

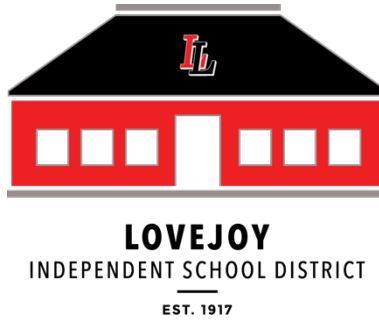
Board Workshop  
Monday, June 6, 2022 5:30 PM

Carrie L. Lovejoy Child Development Center:  
Room D100 (Closed Session) & Library (Open  
Session)  
256 Country Club Road  
Allen, TX 75002

## Agenda

1. Call to Order  
**Presenter:** Barrett Owens, President
2. Closed Session, Gov't. Code 551.071-551.084. The Board May Retire into Closed Session in Accordance with the Texas Open Meetings Act  
**Presenter:** Barrett Owens, President
  - 2.A. 551-071 For the purpose of private consultation with the Board's attorney when the Board seeks the advice of its attorney about: (1) pending or contemplated litigation; (2) a settlement offer; or (2) on a matter in which the duty of the attorney to the governmental body under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with this chapter.
  - 2.B. 551-072 For the purpose of deliberating the purchase, exchange, lease, or value of real property if deliberation in an open meeting would have a detrimental effect on the position of the District in negotiations with a third person.
  - 2.C. 551-073 For the purpose of deliberating a negotiated contract for a prospective gift donation to the District if deliberation in an open meeting would have a detrimental effect on the Board's position in negotiations with a third person.
  - 2.D. 551-074 For the purpose of deliberating the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee or to hear a complaint or charge against an officer or employee. However, the Board may not conduct a closed meeting for these purposes if the officer or employee who is the subject of the deliberation or hearing requests a public hearing.
    - 2.D.1. Consideration and deliberation regarding the recommendation to send notice of proposed termination for the term contract teacher, Mr. Ray Cooper, for good cause pursuant to Section 21.211 of the Texas Education Code and Board Policies DFBA (LEGAL) and DFBA (LOCAL).
    - 2.D.2. Appointment, Employment, Evaluation, Reassignment, Duties of Employees.
    - 2.D.3. Superintendent's Evaluation.
  - 2.E. 551-076 For the purpose of deliberating the deployment, or specific occasions for implementation, of security personnel, devices or security audits.
  - 2.F. 551-082 For the purpose of deliberating in a case involving discipline of a public school child, or in which a complaint or charge is brought against a District employee by another employee and the complaint or charge directly results in the need for a hearing. However, the Board may not conduct a closed meeting for this purpose if the employee against whom the complaint or charge is brought makes a written request for an open hearing.

- 2.G. 551-0821 For the purpose of deliberating a matter regarding a student if personally identifiable information about the student will necessarily be revealed by the deliberation. This exception does not apply if an open meeting about the matter is requested in writing by a parent or guardian of the student or by the student if the student has attained 18 years of age.
- 2.H. 551-083 For the purpose of discussing or deliberating the standards, guidelines, terms or conditions the Board will follow, or will instruct its representative to follow, in consultation with representatives of employee groups.
- 2.I. 551-084 For the purpose of excluding a witness from a hearing during the examination of another witness.
- 3. Return to Open Meeting for Action, If Necessary, On Matters Discussed In Closed Session  
**Presenter:** Barrett Owens, President
- 4. Opening Exercise  
**Presenter:** Barrett Owens, President
- 4.A. Roll Call  
**Presenter:** Barrett Owens, President
- 5. Public Comments Related to June 6, 2022 Agenda Items  
**Presenter:** Kim Steiner, Coordinator of Community Engagement and Organizational Development / Executive Assistant to the Superintendent



# Public Comment Procedures

## Workshops and Special Meetings

### Submitting for Public Comment

Any individual seeking to speak during the public comment session of a workshop or special meeting must complete and submit the public comment card by no later than 15 minutes prior to the designated start time provided on the meeting notice.

Public comment cards must be completed in their entirety with accurate and truthful information and must designate the specific agenda item.

The Board will provide speakers that submit a public comment card on an agenda item the opportunity to speak prior to the Board's consideration of the item in the order in which they were received.

Public comment cards are only applicable to the meeting in which they are completed and submitted by the established deadline.

Each individual gets one opportunity per meeting to share their comments with the Board of Trustees, not multiple opportunities per individual agenda items.

If a speaker is not present when his/her name is called, the speaker forfeits the opportunity to speak at that meeting.

The comments made by speakers at public comment reflect the opinions solely of the speaker and not the Board of Trustees as a governing body or the District.

### Order of Agenda and Limitations

The Board reserves the right to change the order of the agenda items on the notice of meeting and / or defer agenda items until a later date.

Each speaker will be provided up to three minutes to address the Board of Trustees unless more than 10 speakers sign up to speak, in which case, the presiding officer reserves the right to reduce the time allotted to each speaker to no less than one minute per speaker. (Board Policy BED (LOCAL)).

If at any time, in the opinion of the presiding officer, the individual speaker is attempting to address a non-agenda item in the agenda item public comment period, the presiding officer or designee may stop the speaker.

### **Disruptive Behavior**

Disruptive behavior will not be tolerated in the meeting. If after the provision of a single warning, the disruptive behavior continues, the disruptive individual may be escorted out of the meeting by District officials and/or law enforcement.

It is a criminal offense for a person, with intent to prevent or disrupt a lawful meeting, to substantially obstruct or interfere with the ordinary conduct of a meeting by physical action or verbal utterance.

Conduct defined by Texas Penal Code §42.01 and Board Policies BED (LEGAL) and BED (LOCAL).

Failure to yield the podium at the conclusion of the time allotted to a speaker at public comment constitutes a disruption and will be addressed accordingly.

Comments made to the Board of Trustees by meeting attendees and/or speakers outside of the designated public comment periods during a meeting constitute a disruption.

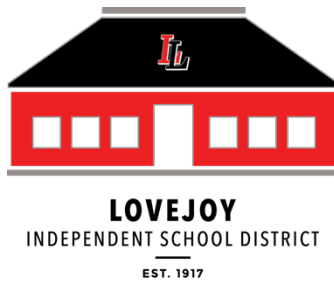
### **Board's Response to Public Comment**

Specific factual information or recitation of existing policy may be furnished in response to inquiries, but the Board shall not deliberate or decide regarding any subject that is not included on the agenda posted with notice of the meeting. The Board may also refer a speaker to a staff member in authority over the issue.

For specific complaints or concerns, speakers are encouraged to utilize the District's appropriate grievance procedures and policies set forth in Board Policies FNG (LOCAL), DGBA (LOCAL), and GF (LOCAL).

### **Statement of Non-Discrimination**

The Board does not discriminate against speech on the basis of viewpoint.



## **School Board Public Comments Sign In June 6, 2022**

The Board of Trustees encourages public comment. All public comment at a meeting other than a regularly scheduled meeting should be limited to agenda items posted for the meeting. By signing up to provide public comment at a Board meeting, you are acknowledging and accepting the procedures for public comment available online at [lovejoyisd.net](http://lovejoyisd.net).

Any individual seeking to speak during the public comment session of a regular board meeting must complete and submit the public comment card by no later than 15 minutes prior to the designated start time provided on the meeting notice. Public comment cards must be completed in their entirety with accurate and truthful information and must designate whether the speaker is speaking on a specific agenda item. Failure to designate an agenda item relevant to the speaker's comments will result in the classification of the public comment as a non-agenda item comment, to be heard at a later time in the meeting. Public comment cards are only applicable to the meeting in which they are completed and submitted by the established deadline.

Each individual will have one opportunity per meeting to share their comments with the Board of Trustees, not multiple opportunities per individual agenda items. If a speaker is not present when his/her name is called, the speaker forfeits the opportunity to speak at that meeting. All speakers will be limited to no more than three minutes. The presiding officer reserves the right to reduce the number of minutes per speaker to no less than one minute per speaker in order to maintain effective meeting management. The speakers will be recognized in the order in which each person signs up. If there are more speakers than time allotted for public comment, the amount of time per speaker may be reduced, as determined appropriate by the Board of Trustees. If time does not allow for you to speak at public comment, the Board of Trustees may allot additional time for public comment or defer specific agenda items for review at a subsequent meeting in an effort to allow more public comment, as determined necessary by the Board. This public comment card will not be maintained from one meeting to the next and is only applicable to the meeting on the date in which it was submitted.

If you have a specific concern related to an employee of the District or a specific student issue, you are encouraged to utilize the District's grievance procedures provided in Board Policies DGBA (LOCAL), FNG (LOCAL), and GF (LOCAL) or applicable grievance process. Each grievance procedure allows for an individual to redress grievances with the Board of Trustees. All relevant policies are available online at [lovejoyisd.net](http://lovejoyisd.net).

Disruptive behavior will not be tolerated in the meeting. If after the provision of a single warning, the disruptive behavior continues, the disruptive individual may be escorted out of the meeting by District officials and/or law enforcement. It is a criminal offense for a person, with intent to prevent or disrupt a lawful meeting, to substantially obstruct or interfere with the ordinary conduct of a meeting by physical action or verbal utterance.

The Board of Trustees appreciates your active participation in the school district.

**\*I wish to address the Board about an item appearing on the June 6, 2022 agenda.**

**I wish to speak about agenda item #\_\_\_\_\_ which is titled:**

---

**\*I wish to participate in the open forum by speaking about the following topic:**

---

**First and Last Name:**

---

**Address:**

---

**Phone:**

---

**Organization (if applicable):**

---

6. Consideration and possible action to send notice of proposed termination of the term contract teacher, Mr. Ray Cooper, pursuant to Section 21.211 of the Texas Education Code and Board Policies DFBA (LEGAL) and DFBA (LOCAL).

**Presenter:** Katie Kordel, Superintendent of Schools

7. Safety and Security Presentation

**Presenter:** Kevin Parker, Executive Director of Student Services

# SAFETY AND SECURITY UPDATE

---

**CASEY LITTLEFIELD**

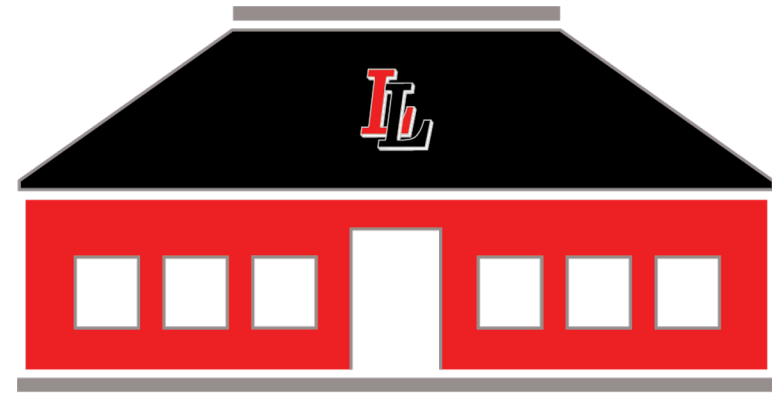
HEAD OF SCHOOL SAFETY & SECURITY

**KEVIN PARKER**

EXECUTIVE DIRECTOR OF STUDENT SERVICES

June 6, 2022

Board Workshop



**LOVEJOY**

INDEPENDENT SCHOOL DISTRICT

EST. 1917

# Safety & Security - Program Review

## Overview

- Recap of School Marshal program
- Current - 5 School Marshals - One assigned to each campus
- Licensing requirements are all up to date



# General Safety and Security Implementations

- Armed School Marshals
- Surveillance Cameras
- Security Vehicle
- Secure Entrances and Vestibules
- Detex Door Alarms - Anti-Propping
- Employee Badges - Entry and Identification
- Window Film - All Campuses
- Raptor Visitor Management - Visitors and Volunteers
  - Sex Offender Alerting
  - Alerting Tools - Protective Orders, Medical, etc...
- Personal Location Devices
- Rhino Barricade Locks - Classrooms and Commons Areas

# General Safety and Security Implementations (Continued)

- First Aid / AED / Stop the Bleed Employee Training
- Trauma Bags - Commons Areas, Classrooms, Buses, etc.....
- Classroom Window Perforation
- Standard Response Protocols & Standard Reunification Method
- Regular Drill Schedule - Fire, Shelter, Hold, Evacuate, Secure, and Lockdown
- Room Mapping (Exits, Fire Extinguishers, Epi-Pens, AEDs, etc...)
- Threat Assessments
- Social Media Alerting Software
- Tip Lines

# 2021 / 2022 Accomplishments

- **Leadership Buy-In**
- **Department Structure**
- **Programmatic Updates**
  - Guardian to Marshal - Hybrid to Solo
- **Gear**
  - Clothing, Weapons, Duty Rigs, Ammo, etc....
- **Front Office Security**
  - Camera Visibility
  - Raptor Alerts
- **Police & Fire Relations**
  - Get togethers, Shattered Dreams, Operation Unite, Overall Better Relationships, Mapping, Communications, etc..
- **Radios**
  - District Wide - Additional on the way
- **Emergency Communications Capabilities**
  - Patch, Group Text, Conference Bridge

# 2021 / 2022 Accomplishments - (Continued)

- **Internal Training**
  - Gun Range Memberships
- **External Training**
  - School / Community Operation Unite Exercise & C.R.A.S.E.
- **Website Creation**
  - Program and Marshal Transparency
- **Event Security**
  - Planning teams, Security Briefs, etc...
- **Program Enhancements**
  - Drills, Exercises, Clubs, Catch My Breath, Stop the Bleed, etc.....

# Emergency Communication Completion

- Personal Location Devices
- Raptor Distress Buttons
- LISD Radio Communications
- Lucas Fire Radio Issuance
- LISD Patch Service
- LISD Remind / Text
- LISD Conference Bridge
- Emergency Contact Cards
- District Safety Action Team Training
- Principal and Assistant Principal Training

# Operation Unite - Evacuation / Reunification Exercise - **June 7th, 2022**



# Operation Unite - Police and Fire Exercise - June 7th, 2022 - Following our event



# Upcoming Enhancements and Training

- Grant Recipients
  - Raptor Emergency Management Enhancement - Accountability and Reunification Software & Training
  - Gear
    - Armor
    - High Visibility
- Internal Training Exercises - Lucas Fire, Fairview PD and School Marshals - Rescue Task Force (RTF)
- Marshals - Forward Moving Growth
- “We Walk the Walk” Program - Getting Police and Fire into our buildings

**What's Next ?**

# Future Look





# QUESTIONS AND DISCUSSION

8. Attendance Update

**Presenter:** Kevin Parker, Executive Director of Student Services

# Student Services

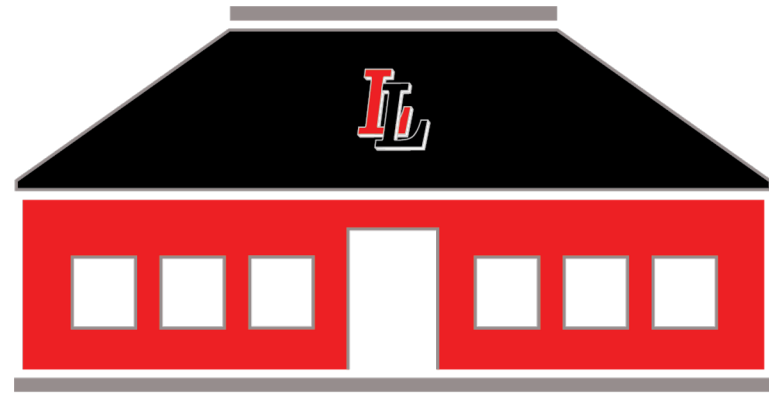
---

**KEVIN PARKER**

Executive Director of Student Services

**JUNE 6, 2022**

Board Workshop



**LOVEJOY**  
INDEPENDENT SCHOOL DISTRICT  

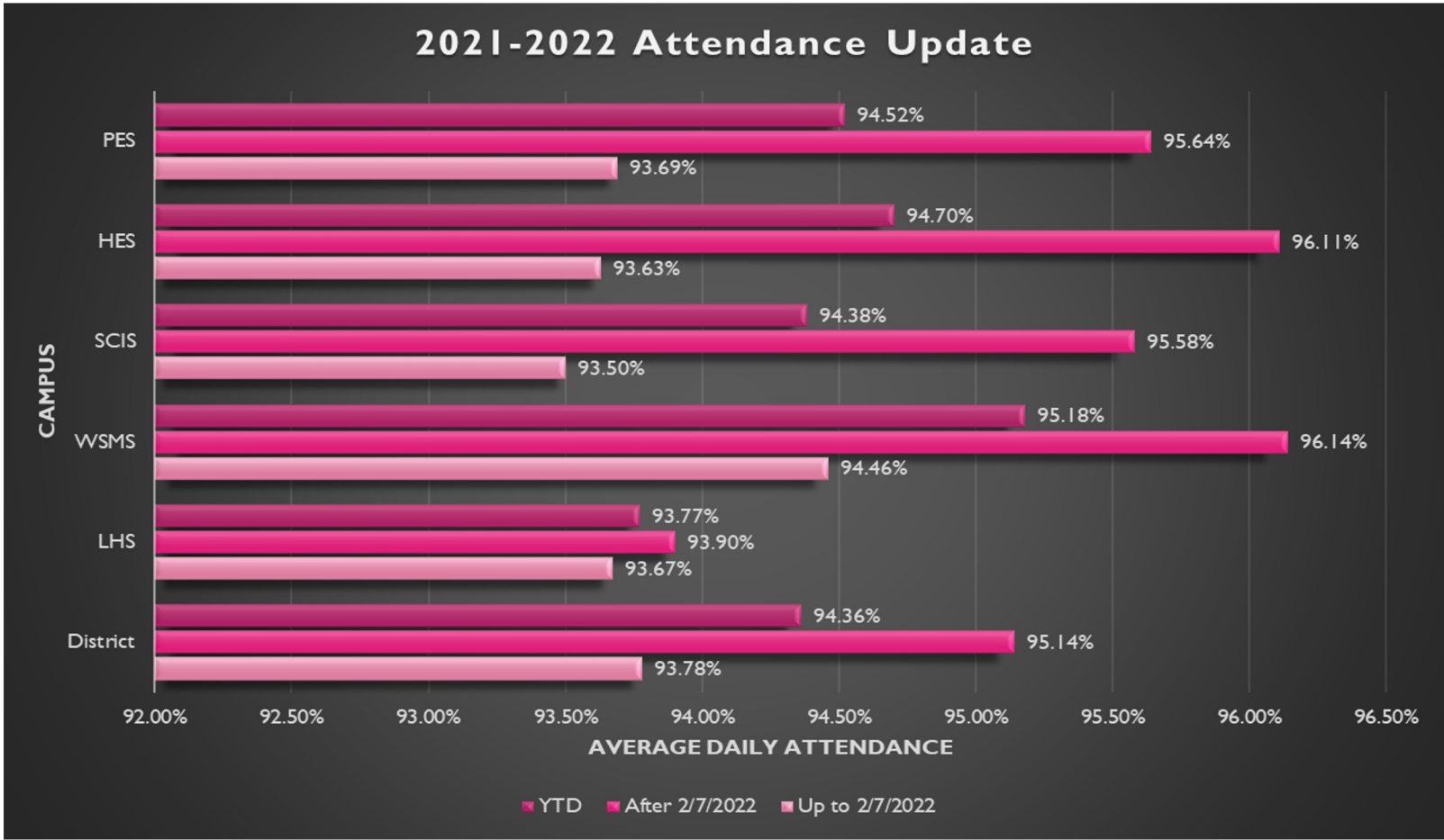
---

**EST. 1917**

# Student Services

---

# EOY Attendance Update





THANK YOU

9. Budget and Proposed Tax Rate Update

**Presenter:** Dr. Jennifer DuPlessis, Assistant Superintendent of Finance and Operations

# Budget Update

---

**JENNIFER DUPLESSIS, PH.D.**

Assistant Superintendent of Finance and  
Operations

**JUNE 6, 2022**

Board Workshop



**LOVEJOY**  
INDEPENDENT SCHOOL DISTRICT

---

EST. 1917

# Topics

---

- Current Year Update
- Projection through FY 26
- 2022-2023 Budget Final Draft

# 2022-2023: Reframing Our Story

Lovejoy Independent School District

## Focus Areas

*Mission: To propel every person to personal excellence.*

### Legacy of Excellence

- We will build upon Lovejoy ISD's legacy of excellence through a shared commitment to our mission and core values.
- We will maintain high expectations and leverage the collective impact of the Lovejoy ISD community to ensure achievement of outcomes on behalf of students.
- Lovejoy ISD traditions will enable us to honor the past, celebrate the present, and provide a continuing legacy for the future.
- We #LiveLovejoy.

### Future Ready Students

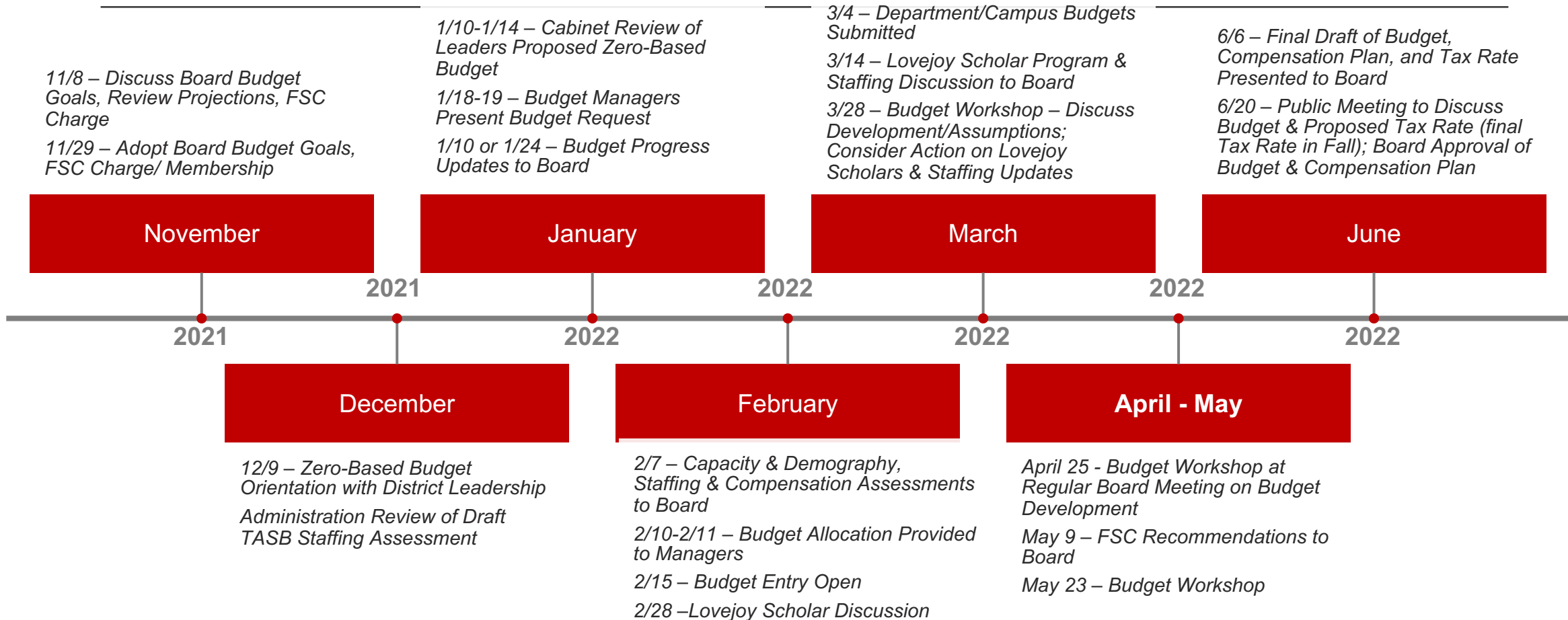
- Students will personify the graduate profile by experiencing challenging and engaging learning.
- Research-based instructional strategies will be strategically partnered with innovation.
- Profound learning will develop key skills essential to thriving now and in the future.
- Technology will be leveraged to enhance individualization, deepen learning, and prepare students for an increasingly technology-driven workforce.

### Financial Sustainability

- Lovejoy ISD will establish a plan for short and long-term financial sustainability.
- We will strategically balance financial decision-making with Lovejoy ISD's mission and commitment to the Lovejoy experience.
- A financial assessment, identification of priorities, and intentional decision-making process will support strategic financial planning.
- Zero-based budgeting will be utilized and transparency will be prioritized.



# 2022-2023 Budget Development

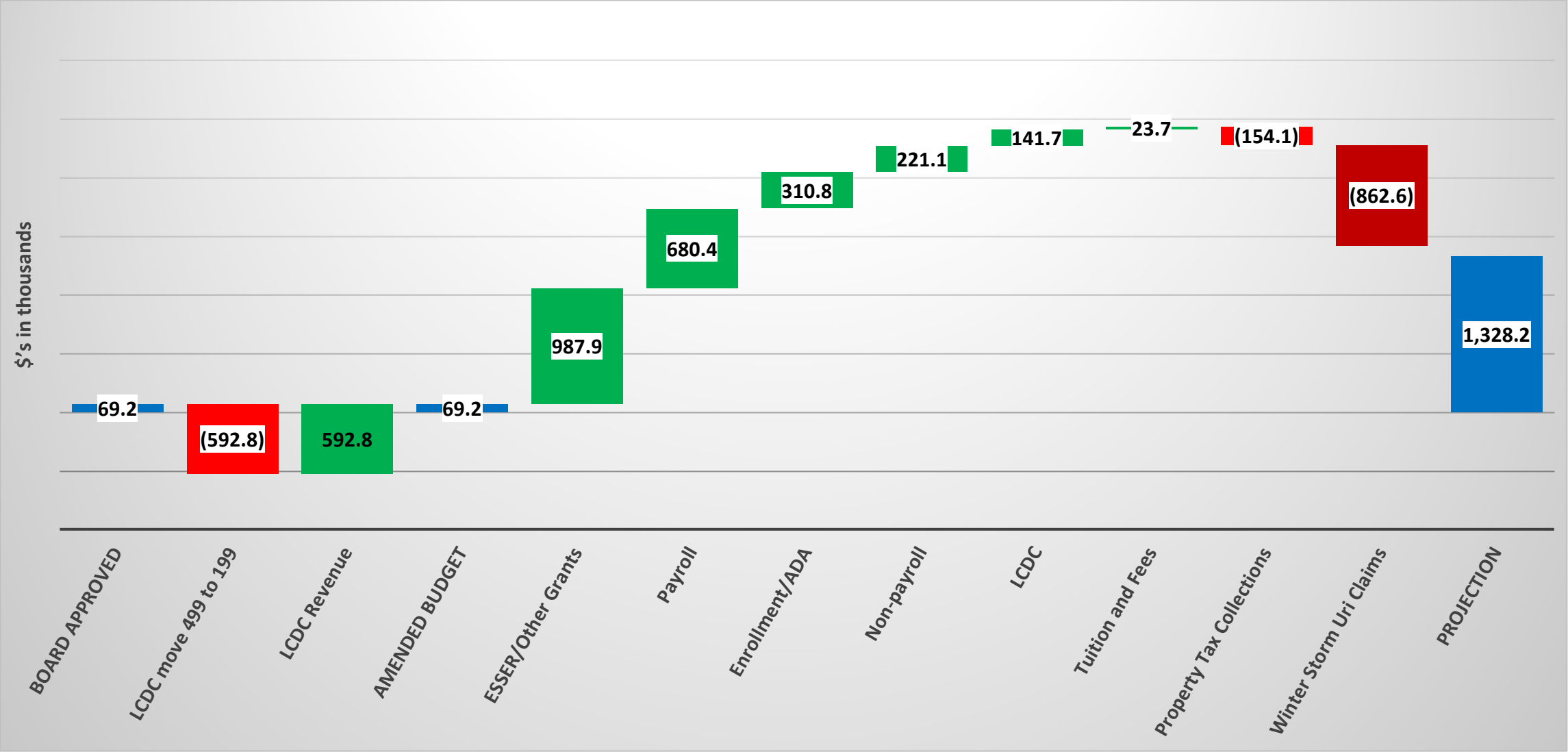


# Projection Updates

---

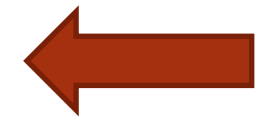
- Current Year
- Assumptions
- 5-Year Model

# 2021-22 Budget Milestones



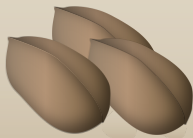
# 2021-22 Financial Projection Detail

	Revenue	Expenses	Net
<b>Board Approved Budget</b>	\$ 40,976,134	\$ (40,906,914)	\$ 69,220
<b>AMENDMENT #1</b>			
Student Nutrition move	\$ 2,300,000	\$ (2,300,000)	\$ -
<b>AMENDMENT #2</b>			
LCDC move from 499 to 199	\$ 283,906	\$ (876,705)	\$ (592,799)
<b>AMENDMENT #3</b>			
LCDC Revenue	\$ 592,799		\$ 592,799
<b>REVISED BUDGET</b>	\$ 44,152,839	\$ (44,083,619)	\$ 69,220
<b>PROJECTIONS</b>			
Enrollment/ADA	\$ 344,638	\$ (33,804)	\$ 310,834
Property Tax Collections	\$ (154,090)		\$ (154,090)
Tuition and Fees	\$ 23,662		\$ 23,662
Winter Storm Uri Claims	\$ 232,445	\$ (1,095,000)	\$ (862,555)
Payroll		\$ 680,425	\$ 680,425
ESSER/Other Grants	\$ 731,998	\$ 165,913	\$ 897,911
Non-payroll		\$ 221,074	\$ 221,074
LCDC	\$ (78,461)	\$ 220,205	\$ 141,744
<b>Projected YE</b>	\$ 45,253,031	\$ (43,924,806)	\$ 1,328,225
Change	\$ 4,276,897	\$ (3,017,892)	\$ 1,259,005



*\*Actual Transactions through May 31, 2022*

# Building the 2022-2023 Budget



November - February



March



April



May



June

# Assumptions

---

- Updated to Include Appraisal District Preliminary Values with Historical Reduction to Certified Values
- Demographer's Projection of Low to Moderate Enrollment Growth
- TPAR-Adjusted 96.54% Attendance for 1st 4 6 weeks of 21-22; 94.87% (actual) for 5th 6 weeks; 95% for 6th 6 weeks; 95.5% Attendance for 2022-2023; and 96% Beyond
- \$1.3M in Staffing Efficiency Savings and maintaining efficient staffing model
- '22-'23 Approved Lovejoy Scholar Program

# Assumptions

---

- Teacher, Librarians, and Nurses: Roll '21-'22 Supplemental Step Increase into Salary; Add additional step @ 1% Increase for '22-'23
- All Other Staff: 1% Increase for '22-'23
- Compensation adjustments for equity and market comparisons
- 2% compensation increase for '23-'24 and beyond
- Retaining New Zero-Based Budget Level

# 6-Year Baseline Projection for General Fund (excluding Student Nutrition)

Base Draft Projection as of 06/06/2022

	FINAL ACTUAL	PROJECTED BUDGETS				
	FY21	FY22	FY23	FY24	FY25	FY26
Student Enrollment	4,206	4,343	4,210	4,181	4,206	4,179
Increase/(Decrease)		137	(133)	(29)	25	(27)
Average Daily Attendance (ADA) (Actual, '20-'21 HH was 4,257)	4,041	4,084	4,020	4,013	4,037	4,012
Attendance Rate	96.0%	94.0%	95.5%	96.0%	96.0%	96.0%
State Certified Property Value ("T2" value) @ \$40K Exemption	\$ 2,880,725,454	\$ 3,099,539,061	\$ 3,548,972,225	\$ 3,832,890,003	\$ 4,139,521,203	\$ 4,470,682,899
% Increase Property Value	3.1%	7.6%	14.5%	8.0%	8.0%	8.0%
% Increase in Tax Collections		3.2%	7.3%	5.6%	5.6%	5.7%
Maintenance & Operations (M&O) Tax Rate	\$ 1.0547	\$ 1.0050	\$ 0.9429	\$ 0.9285	\$ 0.9144	\$ 0.9006
Interest & Sinking (I&S) Tax Rate	\$ 0.5000	\$ 0.5000	\$ 0.5000	\$ 0.5000	\$ 0.5000	\$ 0.5000
Total Tax Rate	\$ 1.5547	\$ 1.5050	\$ 1.4429	\$ 1.4285	\$ 1.4144	\$ 1.4006
Excess Revenue (Recapture)	\$ 248,599	\$ 364,804	\$ 663,912	\$ 2,288,614	\$ 4,278,627	\$ 6,431,999
Total Revenue/Other Resources	\$ 41,874,271	\$ 42,953,031	\$ 42,490,767	\$ 43,375,325	\$ 45,099,179	\$ 46,980,429
Total Expenditures/Other Uses	\$ 42,386,677	\$ 41,624,807	\$ 41,006,594	\$ 43,421,175	\$ 46,146,216	\$ 49,119,581
Net Surplus/(Deficit)	\$ (512,406)	\$ 1,328,224	\$ 1,484,174	\$ (45,849)	\$ (1,047,037)	\$ (2,139,152)
Beginning Fund Balance	\$ 9,152,348	\$ 8,639,942	\$ 9,968,166	\$ 11,452,340	\$ 11,406,491	\$ 10,359,454
Ending Fund Balance	\$ 8,639,942	\$ 9,968,166	\$ 11,452,340	\$ 11,406,491	\$ 10,359,454	\$ 8,220,302
Day of Operating Expenses in Fund Balance	74	87	102	96	82	61
<b>Rev Inc/Exp dec to get to 75 Days of Op Ex in Fund Balance</b>	<b>\$ (69,649)</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ (1,872,763)</b>
<b>Rev Inc/Exp dec to get to 90 Days of Op Ex in Fund Balance</b>	<b>\$ (1,811,567)</b>	<b>\$ (295,485)</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ (1,019,066)</b>	<b>\$ (3,891,376)</b>
<b>Rev Inc/Exp dec to get to 120 Days of Op Ex in Fund Balance</b>	<b>\$ (5,295,404)</b>	<b>\$ (3,716,702)</b>	<b>\$ (2,029,280)</b>	<b>\$ (2,868,964)</b>	<b>\$ (4,811,905)</b>	<b>\$ (7,928,601)</b>



# 6-Year VATRE Projection for General Fund

## (excluding Student Nutrition)

VATRE Draft Projection as of 6/6/2022

	FINAL ACTUAL	PROJECTED BUDGETS				
	FY21	FY22	FY23	FY24	FY25	FY26
Student Enrollment	4,206	4,343	4,210	4,181	4,206	4,179
Increase/(Decrease)		137	(133)	(29)	25	(27)
Average Daily Attendance (ADA) (Actual, '20-'21 HH was 4,257)	4,041	4,084	4,020	4,013	4,037	4,012
Attendance Rate	96.0%	94.0%	95.5%	96.0%	96.0%	96.0%
State Certified Property Value ("T2" value) @ \$40K Exemption	\$ 2,880,725,454	\$ 3,099,539,061	\$ 3,548,972,225	\$ 3,832,890,003	\$ 4,139,521,203	\$ 4,470,682,899
% Increase Property Value	3.1%	7.6%	14.5%	8.0%	8.0%	8.0%
% Increase in Tax Collections		3.2%	10.3%	5.7%	5.7%	5.7%
Maintenance & Operations (M&O) Tax Rate	\$ 1.0547	\$ 1.0050	\$ 0.9746	\$ 0.9602	\$ 0.9461	\$ 0.9323
Interest & Sinking (I&S) Tax Rate	\$ 0.5000	\$ 0.5000	\$ 0.5000	\$ 0.5000	\$ 0.5000	\$ 1.5000
Total Tax Rate	\$ 1.5547	\$ 1.5050	\$ 1.4746	\$ 1.4602	\$ 1.4461	\$ 2.4323
Excess Revenue (Recapture)	\$ 248,599	\$ 364,804	\$ 1,014,579	\$ 2,725,562	\$ 4,803,808	\$ 6,466,477
Total Revenue/Other Resources	\$ 41,874,271	\$ 42,953,031	\$ 43,424,113	\$ 44,390,092	\$ 46,195,734	\$ 48,164,892
Total Expenditures/Other Uses	\$ 42,386,677	\$ 41,624,807	\$ 41,362,388	\$ 43,897,147	\$ 46,711,240	\$ 49,165,891
Net Surplus/(Deficit)	\$ (512,406)	\$ 1,328,224	\$ 2,061,725	\$ 492,945	\$ (515,506)	\$ (1,000,999)
Beginning Fund Balance	\$ 9,152,348	\$ 8,639,942	\$ 9,968,166	\$ 12,029,891	\$ 12,522,836	\$ 12,007,330
Ending Fund Balance	\$ 8,639,942	\$ 9,968,166	\$ 12,029,891	\$ 12,522,836	\$ 12,007,330	\$ 11,006,331
Day of Operating Expenses in Fund Balance	74	87	106	104	94	82
Rev Inc/Exp dec to get to 75 Days of Op Ex in Fund Balance	\$ (69,649)	\$ -	\$ -	\$ -	\$ -	\$ -
Rev Inc/Exp dec to get to 90 Days of Op Ex in Fund Balance	\$ (1,811,567)	\$ (295,485)	\$ -	\$ -	\$ -	\$ (1,116,765)
Rev Inc/Exp dec to get to 120 Days of Op Ex in Fund Balance	\$ (5,295,404)	\$ (3,716,702)	\$ (1,568,702)	\$ (1,909,103)	\$ (3,349,790)	\$ (5,157,797)



# Non-Personnel Inflationary Increase Sensitivity

	\$ Increase in Non-Personnel Expenses					Change in Days of Fund Balance			
	FY23	FY24	FY25	FY26		FY23	FY24	FY25	FY26
2%	\$104,812	\$213,874	\$325,117	\$439,975	2%	(1)	(2)	(3)	(3)
3%	\$157,218	\$320,811	\$487,675	\$659,963	3%	(1)	(3)	(4)	(5)
4%	\$209,625	\$427,748	\$650,233	\$879,950	4%	(2)	(3)	(5)	(6)
5%	\$262,031	\$534,685	\$812,792	\$1,099,938	5%	(2)	(4)	(6)	(8)

	Base Model Total Days of Fund Balance					VATRE Model Total Days of Fund Balance			
	FY23	FY24	FY25	FY26		FY23	FY24	FY25	FY26
2%	101	94	79	58	2%	105	102	91	78
3%	101	93	78	56	3%	105	101	90	77
4%	100	92	77	55	4%	104	101	89	75
5%	100	91	76	53	5%	104	100	88	74

# Proposed FY2022-23 Functional Expense Budget - Total

Instruction	Adopted 2021-22 Budget		Proposed 2022-23 Budget		Proposed Budget Change	
	Expenditures	Per Pupil	Expenditures	Per Pupil	Expenditures	Per Pupil
11 Instruction	\$ 22,817,164	\$ 5,217	\$ 22,259,385	\$ 5,287	\$ (557,779)	\$ 71
12 Instructional Resources, Media Services	\$ 536,733	\$ 123	\$ 572,831	\$ 136	\$ 36,098	\$ 13
13 Curriculum Development & Staff Development	\$ 1,520,224	\$ 348	\$ 1,418,201	\$ 337	\$ (102,023)	\$ (11)
95 Payment to Juvenile Justice AEP	\$ 5,001	\$ 1	\$ 5,000	\$ 1	\$ (1)	\$ 0
<b>Total:</b>	<b>\$ 24,879,122</b>	<b>\$ 5,688</b>	<b>\$ 24,255,416</b>	<b>\$ 5,761</b>	<b>\$ (623,706)</b>	<b>\$ 73</b>
<b>Instructional Support</b>						
21 Instructional Leadership	\$ 465,443	\$ 106	\$ 245,048	\$ 58	\$ (220,395)	\$ (48)
23 School Leadership	\$ 2,435,655	\$ 557	\$ 2,413,261	\$ 573	\$ (22,394)	\$ 16
31 Guidance & Counseling, Evaluation	\$ 1,715,271	\$ 392	\$ 1,764,956	\$ 419	\$ 49,685	\$ 27
33 Health Services	\$ 426,977	\$ 98	\$ 428,562	\$ 102	\$ 1,585	\$ 4
36 Co-curricular/ Extra-curricular Activities	\$ 1,710,770	\$ 391	\$ 1,708,020	\$ 406	\$ (2,750)	\$ 15
<b>Total</b>	<b>\$ 6,754,116</b>	<b>\$ 1,544</b>	<b>\$ 6,559,846</b>	<b>\$ 1,558</b>	<b>\$ (194,270)</b>	<b>\$ 14</b>
<b>Central Administration</b>						
41 General Administration	\$ 1,908,294	\$ 436	\$ 1,699,710	\$ 404	\$ (208,584)	\$ (33)
41 Expenditures to publish all statutorily required public notices in the newspaper by the school district or their representatives.	\$ 3,035	\$ 1	\$ 2,957	\$ 1	\$ (78)	\$ 0
41 Expenditures for "directly or indirectly influencing or attempty to influence the outcome of legislation or administrative action as those terms are defined in Section 305.002, Government Code."	\$ 18,000	\$ 4	\$ 14,500	\$ 3	\$ (3,500)	\$ (1)
<b>Total:</b>	<b>\$ 1,929,329</b>	<b>\$ 441</b>	<b>\$ 1,717,167</b>	<b>\$ 408</b>	<b>\$ (212,162)</b>	<b>\$ (33)</b>
<b>District Operations</b>						
51 Plant Maintenance & Operations	\$ 4,026,743	\$ 921	\$ 4,049,862	\$ 962	\$ 23,119	\$ 41
52 Security and Monitoring	\$ 553,705	\$ 127	\$ 634,191	\$ 151	\$ 80,486	\$ 24
53 Data Processing	\$ 706,871	\$ 162	\$ 702,546	\$ 167	\$ (4,325)	\$ 5
34 Student Transportation	\$ 1,197,931	\$ 274	\$ 1,198,455	\$ 285	\$ 524	\$ 11
35 Food Services	\$ 2,300,000	\$ 526	\$ 1,927,023	\$ 458	\$ (372,977)	\$ (68)
<b>Total:</b>	<b>\$ 8,785,250</b>	<b>\$ 2,009</b>	<b>\$ 8,512,076</b>	<b>\$ 2,022</b>	<b>\$ (273,174)</b>	<b>\$ 13</b>
<b>Debt Service</b>						
71 Debt Service	\$ 15,030,306	\$ 3,436	\$ 17,551,065	\$ 4,169	\$ 2,520,759	\$ 733
<b>Other</b>						
61 Community Service	\$ 182,393	\$ 42	\$ 843,028	\$ 200	\$ 660,635	\$ 159
91 Contracted Instructional Services Between Public schools	\$ 331,702	\$ 76	\$ 1,014,579	\$ 241	\$ 682,877	\$ 165
93 Payments to Fiscal Agents for Shared Service Arrangements	\$ 30,001	\$ 7	\$ 42,000	\$ 10	\$ 11,999	\$ 3
99 Inter-government charges not Defined in Other codes	\$ 315,001	\$ 72	\$ 337,500	\$ 80	\$ 22,499	\$ 8
<b>Total:</b>	<b>\$ 859,097</b>	<b>\$ 196</b>	<b>\$ 2,237,107</b>	<b>\$ 531</b>	<b>\$ 1,378,010</b>	<b>\$ 335</b>
	<b>\$ 58,237,220</b>	<b>\$ 13,314</b>	<b>\$ 60,832,678</b>	<b>\$ 14,450</b>	<b>\$ 2,595,458</b>	
<b>Revenue</b>						
Local Revenue	\$ 49,038,896	\$ 11,211	\$ 56,717,597	\$ 13,472	\$ 7,678,701	\$ 2,261
State and Federal	\$ 9,267,544	\$ 2,119	\$ 6,192,354	\$ 1,471	\$ (3,075,190)	\$ (648)
<b>Total Revenue</b>	<b>\$ 58,306,440</b>	<b>\$ 13,330</b>	<b>\$ 62,909,951</b>	<b>\$ 14,943</b>	<b>\$ 4,603,511</b>	<b>\$ 1,613</b>
<b>NET POSITION</b>	<b>\$ 69,220</b>	<b>\$ 16</b>	<b>\$ 2,077,273</b>	<b>\$ 493</b>	<b>\$ 2,008,053</b>	<b>\$ 478</b>

# Proposed FY2022-23 Functional Expense Budget – General Fund

Instruction	Adopted 2021-22 Budget		Proposed 2022-23 Budget		Proposed Budget Change	
	Expenditures	Per Pupil	Expenditures	Per Pupil	Expenditures	Per Pupil
11 Instruction	\$ 22,817,164	\$ 5,217	\$ 22,259,385	\$ 5,287	\$ (557,779)	\$ 71
12 Instructional Resources, Media Services	\$ 536,733	\$ 123	\$ 572,831	\$ 136	\$ 36,098	\$ 13
13 Curriculum Development & Staff Development	\$ 1,520,224	\$ 348	\$ 1,418,201	\$ 337	\$ (102,023)	\$ (11)
95 Payment to Juvenile Justice AEP	\$ 5,001	\$ 1	\$ 5,000	\$ 1	\$ (1)	\$ 0
<b>Total:</b>	<b>\$ 24,879,122</b>	<b>\$ 5,688</b>	<b>\$ 24,255,416</b>	<b>\$ 5,761</b>	<b>\$ (623,706)</b>	<b>\$ 73</b>
<b>Instructional Support</b>						
21 Instructional Leadership	\$ 465,443	\$ 106	\$ 245,048	\$ 58	\$ (220,395)	\$ (48)
23 School Leadership	\$ 2,435,655	\$ 557	\$ 2,413,261	\$ 573	\$ (22,394)	\$ 16
31 Guidance & Counseling, Evaluation	\$ 1,715,271	\$ 392	\$ 1,764,956	\$ 419	\$ 49,685	\$ 27
33 Health Services	\$ 426,977	\$ 98	\$ 428,562	\$ 102	\$ 1,585	\$ 4
36 Co-curricular/ Extra-curricular Activities	\$ 1,710,770	\$ 391	\$ 1,708,020	\$ 406	\$ (2,750)	\$ 15
<b>Total</b>	<b>\$ 6,754,116</b>	<b>\$ 1,544</b>	<b>\$ 6,559,846</b>	<b>\$ 1,558</b>	<b>\$ (194,270)</b>	<b>\$ 14</b>
<b>Central Administration</b>						
41 General Administration	\$ 1,908,294	\$ 436	\$ 1,699,710	\$ 404	\$ (208,584)	\$ (33)
41 Expenditures to publish all statutorily required public notices in the newspaper by the school district or their representatives.	\$ 3,035	\$ 1	\$ 2,957	\$ 1	\$ (78)	\$ 0
41 Expenditures for "directly or indirectly influencing or attempty to influence the outcome of legislation or administrative action as those terms are defined in Section 305.002, Government Code."	\$ 18,000	\$ 4	\$ 14,500	\$ 3	\$ (3,500)	\$ (1)
<b>Total:</b>	<b>\$ 1,929,329</b>	<b>\$ 441</b>	<b>\$ 1,717,167</b>	<b>\$ 408</b>	<b>\$ (212,162)</b>	<b>\$ (33)</b>
<b>District Operations</b>						
51 Plant Maintenance & Operations	\$ 4,026,743	\$ 921	\$ 4,049,862	\$ 962	\$ 23,119	\$ 41
52 Security and Monitoring	\$ 553,705	\$ 127	\$ 634,191	\$ 151	\$ 80,486	\$ 24
53 Data Processing	\$ 706,871	\$ 162	\$ 702,546	\$ 167	\$ (4,325)	\$ 5
34 Student Transportation	\$ 1,197,931	\$ 274	\$ 1,198,455	\$ 285	\$ 524	\$ 11
<b>Total:</b>	<b>\$ 6,485,250</b>	<b>\$ 1,483</b>	<b>\$ 6,585,053</b>	<b>\$ 1,564</b>	<b>\$ 99,803</b>	<b>\$ 81</b>
<b>Debt Service</b>						
71 Debt Service						
<b>Other</b>						
61 Community Service	\$ 182,393	\$ 42	\$ 843,028	\$ 200	\$ 660,635	\$ 159
91 Contracted Instructional Services Between Public schools	\$ 331,702	\$ 76	\$ 1,014,579	\$ 241	\$ 682,877	\$ 165
93 Payments to Fiscal Agents for Shared Service Arrangements	\$ 30,001	\$ 7	\$ 42,000	\$ 10	\$ 11,999	\$ 3
99 Inter-government charges not Defined in Other codes	\$ 315,001	\$ 72	\$ 337,500	\$ 80	\$ 22,499	\$ 8
<b>Total:</b>	<b>\$ 859,097</b>	<b>\$ 196</b>	<b>\$ 2,237,107</b>	<b>\$ 531</b>	<b>\$ 1,378,010</b>	<b>\$ 335</b>
<b>TOTAL EXPENSES</b>	<b>\$ 40,906,914</b>	<b>\$ 9,352</b>	<b>\$ 41,354,591</b>	<b>\$ 9,823</b>	<b>\$ 447,677</b>	
<b>REVENUE</b>						
Local Revenue	\$ 32,715,893	\$ 7,480	\$ 37,435,291	\$ 8,892	\$ 4,719,398	\$ 1,412
State and Federal	\$ 8,260,241	\$ 1,888	\$ 5,981,025	\$ 1,421	\$ (2,279,216)	\$ (468)
<b>Total Revenue</b>	<b>\$ 40,976,134</b>	<b>\$ 9,368</b>	<b>\$ 43,416,316</b>	<b>\$ 10,313</b>	<b>\$ 2,440,182</b>	<b>\$ 945</b>
<b>NET POSITION</b>	<b>\$ 69,220</b>	<b>\$ 16</b>	<b>\$ 2,061,725</b>	<b>\$ 490</b>	<b>\$ 1,992,505</b>	<b>\$ 474</b>

# Proposed FY2022-23 Functional Budget – Student Nutrition

	Adopted 2021-22 Budget		Proposed 2022-23 Budget		Proposed Budget Change	
	Expenditures	Per Pupil	Expenditures	Per Pupil	Expenditures	Per Pupil
<b>District Operations</b>						
35 Food Services Expenses	\$ 2,300,000	\$ 526	\$ 1,927,023	\$ 456	\$ (372,977)	\$ (70)
<b>Revenue</b>						
Local Revenue	\$ 1,292,697	\$ 296	\$ 1,731,241	\$ 411	\$ 438,544	\$ 116
State and Federal	\$ 1,007,303	\$ 230	\$ 211,329	\$ 50	\$ (795,974)	\$ (180)
<b>Total Revenue</b>	<b>\$ 2,300,000</b>	<b>\$ 526</b>	<b>\$ 1,942,570</b>	<b>\$ 461</b>	<b>\$ (357,430)</b>	<b>\$ (64)</b>
<b>NET POSITION</b>	<b>\$ -</b>		<b>\$ 15,547</b>	<b>\$ 4</b>	<b>\$ 15,547</b>	<b>\$ 4</b>



# Budget Projection Highlights

---

- ❑ Efficiencies Implemented in Current Year and in Projection for '22-'23 Total \$2.3M
- ❑ Current Base Projection Results in Deficit Budget in FY24, 82 Days of Fund Balance in FY25, and 61 Days in FY26 (payroll hardship)
- ❑ VATRE Projection Results in Deficit Budget in FY25-26 & Fund Balance Above 90 Days through FY25
- ❑ A 1% Decrease in Projected Attendance Generates Additional ~\$285k in Annual Need
- ❑ Property Values Increasing Results in Increases in the Yield of Enrichment Pennies; Combined with Enrollment Decreasing Results in small increases in Recapture

# Lovejoy ISD

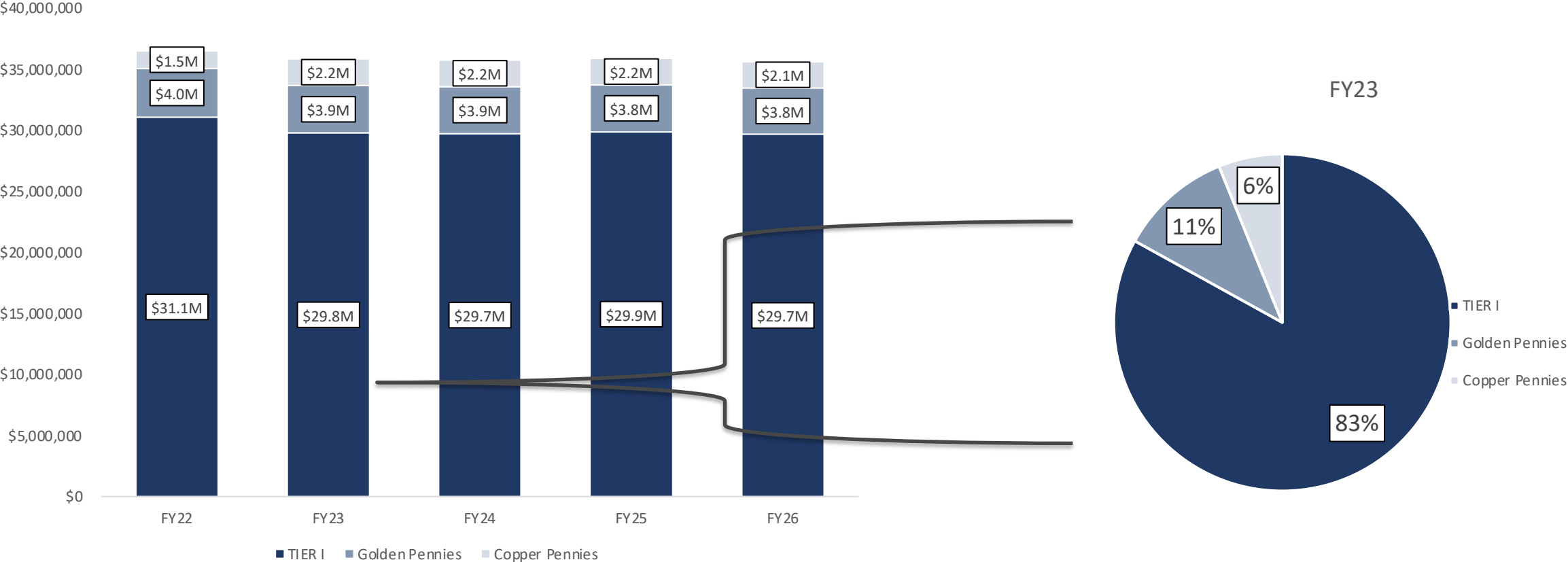
---

State Funding Formula and Recapture

# State Funding Formula with a VATRE

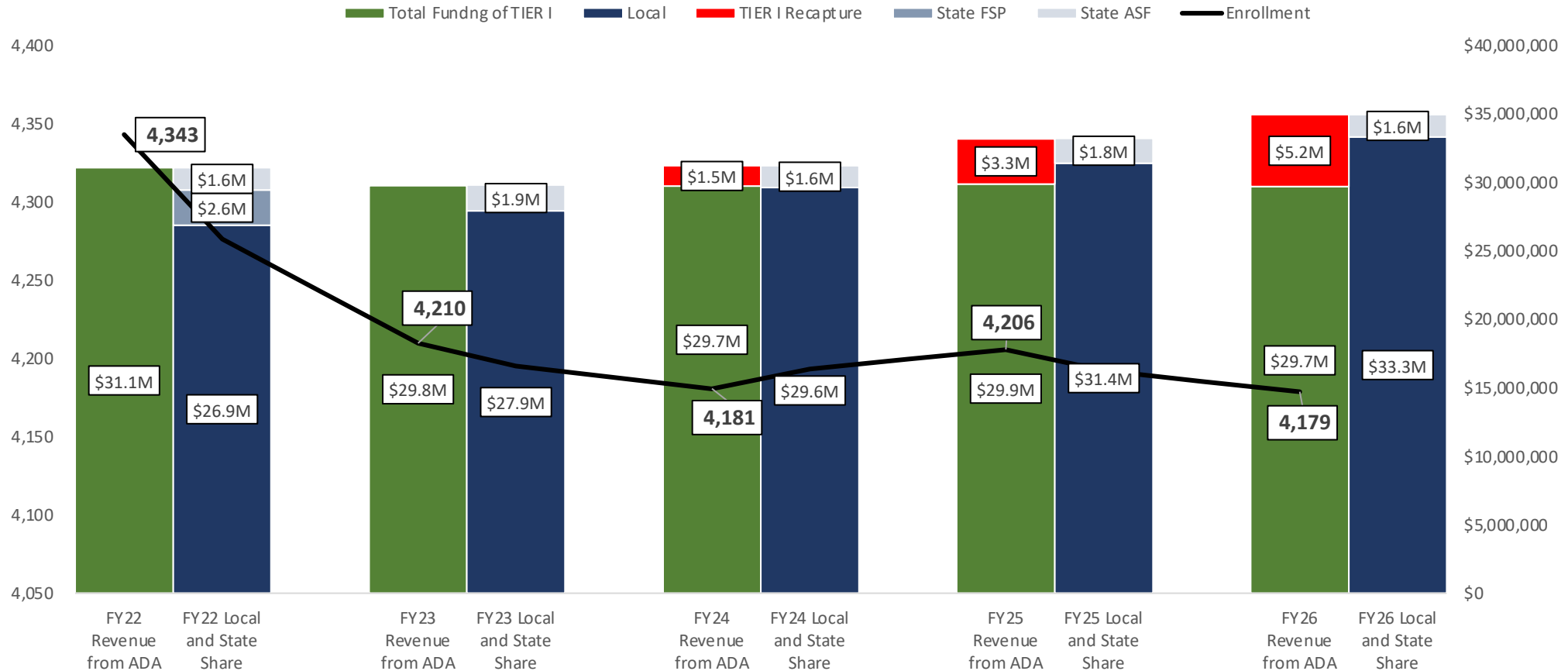
**TIER I:** Covers the cost of providing basic education and driven largely by student count. Basic Allotment (Rate) x Average Daily attendance (Quantity). This makes up ~83% of total state/local funding. The system is designed such that as the local property tax base grows, state aid falls and total funding remains relatively flat.

**TIER II:** Broken into 2 levels, golden and copper pennies. This is referred to as the Guaranteed Yield Allotment (GYA). This is intended to provide enrichment above the minimum foundation (Tier I) and driven primarily by tax effort. Funding the total cost is a shared responsibility



# State Funding Formula: TIER I with or without a VATRE

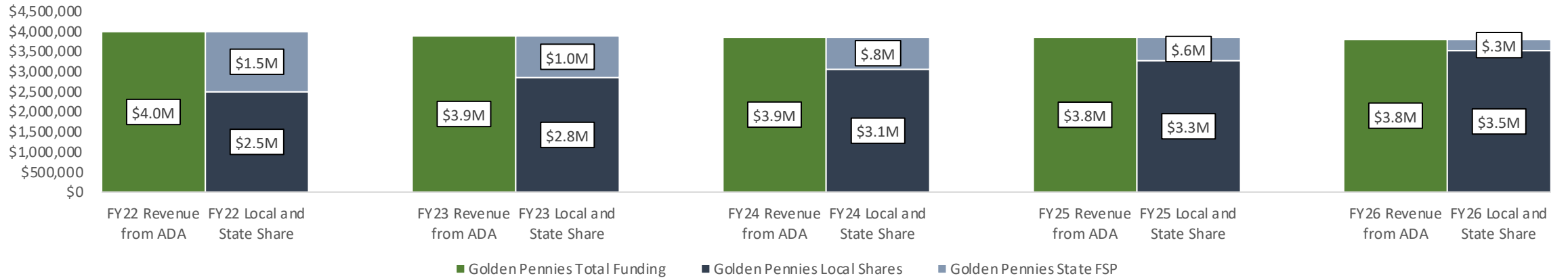
**TIER I:** Funding will remain roughly the same since it is driven by enrollment. As property value increase, the local tax collection grows and the state aid falls. In 2023-24 the tax base will exceed the Tier I funding leading to increased recapture. Currently, we are not paying recapture for TIER I.



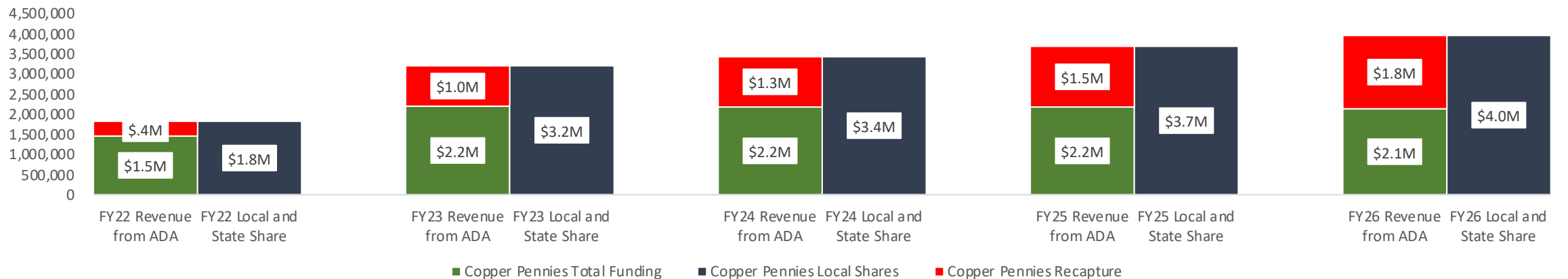
# State Funding Formula: TIER II with a VATRE

**TIER II:** Golden pennies are not subject to recapture, where copper pennies are subject to recapture. We are currently maximizing the number of golden pennies at 8. We are currently at 5.83 copper pennies and with the VATRE we will add 3.17 pennies to fully maximize the 9 allowable pennies. The net gain in FY22-23 of a VATRE is ~\$500K, \$800K increase in revenue and \$300K in recapture.

Golden Pennies 8 of 8



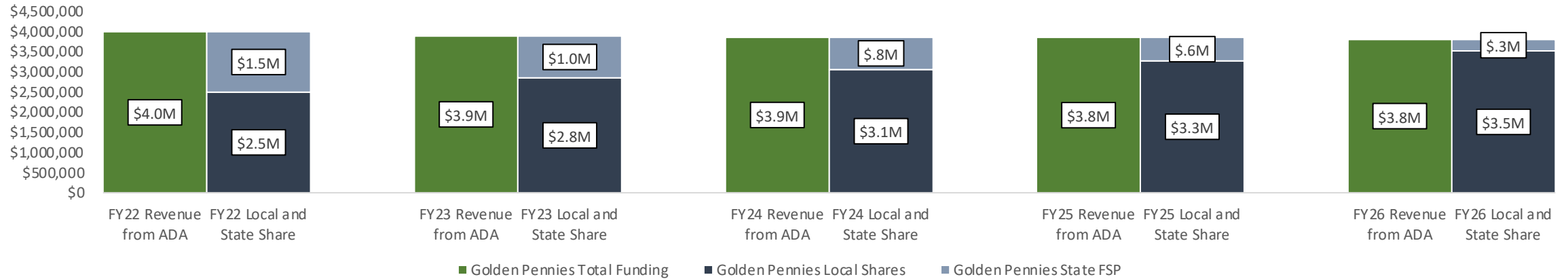
Copper Pennies 9 out of 9



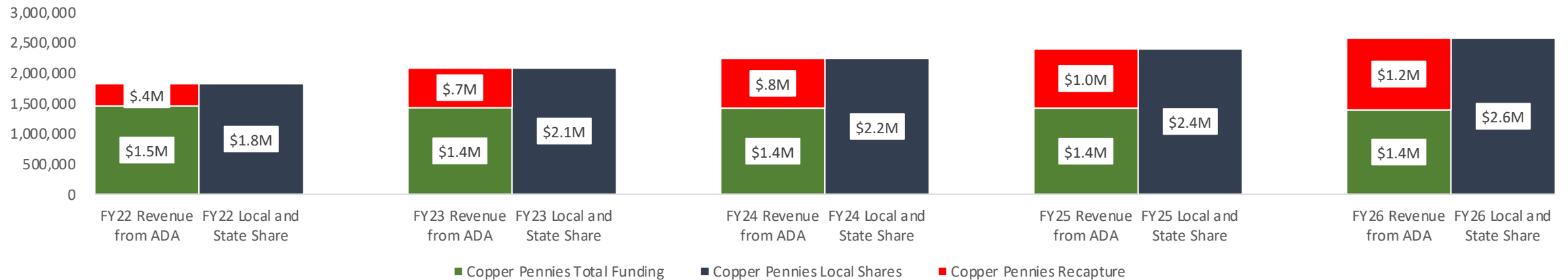
# State Funding Formula: TIER II without a VATRE

**TIER II:** Golden pennies are not subject to recapture, where copper pennies are subject to recapture. We are currently maximizing the number of golden pennies at 8. We are currently at 5.83 copper pennies of the maximum of 9.

Golden Pennies 8 of 8



Copper Pennies 5.83 of 9





THANK YOU

10. Compensation Plan Update

**Presenter:** Dr. Jennifer DuPlessis, Assistant Superintendent of Finance and Operations

# 2022-2023 Compensation Plan Discussion

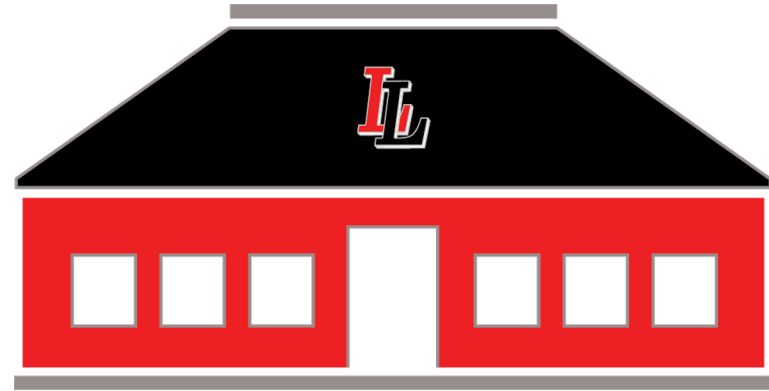
---

**JENNIFER DUPLESSIS, PH.D.**

Assistant Superintendent of Finance and  
Operations

**JUNE 6, 2022**

Board Workshop



**LOVEJOY**  
INDEPENDENT SCHOOL DISTRICT

---

EST. 1917

# 2022-2023: Reframing Our Story

Lovejoy Independent School District

## Focus Areas

*Mission: To propel every person to personal excellence.*

### Legacy of Excellence

- We will build upon Lovejoy ISD's legacy of excellence through a shared commitment to our mission and core values.
- We will maintain high expectations and leverage the collective impact of the Lovejoy ISD community to ensure achievement of outcomes on behalf of students.
- Lovejoy ISD traditions will enable us to honor the past, celebrate the present, and provide a continuing legacy for the future.
- We #LiveLovejoy.

### Future Ready Students

- Students will personify the graduate profile by experiencing challenging and engaging learning.
- Research-based instructional strategies will be strategically partnered with innovation.
- Profound learning will develop key skills essential to thriving now and in the future.
- Technology will be leveraged to enhance individualization, deepen learning, and prepare students for an increasingly technology-driven workforce.

### Financial Sustainability

- Lovejoy ISD will establish a plan for short and long-term financial sustainability.
- We will strategically balance financial decision-making with Lovejoy ISD's mission and commitment to the Lovejoy experience.
- A financial assessment, identification of priorities, and intentional decision-making process will support strategic financial planning.
- Zero-based budgeting will be utilized and transparency will be prioritized.



# Budget Priorities

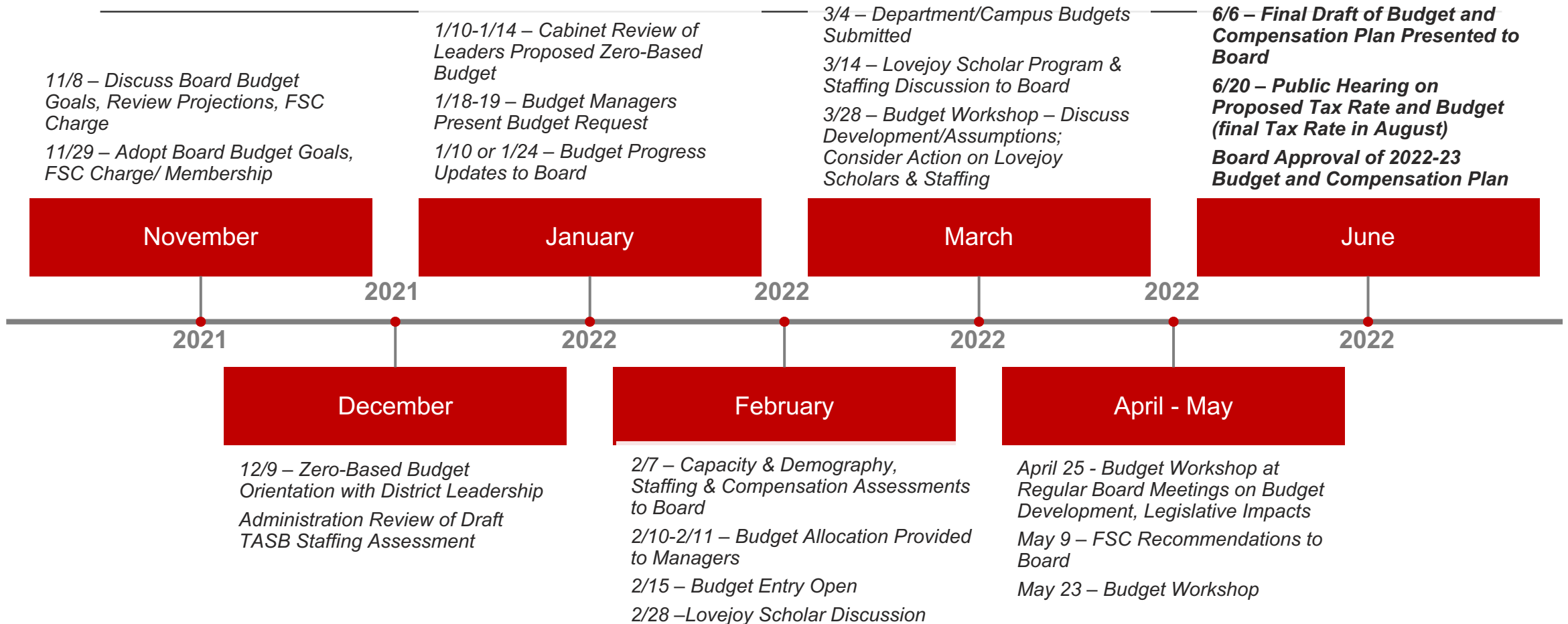
---

1. Fund Balance (3-5 Year Plan to Achieve 90 Days of Fund Balance)
2. Compensation
3. Attendance
4. Enrollment

The priorities will be achieved through:

- *Zero Based Budgeting*
- *Staffing Efficiency Study*
- *Financial Sustainability Committee*
- *Program Reviews*

# 2022-2023 Budget Development



# Compensation Plan

---

UPDATES

# Teachers, Librarians, and Nurses Pay

---

- ❑ Alignment to the assumptions use in most recent Budget Forecast Projections

The 2022-23 Compensation Plan includes the Supplemental Step increase into salary as well as an additional 1% increase for teachers, librarians, and nurses.

Sample Visualization of a Step + 1% Increase			
<i>with the supplemental pay step embedded and increase to Step 1</i>			
Step	2021-22		
0	\$53,185		
1	\$53,437		
2	\$53,687		
3	\$54,379	Current	
4	\$54,810	Step + 1%	
5	\$55,240		
6	\$55,672		
7	\$56,102		
8	\$56,260		

Step	2022-23	From:	To:
0	\$53,717		
1	\$53,971	Step 0	Step 1
2	\$54,224	Step 1	Step 2
3	\$54,923	Step 2	Step 3
4	\$55,358	Step 3	Step 4
5	\$55,792	Step 4	Step 5
6	\$56,229	Step 5	Step 6
7	\$56,663	Step 6	Step 7
8	\$57,409	Step 7	Step 8



Step + 1% Increase →



If I am a 2021-22 Teacher on Step 3 earning \$54,379 and expecting a Step + 1% increase, I would expect to earn \$55,358 ( $\$54,379 + 1\%$ ) in 2022-23.

Therefore, I will be on Step 4 in 2022-23, and the table will reflect the annual rate of \$55,358 for all Step 4 teachers.

# Market Assessment

---

## Recommendation

Five out of 81 positions were identified as lagging the market by falling 5% or more below market median with at least 2 comparison groups OR 13% or more below the Local Comparison Group for positions not represented in all three groups.

These positions include Student Nutrition Area Supervisor, Custodial Supervisor, Computer Technicians, Maintenance Supervisor, and Student Nutrition specialists.

Additional market adjustments are recommended for 33 Related/Difficult to Hire positions in the areas of student nutrition and custodial operations.

**As such, the hiring ranges related to these positions were adjusted accordingly.**

# Compensation Plan Revisions

---

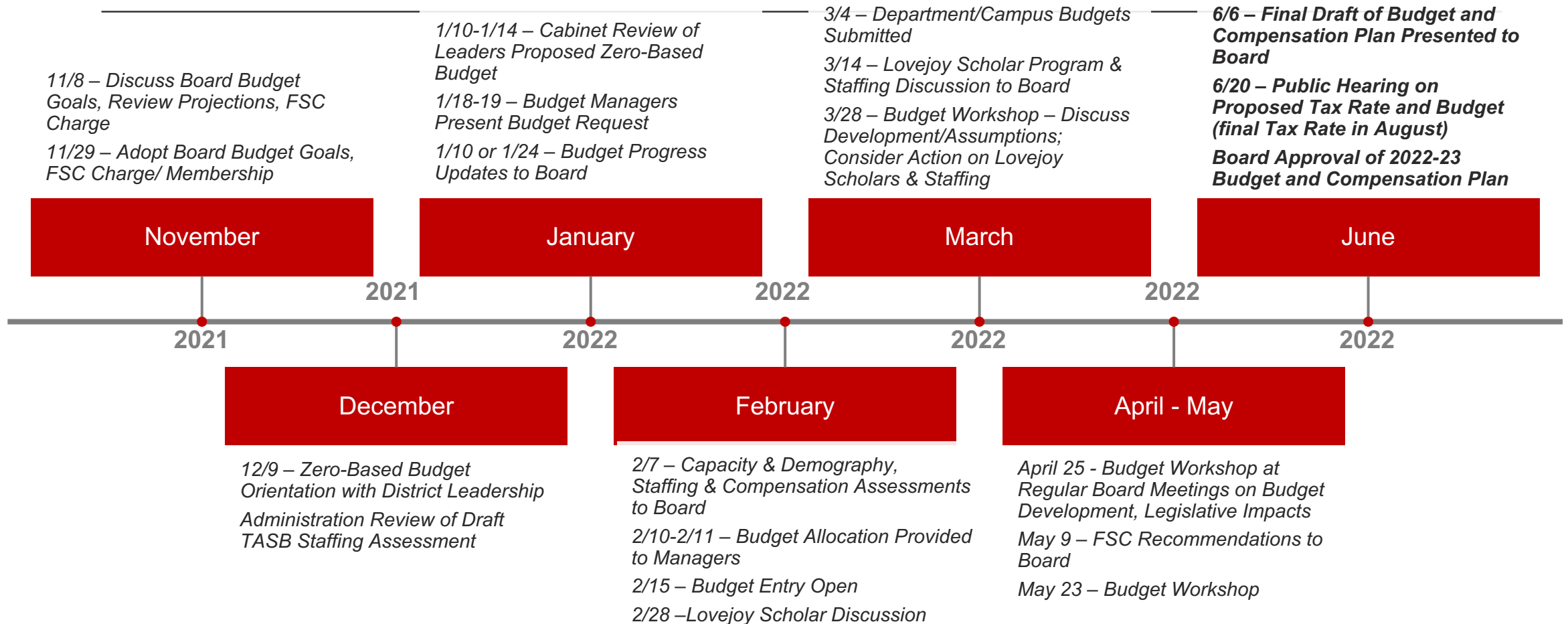
FOR 2022-2023

# Revisions for Consideration

---

- Employment qualifications for an increase include 45 days of employment by the last day of the employee's contract/workday calendar rather than 90 days of employment.
- Current Lovejoy teachers earning a STEM stipend will continue to receive the stipend as a "grandfathered" STEM stipend. The Teachers/Librarians/Nurses pay schedule will no longer include a STEM stipend for new hires 2022-23 and beyond.
- Layout of hiring ranges and various position titles have been realigned based on cabinet areas of responsibility and oversight.
- Guest Educator pay for Day 22 and over will be \$250.00 per day. Licensed Speech Pathologists Substitutes will earn \$150 per day.
- Some stipends have been adjusted based on market comparisons and program responsibilities.

# 2022-2023 Budget Development

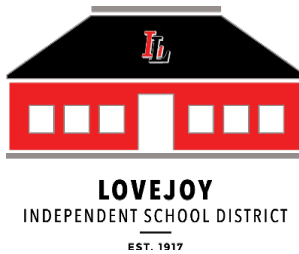




THANK YOU

11. Consider and Act on Puster Playground Project

**Presenter:** Dr. Jennifer DuPlessis, Assistant Superintendent of Finance and Operations



## Lovejoy Independent School District Board of Trustees

<b>Date of Meeting</b>	June 6, 2022
<b>Document Title</b>	Consider and Act on Puster Playground Project
<b>Presented For</b>	<input checked="" type="checkbox"/> Board Action <input type="checkbox"/> Report/Review Only
<b>Supporting Documents</b>	<input type="checkbox"/> None <input checked="" type="checkbox"/> Attached <input type="checkbox"/> Provided Later
<b>Administrator Responsible</b>	Jennifer DuPlessis, Ph.D. Assistant Superintendent of Finance and Operations

### Executive Summary

With the changes that resulted from moving students from Lovejoy Elementary School to Hart Elementary and Puster Elementary, we have been reviewing district facility needs at our campuses. We are experiencing overcrowding in the upper elementary playground area at Puster and have requested and received quotes for an additional unit and set of swings for the back of the campus. We have also reviewed the playground at Hart and given the amount of play structures they have for upper elementary, they are not experiencing the same overcrowding at this time.

We have solicited quotes through district-approved vendors and vendors available through purchasing cooperatives. It is proposed that the best-value vendor proposal received for this project, Lea Park and Play, be awarded and the project total of \$129,395 be funded by bond funds, primarily through remaining balances in the 2017 and 2019 series, which included authorization for projects at Puster Elementary.

### Fiscal Implications

The total cost of this project is \$129,395 and would be funded from prior approved and available bond funds.

## **Administrator Recommendation**

It is the recommendation of the administration that the Board of Trustees approve the Puster playground project as presented.

## **Board Priority**

### **Priority 1**

Lovejoy ISD will continue to demonstrate growth in student academic achievement as evidenced by a broad range of academic measures appropriate for the elementary, intermediate, middle, and high school levels. The Lovejoy ISD Graduate Profile (Intellectually Equipped, Open to the Challenges of Learning, Well-Rounded, Engaged in a Healthy Lifestyle, Fair and Respectful of Others, Works for Justice in the Community) will become a prevalent part of all students' pursuits. Students will personify the Graduate Profile by experiencing challenging and engaging learning. Research-based instructional strategies will be strategically partnered with innovation. Profound learning will develop key skills essential to thriving now and in the future. Technology will be leveraged to enhance individualization, deepen learning, and prepare students for an increasingly technology-driven workforce.

### **Priority 3**

Lovejoy ISD will use established measures to evaluate all areas which impact the student experience. A sustained focus on continual improvement in all aspects of district services remains a constant with the continued goal of providing the highest quality of learning experiences for our students.

### **Priority 4**

Lovejoy ISD will develop stronger community connections and confidence through effective communication with both internal and external stakeholders.

### **Priority 5**

Lovejoy ISD will continuously examine and analyze the best practices of implementation for safety and security; enhancing safety and protecting the positive learning environment and by ensuring the personal/social needs of Lovejoy students are addressed.

# Puster Playground

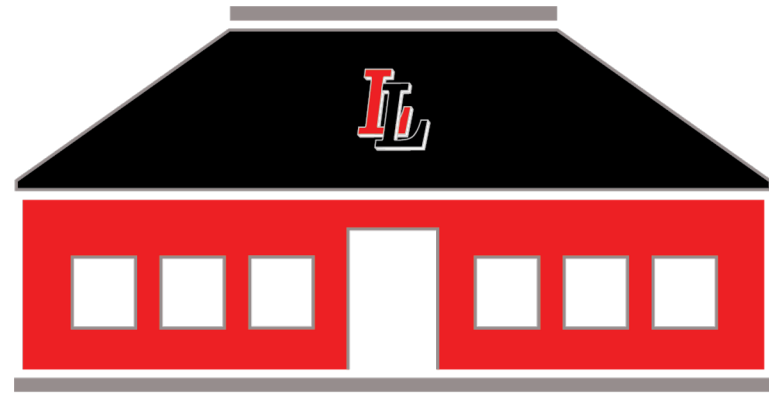
---

**JENNIFER DUPLESSIS, PH.D.**

Assistant Superintendent of Finance and  
Operations

**JUNE 6, 2022**

Board Workshop

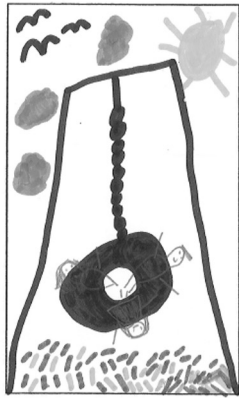


**LOVEJOY**  
INDEPENDENT SCHOOL DISTRICT

---

EST. 1917

# Wesley & Brandon



Dear Dr. Kordel  
I want Paster  
elemetary to have  
two tire swings.  
And because, as kids  
have to wait forever.  
And it wastes our  
reeses. And when We don't have  
Reses We Get Fisteey!  
And we'll get so tired we'll fall asleep.  
Would you want every kid to be  
tired? Thats why we need  
two tire swings. its also  
crowded love wesley



Brandon



Dear Mrs. Haynes please  
let us have  
more tire Swings  
Because we haft  
to stand in line  
for a long time  
and Thats going to take  
away our play time. And can  
we have a trapiln Because  
it woud be so fun to jump  
around. from Brandon.



**Trampoline jumping poses a high risk of injury for children.** The activity can result in sprains and fractures in the arms or legs — as well as head and neck injuries. The risk of injury is so high that the [American Academy of Pediatrics](#) strongly discourages the use of trampolines at home.

<https://www.mayoclinic.org/faq-20058001>

Trampoline jumping: Safe for kids? - Mayo Clinic

# Kathryn



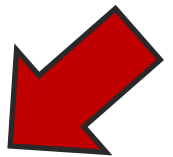
Dear Mrs. Hanse,  
I want to talk  
to you and the  
board members  
about the play  
ground. I would  
like a net

because I want to climb  
on some thing other than  
the jungle jim and I  
don't like people crowding  
around me on a jungle jim  
trust me it gets crowded.

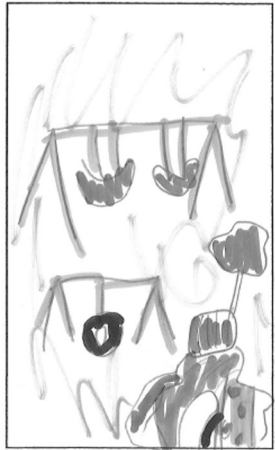


It will be nice  
to have a net to  
climb on and  
no people will  
wait or crowd  
around people.  
I don't like

seeing people wait time at  
recess. I can't wait to  
see everyone playing  
and no one missing out.  
C from Kathryn



# Grace



Dear Lovejoy  
Board members  
It is always  
crowded at the  
playground can you  
please expand it.  
Can you add more

swings and tire swing? Kids always  
get there first. And I have seen so  
many kids fight over the tire swing.  
They always say we got here  
first. No you didn't! And they say  
get off! It is my turn on



a football. And can we have a  
baseball field for the boys that  
play baseball. I feel bad that they  
can not play with their friends.  
And can we have a monkey  
bars for the kids who like to

The tire swing!  
No! I just got on.  
Can you add a  
place for kids to  
play football please?  
I always get hit  
in the head by



Climb on stuff,  
can we have a  
place where the  
girls can do  
gymnastics not  
in the Gaga pit.  
And we get so  
hot can we have a new tent  
and misters please!!  
Please get us new equipment,  
from,  
Grace Knickerbocker.

# Current Puster Playground/Enrollment



HES - 102	
	CY
4th Grade	154
3rd Grade	153
2nd Grade	102
1st Grade	107
Kinder	83
Pre-K	0
EE	3
<b>Total Enrollment</b>	<b>602</b>
PES - 104	
	CY
4th Grade	154
3rd Grade	154
2nd Grade	126
1st Grade	105
Kinder	129
Pre-K	0
EE	3
<b>Total Enrollment</b>	<b>671</b>

# Current Puster Playground/Enrollment

---



# Next Steps

---

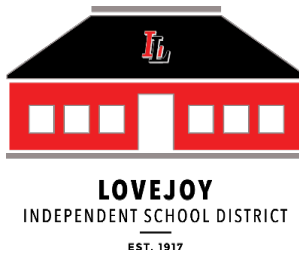
- Receive Quotes from Vendors Available on Bid (Internal Estimate: \$150k or less)
- Board Consideration of Playground Project on 6/6
- Consider Funding Source Recommendation: Bond Funds



THANK YOU

12. Consider and Act on Transportation Concrete Project

**Presenter:** Dr. Jennifer DuPlessis, Assistant Superintendent of Finance and Operations



## Lovejoy Independent School District Board of Trustees

<b>Date of Meeting</b>	June 6, 2022
<b>Document Title</b>	Consider and Act on Transportation Concrete Project
<b>Presented For</b>	<input checked="" type="checkbox"/> Board Action <input type="checkbox"/> Report/Review Only
<b>Supporting Documents</b>	<input type="checkbox"/> None <input checked="" type="checkbox"/> Attached <input type="checkbox"/> Provided Later
<b>Administrator Responsible</b>	Jennifer DuPlessis, Ph.D. Assistant Superintendent of Finance and Operations

### Executive Summary

Over time, several areas of concrete have eroded in the transportation drive area where the buses frequently are pulling in and out of the facility. There is a need to repair areas of concrete in the drive to ensure safety and longevity.

Quotes for these services were received through district-approved vendors and vendors available through existing purchasing partnerships or cooperatives. The best value proposal is from Holley & Holley Concrete for \$38,810.20.

It is proposed that this project be funded by bond funds, primarily through remaining balances in the 2017 series, which included authorization for projects at the Transportation/Maintenance facility. This will allow the project to be completed this summer.

### Fiscal Implications

The cost of this project is \$38,810.20 and would be funded from prior approved and available bond funds.

### Administrator Recommendation

It is the recommendation of the administration that the Board of Trustees approve the transportation concrete project as presented.

## **Board Priority**

### **Priority 1**

Lovejoy ISD will continue to demonstrate growth in student academic achievement as evidenced by a broad range of academic measures appropriate for the elementary, intermediate, middle, and high school levels. The Lovejoy ISD Graduate Profile (Intellectually Equipped, Open to the Challenges of Learning, Well-Rounded, Engaged in a Healthy Lifestyle, Fair and Respectful of Others, Works for Justice in the Community) will become a prevalent part of all students' pursuits. Students will personify the Graduate Profile by experiencing challenging and engaging learning. Research-based instructional strategies will be strategically partnered with innovation. Profound learning will develop key skills essential to thriving now and in the future. Technology will be leveraged to enhance individualization, deepen learning, and prepare students for an increasingly technology-driven workforce.

### **Priority 3**

Lovejoy ISD will use established measures to evaluate all areas which impact the student experience. A sustained focus on continual improvement in all aspects of district services remains a constant with the continued goal of providing the highest quality of learning experiences for our students.

### **Priority 4**

Lovejoy ISD will develop stronger community connections and confidence through effective communication with both internal and external stakeholders.

### **Priority 5**

Lovejoy ISD will continuously examine and analyze the best practices of implementation for safety and security; enhancing safety and protecting the positive learning environment and by ensuring the personal/social needs of Lovejoy students are addressed.

# Transportation Drive Concrete

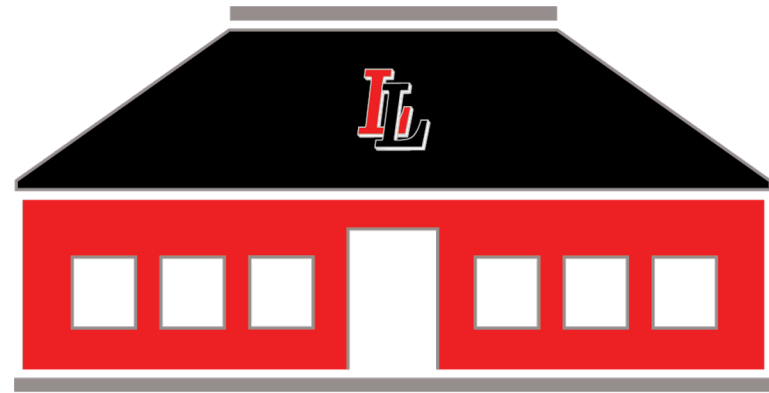
---

**JENNIFER DUPLESSIS, PH.D.**

Assistant Superintendent of Finance and  
Operations

**JUNE 6, 2022**

Board Workshop



**LOVEJOY**  
INDEPENDENT SCHOOL DISTRICT

---

EST. 1917

# Need



# Next Steps

---

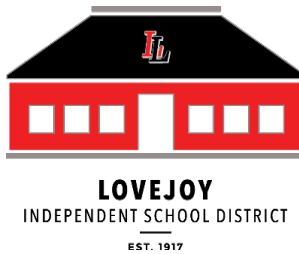
- Receive Quotes from Vendors Available on Bid (Internal Estimate: \$35k)
- Board Consideration of Transportation Drive Repair Proposal on 6/6
- Consider Funding Source Recommendation: Bond Funds



THANK YOU

13. Consider and Act on Purchase of Wrestling Mats

**Presenter:** Kevin Parker, Executive Director of Student Services and Katie Kordel, Superintendent of Schools



## Lovejoy Independent School District Board of Trustees

<b>Date of Meeting</b>	June 6, 2022
<b>Document Title</b>	Purchase of Wrestling Mats
<b>Presented For</b>	X Board Action <input type="checkbox"/> Report/Review Only
<b>Supporting Documents</b>	<input type="checkbox"/> None    X Attached <input type="checkbox"/> Provided Later
<b>Administrator Responsible</b>	Kevin Parker, Executive Director of Student Services

### Executive Summary

Student instructional needs and safety considerations for 5th and 6th grade physical education have made use of the second gym at Sloan Creek intermediate School for a portion of the school day necessary. Additionally, full replacement of the gym floor is taking place this summer due to termite damage.

On May 9 at the Board Workshop and on May 23 at the Regular Board Meeting, options were discussed for the location of the LHS wrestling program.

Bids have been collected from two wrestling mat manufacturers, Dollamur and ResiLite so the location can remain at Sloan Creek Intermediate School. The new mats have the ability to roll up when practice is not taking place allowing for use of the gym by the physical education classes and avoids mats being down on the wood floor 24 hours a day.

Resilite- \$60,409  
Dollamur-\$51,875

### Fiscal Implications

Purchase of the Resilite for \$60,409 using bond funds.

**Administrator Recommendation**

It is the recommendation of the district administration to purchase Resilite wrestling mats at a cost of \$60,409.

**Board Priority**

**Priority 3**

Lovejoy ISD will evaluate all areas which impact the student experience. A sustained focus on continual improvement in all aspects of district services remains a constant with the continued goal of providing the highest quality of learning experiences for our students. In support of organizational health and effectiveness, Lovejoy ISD will establish a plan for short and long-term financial sustainability. We will strategically balance financial decision-making with Lovejoy ISD's mission and commitment to the Lovejoy experience. A financial assessment, identification of priorities, and intentional decision-making will support strategic financial planning. Zero-based budgeting will be utilized and transparency will be prioritized.

# Student Services

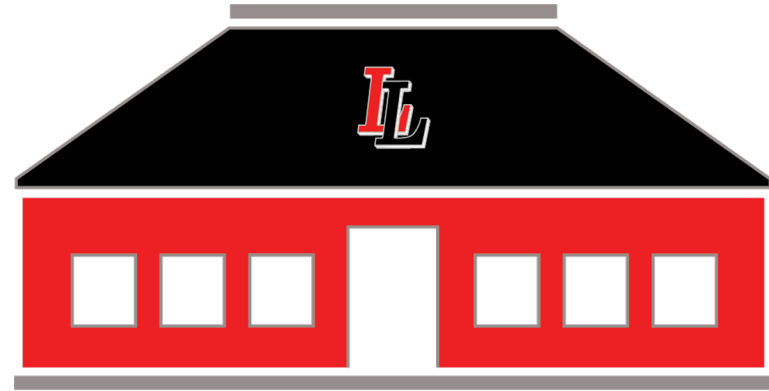
---

**KEVIN PARKER**

Executive Director of Student Services

**JUNE 6, 2022**

Board Workshop



**LOVEJOY**  
INDEPENDENT SCHOOL DISTRICT  

---

**EST. 1917**

# LHS Wrestling

---

# American Society for Testing and Materials (ASTM)

---

- Non-profit organization where technical committees develop material standards through product testing
- One of the products they provide standards for is wrestling mats

# Mat Options

---

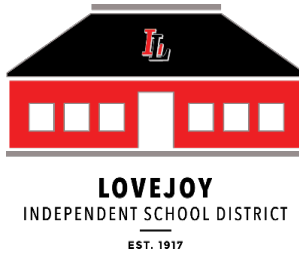
- Dollamur Mats
- Resilite Mats
  - 1 5/8 in. thick
  - Tested below the maximum allowable 100 G-max using the ASTM F-355-01 test for shock-absorption properties
- Site Visits



THANK YOU

14. Consider and Act on Texas Covid Learning Acceleration Supports (TCLAS) Program:  
Memorandum of Understanding (MOU) Decision 4

**Presenter:** Anna Koenig, Executive Director of Human Resources and Communications



## Lovejoy Independent School District Board of Trustees

<b>Date of Meeting</b>	June 6, 2022
<b>Document Title</b>	Texas Covid Learning Acceleration Supports (TCLAS) Program Memorandum of Understanding (MOU) Decision 4
<b>Presented For</b>	<input checked="" type="checkbox"/> Board Action <input type="checkbox"/> Report/Review Only
<b>Supporting Documents</b>	<input type="checkbox"/> None <input checked="" type="checkbox"/> Attached <input type="checkbox"/> Provided Later
<b>Administrator Responsible</b>	Anna Koenig Executive Director of Human Resources & Communications
<b>Executive Summary</b>	
<p>Lovejoy ISD has been collaborating with TEA to initiate the Texas COVID Learning Acceleration Supports (TCLAS) grant Decision 4B and C. Under this decision, we hope to establish a Grow Your Own program that will draw future teachers to Lovejoy by providing funding for the Education and Training (E&amp;T) program at Lovejoy High School. The purpose of this grant is to promote and support student participation in the program. We believe this program will help us increase the pursuit of education as a career.</p>	
<b>Fiscal Implications</b>	
<p>We were awarded \$13,500 in grant funds to support the Grow Your Own program.</p>	
<b>Administrator Recommendation</b>	
<p>The administration recommends the approval of the MOU, which will allow us to begin our work of growing our existing Education and Teaching program at Lovejoy High School.</p>	
<b>Board Priority</b>	

**Priority 1**

Lovejoy ISD will continue to demonstrate growth in student academic achievement as evidenced by a broad range of academic measures appropriate for the elementary, intermediate, middle, and high school levels. The Lovejoy ISD Graduate Profile (Intellectually Equipped, Open to the Challenges of Learning, Well-Rounded, Engaged in a Healthy Lifestyle, Fair and Respectful of Others, Works for Justice in the Community) will become a prevalent part of all students' pursuits. Students will personify the Graduate Profile by experiencing challenging and engaging learning. Research-based instructional strategies will be strategically partnered with innovation. Profound learning will develop key skills essential to thriving now and in the future. Technology will be leveraged to enhance individualization, deepen learning, and prepare students for an increasingly technology-driven workforce.

**Priority 2**

Lovejoy ISD will continue to strive to be recognized as the employer of choice for educators who believe districts should be defined by a culture of superior work ethic, mission-driven behavior, continuous improvement, growth mindset, and positive relationships with students, parents, and colleagues. Lovejoy ISD team members will exemplify our Educator Profile and align their actions with our Core Values.

**Priority 3**

Lovejoy ISD will evaluate all areas which impact the student experience. A sustained focus on continual improvement in all aspects of district services remains a constant with the continued goal of providing the highest quality of learning experiences for our students. In support of organizational health and effectiveness, Lovejoy ISD will establish a plan for short and long-term financial sustainability. We will strategically balance financial decision-making with Lovejoy ISD's mission and commitment to the Lovejoy experience. A financial assessment, identification of priorities, and intentional decision-making will support strategic financial planning. Zero-based budgeting will be utilized and transparency will be prioritized.

**Priority 4**

Lovejoy ISD will develop stronger community connections and confidence through effective communication with both internal and external stakeholders. Through a shared commitment to our mission and core values, we will build upon Lovejoy ISD's tradition of excellence. We will maintain high expectations and leverage the collective impact of the

Lovejoy ISD community to ensure achievement of outcomes on behalf of students. Lovejoy ISD traditions will enable us to honor the past, celebrate the present, and provide a continuing legacy for the future



## EDUCATION AND TRAINING CAREER CLUSTER



The Education and Training Career Cluster focuses on planning, managing, and providing education and training services and related learning support services. All parts of courses are designed to introduce learners to the various careers available within the Education and Training career cluster.

The **Teaching and Training program of study** prepares CTE learners for careers related to teaching, instruction, and creation of instructional and enrichment materials. The program of study introduces CTE learners to a wide variety of student groups and their corresponding needs. It familiarizes them with the processes for developing curriculum, coordinating educational content, and coaching groups and individuals.

HIGH SCHOOL/ INDUSTRY CERTIFICATION	CERTIFICATE/ LICENSE*	ASSOCIATE'S DEGREE	BACHELOR'S DEGREE	MASTER'S/ DOCTORAL PROFESSIONAL DEGREE
Educational Aide I	Texas Educator Certification Program	Teacher Education	Bilingual and Multilingual Education	Instruction and Learning
	Educational Instructional Technology	Education, General (or specific subject area)	Education, General (or specific subject area)	Educational Leadership and Administration, General
	Counselor, Professional	Special Education	Special Education	Special Education
	Athletic Trainer	Health and Physical Education/Fitness	Health and Physical Education/Fitness	Social and Philosophical Foundations of Education

Occupations	Median Wage	Annual Openings	% Growth
Adult Basic and Secondary Education and Literacy Teachers and Instructors	\$48,069	862	17%
Middle School Teachers, Except Special and Career/ Technical Education	\$54,510	6,407	15%
Career and Technical Education Teachers, Secondary School	\$56,360	719	9%
Special Education Teachers, Secondary School	\$56,720	980	18%

**Endorsement:** Public Service  
**Career Cluster:** Education  
**Program of Study:** Teaching and Training

Level 1/Level 2 Courses	Level 3/Level 4 Courses
Principles of Education and Training	Ready Set Teach I
Child Development	Ready Set Teach II

### Principles of Education and Training (PET)

**8515**

Prerequisites: none ..... Tier 3 ..... 1.0 credit ..... Grade(s): 9-12

PET introduces learners to the various careers available in education and training careers. Students use self-knowledge and educational/career information to analyze various careers. Students also summarize various roles/responsibilities and describe personal characteristics, qualities, and aptitudes of professionals in the teaching field.

### Child Development

**8517**

Prerequisites: none ..... Tier 3 ..... 1.0 credit ..... Grade(s): 10-12

This technical laboratory course teaches knowledge/skills related to child growth and development from prenatal through school age. Students use child development skills to promote the well-being and healthy development of children and to investigate careers related to the care/education of children.

**Ready, Set, Teach! I  
(Instructional Practices in Education and Training)**

**8519**

Prerequisites: Principles of Education and Training or

Child Development, Application/Approval..... Tier 3.....2.0 credit..... Grade(s): 11-12

Ready, Set, Teach! I is a field-based internship course for students considering careers in education. It teaches basic child/adolescent development, plus principles of effective teaching/training practices. Students work under the joint direction/supervision of a high school teacher and an educator from an LISD elementary or middle school. Students travel to the elementary or middle school campus for internship training 3 days a week; learn to plan and direct instruction and group activities; prepare instructional materials; develop materials for teachers; and complete other responsibilities of classroom teachers. With parent approval, students may provide own transportation but may not transport other students.

**Ready, Set, Teach! II (Practicum in Education and Training)**

**8521**

Prerequisites: Ready, Set, Teach I

(Instructional Practices in Education and Training)..... Tier 3.....2.0 credits..... Grade(s): 12

Ready, Set, Teach! II is a field-based internship that continues to teach child/adolescent development principles and principles of effective teaching/training practices. Students work under the joint direction/supervision of a high school instructor and a mentor teacher from an LISD elementary or middle school. With parent approval, students may provide own transportation but may not transport other students.

**TCLAS Program MOU Decision 4**  
***Grow Your Own***  
***Memorandum of Understanding***  
***Cycle 5***

Michelle McClelland:

Congratulations on being awarded the 2022-2023 “Cycle 5 Grow Your Own” grant stipend. You are selected for this grant as a teacher of Education and Training courses at Lovejoy High School. There are general and fiscal guidelines which must be upheld as part of this Memorandum of Understanding. The information below outlines these guidelines.

The purpose of TEA’s Cycle 5 Grow Your Own program is to provide financial support for the implementation and growth of the Education and Training (E & T) for future educators. It will also provide financial support for programs and teacher organizations. As a recipient of the stipend associated with this grant, you are agreeing to:

1. Remain employed by the Lovejoy Independent School District for the 2022-2023 school year and the 2023-2024 school year.
2. Teach at least one section of Principles of Education and one section of Instructional Practices or Practicum (Ready Set Teach I and II) during the grant period.
3. Maintain certification to teach the E & T courses.
4. Attend the Grow Your Own Training provided by the Texas Education Agency on July 14 and 15, 2022.
5. Pilot the state-provided E & T curriculum.
6. Receive implementation supports and coaching for the E & T curriculum.
7. Provide feedback regarding the E & T curriculum through focus groups and/or surveys.
8. Promote and support student participation in Texas Association of Future Educators (TAFE) activities and competitions.
  - a. Students will compete in at least one competition.
  - b. TAFE participation will increase over the two year period of the grant.
9. Attend at least one workshop for teachers/advisors of Ready Set Teach (RST) classes and TAFE organization.
10. Develop and implement strategies to foster connections beyond graduation with students who participated in the E & T classes and TAFE organization.
11. Provide training to LISD teachers who will be involved in RST classes and/or components of the E & T curriculum.
12. Submit a plan for marketing and student recruitment in January 2023, and in January 2024.

13. Receive grant money with the following conditions:
- a. \$2500 will be paid at the conclusion of the first year.
  - b. \$2500 will be paid at the conclusion of the second year.

This Memorandum of Understanding may be modified at any time due to Texas Education Agency regulations and/or changes as well as Lovejoy ISD policies and/or changes. The Memorandum of Understanding shall become effective upon your signature as well as the signature of a District Official. This Memorandum of Understanding shall not be construed as an employment contract and does not give the Grow Your Own participant any right to continued employment and/or future contract with your current school district. Employment contracts are subject to final approval by the district's Board of Trustees. This Memorandum of Understanding will remain in effect until modified or terminated by administration and/or failure to uphold criteria of the Cycle 5 Grow Your Own grant awarded by the Texas Education Agency.

**LOVEJOY INDEPENDENT SCHOOL DISTRICT:**

\_\_\_\_\_  
Signature

Barrett Owens

\_\_\_\_\_  
Name (Print)

President, Lovejoy ISD Board of Trustees

\_\_\_\_\_  
Title

June 6, 2022

\_\_\_\_\_  
Date

Approved as to Form:

\_\_\_\_\_  
Signature

Katie Kordel

\_\_\_\_\_  
Name (Print)

Superintendent

\_\_\_\_\_  
Title

June 6, 2022

\_\_\_\_\_  
Date

**Contact Information**

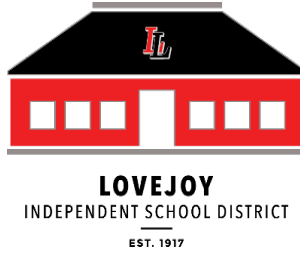
Anna Koenig, Executive Director of Human Resources and Communications

[anna\\_koenig@lovejoyisd.net](mailto:anna_koenig@lovejoyisd.net)

Cycle 5 Grow Your Own Grant Director

15. Student Health Advisory Council (SHAC) Resolution Presentation

**Presenter:** Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction and Kevin Parker, Executive Director of Student Services



## Lovejoy Independent School District Board of Trustees

<b>Date of Meeting</b>	June 6, 2022
<b>Document Title</b>	School Health Advisory Council (SHAC) Resolution Presentation
<b>Presented For</b>	<input type="checkbox"/> Board Action <input checked="" type="checkbox"/> Report/Review Only
<b>Supporting Documents</b>	<input type="checkbox"/> None <input checked="" type="checkbox"/> Attached <input type="checkbox"/> Provided Later
<b>Administrator Responsible</b>	Kevin Parker, Executive Director of Student Services  Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction

### Executive Summary

Pursuant to Section 28.004 and new legislation that was passed during the 87th Texas Legislative session, school boards are required to adopt a policy to establish the process for adoption of human sexuality curriculum materials. HB1525 requires the policy to include Board adoption of a resolution convening the SHAC for the purpose of making recommendations regarding these curriculum materials. The resolution being recommended by the district will approve and authorize the members of the 2022-2023 School Health Advisory Council as well as approve and authorize the SHAC to bring forth recommendations to the board, including but not limited to recommendations regarding the appropriate grade levels and methods of instruction of human sexuality.

An example of the resolution is being provided for the Board of Trustees to review. Administration is planning to bring a resolution for Board approval for the June 20, 2022 regular board meeting.

### Fiscal Implications

There are no fiscal implications as a result of this action.

**Administrator Recommendation**

N/A: Presented for Review

**Board Priority**

**Priority 4**

Lovejoy ISD will develop stronger community connections and confidence through effective communication with both internal and external stakeholders. Through a shared commitment to our mission and core values, we will build upon Lovejoy ISD's tradition of excellence. We will maintain high expectations and leverage the collective impact of the Lovejoy ISD community to ensure achievement of outcomes on behalf of students. Lovejoy ISD traditions will enable us to honor the past, celebrate the present, and provide a continuing legacy for the future.

**Priority 5**

Lovejoy ISD will continuously examine and analyze the best practices of implementation for safety and security; enhancing safety and protecting the positive learning environment and by ensuring the personal/social needs of Lovejoy students are addressed.

**LOVEJOY INDEPENDENT SCHOOL DISTRICT**

**A RESOLUTION OF THE BOARD OF TRUSTEES OF THE LOVEJOY INDEPENDENT SCHOOL DISTRICT (“LOVEJOY ISD” OR “DISTRICT”) AUTHORIZING THE SCHOOL HEALTH ADVISORY COUNCIL (“SHAC”)**

**WHEREAS**, pursuant to Section 28.004 of the Texas Education Code, the Board of Trustees must appoint at least five members to the SHAC;

**WHEREAS**, the SHAC is responsible for making policy recommendations to the board on issues regarding student health in district programming and curriculum as set forth in Section 28.004(c) of the Texas Education Code;

**WHEREAS**, the SHAC’s responsibilities include but are not limited to making recommendations to the board regarding appropriate grade levels and methods of instruction for human sexuality;

**WHEREAS**, the Board of Trustees must consider the recommendations of the SHAC before changing the District’s health education curriculum or instruction and the SHAC must comport with all procedural requirements set forth in House Bill 1525;

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE LOVEJOY INDEPENDENT SCHOOL DISTRICT:**

1. The foregoing recitals are hereby found to be true and correct and are adopted and incorporated herein by reference as findings of fact;
2. Approves and authorizes the following individuals to serve as SHAC members:  
(List Names of Recommended Members)
3. Approves and authorizes the SHAC to bring forth recommendations to the Board of Trustees as set forth in Section 28.004 of the Texas Education Code, including but not limited to recommendations regarding the appropriate grade levels and methods of instruction for human sexuality.
4. That it is hereby found, determined and declared that a sufficient written notice of the date, time, place and subject of the meeting of the Board of Trustees of the Lovejoy Independent School District at which this Resolution was adopted was posted at a place convenient and readily accessible at all times to the general public for the time required by law preceding this meeting as required by Chapter 551, Texas Government Code, and that this meeting has been open to the public as required by law at all times during which this Resolution and the subject matter thereof has been discussed, considered and formally acted upon. The Board of Trustees further ratifies, approves and confirms such written notice and posting thereof.
5. This Resolution is in place until expressly rescinded or modified by the Board of Trustees or the completion of the 2022 – 2023 school year, whichever occurs first.

**PASSED AND APPROVED** by the Board of Trustees of Lovejoy Independent School District  
this 20th day of June 2022.

---

Barrett Owens, President  
Board of Trustees  
Lovejoy Independent School District

ATTEST:

---

Anne Smith, Secretary  
Board of Trustees  
Lovejoy Independent School District

16. Announcements

**Presenter:** Barrett Owens, President

17. Adjournment

**Presenter:** Barrett Owens, President