



BOARD NOTES

A Summary of the October 16, 2017 Palestine ISD Board of Trustees Meeting

Pledges

Northside Primary students led pledges to the American and Texas flags.

Spotlight - Palestine High School Students of the Month

PHS student, Luke Harris was recognized for being named PHS Junior Rotarian for the month of September. PHS students, Caleb Harris and Jaela Washington were recognized for being named PHS Junior Rotarians for the month of October.

Spotlight - Palestine High School Students of the Month

PHS students, Serena Coker and Jesus Garcia Castillo were recognized for being named PHS Students of the Month for September. PHS students, Alyson Alvarez and Rylee Davis were recognized for being named PHS Students of the Month for October.

Spotlight – Principals Month

Palestine ISD principals were recognized for their dedication to student success and school safety in support of Principals Month which Texas Governor Greg Abbott proclaimed for the month of October.

Public Comment

There were no requests for public comment.

Financial Report

David Atkeisson, Chief Financial Officer, informed the Board of the following:

- District employees are in the process of learning the district's new software system, TEAMS. Mr. Atkeisson noted that the TEAMS report format looks different than Skyward format, so the Business Department is working with TEAMS to add the needed formatting changes.
- The financial audit for 2016-17 to be conducted at the end of October. Audit report to be given at a future board meeting.

Tax Collection Update

Robert Myers of McCreary, Veselka, Bragg & Allen, P.C., Attorneys at Law reviewed current and delinquent property tax collections. The District's total annual tax collections exceeded the amount of taxes levied. As of October, 2017 the District has collected 97.78% to 99.31% of the taxes levied for each of the last five years.

Consent Items Approved

- Minutes of the Regular Meeting of September 18, 2017
- Minutes of the Special Meeting of September 25, 2017
- Bills paid for September, 2017
- Financial Report
- Monthly Investment Report
- Tax Collection Report
- Donations
 - Palestine High School \$250.00 from Cliff & Nita Johnson Family Investments, Ltd., to be used by PHS Welding Department.
 - PHS Tennis Program \$25,000.00 - SkillsUSA Community Service Grant from Lowe's. Funds will be utilized to build a Mini Market Place for students to learn about civic duties, court systems, banking, College/Wildcat University, and the career pathways offered at PHS.
- 2017-18 School Health Advisory Council (SHAC) Committee Members
 - District Representatives – Tammy Jones, Council Chair; Joe Tinsley, Law Enforcement; Mimi Spreen, Nutrition
 - Palestine High School Representatives – PHS Nurse, Tobin Mack; PHS Students, Malachi Musil and Paige Bain, PHS Parents, Eric Musil and Rachael James
 - Palestine Junior High Representatives – PJH Nurse Veronica Ashford; PJH Parents, Melanie Seat and Traci Hughes
 - Northside Primary – Northside Nurse, Karen Bledsoe, Northside Parents, Justin Willoughby, Roxanne Willoughby, Tiffany Ray, and Ryan Lightfoot
 - Southside Elementary – Southside Nurse, Cheryl Walding; Southside Grandparent, Jaime Myers; Southside Parents, Beth Faulk, Eileene Freeman, and Jessica Walker
 - A.M. Story Intermediate – Story Nurse, Jodi Harris; Story Parents, Tammy Wedin, Ashley Gregory, and Kandice Hernandez
 - Washington Early Childhood Center – Washington Parents; Ruby Clerkley, Lisseett Gonzales, and Joy Ali

PISD Campus Presentation

Barbara Dutton, Principal of Northside Primary, presented highlights from each Palestine ISD campus for the month of October:

- Washington Early Childhood Center – The campus held Community Helpers Day, a Book Fair, and Family Fun Night Fall Fest. Students are learning about appreciation by sending thank you cards to the bank that counted pennies for the Hurricane Harvey fundraiser.
- Southside Elementary - The campus has partnered with UPS to collect non-perishable food for the East Texas Food Bank. The campus will host a Fall Book Fair from October 23 – 27, 2017. Southside students read over 6,054 Accelerated Reader books during the first month of school.
- A.M. Story Intermediate – 4th grade students took a Fire Prevention field trip. PHS football players visited Story to read to students and gave examples of how they use respect in their lives. Students will participate in Red Ribbon Week to learn about making a stand against drugs. The Story PTO sold mums and garters during Homecoming to students at a price they could all afford to encourage school spirit.
- Palestine Junior High School - Students learned about chemical reactions in Science. Boys' Cross Country team were District Champions. Girls' Cross Country team was district runner-up (2nd place).
- Palestine High School – During Homecoming Week the campus had a good turnout for the community pep rally and tailgate party. Students are excited about Alice in Wonderland performances in October and November in which students in grades 1-12 will perform.

- Northside Primary – Morning Meeting is held each morning to celebrate student accomplishments. Pledges are recited each morning outside at the flag pole. Students learned about fire prevention at Palestine Fire Department’s Fire Prevention Show. Students attended Ned Anti-Bullying Program. Skating Unit provides students the opportunity to learn to roller skate.

Personnel

There were no personnel recommendations.

Employee Incentive Plan

Superintendent Jason Marshall presented proposed revisions to the Palestine ISD Retention Plan. Mr. Marshall shared that for over a decade, PISD had provided a monetary incentive for employees during the fall of the year to those who return to the district from the previous school year. Employees have been appreciative of the retention incentive and have asked that the district keep some type of fall incentive plan, rather than add the same amount to their yearly salary. During Vision 2020 planning; staff, committee members, and the Board agreed on furthering the district’s employee compensation plan. At this time, the district has already made compensation adjustments via increased assistance with health insurance costs and stipends for staff who take on additional responsibilities. The next step will be to revise the incentive plan by moving from a Retention Incentive to a Performance Incentive and increasing the amount of money employees can potentially earn. This change will encourage student academic progress, as well as employee goal completion while simultaneously increasing overall yearly income for employees.

The Board approved revising the PISD Retention Plan and renaming the plan, PISD Employee Incentive Plan, effective in full for the 2018-2019 school year and to approve a 2-year phase-in plan for the Fall of 2017 and the Fall of 2018.

Superintendent’s Report

Superintendent Marshall reported on the following:

- The Board of Trustees annual Team Building Session and a Legislative Update for the Texas 85th Legislative Session was given by Colby Nichols and Terry Smith of Powell & Leon, L.L.P. on September 25, 2017.
- Early Release for campuses on Thursday, October 19, 2017. Professional development for staff in the afternoon and on Friday, October 20, 2017.
- Student Enrollment: 3,428 (decrease of 22 students from previous school year)
- November 7, 2017 General Election: Trinity Valley Community College will have an item on the agenda for PISD to become a full partner with TVCC. The Palestine ISD Administration Office Board Room, a Palestine High School classroom, and the Washington Early Childhood Center cafeteria will be used as polling locations.
- Board Members received a calendar of events and were reminded of the following upcoming events:
Thanksgiving Food Drive being held currently.
Thanksgiving Turkeys to PISD staff, and Thanksgiving Basket delivery to PISD families prior to Thanksgiving holidays.
Boys’ and Girls’ Cross Country to compete in UIL 18 4-A Regional competition.
Fall Tennis Team won UIL 18 4-A District Championship and will compete at Area Meet.

There being no further business, the meeting was adjourned at 8:06 PM.