

LEADERS OF THE PACK

A Publication of Chapel Hill ISD Board of Trustees

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Pictured left to right – Glen Elliott, Jr., Board President; Martin Ibarra, Fred Elder, Jr., Lamond Dean, Superintendent of Schools; Gregory Ford, Board Secretary; Ronnie Williams, Board Vice-President; Tammy Humes, and Rickey Mosley

The **Leaders of the Pack** e-newsletter is provided as a community service to inform the public of actions during the monthly meeting of the Board of Trustees. The official minutes for the meeting will be posted online at www.chapelhillisd.org once approved by the Board.

Public Participation is Welcome

Citizens who want to speak at the Board meeting are asked to register at least 15 minutes prior to the time when the meeting is scheduled to begin.

The first six (6) people who sign up shall be heard, and each shall be allotted no more than five (5) minutes for presentation.

The next Regular Board Meeting is February 25, 2019 in the large boardroom at CHISD Administration Building located at 11134 CR 2249, Tyler, Texas 75707 7:00 PM



The Chapel Hill ISD Board of Trustees met at 7:00 pm on Tuesday, January 22, 2019, at the CHISD Administration Office, 11134 CR 2249, Tyler, Texas 75707 for the Regular Board Meeting items on the agenda. **Glen Elliott, Jr.**, Board President, called the meeting to order at 7:04 PM.

Board of Trustees Appreciation for Commitment to Students and Employees



Lamond Dean, the CHISD School Board, and Debbie Black recognized Amanda Wages as Middle School Teacher of the Month for January. Ms. Amanda Wages teaches Science.



Lamond Dean, the CHISD School Board, and Debbie Black recognized Brenda Hauk as Middle School Support Staff of the Month for January. Ms. Hauk is an Instructional Aide.

*“Tell me
and I forget,
teach me
and I may
remember,
involve me
and I
learn.”*

*- Benjamin
Franklin*



Special thanks to Middle School student **Wesley Wilt** (left) for offering our Prayer and to (pictured left to right) – **Meagan Rhea** and **Keziah Knight** for initiating our Pledge of Allegiance to be said in unison.

January is School Board Appreciation Month

Each January, we pause to recognize our CHISD School Board for the essential role they play in making our school great. *Special thanks to our board members for their many years of service to the students of CHISD:*

Gregory Ford, Board Secretary; **Martin Ibarra**, Board Member; **Fred Elder, Jr.**, Board Member; **Rickey Mosley**, Board Member; **Ronnie Williams**, Board Vice-President; **Glen Elliott, Jr.**, Board President; **Tammy Humes**, Board Member



Action Items – **Lamond Dean**, Superintendent of Schools, asked that the board approve the following action item at the January 14, 2019, Special Called Meeting:

Approval of Annual Audit

Rutherford, Taylor & Company, P.C. has completed the annual Audit for CHISD for the fiscal year ending 8/31/18. Robert Lake, CPA, presented the Audit report to the board at the January 14, Special Called Meeting. The district received an unqualified report, which is the best Audit you can receive.



Motion made by **Ronnie Williams** and seconded by **Tammy Humes** to accept the Audit report as presented by **Robert Lake**. Motion carried 7-0.

The Importance of an Annual Audit

When it comes to an Audit, nothing works better than preparation. To ensure the school is compliant, and that necessary steps have been taken to minimize all financial problems, financial documents are gathered throughout the entire district for review. During the Audit, financial transactions are scrutinized to form an opinion regarding the financial health of the school district. The in-depth inspection reduces the chances of fraud and also controls misappropriation of assets. This is why the governing documents of a school require that an annual Audit be conducted at the end of each year. Completing an Audit each year helps you, the stakeholder, get a clear picture of the financial health of our school.

Action Items – **Lamond Dean**, Superintendent of Schools, asked that the board approve the following action items at the January 22, 2019, Regular Meeting:

Repairs to Track Surface

Lamond Dean requested the board's approval to authorize repairs to the track be completed by Pro Track & Tennis, Inc., at a cost of \$42,670. Motion made by **Rickey Mosley** and seconded by **Ronnie Williams** to approve Pro Track & Tennis, Inc. Motion carried 7-0.

Repairs to Bloodsworth Gym Floor

Lamond Dean requested the board's approval to authorize repairs to the gym floor be completed by Stanford Flooring at a cost of \$42,300. Motion made by **Rickey Mosley** and seconded by **Ronnie Williams** to approve Stanford Flooring. Motion carried 7-0.

Approval of Personnel

The board adjourned into executive session on January 21, 2019, at 6:04 pm for the discussion of personnel and the superintendent's evaluation. Motion made by **Gregory Ford** and seconded by **Rickey Mosley** to approve personnel items as discussed in Executive Session. Motion carried 7-0. Motion made by **Martin Ibarra** and seconded by **Ronnie Williams** to extend **Lamond Dean's** employment contract through June 30, 2022. Motion carried 6-0. **Tammy Humes** voted No.

The Importance of an Annual Evaluation

Annual evaluations need not be something dreaded by any employee or employer. Quite the contrary, an annual evaluation helps an employee and employer understand what is working and what is not. When discussing job performance and expectations, it is important to set goals, talk big-picture, and get those involved excited about how their work will have a long-lasting, positive impact on the success of our students. A performance evaluation is one of the most important communication tools an organization can use. An evaluation need not be complicated but is necessary for the benefit of both employee and employer. It is a time to provide feedback, recognize quality performance and set expectations for future job performance. It can also be a time to have candid conversations about performance that is lacking and how performance can be improved. Ongoing performance discussions can assist in getting and keeping working matters on the right track and possibly avoid serious problems in the future.

Other action items approved: Minutes; Budget Amendments



Chapel Hill Independent School District is an equal opportunity employer. The Board of Trustees and its agents, officers and staff members shall not discriminate on the basis of gender, age, color, religion, national origin, military status, or any other legally protected status in making decisions regarding staff members or students.