



PPA to Host Annual Golf Fundraiser

The Plano Principals Association announces its annual golf tournament fundraiser, benefiting three graduating seniors from each of Plano's senior high schools, to be held on Tuesday, July 1, at Stonebridge Ranch Country Club in McKinney. The format will be a four-man scramble with an 8:30 a.m. shotgun start. Plano ISD staff, corporations, private businesses and community members are invited to sponsor a hole for \$300. An individual entry fee is \$100 and includes green fee, golf cart, lunch, goody bag, drawings and the opportunity to play golf on one of the top courses in the metroplex. For details and an entry form, visit the district website at: www.pisd.edu. For more information, contact Debbie Holland by e-mail at: Debbie.Holland@pisd.edu or phone: (469) 752-5422.

2008 PPA Senior Scholarship Winners

Awarded \$1,500 scholarships from PPA

Sarah Marshall

Plano West Senior High Bound for Louisiana State University, Sarah plans to major in elementary education. She is described as unselfish, dependable, and dedicated. Sarah has the patience and temperament for teaching. She loves kids, is flexible and always has a smile on her face.

Alexandra Golden

Plano East Senior High Alexandra plans to attend Texas A & M University to major in special education. She is described as intelligent, confident, reliable, patient and empathetic. She believes that she can make a difference in the lives of those with special needs.

Dezelle Bennett

Plano Senior High Headed to the University of Oklahoma to major in education and international studies with a focus on Africa, Dezelle is described as impressive and hard working. She believes that, when you dream, you should dream big, and it is her goal to help others accomplish their dreams.

School District Employees Vote Plano ISD Among Best Places to Work in D/FW Metroplex



Best Places to Work Awards Luncheon

Plano ISD employee representatives were guests at an awards luncheon hosted by the Dallas Business Journal on May 1 at Dallas' Adams Mark Hotel. Pictured are (standing, l-r) Doug Otto, Derrick Brookins and Beth Hubbard; and (seated, l-r) John Alawneh, Tamira Griffin, Susie Vaughan, Steve Ewing and Sugna Kamdar.

Dear Colleagues,

Congratulations! You have selected Plano ISD as one of the 2008 Best Places to Work in the Dallas/Fort Worth metroplex.

This marks the second time that your votes have earned the prestigious *Dallas Business Journal* Award for Plano ISD - the only public school system to earn this distinction.

Thank you for being a valued member of the Plano ISD team and for choosing to serve the students in this school district. Because of you, Plano ISD is truly the best place to work!

Sincerely,

Doug Otto
Superintendent of Schools

Why Plano ISD is Among the Best Places to Work

Since our school district' founding in 1899 and into the new millenium, Plano ISD has offered an exceptional environment for learning and working. Here are some of the reasons employees voted Plano ISD the best.



Teacher grant awards are funded by district Education Foundation.

employee crisis fund, student scholarships and programs to improve science, technology and math instruction.

- ✓ **Employee Recognition/Rewards** - Teacher of the Year Gala, Service Awards Banquet for retirees and to recognize years of service, New Teacher Dinner, Superintendent's Award for paraprofessionals.
- ✓ **Corporate Giving** - The Plano ISD Education Foundation's fundraising efforts annually provide grants to teachers, teacher recruitment and retention programs, initiatives to connect parents and families with schools, an employee crisis fund, student scholarships and programs to improve science, technology and math instruction.
- ✓ **Health Insurance** - Coverage is comprehensive and competitive, not a "one size fits all" purchase.
 - Choice of three self-insured medical plans (including a district-paid \$20,000 life insurance plan), alternate benefit plan, two self-insured dental plans, vision plan, optional life and dependent life insurance, and flexible benefits plan with premiums deducted before tax;
 - Extensive wellness program: free flu shots, weight reduction incentive programs, walking program, employee assistance program, 24/7 nurse line, free biometric screening every two years, disease management programs and assessments;
 - 403(b) for all employees, 401(a) for teachers.

- ✓ **Promoting Diversity** - Bilingual stipends are offered to certified teachers and non-certified staff.

Plano ISD's Diversity Advocacy Committee comprises district staff and community leaders. The group presents awards annually to staff members, PTAs and students who promote multi-cultural understanding and awareness.

An internal Diversity Steering Committee focuses on student and staff training, among other issues.

- ✓ **Hiring and Retention** - Plano schools hire the best employees to help all students achieve success. More than 1,000 applicants flock to Plano ISD's annual recruitment open house to visit with campus principals, teaching teams and district curriculum staff. Plano ISD hires approximately 30% of its teachers each year as a result of the open house.

- ✓ **Training Opportunities** - District-paid master's degree program for teachers and payment of many hours of on-site professional development annually, teacher-driven curricula development, team leader academy.

- ✓ **Work Schedules** - Campus staff is off work during the summer; central office staff is off work on Fridays during the summer. Many schedules mirror those of children's school schedules. Part-time work and job sharing offered.

- ✓ **Employee Communication** - *District Digest* newsletter, departmental and school newsletters, "inside.pisd" website, e-mails, cable TV channel, district publications. Topics communicated are pay and compensation, training opportunities, mentoring, team building, policies, school board updates, staff and student achievements and more.

- ✓ **Strategic Planning** - The district hosts focus group sessions for faculty, staff, parents, students and other community leaders to develop a strategic plan each five years. The plan serves as the foundation for the school district's long-range planning and annual goals.



Faculty and staff participate in district planning.

Board Briefs...

In addition to items published in last week's *District Digest*, school trustees took the following action on May 20.

2008-09 Employee Compensation Package

Deputy Superintendent Jeff Bailey introduced Tamira Griffin, executive director for human resources, and Dr. Dane Adkinson, Texas Association of School Boards compensation consultant, and thanked them for their work to structure the recommended compensation package. Trustees approved the following 2008-09 employee compensation package as discussed in detail at their May 6 board work session.

Teachers, Librarians, Nurses

3.0% of the control rate general pay increase.

Increase starting salary to \$44,250 for bachelor's degree teachers.

Increase starting salary to \$46,250 for master's degree teachers.

Other Professionals - all pay ranges including 840 and below

3.0% of the control rate general pay increase.

Administrators -

all pay ranges above 840

2.5% of the control rate general pay increase

Athletic and Fine Arts Stipend

Increases Estimated Cost: \$250,000

Estimated Total Cost \$9,000,000

Includes pay range adjustments of approximately 2.0%.

Compensation plan documents, reflecting approved adjustments, will be submitted at June 17 school board meeting.

2008-09 Budget Report

Richard Matkin, associate superintendent for business services, presented a budget report, legal requirements and time line regarding adoption of the budget and tax rate. The board authorized advertising a budget and tax rate hearing for 7:00 p.m. on June 17 at the Plano ISD Administration Building Board Room. Trustees also authorized advertising of the following tax rate: Maintenance & Operation - \$1.04, Interest & Sinking - \$0.2634 for a total of \$1.3034.

Dashboard Update

Jim Hirsch, associate superintendent for academic and technology services, provided an on-line demonstration of the District Dashboard, part of the district's performance management initiative, showing how measures are being collected for alignment with the district's four strategic areas to provide a visual representation of performance.

District Digest

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Plano ISD Education Foundation Announces \$1.1 Million Fundraising Effort, Recognizes Top 2007-08 Donors



Valedictorian Donors, representing Plano ISD Employees, EDS Foundation and Texas Instruments Foundation were recognized on May 27. Pictured (l-r) are Deputy Superintendent Jeff Bailey, 2007-08 Foundation President Mary Jo Dean, EDS Global Communications Manager Liz Bonet, Superintendent of Schools Dr. Doug Otto, Texas Instruments Director of Corporate Citizenship Trisha Cunningham, and School Board President Duncan Webb.

The board of directors of the Plano ISD Education Foundation validated on May 27 the nonprofit organization's importance to the Plano ISD, as Foundation Board President Ralph Stow announced the group had surpassed its 2008 fundraising goal, raising more than \$1.1 million in the 2007-2008 school year, with an increase of ten percent over last year's record-breaking million dollar mark.

Approximately 150 attendees celebrated the \$1.1 million dollar milestone at a donor recognition event held at Reflections on Spring Creek. Major donors of \$5,000 or more received special recognition, and honorariums were made to Plano ISD libraries in their names.

The year's most significant donation was the collective contribution of \$116,000 made by more than 3,300 Plano ISD employees as a result of a Valentine's Day employee campaign chaired by Deputy Superintendent Jeff Bailey. Individual employee gifts ranged from \$5 to \$1,500 and raised more than one-tenth of the Foundation's annual goal. View the full press release and list of donors on the Plano ISD website at www.pisd.edu.

Plano ISD Council of PTAs: Strong Voice for Every Child

Promoting diversity and working together as one strong, cohesive unit, the Plano ISD Council of PTAs "continues to grow and makes changes which benefit every child in the school district," noted PTA Council President Karen Schultz, who is proud that Plano ISD district policy supports Parent-Teacher Associations (PTA) as the parent organization for the district. This dynamic PTA leader reports that, "Plano ISD has a huge PTA membership built on tradition."

The strength of Plano ISD PTA garnered a Texas Outstanding Council Award this year. Ms. Schultz attributes the Council's success to its service to local PTAs, training and community outreach.

2007-08 Plano PTA Accomplishments

Following are just a few of the PTA Council's noteworthy accomplishments for this school year.

- ✓ **Membership** - 36,649 members, increase over 2006; Plano had seven of nine local PTA units in Area 15 with membership totaling more than 1,000 people; Plano West Senior High School had the largest PTA in Area 15, with 1,715 members.
- ✓ **Student Contests** - Local Plano PTAs submitted more than 400 Reflections entries to the Council, of which 93 advanced to Area 15 and 25 entries advanced to Texas PTA. A music entry progressed to National PTA; Plano Council sent 38 entries in Texas PTAs Environmental Awareness Contest, with 28 receiving recognition.
- ✓ **Programs** - Plano Council of PTAs partnered with the Richardson Council to host two programs on family involvement and programming; Plano hosted evening programs and brown-bag lunches to educate and support SAGE (Special and Gifted Education) families; Council offered programs on such topics as Destination College, state of the school district with Superintendent Doug Otto, multi-cultural school environment, and personality traits (True Colors).
- ✓ **District & Community Involvement** - Council Board members served on local PTA and booster club boards, teacher of the year selection and gala planning committees, Texas Academic Decathlon planning committee, bond task force, Ski Plano committee, district strategic planning focus group, Practical Parent Education board, and district advisory committees.
- ✓ **Events** - Plano Council held its 13th Annual Vendor Fair, showcasing over 100 fundraising and program vendors; Plano PTA Day at the Ballpark was hosted at the Dr Pepper Ballpark in Frisco to raise scholarship funds and promote family fun.
- ✓ **Financial Contributions** - The Plano ISD Council of PTAs awarded \$3,000 in scholarships to six student PTSA members; Many local PTAs awarded senior scholarships; Council and local PTAs contributed more than \$5,000 to the Plano ISD Education Foundation; Council and local PTAs contributed awards and purchased tables at the Teacher of the Year Gala.
- ✓ **Hospitality** - Council provided breakfast for a principals' meeting, hosted an annual holiday luncheon for administrators, and provided its annual May luncheon for Special Programs Centers (K-8 and 9-12) and the Holifield Science Learning Center.
- ✓ **Awards** - Plano ISD Council tied with Corpus Christi to earn the "Outstanding Extra-Large Council Award" from Texas PTA; 58 local PTAs were awarded 124 Fall Membership Awards by Texas PTA; Local PTAs won best in state for legislative, youth protection and newsletter, and won Gold Texas PTA awards in 10 of 12 categories; the Plano Council celebrated 219 life memberships awarded this year. Skaggs Elementary and Robinson Middle School PTAs captured the Plano Council's "2008 Outstanding PTA" awards, elementary and secondary, respectively.



PTA Council Executive Board members (l-r) Janet Kelly, 1st vp aide to president; Cara Mendelsohn, 3rd vp of membership; Meryl Evans, webmaster; Karen Schultz, president; and Cherie Tipsword, Youth Protection chair, are pictured at the Council's annual program and vendor fair.

Notable Notes...

Congratulations to these newlyweds and proud parents and grandparents:

☑ **KR Bhatt**, Jasper HS social studies teacher, and his wife **Hema** proudly announce the birth of twins, daughter **Pooja** and son **Shiv**, born on May 11; **Ara Jackson**, FANS floater manager, welcomed her first grandchild **Jeremiah Demond Hall** recently; and **Kathy Rolland**, Saigling Elementary PE assistant and PASAR manager, and her husband **Pete** welcomed their first grandchild **Tyler Austin** (8 lbs) recently. Proud parents are **Kelly and Justin Marcoux**.

Sympathy is extended to the following employees:

☑ **Terri Smith**, Daffron Elementary third grade teacher, whose brother **James Zerkel** died on April 18; **Daxa Amodwala**, Carpenter MS FANS employee, whose father-in-law **Ambalal Amodwala** died on May 27; **Brenda Pinckney**, Vines HS FANS manager, whose sister **Betty Bradshaw** died on May 26; and **Patty Walker**, Bethany Elementary second grade teacher, whose mother **Joan Lendacky** died recently.

Thought for the Week:

"Making every child's potential a reality."

~National PTA Vision

