

Agenda of Board Workshop Meeting

The Board of Trustees Ector County Independent School District

A Board Workshop Meeting of the Board of Trustees of Ector County Independent School District will be held July 14, 2020, beginning at 6:00 PM Administration Building Board Room, 802 N. Sam Houston, Odessa, TX 79761.

ECISD is taking steps to protect against the spread of COVID-19 with staff and in our community. All are required to stop at the front desk, have your temperature taken, and answer screening questions prior to accessing building. Visitors are **required** to wear face mask. 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. Opening Remarks by Superintendent
4. Public Comment
5. Action Items
 - A. Discussion of and Request for Approval of the Selection Process to Fill the Ector County ISD Single-Member District 4 Board of Trustee Vacancy
 - B. Discussion of and Request for Approval of Revisions to the Compensation Plan
 - C. Discussion of and Request for Approval of the 2020-2021 Elevate K-12 Agreement
6. Report/Discussion Items
 - A. Discussion of Revisions to DC(LOCAL) Employment Practices
 - B. Discussion of Revisions to DEC(LOCAL) Compensation and Benefits: Leaves and Absences
 - C. Discussion of Revisions to EIC(LOCAL) Academic Achievement: Class Rankings
 - D. Discussion of Revisions to FNF(LOCAL) Student Rights and Responsibilities: Investigations and Searches
7. 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 officer or employee of the District or hear a complaint or charge against an officer or employee.] (Board will deliberate the hiring of Executive Director of Leadership)
 - A. Request for Approval of Personnel Recommendations
8. 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 officer or employee of the District or hear a complaint or charge against an officer or employee.];

Section 551.082 of the Texas Government Code [Board will deliberate a complaint or charge brought against an employee of the school district by another employee.] (Level III Grievance Hearing - Necole Williamson)

A. Possible Action Concerning Level III Grievance Hearing - Necole Williamson

9. 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 officer or employee of the District or hear a complaint or charge against an officer or employee.]; Section 551.082 of the Texas Government Code [Board will deliberate a complaint or charge brought against an employee of the school district by another employee.] (Level III Grievance Hearing - Lola Brooks)

A. Possible Action Concerning Level III Grievance Hearing - Lola Brooks

10. Closing Remarks by Superintendent

11. Adjournment

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapter D and E or Texas Government Code section 418.183(f). Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting. [See BEC(LEGAL)]

The notice for this meeting was posted in compliance with the Texas Open Meeting Act on: Thursday, July 9, 2020 by 6:00 p.m.

For the Board of Trustees



Ector County Independent School District

Action Page

TO: Board of Trustees

FROM: Dr. Scott Muri, Superintendent of Schools

SUBJECT: DISCUSSION OF AND REQUEST FOR APPROVAL OF THE SELECTION PROCESS TO FILL THE ECTOR COUNTY ISD SINGLE-MEMBER DISTRICT 4 BOARD OF TRUSTEE VACANCY

DATE: July 14, 2020

The Board of Trustees will discuss the selection process of filling the Single-Member District 4 Board of Trustee vacancy.

Administrative Recommendation:

Approve selection process to fill the Ector County ISD Single-Member District 4 Board of Trustee Vacancy as presented.



TO: Board of Trustees
FROM: Dr. Stephanie Howard, Deputy Superintendent
SUBJECT: **DISCUSSION OF AND REQUEST FOR APPROVAL OF THE REVISED 2020-2021 COMPENSATION PLAN**
DATE: July 14, 2020

In an effort to create a more competitive compensation plan, the District completed a TASB salary study to identify areas of strength and weakness. TASB made recommendations for a General Pay Increase (GPI) and Targeted Adjustments (TA) to better align our systems. The GPI and the TA recommendations will provide a more competitive salary structure when competing with other districts and the area markets for non-teaching positions. TASB will provide yearly maintenance reviews to continue aligning our system and ensure we maintain a robust and competitive compensation plan.

Submitted under separate cover is the 2020-2021 Compensation Plan. The plan includes: (a) Revised Salary Schedules, (b) Schedule of Stipends, (c) Schedule of Supplemental Pay, and (d) Schedule for Enhancement Pay for Additional Instructional Duties.

Administrative Recommendation:

Approval of the revised 2020-2021 Compensation Plan.

2020-2021 Proposed Administrative Professional Pay Plan

Ector County ISD

Research & Innovation Strategies	227
Specialist, Behavior	207
Supervisor, COC Grad Lab	227
Supervisor, Print Shop/Mail	227

4	
Asst Principal, Early Education	217
Asst Principal, Elem	217
Athletics Trainer	207, 217
Coordinator, High School Testing	217
Coordinator, Staff Pay Budget	227
Counselor, CTE	217
Counselor, HS	217, 227
Counselor, TRAC	217
Diagnostician	197
LSSP, Intern	197
Specialist, Fine Arts	227
Speech Pathologist, Intern	187
Supervisor, ATC-G Campus	207

Daily		307.13	372.28	437.43
187	Days	57,433.31	69,616.36	81,799.41
197	Days	60,504.61	73,339.16	86,173.71
207	Days	63,575.91	77,061.96	90,548.01
217	Days	66,647.21	80,784.76	94,922.31
227	Days	69,718.51	84,507.56	99,296.61

5	
Associate Principal, MS	227
Asst Principal, MS	217
Asst Principal, YC-Alt	217
Coordinator, Advanced Academics	227
Coordinator, AVID	227
Coordinator, Benefits	227
Coordinator, Bilingual	227
Coordinator, Blended Learning	227
Coordinator, Career & Tech	227
Coordinator, Dyslexia	227
Coordinator, ELAR	227
Coordinator, ESL	227
Coordinator, International Teacher	227
Coordinator, Language Other Than English	227
Coordinator, Leadership	227
Coordinator, Math	227
Coordinator, Post-Secondary Education	227
Coordinator, School Nutrition	227
Coordinator, Schools of Choice	227
Coordinator, Science	227
Coordinator, Social & Emotional Learning	227
Coordinator, Social Studies	227
Coordinator, Talent Development	227
Coordinator, Teen Pregnancy Service	227
Dean of Students	217
Director, Choral HS	197

Daily		325.56	394.62	463.68
187	Days	60,879.72	73,793.94	86,708.16
197	Days	64,135.32	77,740.14	91,344.96
217	Days	70,646.52	85,632.54	100,618.56
227	Days	73,902.12	89,578.74	105,255.36

2020-2021 Proposed Administrative Professional Pay Plan

Ector County ISD

Director, Instructional Service MS	227
Director, Mariachi	197
Director, Orchestra HS	197
LSSP	197
Occupational Therapist	197
Physical Therapist	197
Specialist, Energy Education	227
Speech Pathologist	187, 227
Supervisor, State Assessment	227

6	
Asst Director, Athletics	227
Asst Principal, HS	217, 227
Band Director, HS	217
Director, Advanced Academic Services	227
Director, Attendance	227
Director, District AVID	227
Director, Early Childhood Education	227
Director, Energy/Custodial Operations	227
Director, Guidance & Counseling	227
Director, Health Services	227
Director, Internal Auditor	227
Research Practice Partner	227
Special Assistant to Superintendent	227
Supervisor, Accounting	227
Supervisor, Special Ed Behavior	227
Supervisor, Sped	227

Daily		349.98	424.22	498.46
217	Days	75,945.66	92,055.74	108,165.82
227	Days	79,445.46	96,297.94	113,150.42

7	
Associate Principal, HS	227
Director, Education Foundation	227
Director, Facilities	227
Director, Payroll	227
Director, RDSPD	227
Director, School Nutrition	227
Director, Transportation	227
Principal, EEC	227
Principal, Elem	227
Principal, Elem AEP	227

Daily		378.86	459.22	539.58
227	Days	86,001.22	104,242.94	122,484.66

8	
Coordinator/Head Football Coach	227
Director, Benefits/Risk Management	227
Director, Finance	227
Director, Fine Arts	227
Director, HR	227
Director, Professional Learning	227

Daily		412.95	500.55	588.15
227	Days	93,739.65	113,624.85	133,510.05

2020-2021 Proposed Clerical Support Pay Plan

Ector County ISD

8

Admin Asst, Associate Superintendent	227
Admin Asst, Asst Superintendent	227
Admin Asst, Chief Financial Officer	227
Admin Asst, Chief Innovation Officer	227
Admin Asst, Chief Operations Officer	227
Admin Asst, Chief Technology Officer	227
Admin Asst, Exec Director HR	227
Admin Asst, Exec Director Leadership	227
Specialist, Policy/Procedure	227

Hourly	21.46	25.85	30.24
227 Days	38,971.36	46,943.60	54,915.84

9

Admin Asst, Deputy Superintendent	227
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Hourly	23.39	28.18	32.97
227 Days	42,476.24	51,174.88	59,873.52

10

Admin Asst, Superintendent	227
Specialist, Student Admissions	227
Specialist, Community Engagement for Partnership	227

Hourly	25.26	30.43	35.60
227 Days	45,872.16	55,260.88	64,649.60

2020-2021 Proposed Instructional Support Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1	Aide, Instructional	187				
	Aide, Montessori	187				
	Aide, Physical Ed	187				
	Aide, Pre K	187				
			Hourly	11.00	13.25	15.50
			187 Days	16,456.00	19,822.00	23,188.00
2	Aide, Alter Ed	187				
	Aide, Bilingual/ESL	187				
	Aide, Horticulture	227				
	Aide, Sp Ed	187				
	Child Care Provider	187				
			Hourly	12.00	14.44	16.88
			187 Days	17,952.00	21,602.24	25,252.48
			227 Days	21,792.00	26,223.04	30,654.08
3	Aide, ISS	187				
	Aide, Virtual Learning	187				
	Aide, School Health	187				
	Aide, Sp Ed	187				
	Aide, Sp Ed Specialized Classroom	187				
	Certified Nurse Asst	187				
			Hourly	13.06	15.74	18.42
			187 Days	19,537.76	23,547.04	27,556.32
4	Aide, Bilingual Tester	187				
	Aide, Culinary Arts	187				
	Aide, Graphic Design	187				
	Aide, Sp Ed 18+	187				
	Aide, Sp Ed Behavior Support	187				
	Campus, Instructional Facilitator	187				
			Hourly	14.24	17.16	20.08
			187 Days	21,303.04	25,671.36	30,039.68
5	Opportunity Culture, Reach Associate	187				
	Opportunity Culture, Teacher Resident	187				
			Hourly	15.52	18.70	21.88
			187 Days	23,217.92	27,975.20	32,732.48
6	Aide, Sp Ed Auditory Impaired (non-certified)	187				
			Hourly	18.00	21.69	25.38
			187 Days	26,928.00	32,448.24	37,968.48
7	Aide, Sp Ed Auditory Impaired (certified)	187				
	LVN	187				
			Hourly	20.88	25.16	29.44
			187 Days	31,236.48	37,639.36	44,042.24
8						
			Hourly	24.45	30.19	35.93

2020-2021 Proposed Auxiliary Pay Plan

Ector County ISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum				
1	Café Worker	183	Hourly	10.50	12.75	15.00			
			183.00 Days	15,372.00	18,666.00	21,960.00			
2	Cook, Asst Monitor, Bus	183 183	Hourly	11.20	13.64	16.08			
			183.00 Days	16,396.80	19,968.96	23,541.12			
3	Cook, Head Custodian Night Watchman	183 247 252	Hourly	12.00	14.59	17.18			
			183.00 Days	17,568.00	21,359.76	25,151.52			
			247.00 Days	23,712.00	28,829.84	33,947.68			
			252.00 Days	24,192.00	29,413.44	34,634.88			
4	Cook, Lead Custodian, Asst Head Groundskeeper Manager, Trainee School Nutrition Mechanic, Vehicle - Lubrication Specialist, Campus Safety Transportation, Bus Washer	183 247 247 183 227 227 227	Hourly	13.02	15.78	18.54			
			183.00 Days	19,061.28	23,101.92	27,142.56			
			227.00 Days	23,644.32	28,656.48	33,668.64			
			247.00 Days	25,727.52	31,181.28	36,635.04			
			5	Clerk, Mail Carrier Custodian, Admin Custodian, Head ES Custodian, Warehouse Delivery, Warehouse School Nutrition Manager, School Nutrition ES Warehouse Asst, Central Receiving Warehouse, Textbook Transportation, Bus Servicer Transportation, Tire Service Technician	227 247 247 247 227 184 195 227 227 227 227	Hourly	13.99	16.96	19.93
						184.00 Days	20,593.28	24,965.12	29,336.96
						195.00 Days	21,824.40	26,457.60	31,090.80
						227.00 Days	25,405.84	30,799.36	36,192.88
247.00 Days	27,644.24	33,512.96				39,381.68			
6	Carpenter, Apprentice Clerk, Parts Room Custodian, Head Admin Custodian, Head MS Electrician, Apprentice Plumber, Apprentice Maintenance Warehouse Attendent	247 227 247 247 247 247 247				Hourly	15.21	18.33	21.45
						184.00 Days	22,389.12	26,981.76	31,574.40
						227.00 Days	27,621.36	33,287.28	38,953.20
			247.00 Days	30,054.96	36,220.08	42,385.20			

2020-2021 Proposed Auxiliary Pay Plan

Ector County ISD

10		Hourly	23.82	28.70	33.58
Asst Supervisor, Warehouse Maintenance	247	227.00 Days	43,257.12	52,119.20	60,981.28
Electrical, Lead Tech	247	247.00 Days	47,068.32	56,711.20	66,354.08
HVAC Mechanic (Licensed)	247				
Locksmith, Master	247				
Manager, Transportation Operations	227				
Mechanic, Lead Vehicle	227				
Plumber, Master	247				
Supervisor, Driver Magnet	227				
Supervisor, Driver Regular	227				
Supervisor, Driver Sp Ed	227				
Supervisor, School Nutrition	227				
Technician, Lead School Nutrition Mechanic	227				
Warehouse Asst, Inst Materials/Rec	227				
11		Hourly	26.92	32.43	37.94
Foreman, Electrician	247	227.00 Days	48,886.72	58,892.88	68,899.04
Foreman, Plumbing	247	247.00 Days	53,193.92	64,081.68	74,969.44
Foreman, Shop	227				
Supervisor, Construction/Roofing	247				
Supervisor, Operations/Projects	247				
Supervisor, Warehouse Maintenance	247				
BD		Hourly	19.00	23.43	27.86
Bus Driver	183	183.00 Days	27,816.00	34,301.52	40,787.04
Bus Driver, Sp Ed	183				

Ector County ISD
 Schedule of Stipend Pay
 2020 - 2021

Group	Stipend	2020-2021	Extra Days	Contract Terms	Limit/Qualifications
Special Ed	SPED Special Olympics Coach (Adaptive PE)	3,700			
Special Ed	SPED Speech Pathologist Assistant	3,000			
Special Ed	SPED Speech Pathologist (For Supervising Speech Pathologist Asst.)	1,100			
Special Ed	SPED Teacher (Auditory Impaired)	2,100			
Special Ed	SPED Teacher (Orientation & Mobility Certified)	2,100			
Special Ed	SPED Teacher (Visually Impaired Certified)	4,000			
Special Ed	SPED Teacher in Behavioral Support Classroom (BSC)	5,000			
Special Ed	SPED Teacher in Specialized Classroom (SCC) and Itinerant BSC	2,900			
Special Ed	SPED Teacher-of Resource, Inclusion, Co-teach, Adaptive PE, Visual Impaired, and Auditory Impaired	1,100			
Summer C&I	June- Bilingual Teachers	5,040			June Summer School
Summer C&I	June- PK-12 Teachers	3,400			June Summer School
Summer C&I	June- K-8 Administrators	4,000			June Summer School
Summer C&I	June- 9-12 Administrators	5,000			June Summer School
Summer C&I	July- All Teachers PK-12	2,560			July Summer School
Summer C&I	July- Counselors	2,560			July Summer School
Summer C&I	July- K-8 Administrators	3,040			July Summer School
Summer C&I	July- 9-12 Administrators	3,040			July Summer School
Athletics	Group I Coach (other sports)	6,400	10	10 Month	
Athletics	Group I Varsity Football Coach	6,400	15	10 Month	2 per HS
Athletics	Group I Varsity Football Coach (Off/Def Coord)	6,400	20	10 Month	2 per HS
Athletics	Group II Assistant HS Coach	5,250	10	10 Month	
Athletics	Group II MS Coordinator	5,250	10	10 Month	2 per MS
Athletics	Group III Coach	4,500		10 Month	
Athletics	Group IV Coach (Elem. P.E.)	1,300		10 Month	
Athletics	HS Assistant Head Football Coach	3,150			1 per HS
Athletics	HS Dual Sports Coordinator	3,150			1 per HS

Ector County ISD
 Schedule of Supplemental Pay
 2020 - 2021

Group	Supplemental Area of Responsibility	Supplemental Duties Performed	Amount	Pay Basis	Limit/Qualifications
OTHER	Substitute and Part-Time Workers	Transportation Worker	Bus Driver Min	Per Hour	Plus .10 for every year of bus driving experience not to exceed midpoint
OTHER	Substitute and Part-Time Workers	Technician	\$15	Per Hour	
OTHER	Substitute and Part-Time Workers	Speech Pathologist	\$60	Per Hour	
OTHER	Substitute and Part-Time Workers	Diagnostics	\$60	Per Hour	
OTHER	Elementary Attendance/PEIMS Clerks	10 extra days for prep work	Hourly Rate	Per Hour	Not to exceed 80 hours
OTHER	Maintenance	Tower Work	\$75	Per Hour	2 Hour Minimum
OTHER	Transportation	Day Trip Less than 100 Miles	\$50	Per Trip	
OTHER	Transportation	COC Route	\$25	Per Route	
OTHER	Graduation	Exempt	\$17	Per Hour	
OTHER	Graduation	Nurse	\$20	Per Hour	
OTHER	Graduation	Non-Exempt	Hourly/OT Rate	Per Hour	
OTHER	Other	Document Translation	\$22	Per Hour	
OTHER	Unforeseen Circumstances (Approval Required)	TBD	Negotiated, based on appropriate market conditions		



TO: Board of Trustees
FROM: Staci Ashley, Executive Director of Human Resources
SUBJECT: **DISCUSSION OF AND REQUEST FOR APPROVAL OF THE 2020-2021 ELEVATE K-12 AGREEMENT**
DATE: July 14, 2020

Presented for your consideration is the 2020-2021 Elevate K-12 agreement. This online program will allow for quality Elevate K-12 instructors to teach virtually, where we do not have a teacher. Elevate K-12 will be delivered online to the students through the web and the students will have a blend of live streaming of online instruction and project-based learning opportunities. This will not require a budget amendment because HR will work with position control to take the funds in these unfilled positions to pay for this contract.

Administrative Recommendation:
Approval of the 2020-2021 Elevate K-12 Agreement



ELEVATE K-12

ECTOR COUNTY ISD PROPOSAL FOR TIER 1 GENERAL CLASSROOM INSTRUCTION GRADES: SECONDARY

PROPOSAL

JULY 14TH, 2020



Tier 1 Live Streaming Online Instruction

School Year 2020-2021

Tier 1	Proposal for School Year 2020-2021 4 Days Per Week
Instructor : Student Ratio	1:30
Subjects	German 1 & 2, American Sign Language 1 & 2, High School Math, HS Social Studies, HS Science, and HS ELAR
Grades	Secondary
Classroom Coach (paraprofessional)	Provided by school, trained and managed by Elevate K-12
# of Periods of Live Streaming Instruction (60 min per period)	8
Cost per Period	\$10,400
Total Annual Budget	<p style="text-align: center;">4 Days Per Week</p> <p>Minimum - \$83,200 - Budget based on equivalent of 8 periods of 60 minutes each delivered 4 days per week.</p> <p>Maximum - \$346,320 - Budget based on equivalent of 36 periods of 60 minutes each delivered 4 days per week (7.5% Bulk Pricing discount on 20 or more periods in this academic year)</p> <p style="text-align: center;"><i>(OMNIA Partners Approved Vendor. Vendor Contract Number: R152001)</i></p>

Tier 1 Live Streaming Online Instruction

	Scope of Services (Detail)
Description	High-Quality Live Streaming Instruction for Tier 1 Classes
Agreement Dates	July 15th, 2020 - July 15th, 2021
Current Academic Year Dates	August 12 th 2020 to May 28 th 2021
Weekly Format of Class	Four days a week (1x/month project based or assessment day)
Content Area and Grade Levels	Content Areas: German 1 & 2, American Sign Language 1 & 2, High School Math, HS Social Studies, HS Science, and HS ELAR, or any other subject areas discussed and agreed upon.
Elevate K-12 Staff Provided	<ul style="list-style-type: none"> ❖ High-quality live, online instructors assigned as Teacher of Record ❖ 1 Academic Performance Manager (APM) is located virtually within each online class ❖ 1 Operations Manager will be assigned for implementation support and program management
Customer Staff Provided	1 Classroom Coach (paraprofessional) for each Class Period 1 Point of Contact for implementation and operation
Equipment Provided by Customer ("Customer Equipment")	Classroom space, computers or laptops (one for each student in the Elevate K-12 classroom), projector, screen, adequate internet access and bandwidth
Equipment Provided by Elevate K-12 ("Elevate Standard Equipment")	Headsets (optional), speakers, microphone, camera
TOTAL ANNUAL BUDGET AMOUNT	<p>4 Days Per Week</p> <p>Minimum - \$83,200 - Budget based on equivalent of 8 periods of 60 minutes each delivered 4 days per week</p> <p>Maximum - \$346,320 - Budget based on equivalent of 36 periods of 60 minutes each delivered 4 days per week (7.5% Bulk Pricing discount on 20 or more periods in this academic year)</p> <p><i>(OMNIA Partners Approved Vendor. Vendor Contract Number: R152001)</i></p>

Tier 1 Live Streaming Online Instruction

Program Details

Congratulations! You are on your way to investing in high-quality live streaming online instruction for your students. We are thrilled with the opportunity to partner with true visionaries like you. Elevate K-12 is a unique and powerful program. We have created a live streaming online school within your actual school, designed to help students achieve their true potential and learn the skills and concepts that will support their future educational achievements. Our program closely monitors the progress of every student individually so that we can help increase their understanding, their test scores and support their specific needs.

Ector County ISD is investing in high-quality live streaming online instruction programs for a maximum number of students in each class for the specified content area(s). The Elevate K-12 large group class will be delivered online to the students through web (Elevate K-12 online platform) and the students will be in school during the class. The class will be delivered as a semester program Monday through Friday. The Elevate K-12 class will be a blend of live streaming online instruction and project based learning opportunities.

The Total Budget includes the following for each classroom:

Overall Class Structure:

- The overall class structure will be a mix of
 - Live streaming online instruction delivery
 - Project based learning opportunities (1x/month)

Live Online Instruction Delivery:

- The live online classroom will be delivered via web (Elevate K-12 online platform) in an actual school classroom.
- Each classroom and group will maintain the same dedicated instructor throughout the duration of the class unless a change is requested, or the instructor has an emergency leave.
- Each instructor undergoes rigorous training in the content area and specifically on effective live online instruction.
- The live online instructor will meet the certification requirements as stated by the school. Instructors will either be certified in the state, eligible for certification in the state, or certified in another state.

Tier 1 Live Streaming Online Instruction

Usage of Elevate K-12's Online Portal

- Each student will be able to individually login to the online portal to:
 - Track attendance
 - Track performance
 - Take assessments
 - View learning plan for the class

Quality and Project Management:

- Elevate K-12 will assign one Operations Manager (OM) for the Ector County ISD Program held at (multiple campuses).
- Ector County ISD will assign one Classroom Coach (CC) to each classroom.
- A Virtual Academic Performance Manager (APM) will monitor the performance of the instruction sessions virtually. Elevate K-12 assigns the APM.
- Each school must dedicate one school point of contact for the OM and APM.
- The various managers are dedicated to the program to ensure a strong fidelity of implementation.
- Elevate K-12 will also share periodic reports and information on student progress.

Equipment:

- **Elevate K-12 will provide:** speakers, camera, headsets with a microphone
- **School will provide:** large screen, projector, and student laptops/desktops. The students will use the school laptops/desktops for daily instruction and to access the assessments throughout the program.

Progress Monitoring:

- The schools will be able to track student progress.
- The dedicated Elevate K-12 POC will also share periodic information with the school.

Program Information and Implementation:

- Generally it takes 2-4 weeks total for planning and implementation. Elevate K-12 will need 4 weeks for class and technology set up.
- We would like to complete all installations and pre-assessments as soon as possible. The school must provide all information about the program including:
 - Desired start date
 - Number of sessions or program dates/length
 - Number of students

Tier 1 Live Streaming Online Instruction

- o Instructional ratio
- o Content areas
- o Grade levels
- o The technology set up at the school (Schools with no student laptops/desktops cannot use Tier 1)
- o Any hiring special needs, like certification or fingerprinting

Classes List

We offer Tier 1, Tier 2, Hybrid and Enrichment classes.

HIGH SCHOOL CLASSES (9-12)					MIDDLE SCHOOL CLASSES (6-8)					ELEMENTARY SCHOOL CLASSES (K-5)				
	Tier 1	Tier 2	Hybrid	Enrichment		Tier 1	Tier 2	Hybrid	Enrichment		Tier 1	Tier 2	Hybrid	Enrichment
Algebra 1&2	✓	✓	✓		Math	✓	✓	✓		Spanish Enrichment				✓
Geometry	✓				Science*	✓				Coding Enrichment* (Grades 3-5)				✓
Chemistry*	✓				Spanish 1&2	✓				Math (Grades 3-5)		✓		
Economics*	✓				French 1	✓				ELA (Grades 3-5)		✓		
Spanish 1&2	✓				ELA		✓							
French 1	✓				Coding Enrichment*				✓					
English 1		✓			American Sign Language Level 1&2	✓								
SAT (Reading /Math)		✓												
ACT (Math)		✓												
American Sign Language Level 1&2	✓													

Payment terms:

Upon signature of Agreement, Customer will issue an Order Form for the Services to be delivered during the first Academic Year. Customer agrees to the following payment terms, as reflected by selecting one option below:

- Full invoice for the balance for current Academic Year prepared and sent in conjunction with the signing of Agreement (2% discount for payment of the total academic year programs within 30 days of invoicing).
- Other options available as per MSA

Tier 1 Live Streaming Online Instruction

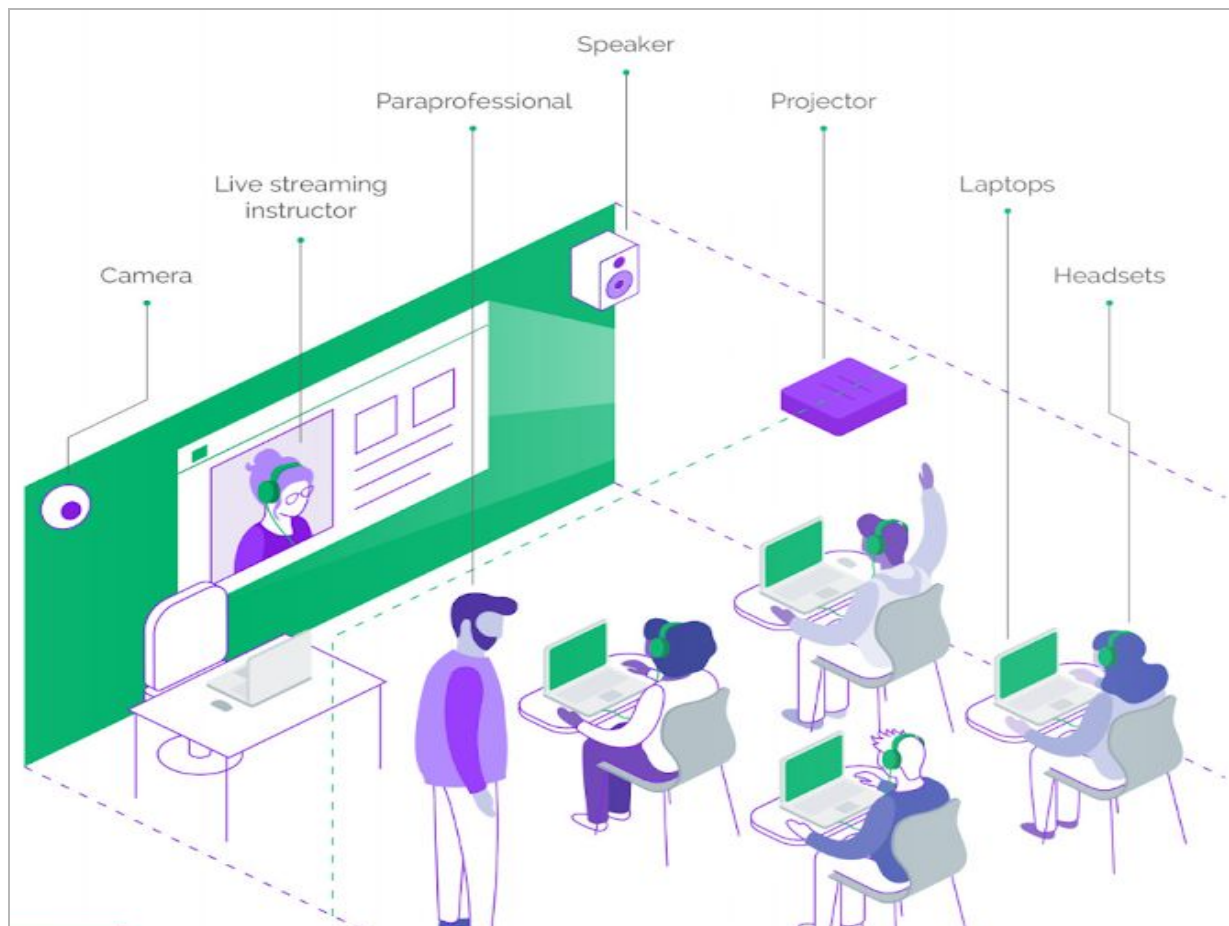
For any questions please contact:

Raquel Gruver

Email: Raquel.Gruver@elevatek12.com

Cell: 361-673-5805

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DC(LOCAL) Employment Practices

EMPLOYMENT PRACTICES

DC
(LOCAL)

Personnel Duties	The Superintendent shall define the qualifications, duties, and responsibilities of all positions and shall ensure that job descriptions are current and accessible to employees and supervisors.
Filling Vacancies	<p>The Superintendent or designee shall establish guidelines for advertising employment opportunities and posting notices of vacancies. These guidelines shall advance the Board's commitment to equal opportunity employment and to recruiting well-qualified candidates. Current District employees are eligible to apply for any vacancy.</p> <p>The recruitment and processing of all applicants shall include online applications, personal interviews, investigative follow-up, and a thorough and comprehensive review of the applicant's character, training, and experience.</p>
Applicants	<p>All applicants shall complete the online application that is made available by the District. Information contained in applications for professional certified positions shall be verified before a contract is offered, and information contained in applications for service positions shall be verified before hiring or as soon as possible thereafter.</p> <p>[For information related to the evaluation of criminal history records, see DBAA.]</p>
Selection and Employment	The Superintendent has sole authority to make recommendations to the Board regarding the selection of contractual personnel.
Employment of Contractual Personnel	<p>The Board retains final authority for employment of campus principals and all other contractual personnel in leadership positions at the executive director level and above a pay grade equal to or higher than that of campus principal.</p> <p>The Board delegates to the Superintendent final authority for employment of all other contractual employees. The Superintendent shall report to the Board all hiring conducted under this authority.</p> <p>The executive director assistant superintendent of human resources shall have authority to offer employment contracts to prospective teachers during the recruiting season(s) up to a number to be authorized annually by the Superintendent or designee.</p> <p>[See DCA, DCB, DCC, and DCE as appropriate]</p>
Employment of Noncontractual Personnel	<p>The Board delegates to the Superintendent final authority to employ and dismiss noncontractual employees on an at-will basis.</p> <p>[See DCD]</p>

EMPLOYMENT PRACTICES

DC
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**Authorization for
Temporary
Employees**

Temporary employees may be employed by the District to accomplish special tasks or to manage seasonal peaks in workload. A temporary employee will be assigned to a nonpermanent position for a period of time needed to complete the tasks. Temporary employees shall not be entitled to District fringe benefits such as health insurance, paid leave, or payroll deduction.

The Superintendent shall establish guidelines for the employment of temporary personnel.

**Employment
Assistance
Prohibited**

No District employee shall assist another employee of the District or of any school district in obtaining a new job if the employee knows, or has probable cause to believe, that the other employee engaged in sexual misconduct regarding a minor or student in violation of the law. Routine transmission of an administrative or personnel file does not violate this prohibition. [See CJ for prohibitions relating to contractors and agents and DH(EXHIBIT) for the Educators' Code of Ethics.]



DEC(LOCAL) Compensation and Benefits: Leaves and Absences

PROPOSED REVISIONS, Draft #3 - 6-18-2020

Definitions

Family

The term "immediate family" is defined as:

1. Spouse.
2. Son or daughter, including a biological, adopted, or foster child, a son- or daughter-in-law, a stepchild, a legal ward, or a child for whom the employee stands *in loco parentis*.
3. Parent, stepparent, parent-in-law, or other individual who stands *in loco parentis* to the employee.
4. Sibling, stepsibling, and sibling-in-law.
5. Grandparent and grandchild.
6. Any person residing in the employee's household at the time of illness or death.

For purposes of the Family and Medical Leave Act (FMLA), the definitions of spouse, parent, son or daughter, and next of kin are found in DECA(LEGAL).

Family Emergency

The term "family emergency" shall be limited to disasters and life-threatening situations involving the employee or a member of the employee's immediate family.

Leave Day

A "leave day" for purposes of earning, use, or recording of leave shall mean the number of hours per day equivalent to the employee's usual assignment, whether full-time or part-time.

Catastrophic Illness or Injury

A catastrophic illness or injury is a severe condition or combination of conditions affecting the mental or physical health of the employee or a member of the employee's immediate family that requires the services of a licensed practitioner for a prolonged period of time and that forces the employee to exhaust all leave time earned by that employee and to lose compensation from the District. Such conditions typically require prolonged hospitalization or recovery or are expected to result in disability or death. Conditions relating to pregnancy or childbirth shall be considered catastrophic if they meet the requirements of this paragraph.

Availability

The District shall make state personal leave and local leave for the current year available for use at the beginning of the school year.

Earning Local Leave

An employee shall not earn any local leave when he or she is in unpaid status. An employee using full or proportionate paid leave shall be considered to be in paid status.

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Deductions

Leave Without Pay

The District shall not approve paid leave for more leave days than have been accumulated in prior years plus leave currently available. Any unapproved absences or absences beyond accumulated and available paid leave shall result in deductions from the employee's pay.

Leave Proration

*Employed for
Less Than Full
Year*

If an employee separates from employment with the District before his or her last duty day of the year, or begins employment after the first duty day, state personal leave and local leave shall be prorated based on the actual time employed.

If an employee separates from employment before the last duty day of the school year, the employee's final paycheck shall be reduced for:

1. State personal leave the employee used beyond his or her pro rata entitlement for the school year; and
2. Local leave the employee used but had not earned as of the date of separation.

*Employed for Full
Year*

If an employee uses more local leave than he or she earned and remains employed with the District through his or her last duty day, the District shall deduct the cost of the excess leave days from the employee's pay in accordance with administrative regulations.

Recording

Leave shall be recorded as follows:

1. Leave shall be recorded in half-day increments for all employees.
2. If the employee is taking intermittent FMLA leave, leave shall be recorded in one-hour increments.

Order of Use

Earned compensatory time shall be used before any available paid state and local leave. [See DEAB]

Unless an employee requests a different order, available paid state and local leave shall be used in the following order, as applicable:

1. Local leave.
2. State sick leave accumulated before the 1995-96 school year.
3. State personal leave.

**Concurrent Use of
Leave**

When an absent employee is eligible for FMLA leave, the District shall designate the absence as FMLA leave.

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The District shall require the employee to use temporary disability leave and paid leave, including compensatory time, concurrently with FMLA leave.

An employee receiving workers' compensation income benefits may be eligible for paid or unpaid leave. An absence due to a work-related injury or illness shall be designated as FMLA leave, temporary disability leave, and/or assault leave, as applicable.

Medical Certification

An employee shall submit medical certification of the need for leave if:

1. The employee is absent more than five consecutive workdays because of personal illness or illness in the immediate family;
2. The District requires medical certification due to a questionable pattern of absences or when deemed necessary by the supervisor or Superintendent;
3. The employee requests FMLA leave for the employee's serious health condition or that of a spouse, parent, or child; or
4. The employee requests FMLA leave for military caregiver purposes.

In each case, medical certification shall be made by a health-care provider as defined by the FMLA. [See DECA(LEGAL)]

Note: For District contribution to employee insurance during leave, see CRD(LOCAL).

State Personal Leave

The Board requires employees to differentiate the manner in which state personal leave is used.

Nondiscretionary Use

Nondiscretionary use of leave shall be for the same reasons and in the same manner as state sick leave accumulated before May 30, 1995. [See DEC(LEGAL)]

Nondiscretionary use includes leave related to the birth or placement of a child and taken within the first year after the child's birth, adoption, or foster placement.

Discretionary Use

Discretionary use of leave is at the individual employee's discretion, subject to limitations set out below.

Limitations

Request for Leave

The employee shall submit a written request for discretionary use of state personal leave to the immediate supervisor or designee in advance in accordance with administrative regulations. In deciding whether to approve or deny state personal leave, the supervisor or

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designee shall not seek or consider the reasons for which an employee requests to use leave. The supervisor or designee shall, however, consider the effect of the employee's absence on the educational program or District operations, as well as the availability of substitutes.

Local Leave

Beginning July 1, 2020, all full-time employees shall earn paid local leave days per school year in accordance with the following:

Duty schedule	Local leave days earned
Up to 187 days (10.0 months)	5.0
197 days (10.5 months)	5.5
207 days (11.0 months)	6.0
217 days (11.5 months)	6.5
227 days or more (12.0 months)	7.0

Accumulation of local leave shall be based on the number of days in the employee's annual duty schedule. When unused local leave is combined with accumulated state leave, the total shall not exceed one-half of the total number of days in the employee's annual duty schedule.

Local leave shall be used according to the terms and conditions of state sick leave accumulated before the 1995-96 school year. [See DEC(LEGAL)]

Sick Leave Pool

An employee who has exhausted all paid leave and who suffers from a catastrophic illness or injury or is absent due to the catastrophic illness or injury of a member of the employee's immediate family may request the establishment of a sick leave pool, to which District employees may donate only local leave

If the employee is unable to submit the request, a member of the employee's family or the employee's supervisor may submit the request to establish a sick leave pool.

The pool shall cease to exist when the employee no longer needs leave for the purpose requested, uses the maximum number of days allowed under a pool, or exhausts all leave days donated to the sick leave pool.

The Superintendent or designee shall develop regulations for the implementation of the sick leave pool that address the following:

1. Procedures to request the establishment of a sick leave pool;

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2. The maximum number of days an employee may donate to a sick leave pool;
3. The maximum number of days per school year an eligible employee may receive from a sick leave pool; and
4. The return of unused days to donors.

Appeal

All decisions regarding the establishment or implementation of the District's sick leave pool may be appealed in accordance with DGBA(LOCAL), beginning with the Superintendent or designee.

**Family and Medical
Leave**

For purposes of an employee's entitlement to FMLA leave, the 12-month period shall be measured backward from the date an employee uses FMLA leave.

Twelve-Month
Period

Combined Leave for
Spouses

If both spouses are employed by the District, the District shall limit FMLA leave for the birth, adoption, or placement of a child, or to care for a parent with a serious health condition, to a combined total of 12 weeks. The District shall limit military caregiver leave to a combined total of 26 weeks. [See DECA(LEGAL)]

Intermittent or
Reduced Schedule
Leave

The District shall not permit use of intermittent or reduced schedule FMLA leave for the care of a newborn child or for the adoption or placement of a child with the employee. [See DECA(LEGAL) for use of intermittent or reduced schedule leave due to a medical necessity.]

Certification of
Leave

If an employee requests leave, the employee shall provide certification, as required by FMLA regulations, of the need for leave. [See DECA(LEGAL)]

Fitness-for-Duty
Certification

If an employee takes FMLA leave due to the employee's own serious health condition, the employee shall provide, before resuming work, a fitness-for-duty certification. If the District will require certification of the employee's ability to perform essential job functions, the District shall provide a list of essential job functions to the employee with the FMLA designation notice.

End of Semester
Leave

If a teacher takes leave near the end of the semester, the District may require the teacher to continue leave until the end of the semester. [See DECA(LEGAL), Leave at the End of a Semester]

Failure to Return

If, at the expiration of FMLA leave, the employee is able to return to work but chooses not to do so, the District may require reimbursement of premiums paid by the District during the leave. [See DECA(LEGAL), Recovery of Benefit Cost]

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**Temporary Disability
Leave**

Any full-time employee whose position requires educator certification by the State Board for Educator Certification or by the District shall be eligible for temporary disability leave. The maximum length of temporary disability leave shall be 180 calendar days. [See DBB(LOCAL) for temporary disability leave placement and DEC(LEGAL) for return to active duty.]

An employee's notification of need for extended absence due to the employee's own medical condition shall be forwarded to the Superintendent or designee as a request for temporary disability leave.

**Workers'
Compensation**

Note: Workers' compensation is not a form of leave. The workers' compensation law does not require the continuation of the District's contribution to health insurance. [See CRD(LOCAL) regarding payment of insurance contribution during employee absences.]

An absence due to a work-related injury or illness shall be designated as FMLA leave, temporary disability leave, and/or assault leave, as applicable.

An employee eligible for workers' compensation income benefits, and not on assault leave, may elect in writing to use paid leave.

Court Appearances

Absences due to compliance with a valid subpoena or for jury duty shall be fully compensated by the District and shall not be deducted from the employee's pay or leave balance.

**Accrued Leave
Benefits**

~~Accrued leave benefits shall be calculated using state and local leave accumulated as an employee of the District. Upon retirement with a minimum of five years, or resignation after completing 20 years, of employment with the District, an employee shall be eligible for accrued leave benefits under the following conditions:~~

- ~~1. Hourly position employees not working a scheduled 40-hour week are not eligible to be paid for accrued leave.~~
- ~~2. Any employee not mentioned above who retires after completing five consecutive years or resigns after completing 20 years of service with the District shall be paid for accrued leave. Accrued leave shall be computed at one-half the daily rate at the time of retirement or resignation times the number of accrued leave days, which shall not exceed one-half the number of working days in an annual contract. In order to receive payment for unused leave, retirement must occur at the end of the employee's contract or work year, or when retirement is necessitated by a medical disability as approved by~~

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~~the Teacher Retirement System (TRS). Exceptions must receive approval from the Superintendent.~~

- ~~3. No benefits shall be calculated on a salary schedule exceeding that of a regular teacher's salary schedule.~~

~~Upon the death of an employee, these benefits shall be payable to his or her heirs.~~

**Reimbursement for
Leave Upon
Separation**

The following leave provisions shall apply to state and local leave earned beginning on September 28, 1992, the original effective date of this program and applicable provisions, below.

Beginning July 1, 2020, an employee who separates from employment with the District shall be eligible for reimbursement for state and local leave, accumulated as an employee of the District under the following conditions:

1. The employee's separation from employment is voluntary, i.e., the employee is retiring or resigning and is not being discharged, terminated, or nonrenewed.
2. The employee provides advance written notice of intent to separate from employment. Contract employees must provide written notice at least 45 days before the last day of instruction. Non-contract employees must provide written notice at least two weeks before the last day of employment.
3. The employee retiring must have a minimum of five consecutive years at the District or the employee resigning must have at least 20 consecutive years of employment with the District.

Unused leave shall be computed at one-half the daily rate at the time of retirement or resignation times the number of accrued leave days, which shall not exceed one-half the number of working days in an annual contract. In order to receive payment for unused leave, retirement or resignation must occur at the end of the employee's contract or work year, or when retirement is necessitated by a medical disability as approved by the Teacher Retirement System (TRS). Exceptions must receive approval from the Superintendent.

The computation of unused leave benefit shall be based on the employee's current salary schedule. No benefits shall exceed a teacher salary schedule adopted by the Board for that year.

Upon the death of an employee, these benefits shall be payable to his or her heirs.

COMPENSATION AND BENEFITS
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Special Leave of
Absence

Any District employee with at least five years of service with the District may be granted a one-year special leave of absence. Each request shall be considered on a case-by-case basis.

An employee shall submit an application stating the nature of the leave and purposes for which leave is requested. If the request for leave is granted, it shall be subject to the following conditions:

1. The special leave of absence shall be granted for no more than one year.
2. Upon return the employee shall be reinstated any accrued leave that was available as of the beginning of the employee's leave of absence.
3. Reassignment, if available, shall be made to the same position held at the time the leave of absence was granted.

By March 1 of the year of the leave of absence, the employee on leave must state in written form his or her intentions to return to the District. Such statements must be sent by certified mail with a return receipt requested. The employee shall return to the position to which he or she was assigned at the time of the leave of absence, if a position is available. Otherwise, the employee shall be considered an excess employee with placement at another District location. Failure to comply with this policy ~~shall~~ may result in disciplinary action, including termination of employment. [See DF series]

**Board Resolution for
Emergency Closure
Leave**

The Board shall adopt a resolution or take other Board action establishing the purpose and parameters for emergency closure leave.



EIC(LOCAL) Academic Achievement: Class Rankings

Note: The following provisions shall apply to students in the graduating class of 2017, 2018, 2019, and 2020.

Consistent Application for Graduating Class

The District shall apply the same class rank calculation method and rules for local graduation honors for all students in a graduating class, regardless of the school year in which a student first earned high school credit.

The District shall recalculate the rank and cumulative grade point average (GPA) of students in grades 9–11 in August and after January 15 of each year. The GPAs of students graduating in the current school year shall be recalculated in August, after January 15, after the fifth six-week period, and at the end of the second semester.

The target dates for recalculations shall be determined prior to the beginning of each school year. Rank and GPA calculations for students in grades 7–8 shall not be calculated or archived unless the students are taking courses for high school credit.

Weighted Grade System

The District shall categorize and weight eligible courses as Tier One, Tier Two, and Tier Three in accordance with provisions of this policy and as designated in appropriate District publications.

Categories

Tier One

Eligible general education courses shall be categorized and weighted as Tier One courses.

Tier Two

Eligible Pre-Advanced Placement (Pre-AP), courses, IH, and dual non-core courses shall be categorized and weighted as Tier Two courses.

Tier Three

Eligible AP, International Baccalaureate (IB), and dual core courses shall be categorized as Tier Three courses.

Weighted Grade Point Average

The District shall convert semester grades earned in eligible courses to grade points in accordance with the following chart and shall calculate a weighted GPA:

Grade	Tier One	Tier Two	Tier Three
100	5.00	6.00	6.50
99	4.90	5.88	6.37
98	4.80	5.76	6.24
97	4.70	5.64	6.11
96	4.60	5.52	5.98
95	4.50	5.40	5.85
94	4.40	5.28	5.72
93	4.30	5.16	5.59
92	4.20	5.04	5.46

ACADEMIC ACHIEVEMENT
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Grade	Tier One	Tier Two	Tier Three
91	4.10	4.92	5.33
90	4.00	4.80	5.20
89	3.90	4.68	5.07
88	3.80	4.56	4.94
87	3.70	4.44	4.81
86	3.60	4.32	4.68
85	3.50	4.20	4.55
84	3.40	4.08	4.42
83	3.30	3.96	4.29
82	3.20	3.84	4.16
81	3.10	3.72	4.03
80	3.00	3.60	3.90
79	2.90	3.48	3.77
78	2.80	3.36	3.64
77	2.70	3.24	3.51
76	2.60	3.12	3.38
75	2.50	3.00	3.25
74	2.40	2.88	3.12
73	2.30	2.76	2.99
72	2.20	2.64	2.86
71	2.10	2.52	2.73
70	2.00	2.40	2.60
Below 70	0.00	0.00	0.00

Transferred Grades

When a student transfers semester grades for courses that would be eligible under the Tier One category and the District has accepted the credit, the District shall include the grades in the calculation of class rank. When a student transfers semester grades for courses that would be eligible to receive additional weight under the District’s weighted grade system, the District shall assign additional weight to the grades based on the categories and grade weight system used by the District.

Local Graduation Honors

For the purpose of determining honors to be conferred during graduation activities, the District shall calculate class rank in accordance with this policy and administrative regulations by using grades available at the time of calculation at the end of the fifth six-week period of the senior year.

For the purpose of applications to institutions of higher education, the District shall also calculate class rank as required by state law. The District’s eligibility criteria for local graduation honors shall apply only for local recognitions and shall not restrict class rank for the purpose of automatic admission under state law. [See EIC(LEGAL)]

ACADEMIC ACHIEVEMENT
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Valedictorian and
Salutatorian

The valedictorian and salutatorian shall be the eligible students who have completed the foundation program with the distinguished level or achievement or the foundation program with a least one endorsement with the highest and second-highest rank, respectively. To be eligible for this local graduation honor, a student must have been continuously enrolled in the District high school for the two school years immediately preceding graduation.

Breaking Ties

In case of a tie in weighted GPAs, the District shall apply the following methods, in this order, to determine recognition as valedictorian or salutatorian:

1. Compute the weighted numerical grade average to a sufficient number of decimal places until the tie is broken.
2. Compare the total number of AP and IB courses by each student involved in the tie, including AP courses that were not eligible for the original calculation of weighted GPAs. The student with the greatest number shall receive the highest honor.
3. Calculate the student's GPA, computed to the hundred-thousandths place, using only AP and IB courses, including AP courses that were not eligible for the original calculation of weighted GPAs.

If the tie is not broken after applying these methods, the District shall recognize all students involved in the tie as sharing the honor and title.

Note: The following provisions shall apply to students beginning with the graduating class of 2021.

**Consistent
Application for
Graduating Class**

The District shall apply the same class rank calculation method and rules for local graduation honors for all students in a graduating class, regardless of the school year in which a student first earned high school credit.

The District shall recalculate the rank and cumulative GPA of students in grades 9–11 in August and after January 15 of each year. The GPAs of students graduating in the current school year shall be recalculated in August, after January 15, and at the end of the second semester.

The target dates for recalculations shall be determined prior to the beginning of each school year. Rank and GPA calculations for students in grades 7–8 shall not be calculated or archived unless the students are taking courses for high school credit.

ACADEMIC ACHIEVEMENT
CLASS RANKING

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Calculation

The District shall include in the calculation of class rank semester grades earned in high school credit courses taken in the following subject areas only: English, mathematics, science, social studies, languages other than English, and all IB courses.

The calculation shall include failing grades.

Exclusions

The calculation of class rank shall exclude grades earned in the non-IB electives. Courses that are not IB, core, or languages other than English shall be ineligible for GPA computation.

Weighted Grade System

The District shall categorize and weight eligible courses as Tier One, Tier Two, and Tier Three in accordance with provisions of this policy and as designated in appropriate District publications.

Categories

Tier One

Eligible general core and languages other than English courses shall be categorized and weighted as Tier One courses.

Tier Two

Eligible ~~Pre-AP~~, **Honors**, IH, and dual core courses; ~~Pre-AP~~, **Honors**, IH, and dual languages other than English courses; and IH non-core courses shall be categorized and weighted as Tier Two courses.

Tier Three

Eligible AP and IB courses, IB non-core, and AP and IB languages other than English courses shall be categorized as Tier Three courses.

Weighted Grade Point Average

The District shall convert semester grades earned in eligible courses to grade points in accordance with the following chart and shall calculate a weighted GPA:

Grade	Tier One	Tier Two	Tier Three
100	4.0	4.5	5.0
99	3.9	4.4	4.9
98	3.8	4.3	4.8
97	3.7	4.2	4.7
96	3.6	4.1	4.6
95	3.5	4.0	4.5
94	3.4	3.9	4.4
93	3.3	3.8	4.3
92	3.2	3.7	4.2
91	3.1	3.6	4.1
90	3.0	3.5	4.0
89	2.9	3.4	3.9
88	2.8	3.3	3.8
87	2.7	3.2	3.7
86	2.6	3.1	3.6
85	2.5	3.0	3.5

ACADEMIC ACHIEVEMENT
CLASS RANKING

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Grade	Tier One	Tier Two	Tier Three
84	2.4	2.9	3.4
83	2.3	2.8	3.3
82	2.2	2.7	3.2
81	2.1	2.6	3.1
80	2.0	2.5	3.0
79	1.9	2.4	2.9
78	1.8	2.3	2.8
77	1.7	2.2	2.7
76	1.6	2.1	2.6
75	1.5	2.0	2.5
74	1.4	1.9	2.4
73	1.3	1.8	2.3
72	1.2	1.7	2.2
71	1.1	1.6	2.1
70	1.0	1.5	2.0
Below 70	0.00	0.00	0.00

Transferred Grades When a student transfers semester grades for courses that would be eligible under the Tier One category and the District has accepted the credit, the District shall include the grades in the calculation of class rank. When a student transfers semester grades for courses that would be eligible to receive additional weight under the District’s weighted grade system, the District shall assign additional weight to the grades based on the categories and grade weight system used by the District.

Local Graduation Honors For the purpose of determining honors to be conferred during graduation activities, the District shall calculate class rank in accordance with this policy and administrative regulations by using grades available at the time of calculation at the end of the fall semester of the senior year.

For the purpose of applications to institutions of higher education, the District shall also calculate class rank as required by state law. The District’s eligibility criteria for local graduation honors shall apply only for local recognitions and shall not restrict class rank for the purpose of automatic admission under state law. [See EIC(LEGAL)]

Valedictorian and Salutatorian The valedictorian and salutatorian shall be the eligible students who have completed the foundation program with the distinguished level of achievement or the foundation program with at least one endorsement with the highest and second-highest rank, respectively. To be eligible for this local graduation honor, a student must

have been continuously enrolled in the District high school for the two school years immediately preceding graduation.

Breaking Ties

In case of a tie in weighted GPAs, the District shall apply the following methods, in this order, to determine recognition as valedictorian or salutatorian:

1. Compute the weighted numerical grade average to a sufficient number of decimal places until the tie is broken.
2. Compare the total number of AP and IB courses by each student involved in the tie, including AP courses that were not eligible for the original calculation of weighted GPAs. The student with the greatest number shall receive the highest honor.
3. Calculate the student's GPA, computed to the hundred-thousandths place, using only AP and IB courses, including AP courses that were not eligible for the original calculation of weighted GPAs.

If the tie is not broken after applying these methods, the District shall recognize all students involved in the tie as sharing the honor and title.

Note: The following provisions shall apply to students beginning with the graduating Class of 2024.

**Consistent
Application for
Graduating Class**

The District shall apply the same class rank calculation method and rules for local graduation honors for all students in a graduating class, regardless of the school year in which a student first earned high school credit.

The District shall recalculate the rank and cumulative GPA of students in grades 9–11 in August and after January 15 of each year. The GPAs of students graduating in the current school year shall be recalculated in August, after January 15, and at the end of the second semester.

The target dates for recalculations shall be determined prior to the beginning of each school year. Rank and GPA calculations for students in grades 7–8 shall not be calculated or archived unless the students are taking courses for high school credit.

Calculation

The District shall include in the calculation of class rank semester grades earned in high school credit courses taken in the following subject areas only: English, mathematics, science, social studies, languages other than English, and all IB courses.

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CLASS RANKING

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The calculation shall include failing grades.

Exclusions

The calculation of class rank shall exclude grades earned in the non-IB electives. Courses that are not IB, core, or languages other than English shall be ineligible for GPA computation.

Weighted Grade System

The District shall categorize and weight eligible courses as Tier One, Tier Two, and Tier Three in accordance with provisions of this policy and as designated in appropriate District publications. Eligible core courses considered are English, math, science, social studies, and languages other than English.

Categories

Tier One

Eligible general core and languages other than English courses shall be categorized and weighted as Tier One courses.

Tier Two

Eligible dual core courses and dual languages other than English courses shall be categorized and weighted as Tier Two courses.

Tier Three

Eligible Core Honors, IH, AP and IB courses, IB non-core, and Honors, IH, AP and IB languages other than English courses shall be categorized as Tier Three courses.

Weighted Grade Point Average

The District shall convert semester grades earned in eligible courses to grade points in accordance with the following chart and shall calculate a weighted GPA:

Grade	Tier One	Tier Two	Tier Three
100	4.0	4.5	5.0
99	3.9	4.4	4.9
98	3.8	4.3	4.8
97	3.7	4.2	4.7
96	3.6	4.1	4.6
95	3.5	4.0	4.5
94	3.4	3.9	4.4
93	3.3	3.8	4.3
92	3.2	3.7	4.2
91	3.1	3.6	4.1
90	3.0	3.5	4.0
89	2.9	3.4	3.9
88	2.8	3.3	3.8
87	2.7	3.2	3.7
86	2.6	3.1	3.6
85	2.5	3.0	3.5
84	2.4	2.9	3.4
83	2.3	2.8	3.3
82	2.2	2.7	3.2
81	2.1	2.6	3.1
80	2.0	2.5	3.0

ACADEMIC ACHIEVEMENT
CLASS RANKING

EIC
(LOCAL)

Grade	Tier One	Tier Two	Tier Three
79	1.9	2.4	2.9
78	1.8	2.3	2.8
77	1.7	2.2	2.7
76	1.6	2.1	2.6
75	1.5	2.0	2.5
74	1.4	1.9	2.4
73	1.3	1.8	2.3
72	1.2	1.7	2.2
71	1.1	1.6	2.1
70	1.0	1.5	2.0
Below 70	0.00	0.00	0.00

Transferred Grades When a student transfers semester grades for courses that would be eligible under the Tier One category and the District has accepted the credit, the District shall include the grades in the calculation of class rank. When a student transfers semester grades for courses that would be eligible to receive additional weight under the District's weighted grade system, the District shall assign additional weight to the grades based on the categories and grade weight system used by the District.

Local Graduation Honors For the purpose of determining honors to be conferred during graduation activities, the District shall calculate class rank in accordance with this policy and administrative regulations by using grades available at the time of calculation at the end of the fall semester of the senior year.

For the purpose of applications to institutions of higher education, the District shall also calculate class rank as required by state law. The District's eligibility criteria for local graduation honors shall apply only for local recognitions and shall not restrict class rank for the purpose of automatic admission under state law. [See EIC(LEGAL)]

Valedictorian and Salutatorian The valedictorian and salutatorian shall be the eligible students who have completed the foundation program with the distinguished level of achievement or the foundation program with at least one endorsement with the highest and second-highest rank, respectively. To be eligible for this local graduation honor, a student must have been continuously enrolled in the District high school for the two school years immediately preceding graduation.

Breaking Ties In case of a tie in weighted GPAs, the District shall apply the following methods, in this order, to determine recognition as valedictorian or salutatorian:

ACADEMIC ACHIEVEMENT
CLASS RANKING

EIC
(LOCAL)

1. Compute the weighted numerical grade average to a sufficient number of decimal places until the tie is broken.
2. Compare the total number of AP and IB courses by each student involved in the tie, including AP courses that were not eligible for the original calculation of weighted GPAs. The student with the greatest number shall receive the highest honor.
3. Calculate the student's GPA, computed to the hundred-thousandths place, using only AP and IB courses, including AP courses that were not eligible for the original calculation of weighted GPAs.

If the tie is not broken after applying these methods, the District shall recognize all students involved in the tie as sharing the honor and title.



FNF(LOCAL) Student Rights and Responsibilities: Investigations and Searches

STUDENT RIGHTS AND RESPONSIBILITIES
INVESTIGATIONS AND SEARCHES

FNF
(LOCAL)

**Questioning
Students**

District officials may question a student regarding the student's own conduct or the conduct of other students. In the context of school discipline, students may not refuse to answer questions based on a right not to incriminate themselves.

For provisions pertaining to student questioning by law enforcement officials or other state or local governmental authorities, see GRA(LOCAL).

District Property

Desks, lockers, District-provided technology, and similar items are the property of the District and are provided for student use as a matter of convenience. District property is subject to search or inspection at any time without notice. Students have no expectation of privacy in District property. Students shall be fully responsible for the security and contents of District property assigned to them. No student shall place or keep in a desk, locker, District-provided technology, or similar item any article or material prohibited by law, District policy, or the Student Code of Conduct. Students shall be responsible for any prohibited item found in District property provided to the student.

Searches in General

District officials may conduct searches of students, their belongings, and their vehicles in accordance with state and federal law and District policy. Searches of students shall be conducted in a reasonable and nondiscriminatory manner.

District officials may initiate a search in accordance with law, including, for example, based on reasonable suspicion, voluntary consent, or pursuant to District policy providing for suspicionless security procedures, including the use of metal detectors.

In accordance with the Student Code of Conduct, students are responsible for prohibited items found in their possession, including items in their personal belongings or in vehicles parked on District property.

**Reasonable-
Suspicion Searches**

Searches should be reasonable at their inception and in scope. If there is reasonable suspicion to believe that searching a student's person, belongings, or vehicle will reveal evidence of a violation of the Student Code of Conduct, a District official may conduct a search in accordance with law and District regulations.

**Suspicionless
Searches**

For purposes of this policy, a suspicionless search is a search carried out based on lawful security procedures, such as metal detector searches.

***Metal Detector
Searches***

In order to maintain a safe and disciplined learning environment, the District reserves the right to subject students to metal detector searches when entering a District campus and at off-campus, school-sponsored activities.

STUDENT RIGHTS AND RESPONSIBILITIES
INVESTIGATIONS AND SEARCHES

FNF
(LOCAL)

Use of Trained Dogs

The District reserves the right to use trained dogs to conduct screening for concealed prohibited items. Such procedures shall be unannounced. The dogs shall not be used with students; however, students may be asked to leave personal belongings in an area that will be screened. If a dog alerts to an item or an area, it may be searched by District officials.

~~Drug Testing of
Students Suspected to
Be Under the
Influence~~

~~The District shall require a student to submit to an alcohol or drug screen/test when a school official has reasonable suspicion to believe the student is under the influence of marijuana, a controlled substance, a dangerous drug, or an alcoholic beverage. Testing shall be pursuant to administrative regulations.~~



Ector County Independent School District

Action Page

TO: Board of Trustees
FROM: Dr. Stephanie Howard, Deputy Superintendent
SUBJECT: REQUEST FOR APPROVAL OF PERSONNEL RECOMMENDATIONS
DATE: July 14, 2020

Recommendation to hire District Administrators and/or Campus Principals.

Administrative Recommendation:

Approval of Personnel Recommendations



Ector County Independent School District

Action Page

TO: Board of Trustees

FROM: Dr. Stephanie Howard, Deputy Superintendent

**SUBJECT: POSSIBLE ACTION CONCERNING LEVEL III GRIEVANCE HEARING –
NECOLE WILLIAMSON**

DATE: July 14, 2020

As stated in Board Policy DGBA (Local), Level III: If the employee did not receive the relief requested at the Level II or if the time for a response has expired, the employee may appeal the decision to the Board.

Administrative Recommendation:

Possible Action Concerning Level III Grievance Hearing filed by Necole Williamson.



TO: Board of Trustees
FROM: Dr. Stephanie Howard-Deputy Superintendent
SUBJECT: **POSSIBLE ACTION CONCERNING LEVEL III GRIEVANCE HEARING-
LOLA BROOKS**
DATE: July 14, 2020

As stated in Board Policy DGBA (Local), Level III: If the employee did not receive the relief requested at the Level II or if the time for a response has expired, the employee may appeal the decision to the Board.

Administrative Recommendation:

Possible action concerning Level III Grievance Hearing filed by Lola Brooks.