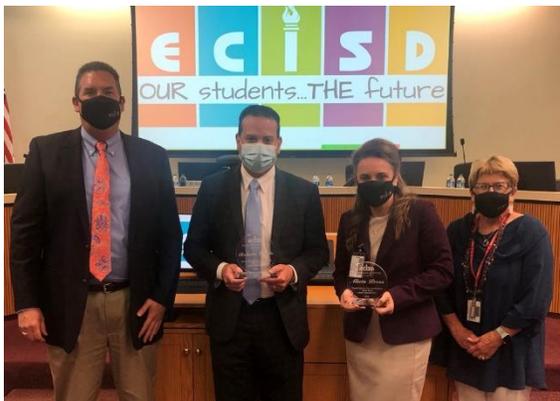


The Ector County ISD Board of Trustees held its May Board Meeting on the 18th. A recap of the agenda is below.

1. Roll Call.
2. Verification of compliance with open meetings requirements during the COVID-19 pandemic.
3. Pledges of allegiance.
4. Invocation.
5. Special presentations included recognition of executive directors of leadership Alicia Press and Roberto Cedillo for their acceptance into the National Superintendent's Academy (below left); the introduction of Shijay Sivakumar from Bowie MS as the Scripps Regional Spelling Bee champ (below right); the announcement of the nine ECISD Memorial Scholarship recipients; and the presentation of the Top 10 graduates from each high school.



6. In his opening comments, Superintendent Dr. Scott Muri reminded Trustees that graduation season is upon us. The coming weekend will feature the Class of 2021 ceremonies for our two early college high schools as well as the fulfillment of our promise to give the Class of 2020 a traditional graduation experience. He said it will be a busy and exciting Friday and Saturday. The following weekend will be three more ceremonies for the Class of 2021.
7. There was no public comment.
8. Action Items
 - A. Trustees voted 7-0 to approve an application for an appraised value limitation on qualified property from Quail Run Carbon, LLC. Acceptance of the application does

not bind the district into entering a contract with the applicant, but provides the option to consider the application and potential future contract for a Chapter 313 agreement for property value limitation and revenue. Chapter 313 agreements were created by the 2001 Texas Legislature to allow communities to attract specifically defined companies/projects through limiting the school district's Maintenance & Operations (daily operations) taxable valuation for ten years. The agreement remains fully taxable for I&S (Debt Service) tax purposes at all times. The agreements stipulate the school district cannot be financially worse off by entering into the agreement. It is an evaluation process that is expected to take several months. The ECISD board approved two similar applications in February from Nacero TX 1, LLC and 1PointFive P1 LLC.

- B. Trustees voted 7-0 to approve purchases over \$50,000. Included in this item are leadership training for principals; the final phase of xeriscape landscaping at 16 campuses/locations; turf field installations at Bonham MS, Wilson & Young MS, Bowie MS, and Ector MS (to match existing competition fields at Nimitz MS and Crockett MS); turf resurfacing at existing fields; consulting in regard to the 313 application; and roof and scoreboard replacements for Ratliff Stadium due to hail damage sustained in the storm of 2017.
- C. Trustees voted 7-0 to approve budget amendment #8.
- D. Trustees voted 7-0 to approve the quarterly investment report. The report represents investments for the months of January 2021 through March 2021. The District's investments are governed by state law and local policies.
- E. **Trustees voted 7-0 to approve early pay off bus lease agreement. ECISD will pay \$2,244,749.52 to end the lease agreement. Paying this lease off early will save tax payers \$162,195 in future interest, and the District will fully own the 30 buses. The annual lease dollars are also now freed up for use for other District priorities. The lease was initiated in 2019, following voter approval of the Tax Ratification Election in November 2018. The replacement of aging buses was one of the key provisions of the TRE. The combination of purchased and leased buses has allowed ECISD to replace 59 aging buses with new buses since that TRE election, a much faster rate than the typical replacement schedule.**
- F. Trustees voted 7-0 to approve the sale of property for below market value. This is a vacant lot at 218 Park.
- G. Trustees voted 7-0 to accept the purchase of tax foreclosed property. These are two lots that have been purchased by Midland Habitat for Humanity.

H. Trustees voted 7-0 to approve revisions of policy FNCA(Local): Student Conduct Dress Code. This board policy provides the broad definition of student dress and the details of the dress code have been moved to Administrative Regulations and the Student Handbook.

A. Trustees voted 7-0 to approve the 2021-22 compensation plan. Previously, the school board expressed that one of its priorities is raises for staff members, particularly hourly employees. In April, the Texas Association of School Boards (TASB) conducted a poll as a way to collect data on pay increases. TASB asked respondents to submit best estimates of district's planned pay increases. ECISD anticipated a 4% increase at midpoint for hourly employees which is above other districts polled by TASB. The highlights of the 2021-22 Compensation Plan:

- Starting teacher salary raised to \$57,000 (NOTE: four years ago, 2017-18, ECISD's starting teacher salary was just \$44,500);
- Everyone on teacher pay scale will get \$1,800 with additional adjustments at Steps 1-10;
- 4% general pay increase at midpoint for hourly employees (increased hourly minimum to \$12.00);
- 3% general pay increase at midpoint for exempt (non-hourly) employees;
- A \$750 Invest in Talent Stipend for all those employed on the first day of instruction in August;
- Additionally, the District contributes \$380 per month for all eligible employees towards their health coverage;
- The District provides \$10,000 in life insurance benefits;
- Many additional options available for group rates (dental, vision, disability, and additional life insurance);
- Opportunities for loan forgiveness;
- The pay increases come at a cost of approximately \$7.4 million to the District's budget.

You can find the full 2021-22 ECISD Compensation Plan on the website -

<https://www.ectorcountyisd.org/cms/lib/TX50000506/Centricity/domain/4/pdfs/Ector%20County%20ISD%20Compensation%20Resource%20Manual%202021-2022.pdf>

I. Trustees voted 7-0 to approve 2021-22 District Improvement Plan. The ECISD team completed a Comprehensive Needs Assessment using five years of trend data that covers all areas of district work. The District Improvement Plan has been built using this data to support the work of the Strategic Plan's second year.

J. Trustees voted 7-0 to approve an amendment to the current academic calendar. The Summer Learning Calendar for PreK through 5th grade will be reduced to 27 days

(June 7 – June 30 and July 7 – July 27)) and the Secondary Summer Learning Calendar will be reduced to 15 days (June 7 – June 30).

- K. Trustees voted 7-0 to approve Standard Attire (uniforms) for Burnet Elementary School. Standard Attire is being implemented as part of [the RISE turnaround program](#) going into effect at Burnet Elementary in 2021-22.
9. Trustees voted 7-0 to approve the Consent Agenda. This month's Consent Agenda included minutes of previous meetings, bills for payments, acceptance of donations over \$10,000*, a memorandum of understanding with Odessa College for dual credit, and instructional materials and allotment and TEKS certification 2021-22.
10. Reports/Discussion items.
- B. Trustees received a budget update. In addition to a look at a breakdown of the budget's composition, Trustees received an update on how elements of the proposed budget (and the current budget, too) reflect the priorities they have voiced – morale, early childhood education, middle schools, facilities/maintenance, equity, quality education, and compensation. These seven priorities are supported by several different projects each from salary increases, to technology resources, heating/ventilating and roof replacements, virtual science labs, RISE and Teach-to-One in some middle schools are only a few of the specific examples given.
 - C. In a legislative update, Dr. Muri spoke about a very recent idea to come up is to pass ESSER II dollars (about \$25 million for ECISD) to school districts but with restrictions that the money be designated to fund balance and not be spent for four years. Dr. Muri said that is not a good idea because the money is intended to help current students recover the learning they lost during COVID.
11. Trustees adjourned to closed session to discuss hiring.
- A. Trustees voted 7-0 to approve the hiring of two principals. Tiffany Rickman, currently the assistant principal at Reagan Elementary, will become the principal at Jordan Elementary next year. She has been a teacher, campus curriculum facilitator and an assistant principal at Dowling Elementary, Blackshear Elementary and Reagan Elementary. Additionally, Dr. Lindsey Lumpkin will be the principal at E.K. Downing Elementary where she recently joined the team as the assistant principal. She worked at Cavazos Elementary as an assistant principal prior to that. Dr. Lumpkin has nine years of teaching experience, and six years of experience as an administrator. She has served as a high school principal and assistant principal.**

12. Information items. You can find these items, as well as the descriptions of previous items, here - <https://meetings.boardbook.org/Public/Agenda/1406?meeting=462298>

13. There were no closing remarks.

14. The meeting adjourned at 8:22 p.m.

* \$12,500 from the Education Foundation of Odessa for grant writer.