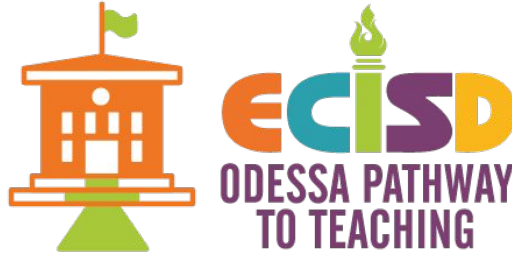
Reach Associates - 18  
Instructional Aides - 28  
Instructional Facilitators - 23



191

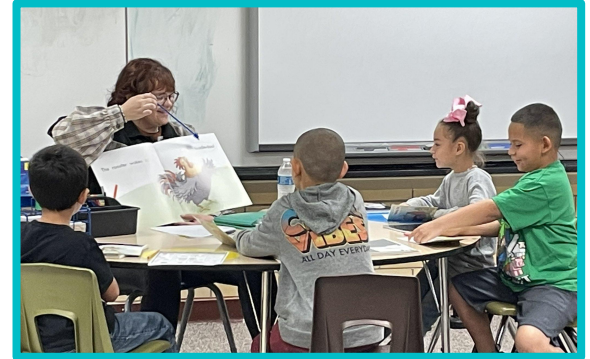
*“They’re good for kids, they deserve this opportunity because the awesome job that they do because they work very hard. And so they hold their own with certified teachers every day.” - Regina Lee, Principal, Burnet Elementary (via Odessa American)*

# Odessa Pathway to Teaching

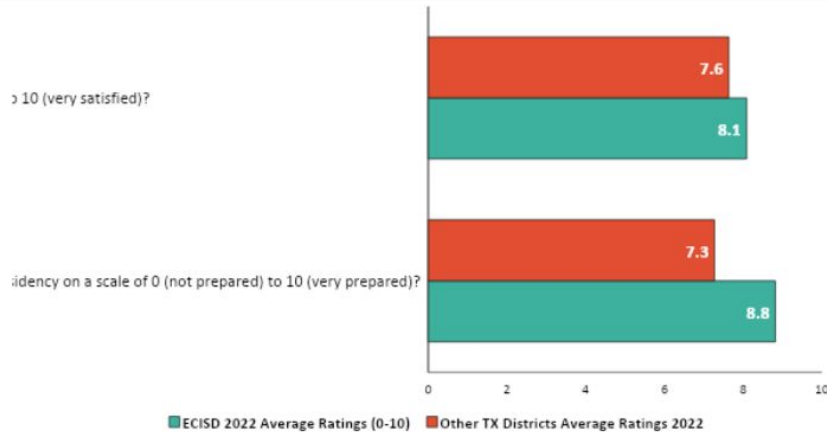


*"Having the ability to certify our own teachers is another tremendous step forward in growing and developing our own outstanding teachers." - Dr. Scott Muri, Superintendent (via Odessa American)*

# Teacher Residency



Residents in Ector County ISD are **more satisfied** and feel **more prepared** than other teacher residents from TX districts in their first year of implementation.



Note: Other TX Districts includes responses from 11 teach residents from Klein ISD, Aldine ISD, and La Vega ISD collected during fall 2021.

Cohort	Number of Residents	TEA Grant Award
2020-2021	6	N/A
2021-2022	12	\$300,000 193
2022-2023	16	\$500,000
2023-2024	15	\$250,000
2024-2025	8	\$250,000

# Multi Classroom Leaders



Implementation Year	Number of Campuses	Number of MCLs	Extended Reach
2020-2021	8	27	5,000+ Students
2021-2022	17	49	7,000+ Students
2022-2023	20	70	11,000+ Students
2023-2024 and 2024-2025	23	90	14,000+ Students (1/2 of our ECISD student population)

194

★ Multi Classroom Leaders earn a \$15,000-\$17,000 stipend

# Counselor Pipeline

# Counselor Pipeline



**2020-2021**

**12 Counselor Vacancies**

**24 Campuses without a full-time counselor**

**2024-2025**

**3 Elementary Counselor openings**

**13 positions filled by Guidance Apprentices**

**6 graduates through ASU scholarship program**

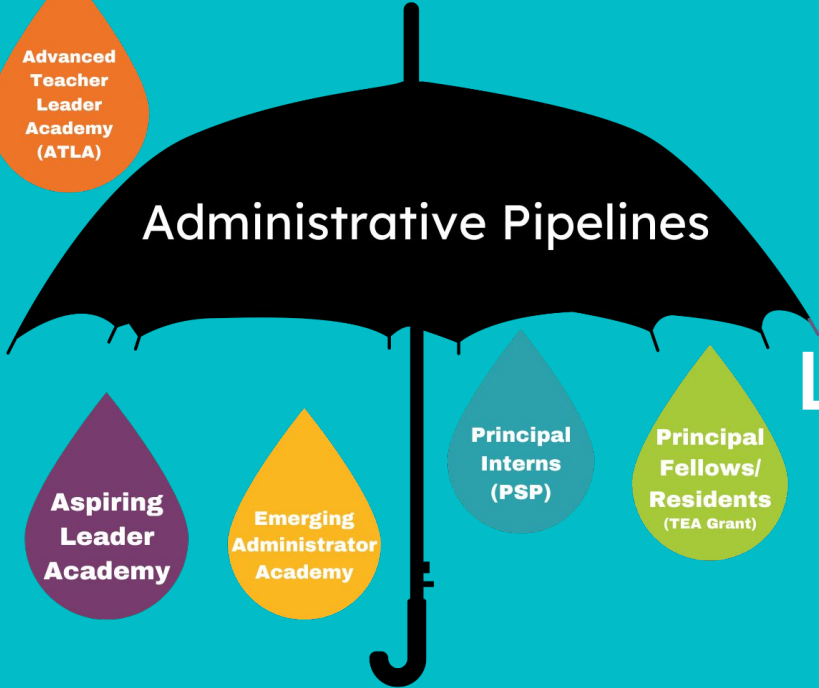
**ASU Cohort 2 - 5 scholarships in 2025-26**





**Advanced  
Teacher  
Leader  
Academy  
(ATLA)**

## Administrative Pipelines



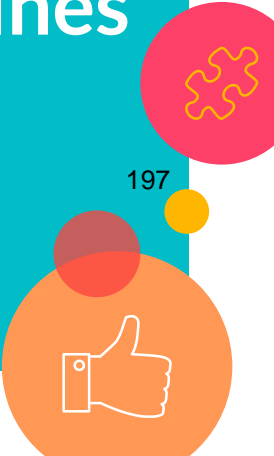
**Aspiring  
Leader  
Academy**

**Emerging  
Administrator  
Academy**

**Principal  
Interns  
(PSP)**

**Principal  
Fellows/  
Residents  
(TEA Grant)**

## 2024-2025 Leadership Pipelines



# ADVANCED TEACHER LEADER ACADEMY

**Academy to build capacity of teachers interested in leadership. Builds a pipeline for future district leaders.**

- **12 teachers in each cohort over 3 years.**
- **Goal: 36 future leaders in pipeline by year 3.**
- **Training led by Community Training and Assistance Center (CTAC)**



2023-2024, Cohort 1



2024-2025, Cohort 2

# Principal Fellowship

Cohort	Number of Applicants	Number of Fellows	TEA Grant Award
2021-2022	13	5	\$350,000
2022-2023	24	5	\$408,000
2023-2024	20	5	\$350,000



"Being in the Principal Fellowship program allows me to completely immerse myself in daily duties that a campus principal accomplishes." - *Irma Lopez, UTPB Principal Fellow*

## Principal Fellows Reflect on the Program



"The Principal Fellow partnership between ECISD and Texas Tech University has changed the course of my career. I am thankful for the opportunities, experiences, and life-long connections I've made working with education professionals from across the state to enhance my leadership skills."  
- *Michael Docktor, Texas Tech Principal Fellow*

# Principal Interns

Our schools need and deserve highly effective principals with the skills to lead our schools with an understanding of the unique needs of our community. The Principal Intern Program creates a pipeline for the most critical leadership position in our district by preparing **high-performing assistant principals** to successfully lead our schools in the future.



- 3 selected Principal Residents spend one school year with an assigned ECISD principal and engage in daily opportunities to learn and apply the skills and competencies required to lead high-achieving schools
- Principal Residents are full-time members of the assigned school's leadership team.
- 5 years of funding provided through Permian Strategic Partnership.

# Expanding Pipelines through Support



# ECISD Launch

- 5 Induction Opportunities
- 110+ New Teachers Impacted
- LAUNCH to Expand to All Job Classifications



Ector County ISD dedicates itself to empowering novice educators through comprehensive professional learning opportunities during their initial years of teaching. This commitment reflects a recognition of the crucial role personalized support and ongoing development play in adapting to educational changes and fostering excellence in teaching practices.

## 2024 COUNTDOWN TO LIFTOFF: UPCOMING PROFESSIONAL LEARNING

*Save these Dates*

**Introduction to ECISD**  
Admin. Building 9:00 - 11:00 am  
Choose from one of these dates:  
May 14th Conf. A/B  
Jun 4th Conf. Rm E  
June 18th Conf. Rm E  
July 9th Conf. Rm E  
July 16th Conf. Rm A/B

Please RSVP for your date of choice



[bit.ly/ecisdlaunch](http://bit.ly/ecisdlaunch)

**New Teacher University**  
July 29th-31st  
8 am-4 pm  
Crossroads Fellowship  
[Whistbands for NT Welcome distributed](#)

**New Teacher Welcome**  
July 29th  
4 pm-6 pm  
MCM Elegante Fundome  
[Whistbands required to enter](#)

**Teacher University**  
Aug. 7th (Elementary)  
Aug. 8th (Secondary)  
8 am -4 pm  
Permian High School

# ECISD LAUNCH EXPANSION

## Why Expand?

- Strengthen workforce readiness across all roles
- Increase employee retention and job satisfaction
- Provide structured onboarding and professional growth opportunities

## Job Classifications

- Paraprofessionals & Instructional Aides
- Campus & District Support Staff (Clerical, IT, Custodial, etc.)
- Specialized Staff (Counselors, Librarians, Coaches)
- Leadership & Administrative Roles

## Expected Outcomes

- Higher retention rates across all employee groups
- Increased confidence and job performance
- Stronger alignment with district goals and culture



# Future of Talent Development

Collect and review data:

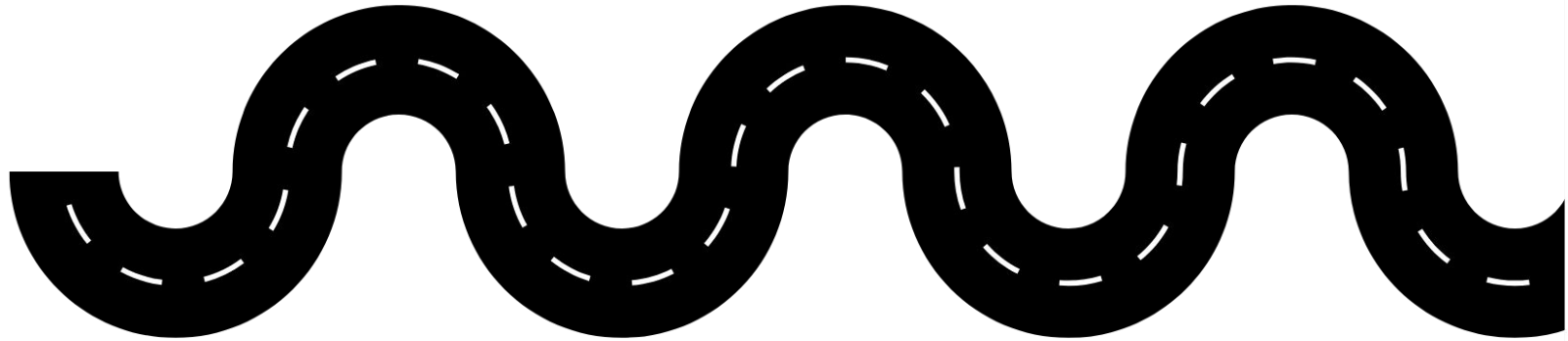
1. Effectiveness
2. Demographics
3. Scale



Develop Talent Management Plan for All Job Types



Expand Pipelines and Pathways for All Job Types



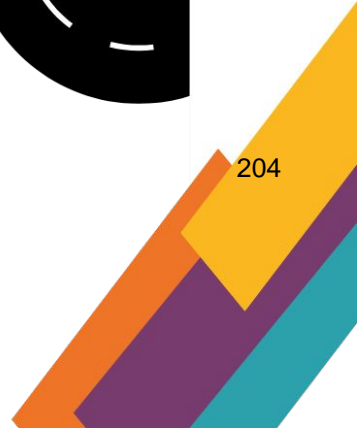
Develop Professional Learning Plan for All Staff Members



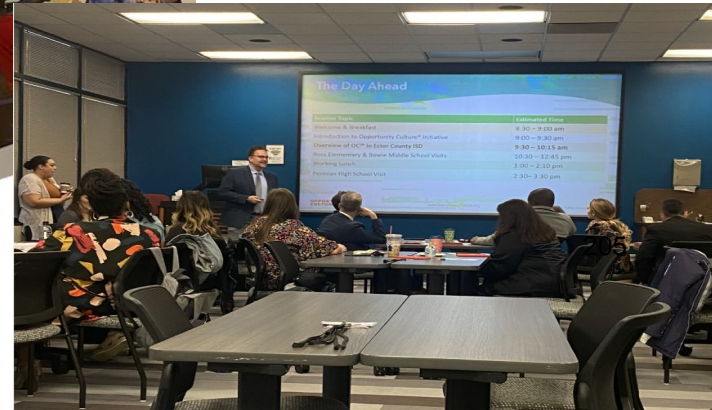
Expand Mentoring and Coaching for All Job Types



204



# ECISD Leading the Way!



TASA  
**MIDWINTER**  
**CONFERENCE 2025**

Continuing a Legacy of Leadership

# Thank you!!





## Ector County Independent School District

### Action Page

**TO:** Board of Trustees

**FROM:** Anthony Sorola, Associate Superintendent of Human Capital

**SUBJECT:** **REQUEST FOR APPROVAL OF THE 2025-2026 ECISD  
CAMPUS PRINCIPAL ADMINISTRATOR CONTRACTS**

**DATE:** February 18, 2025

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In an effort to retain the skilled instructional leadership of Ector County ISD principals, the administration recommends approval of their contracts to secure their employment as early in advance of the 2025-2026 school year as possible.

\*\*\*\*\*

Administrative Recommendation:

Approval of the 2025-2026 Campus Principal Administrator Contracts



## **INFORMATION ITEMS**

- Financials
- Purchases Over \$50,000 Informational Report
- Routine Personnel Report
- Added and Reclassification Memorandum February 2025



## **FINANCIALS**

The financial statements for the three required adopted budgets for the most recently closed month for the current fiscal year follow.

**GENERAL FUND (199) YTD BUDGET REPORT**  
 DECEMBER 31, 2024

FOR 2025 06

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
<b>199 GENERAL FUND</b>							
00 GENERAL LEDGER AND REVENUE	-337,223,000	-4,920,264	-342,143,264	-125,555,159.32	.00	-216,588,104.68	36.7%
11 INSTRUCTION	200,591,101	1,333,657	201,924,758	81,605,490.30	95,054,404.26	25,264,863.44	87.5%
12 INSTRUCTIONAL RES & MEDIA SERV	2,080,846	438,578	2,519,424	1,088,647.67	879,124.94	551,651.39	78.1%
13 CURRICULUM & STAFF DEVELOPMENT	9,812,543	0	9,812,543	4,019,609.27	2,775,188.95	3,017,744.78	69.2%
21 INSTRUCTIONAL LEADERSHIP	5,236,712	0	5,236,712	2,622,342.86	2,070,896.01	543,473.13	89.6%
23 SCHOOL LEADERSHIP	19,788,203	850,279	20,638,482	10,735,584.92	9,710,222.39	192,674.69	99.1%
31 GUID, COUNS & EVALUATION SERVS	16,622,717	0	16,622,717	7,873,038.67	8,190,945.82	558,732.51	96.6%
32 SOCIAL WORK SERVICES	1,898,930	0	1,898,930	645,418.34	1,015,638.01	237,873.65	87.5%
33 HEALTH SERVICES	3,206,566	0	3,206,566	1,377,034.63	1,632,892.68	196,638.69	93.9%
34 STUDENT TRANSPORTATION	10,848,013	892,530	11,740,543	3,995,713.15	3,451,327.41	4,293,502.44	63.4%
36 CO/EXTRACURRICULAR ACTIVITIES	8,062,579	86,617	8,149,196	3,253,674.76	1,875,585.60	3,019,935.64	62.9%
41 GENERAL ADMINISTRATION	8,517,284	185,000	8,702,284	4,176,745.43	3,711,624.69	813,913.88	90.6%
51 FACILITIES MAINT & OPERATIONS	36,845,955	747,080	37,593,035	14,841,289.50	17,170,649.70	5,581,095.80	85.2%
52 SECURITY & MONITORING SERVICES	8,225,177	191,135	8,416,312	3,346,454.67	2,908,876.71	2,160,980.62	74.3%
53 DATA PROCESSING SERVICES	9,325,521	423,986	9,749,507	4,828,611.00	3,401,049.66	1,519,846.34	84.4%
61 COMMUNITY SERVICES	1,511,998	375,000	1,886,998	997,470.85	642,196.80	247,330.35	86.9%
71 DEBT SERVICE	1,388,000	12,000	1,400,000	353,229.86	550,139.84	496,630.30	64.5%
81 FACILITIES ACQUISITION & CONST	3,000,000	1,759,526	4,759,526	854,522.61	991,556.47	2,913,446.92	38.8%
99 INTERGOVERNMENTAL CHARGES	2,260,855	0	2,260,855	1,060,228.50	1,200,626.50	.00	100.0%
<b>TOTAL GENERAL FUND</b>	<b>12,000,000</b>	<b>2,375,124</b>	<b>14,375,124</b>	<b>22,119,947.67</b>	<b>157,232,946.44</b>	<b>-164,977,770.11</b>	<b>1247.7%</b>
TOTAL REVENUES	-337,748,000	-4,920,264	-342,668,264	-125,555,159.32	.00	-217,113,104.68	
TOTAL EXPENSES	349,748,000	7,295,388	357,043,388	147,675,106.99	157,232,946.44	52,135,334.57	
<b>GRAND TOTAL</b>	<b>12,000,000</b>	<b>2,375,124</b>	<b>14,375,124</b>	<b>22,119,947.67</b>	<b>157,232,946.44</b>	<b>-164,977,770.11</b>	<b>1247.7%</b>

210

\*\* END OF REPORT - Generated by BAUMANN, DUSTY \*\*

**SCHOOL NUTRITION (240) YTD BUDGET REPORT**  
 DECEMBER 31, 2024

FOR 2025 06

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
<b>240 SCHOOL NUTRITION</b>							
00 GENERAL LEDGER AND REVENUE	-20,327,315	-2,230,730	-22,558,045	-12,502,032.35	.00	-10,056,012.65	55.4%
35 FOOD SERVICE	20,327,315	3,691,340	24,018,655	8,930,844.76	7,809,420.35	7,278,389.89	69.7%
TOTAL SCHOOL NUTRITION	0	1,460,610	1,460,610	-3,571,187.59	7,809,420.35	-2,777,622.76	290.2%
TOTAL REVENUES	-20,327,315	-2,230,730	-22,558,045	-12,502,032.35	.00	-10,056,012.65	
TOTAL EXPENSES	20,327,315	3,691,340	24,018,655	8,930,844.76	7,809,420.35	7,278,389.89	
GRAND TOTAL	0	1,460,610	1,460,610	-3,571,187.59	7,809,420.35	-2,777,622.76	290.2%
** END OF REPORT - Generated by BAUMANN, DUSTY **							

**DEBT SERVICE (599) YTD BUDGET REPORT**  
 DECEMBER 31, 2024

FOR 2025 06

	ORIGINAL APPROP	TRANFRS/ ADJSTMTS	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	AVAILABLE BUDGET	PCT USE/COL
<b>599 DEBT SERVICE FUND</b>							
00 GENERAL LEDGER AND REVENUE	-46,249,195	0	-46,249,195	-11,660,710.25	.00	-34,588,484.75	25.2%
71 DEBT SERVICE	16,849,195	0	16,849,195	7,179,898.25	3,614,501.53	6,054,795.22	64.1%
TOTAL DEBT SERVICE FUND	-29,400,000	0	-29,400,000	-4,480,812.00	3,614,501.53	-28,533,689.53	2.9%
TOTAL REVENUES	-46,249,195	0	-46,249,195	-11,660,710.25	.00	-34,588,484.75	
TOTAL EXPENSES	16,849,195	0	16,849,195	7,179,898.25	3,614,501.53	6,054,795.22	
GRAND TOTAL	-29,400,000	0	-29,400,000	-4,480,812.00	3,614,501.53	-28,533,689.53	2.9%

\*\* END OF REPORT - Generated by BAUMANN, DUSTY \*\*





## **PURCHASES OVER \$50,000 INFORMATIONAL REPORT**

The purchases over \$50,000 for the previous month of the current fiscal year follow. The report includes all such large purchases, regardless of required previous board approval.

As per Board Policy CH (local), the Superintendent is not required to obtain Board approval for the following types of budgeted purchases, regardless of cost:

1. A purchase made pursuant to a Board-approved interlocal contract or a cooperative purchasing program, in accordance with law;
2. A purchase made through a state purchasing program that satisfies the District's obligation for competitive purchasing [see CH(LEGAL) or CBB(LEGAL)]; or
3. A continuing or periodic purchase under a Board-approved bid or contract.

## ECISD New Purchase Orders Over \$50,000 Report for January 2025

Item	PO Date	PO#	Vendor Name	Amount	General Comments	Approval Process	1st GL Account	Requestor	Department
1	01/07/2025	25006422	ALLEN TEINERT CONSTRUCTION	\$ 93,620,366	CONSTRUCTION FOR NEW MIDDLE SCHOOL	ECISD AWARDED RFQ #24-26-2	693-81-6629-00-049-99-50024	SABLE CORRALES	DISTRICT OPERATIONS
2	01/21/2025	25006867	PARKHILL, SMITH & COOPER, INC.	\$ 4,668,945	PARKHILL-OVERSIGHT P1 & P2 RENOVATION PROJECTS	ECISD AWARDED RFQ #24-13	693-81-6299-00-955-99-65024	SABLE CORRALES	DISTRICT OPERATIONS
3	01/09/2025	25006491	ARTHUR J. GALLAGHER RISK MANAGEMENT SERVICES, INC.	\$ 738,862	OWNER-CONTROLLED INSURANCE PROGRAM (OCIP) THAT COVERS CONSTRUCTION PROJECT'S LIABILITIES	MIDLAND ISD RFQ 24-26	693-81-6426-00-049-99-50024	SABLE CORRALES	DISTRICT OPERATIONS
4	01/14/2025	25006660	GALLAGHER CONSTRUCTION COMPANY LP	\$ 617,384	OVERSIGHT OF P1 & P2 ROOFING PROJECTS	ECISD AWARDED RFQ #24-16	693-81-6299-00-955-99-65024	SABLE CORRALES	DISTRICT OPERATIONS
5	01/10/2025	25006535	PIRAINO CONSULTING, INC	\$ 550,980	BOND 2023 PROJECT LARGE INSTRUCTIONAL PLAN B 90 - ACTIVPANEL 9 PREMIUM 86" WITH CART, SURGE PROTECTOR, AND WARRANTY	TIPS 230105	693-11-6639-00-864-11-70524	JENNIFER VALENCIA	INFORMATION TECHNOLOGY
6	01/21/2025	25006894	TERRACON CONSULTANTS INC	\$ 420,000	MATERIALS TESTING FOR NEW MIDDLE SCHOOL	ECISD AWARDED RFP #24-27	693-81-6629-00-049-99-50024	SABLE CORRALES	DISTRICT OPERATIONS
7	01/28/2025	25007234	BEVCAP MANAGEMENT LLC	\$ 365,326	BEVCAMP - STOP LOSS JAN 2025 - JUNE 2025	INSURANCE	772-41-6429-06-978-99-	MARIA MELENDEZ	BENEFITS/RISK MANAGEMENT
8	01/14/2025	25006659	GALLAGHER CONSTRUCTION COMPANY LP	\$ 300,000	CONSTRUCTION MANAGEMENT SERVICES FOR ROOFING PROJECTS	ECISD AWARDED RFQ #24-16	199-81-6629-00-965-99-	SABLE CORRALES	DISTRICT OPERATIONS
9	01/08/2025	25006459	GOODMAN FOOD PRODUCTS	\$ 189,618	HAMBURGER PATTY BEEF & CHEESE TACO CRISP SHREDDED CHICK & CHEESE TACO SHREDDED CHICKEN GREEN CHILI	ECISD AWARDED IFB #25-11SN	240-35-6341-00-974-99-	MARGARITA CORRAL	SCHOOL NUTRITION
10	01/22/2025	25006914	FIRETROL PROTECTION SYSTEMS INC	\$ 172,608	BLACKSHEAR ELEM-NEW FIRE ALARM SYSTEM	BUYBOARD 751-24	693-81-6629-00-127-99-65524	SABLE CORRALES	DISTRICT OPERATIONS
11	01/22/2025	25006915	FIRETROL PROTECTION SYSTEMS INC	\$ 152,653	WILSON & YOUNG MS-NEW FIRE ALARM SYSTEM	BUYBOARD 751-24	693-81-6629-00-045-99-65524	SABLE CORRALES	DISTRICT OPERATIONS
12	01/10/2025	25006494	APPLE, INC	\$ 147,234	BURLESON IPADS AND CASES 25-26 370 - 10.9-INCH IPAD WI-FI 64GB 37 - STM DUX OX	CHOICE PARTNERS 23/036SG-01	199-11-6397-98-864-11-	JENNIFER VALENCIA	INFORMATION TECHNOLOGY
13	01/21/2025	25006904	FIRETROL PROTECTION SYSTEMS INC	\$ 145,719	ALAMO ELEM-NEW FIRE ALARM SYSTEM	BUYBOARD 751-24	693-81-6629-00-101-99-65524	SABLE CORRALES	DISTRICT OPERATIONS
14	01/22/2025	25006918	BLUEFIN LLC	\$ 117,020	ZAVALA ELEMENTARY-ROOF DESIGN FEES	ECISD AWARDED RFQ #24-10	693-81-6629-00-123-99-65224	SABLE CORRALES	DISTRICT OPERATIONS
15	01/22/2025	25006917	BLUEFIN LLC	\$ 86,629	FLY ELEMENTARY-ROOF DESIGN FEES	ECISD AWARDED RFQ #24-10	693-81-6629-00-126-99-65224	SABLE CORRALES	DISTRICT OPERATIONS
16	01/17/2025	25006790	N-TUNE MUSIC & SOUND INC	\$ 70,098	LRG INSTR AREA-DISTRICT WIDE CAFE/LIBRARIES 42 - EVERSE 12 SPEAKER 42 - EVERSE 12 ACCESSORY TRAY 42 - SHURE DUAL WIRELESS VOCAL SYSEM 42 - SHURE HANDHELD MICROPHONE 42 - HOSA MICROPHONE CABLE 10" 84 - HOSA MICROPHONE CABLE 3"	BUYBOARD 712-23, 739-24, & 655-21	199-11-6397-38-864-11-	JENNIFER VALENCIA	INFORMATION TECHNOLOGY
17	01/06/2025	25006346	IMPERIAL BAG & PAPER LLC	\$ 55,010	300 - TOILET TISSUE 500 - PAPER TOWEL	BUYBOARD 649-21	199-51-6315-00-960-99-	ROBERT PEUGH	CUSTODIAL OPERATIONS

ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT  
ODESSA, TX

**MEMORANDUM**

TO: DR. KEELEY BOYER, INTERIM SUPERINTENDENT OF SCHOOLS

FROM: DR. MATTHEW SPIVY, EXECUTIVE DIRECTOR OF HUMAN RESOURCES

RE: ROUTINE PERSONNEL REPORT FOR JANUARY 2025

DATE: 1/31/2025

**Elementary Level Recommendations**

NAME	JOB CLASS	CAMPUS	EFFECTIVE DATE
KARIN LUCRO	FOURTH REG	DOWLING ELEMENTARY SCHOOL	1/9/2025
KAITLIN CASE	KINDER GRADE REG	MILAM ELEMENTARY SCHOOL	1/6/2025
CHASSITY BAUMSTIMLER	FIRST GRADE REG	HAYS ELEMENTARY SCHOOL	1/6/2025
JULISSA GARZA	SECOND GRADE REG	LBJ ELEMENTARU SCHOOL	1/8/2025
MICHAELA WEGENER	KINDER GRADE REG	CAVAZOS ELEMENTARY SCHOOL	1/6/2025
EDDIE ERWIN	FIFTHE GRADE REG	BLANTON ELEMENTARU SCHOOL	1/6/2025
CRUZ MARQUEZ ALVARADO	THIRD GRADE REG	EK DOWNING ELEMENTARY SCHOOL	1/6/2025
PRICILA KEY	THIRD GRADE BIL	SAN JACINTO ELEMENTARY SCHOOL	1/13/2025
CYNTHIA MOSS	FOURTH GRADE REG	BUICE ELEMENTARY SCHOOL	1/21/2025

**ELEMENTARY LEVEL RESIGNATIONS**

ALEXIS TERRIE BOUCHER	FOURTH GRADE REG	BUICE ELEMENTARY SCHOOL	1/10/2025
ALEJANDRA ESCOBEDO	SECOND GRADE REG	STEM ELEMENTARY SCHOOL	1/28/2025

**Secondary Level Recommendations**

NAME	JOB CLASS	CAMPUS	EFFECTIVE DATE
ALEXANDRIA BELL	ELAR	PERMIAN HIGH SCHOOL	1/6/2025
ASHLEY DEBUSK	SPED	ODESSA HIGH SCHOOL	1/6/2025
PRIYANCA YELETI	SOCIAL STUDIES	PERMIAN HIGH SCHOOL	1/6/2025
REBECCA OWENS	SPED	BONHAM MIDDLE SCHOOL	1/6/2025
KRISTI WEAVER	SICENCE	OCTECH	1/6/2025
KARENA QUIROZ	SOCIAL STUDIES/COACH	ODESSA HIGH SCHOOL	1/6/2025
COURTNEE SIMONDS	CHOIR DIRECTOR	ODESSA HIGH SCHOOL	1/9/2025
LORI HAYNES	ELAR	NIMITZ MIDDLE SCHOOL	1/14/2025
STACEY CONLEY	SCIENCE	PERMIAN HIGH SCHOOL	1/6/2025
YAJHAIRA CONTRERAS	SCIENCE	ALTERNATIVE EDUCATION CENTER	1/6/2025
DANIEL RAMIREZ ZAMBRANO	ART	ALTERNATIVE EDUCATION CENTER	1/9/2025
ALEXANDER SANCHEZ	MATH	NIMITZ MIDDLE SCHOOL	1/6/2025
JOHN MAULDIN	HEALTH/COACH	ODESSA HIGH SCHOOL	1/9/2025
DIANE LIVESAY	CULINARY ARTS	ATC	1/6/2025
LARON WRIGHT	SOCIAL STUDIES	CROCKETT MIDDLE SCHOOL	1/10/2025
CYNTHIA NG	ELAR	ODESSA HIGH SCHOOL	1/6/2025
MAYCKOOL LAGOMBRA ALVAREZ	ENGINEERING	ODESSA HIGH SCHOOL	1/8/2025
JORGE GONZALEZ	DEPTMENT HEAD CHOIR	ECTOR MIDDLE SCHOOL	1/21/2025
DANIEL RAMIREZ ZAMBRANO	ART	ALTERNATIVE EDUCATION CENTER	1/9/2025
ALEXANDER SANCHEZ	MATH	NIMITZ MIDDLE SCHOOL	1/6/2025
JOHN MAULDIN	HEALTH/COACH	ODESSA HIGH SCHOOL	1/9/2025
DIANE LIVESAY	CULINARY ARTS	ATC	1/6/2025
LARON WRIGHT	SOCIAL STUDIES	CROCKETT MIDDLE SCHOOL	1/10/2025
CYNTHIA NG	ELAR	ODESSA HIGH SCHOOL	1/6/2025
MAYCKOOL LAGOMBRA ALVAREZ	ENGINEERING	ODESSA HIGH SCHOOL	1/8/2025
JORGE GONZALEZ	DEPTMENT HEAD CHOIR	ECTOR MIDDLE SCHOOL	1/21/2025

**Secondary Level Resignations**

IRIS BENSON	SPED	PERMIAN HIGH SCHOOL	1/31/2025
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ECTOR COUNTY INDEPENDENT SCHOOL DISTRICT  
Odessa, Texas

**MEMORANDUM**

TO: Dr. Keeley Boyer, Interim Superintendent of Schools  
 FROM: Dr. Anthony Sorola, Associate Superintendent  
 RE: Information Report for February 2025  
 DATE: 2/18/2025

<b>ADDED ADMINISTRATIVE PROFESSIONAL AND STIPEND/SUPPLEMENTAL PAY PLAN</b>		
<b>POSITION/GROUP</b>	<b>DUTIES PERFORMED/DAYS</b>	<b>STIPEND/PAY GRADE</b>
SUPPLEMENTAL PAY - Student Services	School Action Fund (SAF) Tutoring	\$32/hour
<b>RECLASSIFIED ADMINISTRATIVE PROFESSIONAL AND STIPEND/SUPPLEMENTAL PAY PLAN</b>		
<b>POSITION/GROUP</b>	<b>DUTIES PERFORMED/DAYS</b>	<b>STIPEND/PAY GRADE</b>
Administrative Professional - School Psychologist/LSSP	School Psychologist/LSSP (Name Change)	Admin PG 5 (No Change)
Administrative Professional - School Psychologist/LSSP (Virtual)	School Psychologist/LSSP (Virtual) (Name Change)	Admin PG 4 (No Change)
Administrative Professional - School Psychologist/LSSP Intern	School Psychologist/LSSP (Intern) (Name Change)	Admin PG 4 (No Change)
Administrative Professional - Director of Federal and State Programs	Director of ESSA Grants and State Comp Ed (Name Change)	Admin PG 8 (No Change)
STIPEND - Special Education - Sign On SLP, DIAG, LSSP, SPED Counselor	Special education New Hire Sign On/Retention Updated	Split from \$4,000 combined to \$2,000 for Sign-On (Paid at start of year)
STIPEND - Special Education Retention SLP, DIAG, LSSP, SPED Counselor	Special education New Hire Sign On/Retention Updated	Split from \$4,000 combined to \$2,000 for Retention (Paid in June)
<b>REMOVED ADMINISTRATIVE PROFESSIONAL AND STIPEND/SUPPLEMENTAL PAY PLAN</b>		
<b>POSITION/GROUP</b>	<b>DUTIES PERFORMED/DAYS</b>	<b>STIPEND/PAY GRADE</b>