



In Plain View

Plainview ISD Staff eNewsletter

Fall 2016



As elections go, this is a BIG year for our country and for our community.

Make no mistake about it, your vote will count in these elections. No matter which side you stand on in an election, you either vote by casting a vote, or vote by not voting. It's simple math. If you don't take the time to vote, someone else's vote (someone else's opposing voice) will count more.

If we value democracy, we are obligated to make our way to the polling places and let our voice be heard and our vote count.

As you know, there is an upcoming Tax Ratification Election (TRE) to approve the tax rate recently set by our Board of Trustees.

Attached to the end of this newsletter is information on the TRE. There is also a link on our website where you can ask questions or comment anonymously.

The district wants you to have the information you need to make an informed decision in this important election.

TRE Voting Dates/Places

Early Voting - Sept. 19 - Sept. 23

Sept. 26-30,
8AM - 4PM

Location: PISD Administration Bldg.
912 Portland St.

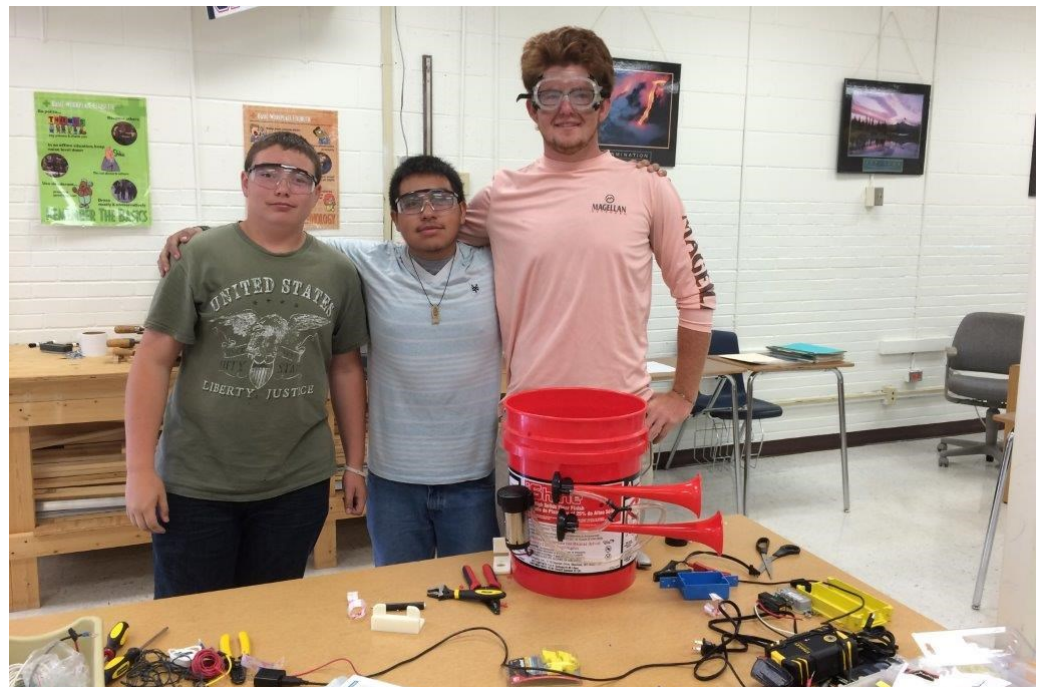
Election Day - October 6
7 AM - 7 PM

Polling Places by Precinct

- #1 - Ash High School, 908 Ash Street
- #2 - Thunderbird Elem, 1200 West 32nd St.
- #3 - Edgemere Elementary, 2600 W. 20th
- #4 - La Mesa Elementary, 600 S. Ennis
- #5 - Hillcrest Elementary, 315 W. Alpine Dr.
- #6 - Ash High School, 908 Ash St.
- #7 - Highland Elementary, 1707 W. 11th



You Make a Difference – a reminder of our Convocation theme. This photo was taken through a slightly dirty windshield as I headed to work extra early one morning last week. While stopped at a red light, I noticed the Highland cross walk guard John Hooten checking his watch for the time. Day after day, no matter the weather, he is there early watching to ensure safe crossings for Highland kids. He and all our crossing guards are making a difference.



PHS teacher Terry Nelson and his engineering team of Armando Gonzalez, Mathew Hastey, Nathaniel Longoria, and Nathaniel Vaquera came up with an engineering design to save the PHS courtyard tree from the axe! They are happy to report that the hundreds of grackles that once called the tree home have fled the campus because of the efforts of these students. A semi-truck air horn with timer was just too much for the foul smelling, sidewalk staining intruders!



Spotlight on Staff: Rigo Rey

"I believe arts education in music, theater, dance, and the visual arts is one of the most creative ways we have to find the gold that is buried just beneath the surface." - Richard W. Riley, Former US Secretary of Education

It's incredibly inspiring to learn from someone who has a true passion for the subject they teach. As educators we recognize fairly quickly that the enthusiasm we bring into teaching is often contagious and will frequently ignite a spark in students under our care.

Coronado art teacher Rigo Rey has always loved art. He credits one of his teachers, a seventh grade art teacher named Mr. Hernandez, for inspiring him to become an art teacher.

"Mr. Hernandez was a great mentor, not only in the curriculum, but as an overall outstanding human," said Rigo.

The fact that his mother Alicia Rey taught 32 years in Plainview ISD may also had an impact on his career choice. He also mentions that his parents desire for him to "hurry up and finish school" might have nudged him into selecting education as a profession.

Rigo, in his 21st year as an art teacher at Coronado, says every day is an adventure in the middle school environment.

"I really enjoy working with this age group of students," he said. "Not elementary anymore and not young adults yet."

He is a graduate of Plainview High School (1990) and Southwestern Oklahoma State University (1995).

He is married to Joann Rey, a therapist at Thrive Counseling.

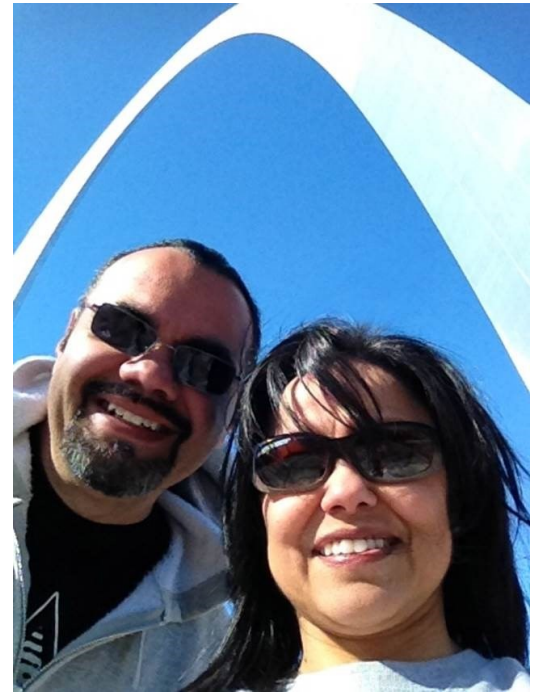
In his free time, he enjoys doing airbrush professionally for a number of different clients. He even did some work for Taco Villa for a commercial a year ago.

Rigo also owns and operates the Blackness Haunted House, 6th and Date St., which is gearing up for its 5th season and will open the end of September .

"We are excited for this year because we have teamed up with Royal Splash Texas. They are also running a corn maize."

So what is on Rigo's bucket list?

"Travel someplace exotic like Three-Quarter Way Gin.....lol....I'd like to go see more of Europe."



Rigo and JoAnn Rey



Minga travels to Italy, France

Highland teacher Minga Rodriguez had a summer to remember. She spent most of the month of July in Italy visiting her daughter Sarah who has been living in Firenze (Florence) for more than a year.

Sarah earned her Masters in Museum Studies in August from Marist College in Firenze. Currently, she is researching her thesis and working on two internships at the Palazzo Strozzi and Palazzo Pitti for a total of 250 hours of credit.

Her research work is with the Museum of the Americas in Madrid, Spain, where she is compiling information on the colonization of the Americas.

She will present her thesis in person in December in Firenze.

Accompanying Minga on the trip abroad was another daughter, Rita, and her sister, Miros.

“Sarah was an amazing tour guide,” said Minga. “In the most popular tourist spots, most people speak English, but in other places Sarah, who is fluent in Italian, was our translator.”

“Firenze is a magnificent city. I loved the architecture and the simplicity of the Italian life.”

“We walked approximately 35 miles a

week. Some days we just walked around the town taking in the sights.”

“While in Firenze, we went to the museums and many other amazing places. The museums we visited were Palazzo Pitti (palace of the Medici family), Palazzo Strozzi, Museo di Galileo, Museo di Storia Naturale, and the Galleria dell’ Accademia where Michelangelo’s statue of David is located.”



“We also visited Cortona (where Under the Tuscan Sun was filmed), Arezzo, Rome, Cinque Terre, and

Paris, France.

“While in Rome, we went to the Forum, the Coliseum, St. Peter’s Basilica, and the Trive Fountain.”

“In Paris, of course, the main attraction was the Eiffel Tower. We also toured the museums there - Musee Louve (Mona Lisa), Musee d’Orsay, and Musee de’Orangerie and saw the works of Claude Monet and Vincent Van Gogh. We saw the Arc de Triomphe and the beautiful Notre Dame Cathedral. We took a ferry tour on the Seine River that showed us so much of the beauty of Paris.”

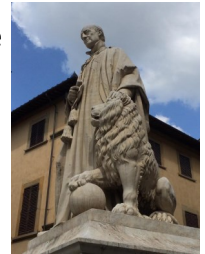
Minga says she also visited a place that she had dreamed about visiting - Cinque Terre in Italy. It’s a national park that is located on the coast of the Italy that is

known as the Italian Riviera. It is known to have some of the most dramatic coastal scenery on the planet with five fishing villages set a few miles apart.



“You can either walk them or take the train between the villages.” said Minga. “The water looked amazing! The shades of blues, greens, are indescribable.”

Minga also enjoyed sampling some of the regional cooking. “Did I mention that I love Italian food? Pasta and pizza were mostly on our plates, but we went to eat at an American diner where the hamburgers were mouthwatering.”

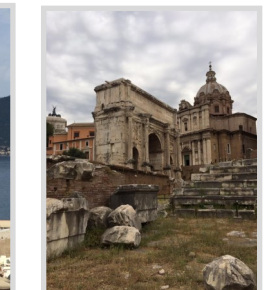
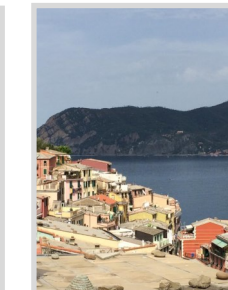
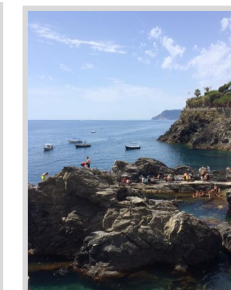
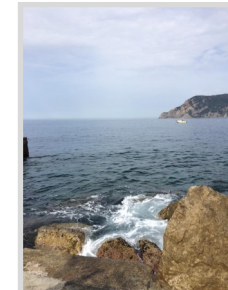
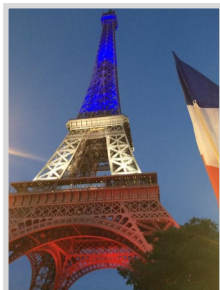
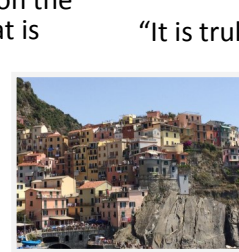
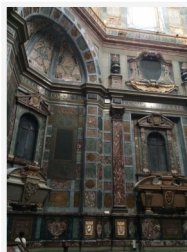
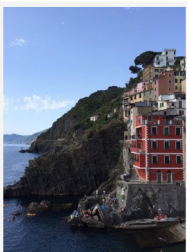


Minga hopes to return to Italy on day.

“It’s no secret that I want to go back and live there! I would love to move to Italy and spend the rest of my life discovering all the gems of that country.”

She adds that anyone who has the opportunity to visit Italy should go.

“It is truly amazing! It is not that expensive and the train system there is incredible. I wish we had one like it here in the States. The places we could go!”



NEW BABIES IN THE PLSD FAMILY



Hayden and Kaitlyn Alexander are the new parents of a son, Truett (True) Payne Alexander, born on August 3. True weighted 6 lbs. 4 oz. and was 20 in. long at birth. He is the new grandson of **Sheila Alexander** (College Hill).

grandmother is **Benjy Foster** (Coronado). **Melody Lees** (Coronado) the baby's aunt, and **Sharon Hughes** (PHS) is her great aunt.



Randi Wright (Edgemere) has a precious new grandson, Jordan Ace Wright-Jones. He was born on August 9. He was 8 lbs. 11 oz and 19 3/4 in. long at birth. New mom is Randi's daughter, Savannah.

Cole and Jenna Reeves Thompson of Austin are the proud parents of a baby girl, Ali Reeves Thompson, born on July 7. Ali weighed 7lbs. 7oz. at birth. The Thompsons have two older daughters - Ryleigh, age 5, and Hadley, 3. Proud Mimi to these beautiful girls is **Jan Reeves** (Hillcrest).



Matthew (PHS) and **Sarah** (Business Office) **Vaquera** are the parents of a baby girl, Makayla, born on May 6. She weighed 9lbs. 1 oz. and was 19.5 inches long. New

Bo Carson Rocha was born on April 15 to Mireya Garcia, daughter of **Maria Horton** (PHS). He just turned five months old and Maria says they "love him to pieces." Who wouldn't? He is precious.



Cheers! Kudos! High Fives!

Katie Licce Ziegler, assistant band director at PHS, recently married Kyle Ziegler, band director at Dimmitt ISD. They spent their honeymoon in London and are pictured above on a visit to Stonehenge.



Jarrod Young, son of Darren and **Vickie Young** (La Mesa) married Katie Brunk on July 3 in Cancun, Mexico. Pictured with the newlyweds is their beautiful daughter Ellie.



If you are on Facebook please join us. We share school and non-school related information of interest to staff through this medium.



Plainview ISD Staff
(closed group for staff only)

Plainview Independent School District
(Public Facebook)



Twitter - @PLVW ISD

Many of our campuses have a Facebook account. We hope you will check those out also.



Buy, Sell, Rent, Trade, Give Away...

WANTED Gently used **twin bed and frame**. Contact **Michelle Villegas** at Edgemere.

TO GIVE AWAY: **Kristen Arnold** (Hillcrest) has a **camper cover for a small truck** she would like to give away. It was in the yard of a house she purchased in Abernathy and appears to be in good shape. It is free to anyone willing to pick it up in Abernathy.

FOR RENT: 2 bedroom, 1 bath house, central heat/air. 905 Nassau. \$600 per month. Contact **Tracy** (PHS) or **Michael Dawson** (PHS) at 292-0291 and 292-8585.

The **PHS Navy JROTC** has a surplus of various types and sizes of PHS NJROTC / Navy apparel to give away to "boosters" who are willing to make a donation to the PHS NJROTC activity fund. If you would like to make a donation to PHS NJROTC and receive a nice tee, sweatshirt, sweatpants, shorts or ball cap, please contact **Dave Sandahl** or **Eric Mears** at PHS NJROTC. Many colors/styles and most sizes still available.

FOR SALE: Olhausen pool table: regulation size, three piece slate. Included in price: cue sticks, two pc. wall rack for cues, balls, standard rack, nine ball rack and table cover. Asking \$2700.00 but will negotiate. Contact **Floyd Morris** (**Stephanie Baeza's** dad) at 293-5664 after 6:00 pm.

WANTED: The Engineering Design & Problem Solving (EDPS) class at the PHS is in need of **matching transformers**. The transformers are used on television antennas to balance the input signal. The EDPS class is building HD antennas that will receive the HD signal from Lubbock and possibly even Amarillo. They can purchase the units from a local supplier, but they are cheaply made and they have already broken 2 of the 3 transformers. If you have any transformers that you no longer need or use please send them to **Terry Nelson** at PHS through the school mail.



FOR SALE: Beautiful **antique hutch**. \$600. Contact **Hope Hastey** (Special Services Dept).



FOR SALE: Ninja Professional Series blender \$50. Contact **Tommy Caldwell** (PHS).

★ ★ Military News ★ ★

*Note: **Ensign Samuel Fikes** son of **Jimmy (Ash High)** and **Debbe Fikes**, was commissioned as an officer in Norfolk, VA , on July 8. Jimmy says that over the last 14 years, they have prayed him through 6 months in Baghdad and 6-months in Afghanistan. The rest of his service time has been mostly at sea and in the Persian Gulf.*



Ensign Samuel J Fikes enlisted in the United States Navy in August, 2002. After recruit training, he attended Advanced Electronic Computer Field (AECF) "A" school training at Great Lakes Naval Training Center. Following "A" school training, he attended the MK15 Phalanx Close-In Weapon System (CIWS) "C" school training at Dam Neck, Virginia.

He was assigned to USS George Washington (CVN-73) from February 2004 until February 2009. During this time he deployed to the Persian Gulf in support of Operation Iraqi Freedom, deployed to the Caribbean in support of the Partnership of Americas, deployed as an Individual Augmentee to Baghdad, Iraq in support of the United States Army's Counter Rockets, Artillery and Mortars (C-RAM) initiative, and finally deployed to Japan as part of CVN-73's homeport shift. Transitioning to shore duty, he was assigned as an instructor to the MK15 CIWS "C" school house in Dam Neck, Virginia where he earned his qualification as a Master Training Specialist, from February 2009 until March 2012. After shore duty, he deployed to Bagram, Afghanistan in an Overseas Contingency Operation Support Assignment (OSA) performing detainee operations at the Detention facility in Parwan, from March 2012 until July 2013.

ENS Fikes reported to USS Gerald R. Ford, serving as the Ship's Self Defense System and Dual Band Radar Chief. It was during this time he was selected as a Surface Ordnance Limited Duty Officer.

His awards include the Navy and Marine Corps Commendation Medal, Army Commendation Medal, Navy and Marine Corps Achievement Medal, Army Achievement Medal, and other campaign and unit awards.

Ensign Samuel J. Fikes will assume duties as the Systems Test Officer, USS William P. Lawrence (DDG-110) in December 2016.

Quilt Stories



Coronado Middle School is donating this quilt to Project Linus. Last year in Mrs. Hill's class these students colored quilt blocks. Mrs. Hill quilted the blocks and the quilt is being donated to Project Linus, an organization that makes and donates quilts to critically ill kids.



Students in Jennifer King's class at Edgemere cozy up with quilts to listen to quilt stories. The activity is part of a unit of study on the 13 original colonies.

District families at La Mesa Back to School Night

One of the privileges of teaching in PISD is watching the children of our coworkers grow and having the opportunity to play a personal role in educating these precious young ones.



Jay (Estacado) and Mary Coleman (Estacado) with sons.



Sheila Jimenez (La Mesa) with daughter Mandy Hickman and grandson.



Kelley Bozeman (Coronado) with daughter.



Deborah Alcozer (Admin Office) with her three children and her mother, Frances Alvarez (retired).



Milea Huckeyby (Coronado / Estacado) with her daughter.



Darren (Coronado) and Shayla Whalen with their daughter.



Randa Wrenn (PHS) drops off her daughter at College Hill on the first day of school.



Rolando Larralde, (Coronado) pauses for a photo with his sons at the Hillcrest Meet the Teacher event. Rolando is the son of Laura Larralde (Hillcrest).



Leslie Richburg (Highland) lines up a few of the Gold Winner Olympian Summer Reading program participants for a relay game during the programs end of the summer party. District Librarian Susan Flippin organized the summer program and was assisted by volunteers throughout the district who opened the libraries once a week for student checkout. Campus assistant principals helped to organize activities and host the party.



Vicente Valles, husband of Misty Valles (Estacado), drops off their children for the first day of school at College Hill.



Communities In Schools is a non-profit organization that has staff located directly on school campuses to meet student needs. We provide many services on campus and free of charge!

- Truancy Program
- Educational Enhancement
- Supportive Guidance
- Case Maintenance

The CIS Five Basics

Communities in Schools believes every child needs and deserves:

- A personal one on one relationship with a caring adult
- A safe place to learn and grow
- A chance to give back to peers and the community
- A marketable skill to use upon

Contact the CIS Campus Coordinators below:

Denise Bocanegra
Thunderbird CIS / Ace Program
Thunderbird Elementary

Elena Azua
Estacado CIS /ACE Program
(806) 293-6015
elena.azua@plainviewisd.org

Denice Kirby
(806) 296-3303
denice.kirby@plainviewisd.org
Plainview High School

PESSA (Plainview Educational Support Staff Association) is

selling **RADA** cutlery. This is their annual sale that is a fundraiser for a very worthy cause - **SCHOLARSHIPS!!!**

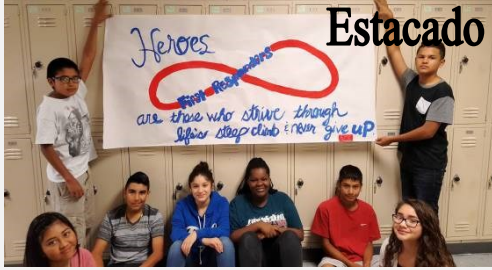


RADA has **GREAT** knives, etc. **BUT** it isn't just knives! In addition to knives there are other kitchen utensils, cookbooks, mixes for things such as dip.....

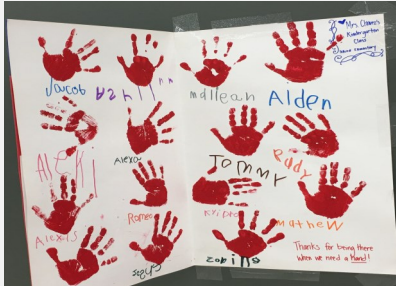
Your campus or department office staff will have a catalog.

Please help PESSA (our awesome secretarial and office staff) by making a purchase. In the past, they have been able to give as many as six scholarships at one time. They also have community service projects, donating time and money. In the past they have supported SnackPak 4 Kids, food baskets for needy students at Thanksgiving, Dress a Live Doll, and this year hope to give a mini-grant to a teacher through the Chamber of Commerce's program. We appreciate the staff's support and know you will like the quality of RADA knives. Once you purchase one, you will want more!

Honoring First Responders



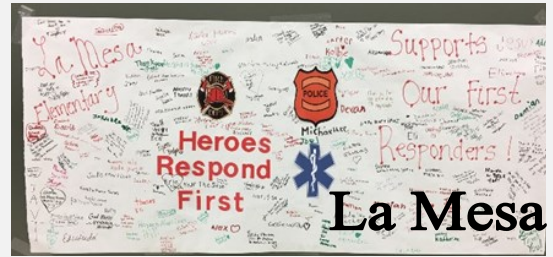
Coronado



Hillcrest



Edgemere



La Mesa



Highland

On Saturday September 24th, several area Church's hosted a "First Responder Appreciation" event. I would like to thank the schools, teachers, and students who participated in this event by writing letters and providing banners in support of First Responders. Support from our community is a vital part in the relationship between First Responders and the community. In a job of constant unknowns it is nice to receive thanks, a handshake and praise for a job well done. This is especially important during this time of unrest in our society when events occur allowing only seconds for a decision to be made that can affect many people in a community.

Thank you for your support!
 Rusty White
 Teacher, Ash High School, SURGE Program
 Wayland Police Department, Police Officer

Ash Business Charity Partnership



Businesses, charitable organizations, parents, students and staff enjoyed an evening of fellowship and fun (playing spoons) at their first meeting this year.

Estacado United Way Fundraiser



Estacado assistant principals Dean Kellum and Nancy Wood are all in for the Estacado team in raising funds for the United Way. The school raised \$230.30 in the sponge throw.

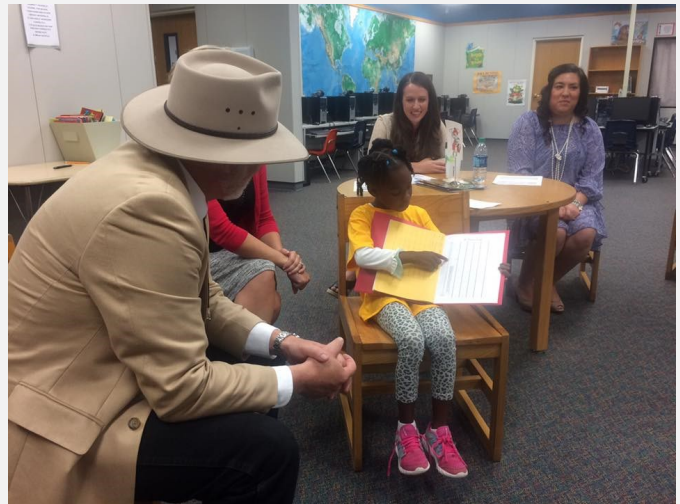
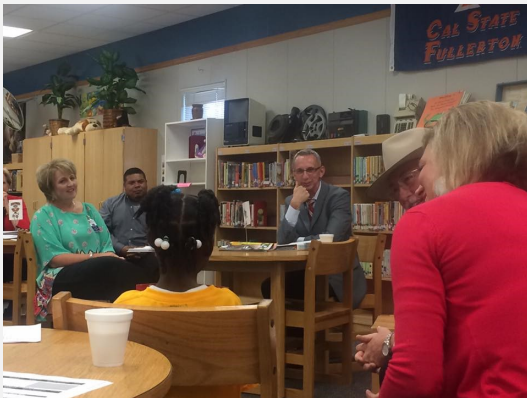


Reading Pep Rally @ College Hill



US Department of Education Visits PISD

Dr. Cantrell from the USDE visited our district in September to talk to learn first hand about the challenges faced by rural schools.



Spirit Week



Estacado - Squad Day

No Excuses University @ Thunderbird



Thunderbird is building their entire school culture around college readiness with No Excuses University.

2016-2017 Campus T-Shirts

One of the highlights of Convocation is checking out the new campus t-shirts. Gray appears to be the #1 color choice this year.



Ash High School



PHS



Coronado



Estacado



College Hill



Edgemere



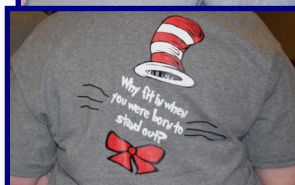
Highland



Hillcrest



La Mesa



Thunderbird

One iPad Classroom

We can never have enough technology in our classrooms. Many are faced with only one iPad in their rooms. There are still many things you can do with this single piece of technology.

- **Stick Picks**: Helps students take turns
- **Too Noisy**: Monitors classroom noise
- **Class Dojo**: Classroom and parent management
- **Classroom Timer**: A great way to count down to the next activity
- **Audiobooks from Audible**: Listening station
- **Storybook Maker**: Writing collaborative stories
- **Random Fact of the Day**
- **Google Earth**: Virtual field trip
- **Running Records Calculator**
- **HMH Math on the Spot**— Virtual Tutor
- **Encyclopedia Britannica**— Research
- **WunderMap**— Study geography and weather patterns
- **The Scoreboard**— Track smiles or frowns for good behavior.
- **NumberLine**— Visual tool for Math
- **Spinner**— Instant decision maker

Need help to project your iPad up on a TV—
Here is an article to help out:

Wireless Screen Mirroring

To find all of this information online, simply scan the QR code. Need a scanner—here are my 2 favs.:

QR Reader for iPad/iPhone
i-nigma QR & Barcode Scanner

My Pinterest Page:
TeachTechno

https://www.pinterest.com/TeachTechno/

Plickers- The Student Response System for Classrooms That Have Only One iPad



Plickers uses a teacher's iPad or Android tablet in conjunction with a series of QR codes to create a student response system. Students are given a set of QR codes on large index cards.

The codes are assigned to students.

Each code card can be turned in four orientations. Each orientation provides a different answer. When the teacher is ready to collect data, he or she uses the Plickers mobile app to scan the cards to see a bar graph of responses. The app and cards can be downloaded from the Plickers website:

https://www.plickers.com/

Want to make your own QR Codes?

Here is the place: **QR Stuff**



Kathy Schrock's QR Codes in the Classroom

Need Some Inspiration?



TED Talks are a major source of inspiration for educators who need a morale boost, a discussion starter, or a new perspective. The year 2014 brought some of the best TED Talks for educators, but there are some not-to-be-missed talks from 2013 that still are highly relevant for educators today. Their messages are invaluable for educators who work tirelessly to inspire creativity, motivation, and determination in their students.

Edudemic—10 Best TED Talks of 2014 for Educators

Plainview ISD

Tax Ratification Election Facts

What is a Tax Ratification Election (TRE)?

Texas school boards are charged with adopting a budget and tax rate each year. The tax rate levies funds needed for day-to-day operations of the district, the Maintenance & Operations (M & O) tax rate. On August 5, the Plainview ISD Board of Trustees called for a tax increase of \$0.13 cents per \$100 of property evaluation to the M & O rate to allow the district to meet the increasing expense of operation. This will increase the M & O tax rate from **\$1.04 to \$1.17** per \$100 of property evaluation. This increase triggered a Tax Ratification Election, or TRE, to ratify the higher rate adopted by the Board of Trustees.

If approved, the TRE will generate for Plainview schools approximately **\$1.4 million in local funds** and **\$1.9 million in state funds**

Golden and Copper Pennies



You may have heard the terms golden and copper pennies. By increasing the tax rate by two pennies over \$1.04, the district accesses two "golden pennies". These pennies generate the highest level of supplemental funding from the state. In our case 78.95% from the state. The other pennies are called copper pennies. These will generate from the state 48.9% in supplemental funding.

Election Day October 6, 2016

See www.plainviewisd.org for early voting and election day locations and times.

The tax rate for those who have filed for an exemption as an over 65 and/or disabled homeowner WILL NOT increase.

How to calculate the annual tax increase

(Appraised value - Homestead Exemption) x .0013)

On a \$125,000 house that would be:

$(\$125,000 - \$25,000) \times .0013 = \$130.00$ each year

$\$130.00 \div 12 \text{ months} = \10.83 month



Less than \$11 per month on a \$125,000 home;
Less than \$5.50 per month on a \$75,000 home.

How does our current tax rate compare to other area school districts?

Tax Rate used for school year 2015-2016			
	M&O Rate	I&S Rate	Total Tax Rate
Lubbock-Cooper	1.0400	0.4987	1.5387
Frenship	1.0401	0.4600	1.5001
Abernathy	1.1700	0.3300	1.5000
Kress	1.1700	0.2750	1.4450
Hale Center	*1.0400	0.3312	1.3712
Muleshoe	1.0400	0.3100	1.3500
Floydada	1.1700	0.1367	1.3067
Lubbock ISD	1.0400	0.1950	1.2350
Petersburg	1.1700	0.0000	1.1700
Tulia	1.1600	0.0000	1.1600
Lockney	1.1400	*0.0000	1.1400
Olton	1.0400	0.0800	1.1200
Plainview	1.0400	0.0000	1.0400
Springlake-Earth	1.0400	0.0000	1.0400

*Note Lockney passed two bonds in May 2016. Their 2016-2017 total tax rate will be 1.2844. Hale Center has a TRE set for Oct. 8 to set their M & O rate to \$1.17 and their I & S rate to \$0.29.

Frequently Asked Questions

How long has the Plainview ISD tax rate been \$1.04?

The current tax rate has been in place since 2006-2007.

Why are there two tax rates?

The Maintenance and Operations (M & O) tax rate funds district operations – salaries, utilities, maintenance, supplies, etc. The Interest & Sinking (I & S) tax rate, also known as the “debt service” tax rate, can only go to pay for bond projects approved by the voters.

How does increasing the M & O tax rate generate extra state funds?

By increasing the M & O rate above \$1.04, we are able to access what is referred to as the two ‘Golden Pennies.’ The Golden Pennies have a greater weight in state funding formulas than any other part of the tax rate and, therefore, bring more state revenue into the district.

What impact will the increase in the tax rate have on an individual homeowner?

- ◆ On a \$125,000 home with a \$25,000 homestead exemption, the \$0.13 increase in taxes would equate to an increase of about \$11.00 per month; on a \$75,000 home with a \$25,000 homestead exemption, the taxes would increase less than \$5.50 per month.
- ◆ The tax rate for those who have filed for over 65 and/or disabled homeowners exemptions WILL NOT go up. These tax rates are frozen. There will be no increase for anyone with these exemptions.

Why do our schools need an increase in funding?

- ◆ **Maintain Math and Reading coaches at elementary and middle school campuses that have boosted student success** . These positions were put in place to address instructional needs of students, but at the current tax rate the budget is not adequate to maintain these positions.
- ◆ **Balance the Budget** - Looking at the tax rate, Plainview ISD ties Springlake-Earth as the lowest funded districts in our area. Because of the instructional needs of our students and the high quality programs offered for the past two years, the district has been operating under a deficit budget.
- ◆ **Need to keep salaries competitive with area districts in order to attract highly-qualified teachers**. The district competes for new teachers with schools districts in our area that have higher starting salaries. This results in a smaller applicant pool and less choice in who is hired to fill vacancies.
- ◆ **Retention of “best” educators**. Training and mentoring new teachers into high-quality teachers requires an investment of time and money. Currently the district is experiencing a trend where teachers we have invested in, leave the district after a few years for higher paying jobs in other districts. Our turnover rate this year was approximately 20%.
- ◆ **Keep current employees whole** - 86% of Plainview ISD staff will see a health insurance increase this year of between 2.3% - 13%, depending on the plan. Only the 14% of staff on a high deductible plan will not see an increase in premiums.

What happens if voters do not pass the TRE?

The school district will need to adopt a new budget based on the \$1.04 tax rate with budgets cuts made as necessary.

Of the 42 Texas school districts listed by TexasISD.com as holding TRE elections, 30 have passed, 3 failed to pass, 9 will come before voters in the weeks ahead.