

The Ector County ISD Board of Trustees held its April Board Meeting on the 20th. 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 Technology Leadership Academy graduates, announcement of Best Communities for Music Education designation, introduction of UIL state qualifiers, and recognition of the Broncho Spirit and MOJO Spirit scholarship recipients.
6. In his opening comments, Superintendent Dr. Scott Muri reminded staff and parents that there is no school for students on Friday (April 23) however it is a professional development day for all ECISD staff.
7. There was no public comment.
8. Action Items
 - A. There were no purchases over \$50,000.
 - B. Trustees voted 7-0 to approve budget amendment #7. This amendment includes \$1.5 million for HVAC (heating, ventilation, air conditioning) replacements.
 - C. Trustees voted 7-0 to approve an extension of the bank deposit contract with Frost Bank.
 - D. Trustees voted 7-0 to approve a memorandum of understanding with the West Texas Food Bank allowing ECISD to donate leftover/excess food items to the food bank during the school year.
 - E. Trustees voted 7-0 to approve May 11, 2021 as the date the board will canvass the results of the May 1, 2021 election.
 - F. Trustees voted 7-0 to approve the redesign plans for Noel Elementary, LBJ Elementary, and Wilson & Young Middle School. The plans were presented to the school board the previous week (at the April 13 workshop). The District received a

School Action Fund (SAF) grant to provide customized planning and support to improve teaching/learning experiences for students at campuses that expressed interest in change. Leaders involved a broad spectrum of people – district leaders, school leaders, teachers, parents, students and community representatives – in developing plans for all three campuses. The stakeholders expressed their desire for a growth mindset among students and teachers; opportunities for parents to engage with the school; and strong relationships between teachers and parents. Personalized instruction, with a focus on Blended Learning, is a key component of this work. Blended Learning is defined as a student having some control, in some manner, over his or her own learning. The plans also provide for social-emotional support of the whole child – through mental health supports and after-school enrichment opportunities.

- G. Trustees voted 7-0 to approve a 2021-22 TEA PreK waiver allowing the District to hire non-certified teachers to serve 3-year-old students who attend PreK at the Odessa YMCA. The YMCA teachers will have a Texas Rising Star certification and will be coached by a certified ECISD curriculum specialist.
9. Trustees voted 7-0 to approve the Consent Agenda. This month's Consent Agenda included minutes of previous meetings, bills for payments, and acceptance of donations over \$10,000*.
10. Reports/Discussion items.
- A. Trustees heard a report on the work of the Communications Department. The Communications Department publishes weekly internal and external newsletters, oversees the website, social media platforms, and the District's mass communication platform for parents. Open records requests, flier approval, publications, graphic design and video production are also part of the department's work to connect ECISD with the community, promote transparency, and build trust.
 - B. Trustees received a report on instructional coaching for teacher support and development. A collaborative effort between the Curriculum & Instruction, Leadership, Talent Development, and Instructional Technology departments is creating a more systemic and more targeted approach to developing teachers. The focus of this presentation was the redesigned description of the Campus Instructional Coach and the Curriculum & Instruction Specialist, two positions specifically positioned to support teachers through an Observation-Feedback cycle. While each has a specific job description, together they will provide job-embedded professional development, support for individual teachers, specialized training, and will work collaboratively to develop the whole teacher. Research shows instructional coaching has a greater impact on instruction than almost all school-based interventions; and the #1 factor that influences student outcomes is the teacher.

Talent Development is one of the three themes of our Strategic Plan, and this work is one more investment in the success of our teachers.

- C. Trustees reviewed their continuing education report. All seven Trustees successfully completed the required continuing education credits and training sessions.
- D. Trustees received an update on budget preparations, and heard the District's recommendations for employee raises for the 2021-22 school year. In previous meetings, the school board expressed that one of its priorities is raises for staff members, particularly hourly employees. Dr. Muri and district leadership proposed the following salary increases for the coming year:**
- **A 3% across-the-board raise for all salaried employees;**
 - **Increase the starting pay for teachers to \$57,000/year (the state average teacher salary in Texas is currently \$47,218);**
 - **A 4% across-the-board raise for all hourly employees;**
 - **Increase the District's minimum hourly wage from \$11.21/hour to \$12.00/hour;**
 - **A one-time stipend of \$750 paid to all who are employed by ECISD on the first day of school in August 2021.**

On the topic of teacher pay, Dr. Muri pointed out that just four years ago (2017-18) ECISD's starting teacher salary was just \$44,500. The District is committed to its teaching staff and creating opportunities for all employees.

- E. Dr. Muri spoke with Trustees about continuing to talk with state legislators about the federal funding for public schools that is still being held up in Austin. He said there has been some movement in the discussions but continuing to point out how desperately districts need that money to help students recover from the past year of learning loss is a priority.

11. There was no closed session.

- A. Trustees voted 7-0 to approve contract renewals for administrators, teachers, and other professional support employees.

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=459239>

13. There were no closing remarks.

14. The meeting adjourned at 8:25 p.m.

* \$10,000 from the Education Foundation of Odessa to support Project Lead the Way.