

Board Meeting
Monday, February 27, 2023 6:00 PM

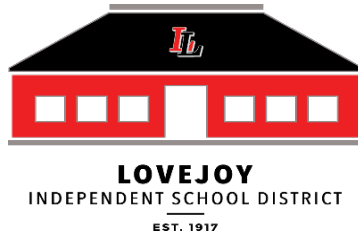
Carrie L. Lovejoy Child Development Center:
Library
256 Country Club Road
Allen, TX 75002

Agenda

1. Call to Order
Presenter: Barrett Owens, President
2. Roll Call and Announcement by President that a quorum is present, that the meeting has been duly called, and that notice of the meeting has been duly posted for time and manner as required by law
Presenter: Barrett Owens, President
3. 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
 - 3.A. 551-071 For the purpose of a private consultation with its attorney only when it seeks the attorney's advice about pending or contemplated litigation or a settlement offer or on a matter in which the duty of the attorney to the Board under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the requirement for open meetings.
 - 3.A.1. Consultation and deliberation with Board's attorney regarding possible recruitment and retention strategies for employees.
 - 3.A.2. Consultation with legal counsel regarding board engagement in legislative advocacy.
 - 3.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.
 - 3.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.
 - 3.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.
 - 3.D.1. Evaluation of employees.
 - 3.D.2. Consultation and deliberation with Board's attorney regarding identified term contract employee.
 - 3.E. 551-076 For the purpose of deliberating the deployment, or specific occasions for implementation, of security personnel, devices or security audits.
 - 3.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.

- 3.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.
- 3.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.
- 3.I. 551-084 For the purpose of excluding a witness from a hearing during the examination of another witness.
- 4. Return to Open Meeting for Action, If Necessary, On Matters Discussed In Closed Session
Presenter: Barrett Owens, President
- 5. Opening Exercise
Presenter: Barrett Owens, President
- 5.A. Pledges
Presenter: Wendy Craft, Principal, Hart Elementary School



Lovejoy Independent School District Board of Trustees

Date of Meeting	February 27, 2023
Document Title	February Pledge Leader
Presented For	<input type="checkbox"/> Board Action <input checked="" type="checkbox"/> Report/Review Only
Supporting Documents	<input checked="" type="checkbox"/> None <input type="checkbox"/> Attached <input type="checkbox"/> Provided Later
Administrator Responsible	Rodricka Taylor, Coordinator for the Superintendent and Board Services

Executive Summary

The pledges will be led by Hart Elementary School student, Luke Havens.

Luke is 10 and a 4th grader at Hart Elementary in Ms. Mills homeroom. He has an older sister who graduated Lovejoy in 2022 and an older brother who is currently a Junior. Luke loves to play baseball, basketball and football. He enjoys hunting and fishing and his favorite subjects in school are science and reading.

6. Recognitions

Presenter: Barrett Owens, President

6.A. Staff Recognitions

Presenter: Kevin Parker, Executive Director of Student Services



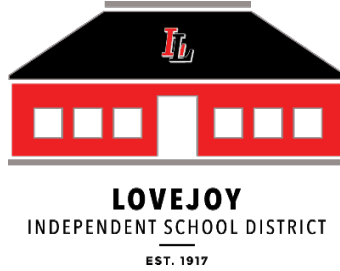
LOVEJOY
INDEPENDENT SCHOOL DISTRICT
EST. 1917

Lovejoy Independent School District Board of Trustees

Date of Meeting	February 27, 2023
Document Title	Staff Recognitions
Presented For	<input type="checkbox"/> Board Action <input checked="" type="checkbox"/> Report/Review Only
Supporting Documents	<input checked="" type="checkbox"/> None <input type="checkbox"/> Attached <input type="checkbox"/> Provided Later
Administrator Responsible	Kevin Parker, Executive Director of Student Services
Executive Summary	
Lovejoy ISD is proud to recognize Coaches Logan Kelly and Carly Littlefield as the recipients for the Boys' and Girls' Cross-Country Texas High School (THSCA) Coach of the Year.	

6.B. Introduction of New Hires

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



Lovejoy Independent School District Board of Trustees

Date of Meeting	February 27, 2023
Document Title	Introduction of New Hires
Presented For	<input type="checkbox"/> Board Action <input checked="" type="checkbox"/> Report/Review Only
Supporting Documents	<input checked="" type="checkbox"/> Attached <input type="checkbox"/> Provided Later
Administrator Responsible	Anna Koenig, Executive Director of Human Resources and Communications



Executive Summary

In Lovejoy ISD, it is a tradition to give our new professional hires a pen to write their next professional chapter with Lovejoy and an apple to symbolize the highly valued role of educators in our schools and community. Please join us in giving a warm Lovejoy welcome to our new hires.

Fiscal Implications

N/A

Administrator Recommendation

N/A

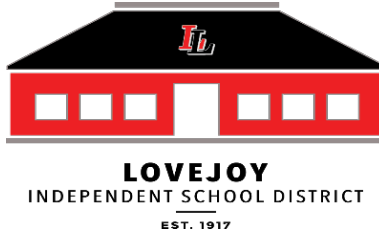
Board Priority

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.



6.C. Student Recognitions

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

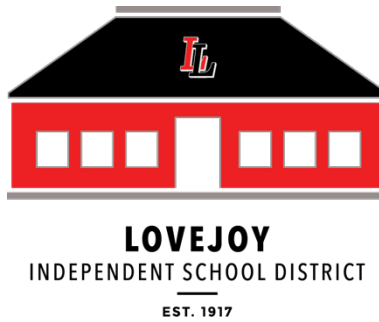


Lovejoy Independent School District Board of Trustees

Date of Meeting	February 27, 2023
Document Title	Student Recognitions
Presented For	<input type="checkbox"/> Board Action <input checked="" type="checkbox"/> Report/Review Only
Supporting Documents	<input checked="" type="checkbox"/> None <input type="checkbox"/> Attached <input type="checkbox"/> Provided Later
Administrator Responsible	Kevin Parker, Executive Director of Student Services Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction
Executive Summary	
<p>Lovejoy ISD is proud to recognize the following for their participation and accomplishments in their State competition:</p> <ul style="list-style-type: none"> • LHS Swim and Dive <p>Lovejoy ISD is proud to recognize National Merit Scholars.</p>	

7. Public Comments Related to February 27, 2023 Agenda Items

Presenter: Rodricka Taylor, Coordinator for the Superintendent and Board Services



Public Comment Procedures

Regular Meetings

Submitting for Public Comment

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.

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 and defer the speaker's comments to the appropriate portion of the meeting.

Public comments relating to non-agenda items will be deferred until the end of the meeting if time permits, unless otherwise noted by the Board of Trustees.

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.

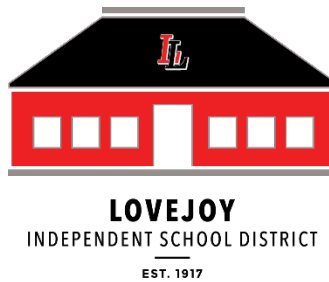
For specific complaints or concerns, speakers are encouraged to utilize the District's appropriate grievance procedures and policies set forth in Board Policies FNG (LOCAL), DGBA (LOCAL), and GF (LOCAL).

Special Meetings

The procedures outlined herein apply to special called Board meetings. However, comments at special called Board meetings are limited to agenda items only.

Statement of Non-Discrimination

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



School Board Public Comments Sign In February 27, 2023

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.

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.

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 agenda item on the February 27, 2023 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):

Printed Name & Signature (Acknowledging you have read the procedures above)

Print:

Signature:

Date:

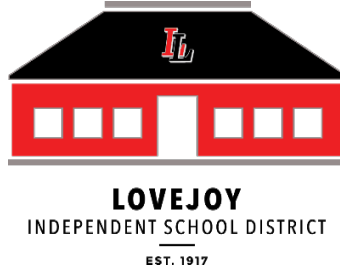
8. Invocation

Presenter: Barrett Owens, President

9. Board Notifications

9.A. Notification of New Hires

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



Lovejoy Independent School District Board of Trustees

Date of Meeting	February 27, 2023
Document Title	Notification of New Hires
Presented For	<input type="checkbox"/> Board Action <input checked="" type="checkbox"/> Report/Review Only
Supporting Documents	<input type="checkbox"/> None <input checked="" type="checkbox"/> Attached <input type="checkbox"/> Provided Later
Administrator Responsible	Anna Koenig, Executive Director of Human Resources and Communications
Executive Summary	
New Hires are attached for board notification. This is not an action item.	
Fiscal Implications	
N/A	
Administrator Recommendation	
N/A	
Board Priority	
<p>Priority 2: Culture: Legacy of Excellence</p> <p>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 align their actions with our Core Values and prioritize relationships, learning collaboration, results, and fun. Lovejoy ISD will invest in a culture that</p>	

provides exceptional learning opportunities for students and supports their development toward the Graduate Profile.

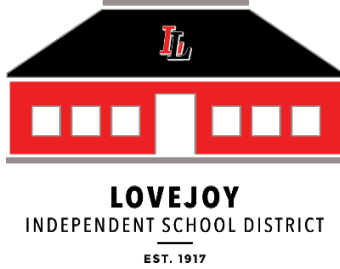


NOTICE OF NEW HIRES

New Hires									
Grade levels or teaching assignments reflect current positions and are subject to change per employee contract									
February 27, 2023									
Professional Staff	Residence	University	Certification(s)	Exp	Previous Employer	Contract	Campus	Current Assignment	Date Added
Trevor Baxtor	Richardson, TX	Texas A&M	Life Science 7-12	0	N/A	Employment Agreement	LHS	Biology Teacher	2/4/2023
Blake Knight	McKinney, TX	The University of Texas Dallas	Pending Intern Special Education	0	McKinney ISD	Employment Agreement	LHS	Special Education Teacher	2/23/2023
Rene Nicole Restau	Carrollton, TX	The University of Texas Dallas	English Language Arts and Reading with STR 4-8 Special Education Supplemental 4-8	2	Plano ISD	Employment Agreement	WSMS	RLA Special Education Teacher	1/24/2023

9.B. Notification of Resignations

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



Lovejoy Independent School District Board of Trustees

Date of Meeting	February 27, 2023
Document Title	Notification of Resignations
Presented For	<input type="checkbox"/> Board Action <input checked="" type="checkbox"/> Report/Review Only
Supporting Documents	<input type="checkbox"/> None <input checked="" type="checkbox"/> Attached <input type="checkbox"/> Provided Later
Administrator Responsible	Anna Koenig, Executive Director of Human Resources and Communications

Executive Summary

Resignations are attached for board notification. This is not an action item.

Fiscal Implications

N/A

Administrator Recommendation

N/A

Board Priority

Priority 2: Culture: Legacy of Excellence

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 align their actions with our Core Values and prioritize relationships, learning collaboration, results, and fun. Lovejoy ISD will invest in a culture that provides exceptional learning opportunities for students and supports their development toward the Graduate Profile.



NOTICE OF RESIGNATIONS

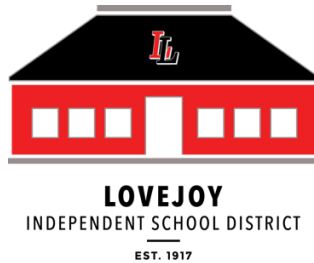
Professional Resignations					
February 27, 2023					
Name	Position	Location	Last Day	Reason for Resigning	Date Added
Professional Staff					
Kate Duncan	4th Grade Teacher	Puster	5/27/2023	Job outside of education	2/23/2023
Rebecca May	Assistant Principal	WSMS	6/23/2023	Job with another school district/moving high school administrator	2/23/2023
Dakota Nguyen	Assistant Principal	LHS	6/23/2023	Personal/expanding family	2/20/2023
Matthew Schmidt	AP Environmental Science & Physics	LHS	3/3/2023	Job outside of education/not approving resignation	2/20/2023
Tina Tomson	Director Purchasing & Risk Management	ADMIN	3/3/2023	Job with another school district/pay increase	2/20/2023

10. Consent Agenda

Presenter: Barrett Owens, President

10.A. Consider Approval of the Minutes of the January 23, 2023 Board Meeting

Presenter: Rodricka Taylor, Coordinator for the Superintendent and Board Services



Board of Trustees Minutes of the Board Meeting Monday, January 23, 2023

A Board Meeting of the Lovejoy Independent School District Board of Trustees was held on Monday, January 23, 2023, beginning at 5:30 PM in the Carrie L. Lovejoy Child Development Center, located at 256 Country Club Road, Allen, Texas.

1. Call to Order

Barrett Owens, President

The Meeting was Called to Order at 5:38PM by Board Vice President, Amy Smith.

2. Announcement by President that a quorum is present, that the meeting has been duly called, and that notice of the meeting has been duly posted for time and manner as required by law.

Amy Smith, Vice President

All Board members were present.

Marvin Bobo: Present
Jason Jaynes: Present
Julie McLaughlin: Present
Barrett Owens: Present
Amy Smith: Present
Anne Smith: Present
Jeff Wood: Present

3. Closed Session, Gov't. Code 551.071-551.084. The Board May Retire into Closed Session in Accordance with the Texas Open Meetings Act

Barrett Owens, President

The Board retired into Closed Session at 5:38 PM in room C113.

- 3.A. 551-071** For the purpose of a private consultation with its attorney only when it seeks the attorney's advice about pending or contemplated litigation or a settlement offer or on a matter in which the duty of the attorney to the Board under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the requirement for open meetings.
 - 3.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.
 - 3.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.
 - 3.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.
 - 3.D.1.** Evaluation of employees.
 - 3.D.2.** Superintendent Contract and Evaluation.
 - 3.E. 551-076** For the purpose of deliberating the deployment, or specific occasions for implementation, of security personnel, devices or security audits.
 - 3.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.
 - 3.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.
 - 3.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.
 - 3.I. 551-084** For the purpose of excluding a witness from a hearing during the examination of another witness.
- 4. Return to Open Meeting for Action, If Necessary, On Matters Discussed In Closed Session**

Barrett Owens, President

5. Opening Exercise

Barrett Owens, President

The Board of Trustees returned to the Open Meeting at 7:11PM in the Library.

5.A. Pledges

Caitlin Eldrege, Interim Principal, Willow Springs Middle School

Caitlin Eldrege, Interim Principal of Willow Springs Middle School, introduced 8th grader Natalia Martinez who led the Pledge of Allegiance and the Texas Pledge.

6. Recognitions

Barrett Owens, President

6.A. Board Appreciation

Katie Kordel, Superintendent of Schools

Katie Kordel, Superintendent of Schools, and Brice McCasland, K12 Visual Art Coordinator, recognized Lovejoy ISD's Board of Trustees for Board Appreciation Month.

6.B. Introduction of New Hires

Anna Koenig, Executive Director of Human Resources and Communications

Anna Koenig, Executive Director of Human Resources and Communications, introduced new hires.

6.C. Student Recognitions: Cheer, Band, Choir and Simi Fadel

Kevin Parker, Executive Director of Student Services

Kevin Parker, Executive Director of Student Services, recognized Cheer, Band, Choir, and Simi Fadel for their achievements.

7. Public Comments Related to January 23, 2023 Agenda Items

Rodricka Taylor, Coordinator for the Superintendent and Board Services

There were no public comments as related to the January 23, 2023 Agenda Items.

8. Invocation

Barrett Owens, President

Board President, Barrett Owens, led the Invocation.

9. Board Notifications

9.A. Notification of New Hires

Anna Koenig, Executive Director of Human Resources and Communications

Anna Koenig, Executive Director of Human Resources and Communications, notified the Board of new hires.

9.B. Notification of Resignations

Anna Koenig, Executive Director of Human Resources and Communications

Anna Koenig, Executive Director of Human Resources and Communications, notified the Board of resignations.

10. Consent Agenda

Barrett Owens, President

10.A. Consider Approval of the Minutes of the December 12, 2022 Board Meeting

Rodricka Taylor, Coordinator for the Superintendent and Board Services

10.B. Consider Approval of the Minutes of the January 9, 2023 Board Workshop

Rodricka Taylor, Coordinator for the Superintendent and Board Services

10.C. Consider Approval of the Monthly Finance Report

Deborah Cabrera, Interim Chief Financial Officer

10.D. Consider Approval of the Quarterly Investment Report

Deborah Cabrera, Interim Chief Financial Officer

Motion to approve the Consent Agenda. This motion made by Anne Smith and seconded by Jeff Wood, Passed.

Yea: 7, Nay:0, Absent: 0

11. Presentation: Celebration of Learning

Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction

Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction, provided a presentation on Celebration of Learning.

12. Presentation: Innovative Course Recommendation

Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction

Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction, and Mary Mullen, Director of Secondary Education and Assessment and Accountability, provided a presentation on Innovative Course Recommendation.

Mary Mullen made a recommendation to Consider and Act on the Innovative Course Recommendation.

Motion to approve the Innovative Course Recommendation. This motion made by Marvin Bobo and seconded by Julie McLaughlin, Passed.
Yea: 7, Nay:0, Absent: 0

13. Presentation: Facility Rental Fees Update

Kevin Parker, Executive Director of Student Services

Kevin Parker, Executive Director of Student Services, provided a presentation on Facility Rental Fees Update.

14. Presentation: Professional to Student Engagement Portal

Anna Koenig, Executive Director of Human Resources and Communications

Anna Koenig, Executive Director of Human Resources and Communications, and Kari Sharpe, PK-12 Social Studies Curriculum Coordinator and Student Programming, provided a presentation on the Professional to Student Engagement Portal.

15. Presentation: Legislative Subcommittee Update

Barrett Owens, President

The Lovejoy ISD Board of Trustees provided a presentation on the Legislative Subcommittee Update.

16. Budget Workshop

Deborah Cabrera, Interim Chief Financial Officer and Anna Koenig, Executive Director of Human Resources and Communications

Deborah Cabrera, Interim Chief Financial Officer, and Anna Koenig, Executive Director of Human Resources and Communications, provided a presentation on the Budget Workshop.

17. Consider and Act on the Lovejoy Scholars Program Planning for 2023-2024 School Year

Anna Koenig, Executive Director of Human Resources and Communications

Motion to approve the Lovejoy Scholars Program Planning for 2023-2024 School Year. This motion made by Anne Smith and seconded by Julie McLaughlin, Passed.
Yea: 7, Nay:0, Absent: 0

18. Consider and Act on the Formative Superintendent Evaluation

Barrett Owens, President

Motion to approve the Formative Superintendent Evaluation. This motion made by Anne Smith and seconded by Amy Smith, Passed.

Yea: 7, Nay:0, Absent: 0

19. Consider and Act on the Extension Amendment to Superintendent's Contract

Barrett Owens, President

Motion to approve the Extension Amendment to Superintendent's Contract. This motion made by Julie McLaughlin and seconded by Jeff Wood, Passed.
Yea: 7, Nay:0, Absent: 0

20. Consider and Act on Cell Phone Repeaters

Kevin Parker, Executive Director of Student Services

Motion to approve the Cell Phone Repeaters. This motion made by Anne Smith and seconded by Jeff Wood, Passed.
Yea: 7, Nay:0, Absent: 0

21. Consider and Act on Calling a School Trustee General Election for May 6, 2023

Rodricka Taylor, Coordinator for the Superintendent and Board Services

Motion to approve Calling a School Trustee General Election for May 6, 2023. This motion made by Julie McLaughlin and seconded by Jason Jaynes, Passed.
Yea: 7, Nay:0, Absent: 0

22. Consider and Act on Purchase of Engineering Kits

Deborah Cabrera, Interim Chief Financial Officer

Motion to approve the Purchase of Engineering Kits. This motion made by Marvin Bobo and seconded by Jeff Wood, Passed.
Yea: 7, Nay:0, Absent: 0

23. Cabinet Reports

Executive Cabinet Members

The following Cabinet Members presented reports:

- 23.A. Deborah Cabrera, Interim Chief Financial Officer - Finance
 - Enrollment Projections and Updating Forecasts
- 23.B. Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction - Curriculum and Instruction
 - Instructional Materials Inventory
- 23.C. Sancy Fuller, Executive Director of Special Education and Academic Support - Special Education and Student Support
 - Special Olympics

- 23.D. Anna Koenig, Executive Director of Human Resources and Communications - Human Resources and Communications
- Guest Educator Update
- 23.E. Kevin Parker, Executive Director of Student Services - Student Services
- SHAC Update and Threat Assessment

24. Superintendent's Report

Katie Kordel, Superintendent of Schools

Katie Kordel, Superintendent of Schools, expressed her gratitude for Lovejoy ISD's teachers, staff, students and parents

25. Public Comments Related to Non-Agenda Items

Rodricka Taylor, Coordinator for the Superintendent and Board Services

There were three public comments related to Non-Agenda Items:

1. Rebecca Hempkins: Special Education.
2. Kristy Jackson: Special Education.
3. Leslie Jackson: Special Education.

26. Announcements

Barrett Owens, President

There were no announcements.

27. Adjournment

Barrett Owens, President

With there being no further business, the Board adjourned at 10:05 PM.

Respectfully submitted,

Anne Smith, Secretary of the Board of Trustees

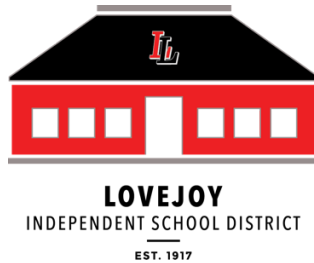
Barrett Owens, President of the Board of Trustees

**Agenda item details are filed in the Superintendent's Office with the Monday, January 23, 2023 agenda packet.*

**These are unofficial minutes that have not been reviewed and approved by the Board of Trustees.*

10.B. Consider Approval of the Minutes of the February 14, 2023 Board Workshop

Presenter: Rodricka Taylor, Coordinator for the Superintendent and Board Services



Board of Trustees Minutes of the Board Workshop Tuesday, February 14, 2023

A Board Workshop of the Lovejoy Independent School District Board of Trustees was held on Tuesday, February 14, 2023, beginning at 8:30 AM in the Carrie L. Lovejoy Child Development Center, located at 256 Country Club Road, Allen, Texas.

1. Call to Order

Barrett Owens, President

The Meeting was Called to Order at 8:35AM by Board President, Barrett Owens.

2. Roll Call and Announcement by President that a quorum is present, that the meeting has been duly called, and that notice of the meeting has been duly posted for time and manner as required by law

Barrett Owens, President

All Board members were present.

Marvin Bobo: Present
Jason Jaynes: Present
Julie McLaughlin: Present
Barrett Owens: Present
Amy Smith: Present
Anne Smith: Present
Jeff Wood: Present

3. Closed Session, Gov't. Code 551.071-551.084. The Board May Retire into Closed Session in Accordance with the Texas Open Meetings Act

Barrett Owens, President

The Board retired into Closed Session at 8:36AM in room C113.

- 3.A. 551-071** For the purpose of a private consultation with its attorney only when it seeks the attorney's advice about pending or contemplated litigation or a settlement offer or on a matter in which the duty of the attorney to the Board under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the requirement for open meetings.
- 3.A.1.** Consultation with legal counsel regarding responses to requests for information and confidentiality requirements.
- 3.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.
- 3.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.
- 3.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.
- 3.D.1.** Evaluation of Employees and District planning for the 23 – 24 school year.
- 3.E. 551-076** For the purpose of deliberating the deployment, or specific occasions for implementation, of security personnel, devices or security audits.
- 3.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.
- 3.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.
- 3.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.
- 3.I. 551-084** For the purpose of excluding a witness from a hearing during the examination of another witness.

4. Return to Open Meeting for Action, If Necessary, On Matters Discussed In Closed Session

Barrett Owens, President

5. Public Comments Related to February 14, 2023 Agenda Items

Rodricka Taylor, Coordinator for the Superintendent and Board Services

There were no public comments as related to the February 14, 2023 Agenda Items.

6. Consider and Act on a Resolution for Emergency Closures

Anna Koenig, Executive Director of Human Resources and Communications

Motion to approve a Resolution for Emergency Closures. This motion made by Anne Smith and seconded by Amy Smith, Passed.

Yea: 7, Nay:0, Absent: 0

7. Presentation: Supplemental Benefit Review

Anna Koenig, Executive Director of Human Resources and Communications

Anna Koenig, Executive Director of Human Resources, provided a presentation on Supplemental Benefit Review.

8. Presentation: Missed School Days Due to Inclement Weather Report

Kevin Parker, Executive Director of Student Services

Kevin Parker, Executive Director of Student Services, provided a presentation on Missed School Days Due to Inclement Weather Report.

9. Presentation: Special Education Programming Update

Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction

Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction, provided a presentation on Special Education Programming Update.

10. Presentation: House Bill 3 Goals Update

Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction

Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction, provided a presentation on House Bill 3 Goals Update.

11. Presentation: District Improvement Plan Update

Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction

Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction, provided a presentation on the District Improvement Plan Update.

12. Presentation: TASB Localized Policy Manual Update 120

Rodricka Taylor, Coordinator for the Superintendent and Board Services

Rodricka Taylor, Coordinator for the Superintendent and Board Services, provided a presentation on the TASB Localized Policy Manual Update 120.

13. Presentation: College and Career Counselor

Kevin Parker, Executive Director of Student Services

Kevin Parker, Executive Director of Student Services, introduced Sarah Thrash, College and Career Counselor at Lovejoy High School, to provide a presentation on College and Career.

14. Presentation: Bond Project and Capital Needs Update

Deborah Cabrera, Interim Chief Financial Officer

Deborah Cabrera, Interim Chief Financial Officer, provided a presentation on Bond Project and Capital Needs Update.

15. Presentation: Preliminary Comptroller's Property Value Study

Deborah Cabrera, Interim Chief Financial Officer

Deborah Cabrera, Interim Chief Financial Officer, provided a presentation on Preliminary Comptroller's Property Value Study.

16. Presentation: Staff Stakeholder Master Scheduling Committee Update

Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction

Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction, provided a presentation on Staff Stakeholder Master Scheduling Committee Update.

17. Discussion: Pathway to 2023/2024 Budget Adoption

Katie Kordel, Superintendent of Schools and Deborah Cabrera, Interim Chief Financial Officer

Katie Kordel, Superintendent of Schools, and Deborah Cabrera, Interim Chief Financial Officer, provided a discussion on Pathway to 2023/2024 Budget Adoption.

18. Announcements

Barrett Owens, President

There were no announcements.

19. Adjournment

*Barrett Owens, President, Called a brief recess from 11:07AM-11:10AM.

Barrett Owens, President

With there being no further business, the Board adjourned at 11:28AM.

Respectfully submitted,

Anne Smith, Secretary of the Board of Trustees

Barrett Owens, President of the Board of Trustees

**Agenda item details are filed in the Superintendent's Office with the Tuesday, February 14, 2023 agenda packet.*

**These are unofficial minutes that have not been reviewed and approved by the Board of Trustees.*

10.C. Consider Approval of the Monthly Finance Report

Presenter: Deborah Cabrera, Interim Chief Financial Officer



LOVEJOY
INDEPENDENT SCHOOL DISTRICT
EST. 1917

Lovejoy Independent School District Board of Trustees

Date of Meeting	February 27, 2023
Document Title	Monthly Finance Report for January
Presented For	<input checked="" type="checkbox"/> Board Action <input type="checkbox"/> Report/Review Only
Supporting Documents	<input type="checkbox"/> None <input checked="" type="checkbox"/> Attached <input type="checkbox"/> Provided Later
Administrator Responsible	Deborah Cabrera, Interim Chief Financial Officer

Executive Summary

The finance report is typically included as a standard report in the Consent Agenda section. The report gives a monthly status report for the board of our cash and investment balances in summary form, a cumulative revenue report as compared to estimated annual revenue adopted during the budget process and an expenditure report by function for the major funds as compared to the annual budget adoption.

Fiscal Implications

There are no direct fiscal implications of the action, as this is a monthly status report of activity previously approved by the Board.

Administrator Recommendation

The Monthly Finance Reports for January are compiled and presented for Board action. Administration recommends approval of the monthly financial report.

Board Priority

Priority 3: Continuous Improvement and Financial Sustainability
Lovejoy ISD will evaluate all areas which impact the student experience. A sustained focus on continuous improvement in all aspects of district services remains a commitment with the goal of providing the highest quality of learning experiences for our students. In support of organizational health and effectiveness, Lovejoy ISD will continue to prioritize planning for short and long-term financial sustainability. We will strategically balance financial decision-making with Lovejoy ISD's

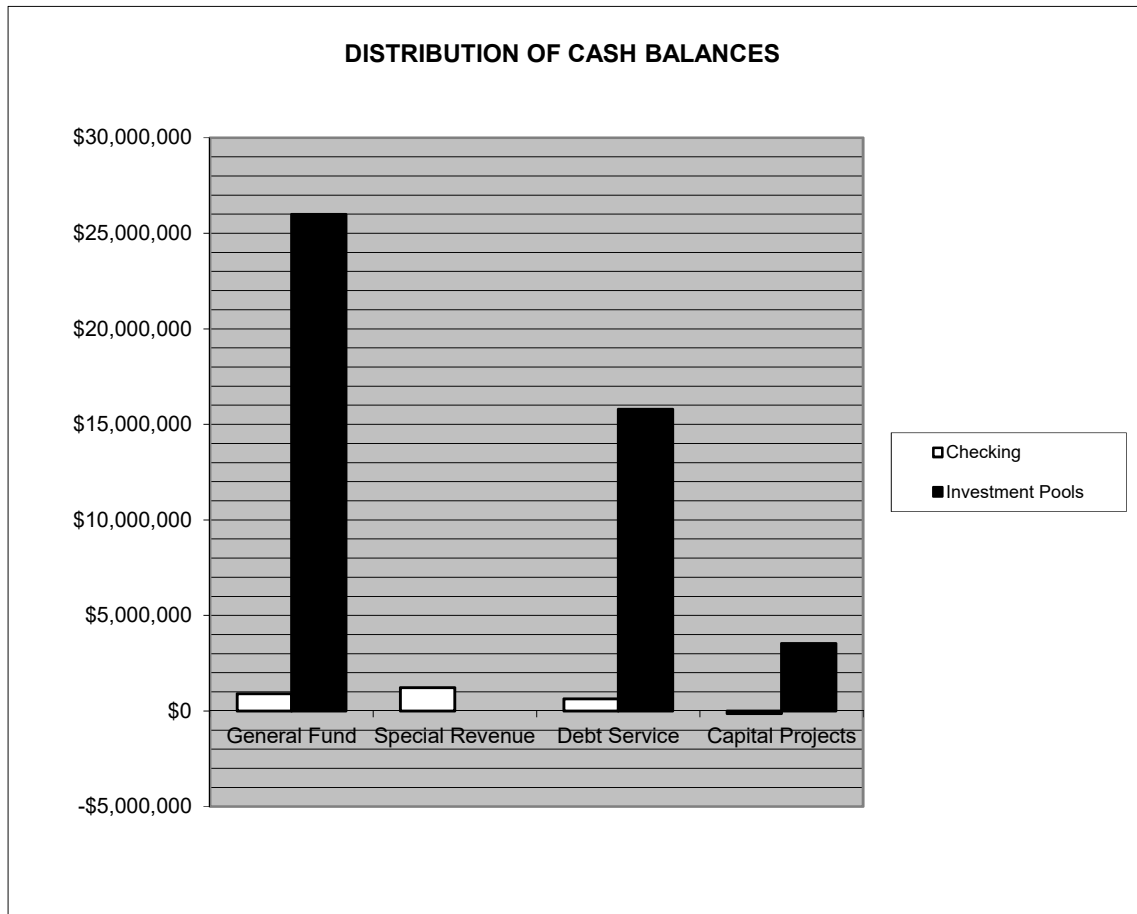
mission and commitment to the Lovejoy Experience. Our priority on legislative advocacy in the area of school finance will be emphasized through implementation of a Board Legislative Sub-Committee.

Priority 4: Parent and Community Partnership

Lovejoy ISD will build strong community connections and trust 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 Legacy 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. Parent and Community involvement and transparency will be prioritized as tools for continuous improvement.

Lovejoy ISD
Cash Position by Fund
January 31, 2023

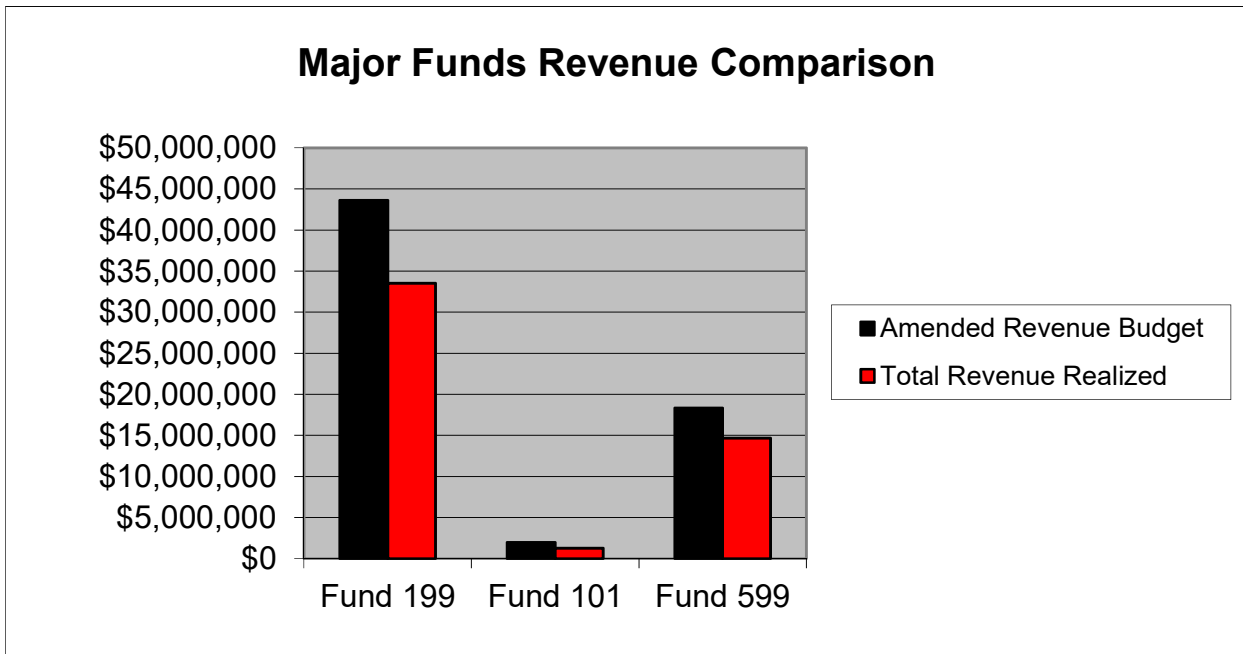
	<u>Checking</u>	<u>Investment Pools</u>	<u>Total</u>
General Fund	\$894,488	\$25,983,958	\$26,878,445
Special Revenue	\$1,216,482	\$0	\$1,216,482
Debt Service	\$629,324	\$15,796,139	\$16,425,463
Capital Projects	-\$142,121	\$3,525,436	\$3,383,316
Total	\$2,598,173	\$45,305,533	\$47,903,706



Summary of 2022-2023

Lovejoy ISD
Comparison of Major Funds Revenue Realized to Estimated Revenue
January 31, 2023

	Fund 183- 199 General Funds	Fund 101 Child Nutrition	Fund 599 Debt Service	<u>Total</u>	
Adopted Budget	\$43,416,316	\$1,942,570	\$18,304,370	\$63,663,256	5326169
% of Adopted Budget	68%	3%	29%	100%	
Local Revenue	\$29,379,360	\$1,127,087	\$14,277,541	\$44,783,989	
State Revenue	\$4,017,669	\$9,429	\$368,372	\$4,395,470	
Federal Revenue	\$123,456	\$125,837	\$0	\$249,292	
Total Revenue Realized	\$33,520,485	\$1,262,353	\$14,645,913	\$49,428,751	
YTD Realized % of Approved	77%	65%	80%	78%	
Remaining Balance	\$10,083,032	\$680,217	\$3,658,457	\$14,421,706	



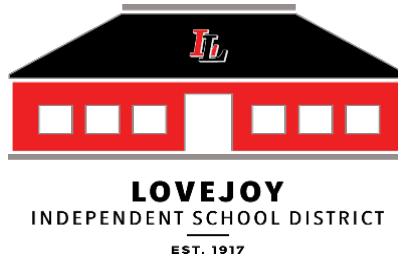
Summary of 2022-2023

Lovejoy ISD
Comparison of Budget to Actual Expenditures
January 31, 2023

	Fund 183- 199 General Funds	Fund 101 Child Nutrition	Fund 599 Debt Service	<u>Total</u>
Adopted Budget	\$41,354,591	\$1,927,023	\$18,304,370	\$61,585,984
% of Adopted Budget	67%	3%	30%	100%
Actual Expenses by Object				
6100 - Salaries and Benefits	\$19,069,086	\$512,994	\$0	\$19,582,079
6200 - Contracted and Professional Services	\$1,471,376	\$25,335	\$0	\$1,496,710
6300 - Supplies and Materials	\$826,773	\$481,094	\$0	\$1,307,867
6400 - Other Operating	\$646,732	\$3,632	\$0	\$650,364
6500 - Debt	\$0	\$0	\$2,727,384	\$2,727,384
6600 - Capital Outlay	\$15,102	\$0	\$0	\$15,102
Total Actual Expenditures	\$22,029,069	\$1,023,055	\$2,727,384	\$25,779,508
Actual Expenditure by Function				
11 - Instruction	\$12,359,255	\$0	\$0	\$12,359,255
12 - Library/Media	\$289,157	\$0	\$0	\$289,157
13 - Staff Development	\$513,263	\$0	\$0	\$513,263
21 - Instructional Leadership	\$132,938	\$0	\$0	\$132,938
23 - Campus Admin	\$1,368,918	\$0	\$0	\$1,368,918
31 - Guidance/Counseling	\$854,508	\$0	\$0	\$854,508
33 - Health Services	\$260,113	\$0	\$0	\$260,113
34 - Student Transportation	\$685,387	\$0	\$0	\$685,387
35 - Child Nutrition Services	\$0	\$1,023,055	\$0	\$1,023,055
36 - Extra Curricular	\$930,248	\$0	\$0	\$930,248
41 - General Administration	\$1,003,935	\$0	\$0	\$1,003,935
51 - Plant Maint & Operations	\$2,214,787	\$0	\$0	\$2,214,787
52 - Security	\$337,650	\$0	\$0	\$337,650
53 - Data Processing	\$445,644	\$0	\$0	\$445,644
61 - Community Services	\$365,302	\$0	\$0	\$365,302
71 - Debt Service	\$0	\$0	\$2,727,384	\$2,727,384
91 - Recapture	\$0	\$0	\$0	\$0
93 - Shared Services	\$18,046	\$0	\$0	\$18,046
95 - JJAEP	\$150	\$0	\$0	\$150
99 - Other Contracted Serv	\$249,767	\$0	\$0	\$249,767
Total Actual Expenditures	\$22,029,069	\$1,023,055	\$2,727,384	\$25,779,508
% Of Budget Expended	53%	53%	15%	
Standard % for this month	47%	45%	100%	
Variance from Standard %	6%	8%	-85%	
Remaining Balance	\$19,717,206	\$908,747	\$15,576,986	\$36,202,938
** % of budget is calculated excluding funds for grants, special & minor project funds.				
Summary of 2022-2023				
Total Revenue Realized	\$33,520,485	\$1,262,353	\$14,645,913	\$49,428,751
Total Expenditures	\$22,029,069	\$1,023,055	\$2,727,384	\$25,779,508
Net Difference	\$11,491,417	\$239,298	\$11,918,529	\$23,649,243

10.D. Consider Approval of the Innovative Course Recommendation

Presenter: Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction



Lovejoy Independent School District Board of Trustees

Date of Meeting	February 27, 2023
Document Title	Innovative Course Recommendation
Presented For	<input checked="" type="checkbox"/> Board Action <input type="checkbox"/> Report/Review Only
Supporting Documents	<input type="checkbox"/> None <input checked="" type="checkbox"/> Attached <input type="checkbox"/> Provided Later
Administrator Responsible	Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction

Executive Summary

This was originally presented at the January 23, 2023 Board Meeting. The Administration requests the Lovejoy ISD Board of Trustees consider approval of the addition of the CTE course, Introduction to Unmanned Aerial Vehicles UAV.

The **Introduction to Unmanned Aerial Vehicle (UAV) Flight** course is designed to prepare students for entry-level employment or continuing education in piloting UAV operations. Principles of UAV is designed to instruct students in UAV flight navigation, industry laws and regulations, and safety regulations. Students are also exposed to mission planning procedures, environmental factors, and human factors involved in the UAV industry.

The Drone-Unmanned Flight regional programs of study introduces CTE Learners to the occupations and education opportunities related to operating or designing an unmanned aircraft using a ground-based

controller and the systems of communications between the controller and the aircraft. Beginning the 2023-2024 school year, the course would be included in the Career Cluster: Transportation, Distribution, and Logistics.

Fiscal Implications

Approximately \$3,000

Administrator Recommendation

It is the recommendation of the administration that the Board of Trustees approve the Innovative Course, Introduction to Unmanned Aerial Vehicles UAV to be offered to LHS students beginning the 2023-2024 school year.

Board Priority

Priority 1: Academics

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, and 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. We will carry forward the strategic targets identified in our LOVEJOY 2030 Strategic Plan and provide students with opportunities to build Future Ready Skills.

Priority 2: Culture: Legacy of Excellence

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 align their actions with our Core Values and prioritize relationships, learning collaboration, results,

and fun. Lovejoy ISD will invest in a culture that provides exceptional learning opportunities for students and supports their development toward The Graduate Profile.

Priority 3: Continuous Improvement and Financial Sustainability

Lovejoy ISD will evaluate all areas which impact the student experience. A sustained focus on continuous improvement in all aspects of district services remains a commitment with the goal of providing the highest quality of learning experiences for our students. In support of organizational health and effectiveness, Lovejoy ISD will continue to prioritize planning 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. Our priority on legislative advocacy in the area of school finance will be emphasized through implementation of a Board Legislative Sub-Committee.

Innovative Course Recommendation

DR. LAURIE TINSLEY

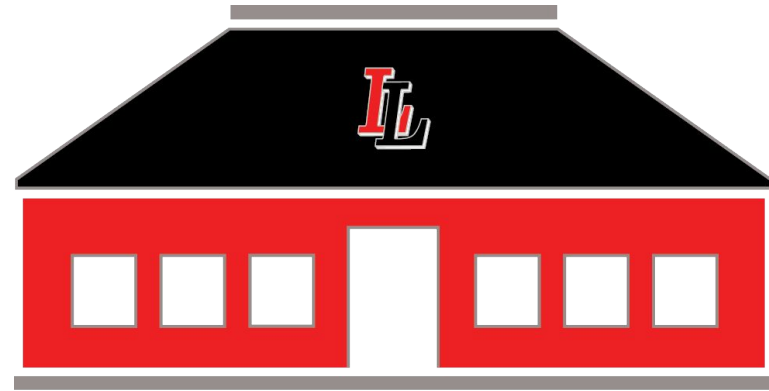
Assistant Superintendent of Curriculum and
Instruction

MARY MULLEN

Director of Secondary Education and Assessment
and Accountability

Presented on January 23, 2023

Board Meeting



LOVEJOY
INDEPENDENT SCHOOL DISTRICT

EST. 1917



Future Ready

Strategic Target 5.1

Lovejoy ISD will provide a world-class college and career preparation program to allow all students to learn, grow, and prepare for the career, vocation and/or education of their choosing.

Strategy

Key Indicators

Strategy 5.1.1

Cultivate college and career awareness in PK-12.

Implementation of Guidance Lessons
Increase in Guest Speakers
Increase in Business and industry Partnerships

Strategy 5.1.2

Increase opportunities for dual credit, industry certifications, and obtaining an associate's degree.

Year over Year Increase in Student Participation
Year over Year Increase in Industry Certifications
Establishment of Pathway to Associate's Degree



EHBJ — Special Programs: Innovative and Magnet Programs

Legal Framework

 Copy Link

Download Legal Framework: [PDF](#)

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Innovative Courses

A district may offer innovative courses to enable students to master knowledge, skills, and competencies not included in the essential knowledge and skills of the required curriculum. Applications shall not be approved if the proposed course significantly duplicates the content of a Texas Essential Knowledge and Skills (TEKS)-based course or can reasonably be taught within an existing TEKS-based course.

To request approval for an innovative course from the State Board of Education or the commissioner, a district or organization must submit a request for approval at least six months before planned implementation. The request must address the elements listed at 19 Administrative Code 74.27(a)(4).

To request approval from the commissioner for a career and technical education innovative course, the applying school district or organization must submit with its request for approval evidence that the course is aligned with state and/or regional labor market data.

With the approval of the board, a district may offer, without modifications, any state-approved innovative course.

19 [TAC](#) 74.27(a)

Magnet Schools or Programs

A district may operate a magnet program, academy, or other innovative program to serve student populations with specialized interests and aptitudes. 19 [TAC](#) 74.22(b)

BOARD POLICY EHBJ (LEGAL)

Innovative and Magnet Programs

Recommend Approval CTE Course

Introduction to Unmanned Aerial Vehicles UAV

Course Description

The Introduction to Unmanned Aerial Vehicle (UAV) Flight course is designed to prepare students for entry-level employment or continuing education in piloting UAV operations. Principles of UAV is designed to instruct students in UAV flight navigation, industry laws and regulations, and safety regulations. Students are also exposed to mission planning procedures, environmental factors, and human factors involved in the UAV industry.

Career Cluster

Transportation, Distribution, and Logistics

Regional Program of Study

The Drone-Unmanned Flight regional programs of study introduces CTE Learners to the occupations and education opportunities related to operating or designing an unmanned aircraft using a ground-based controller and the systems of communications between the controller and the aircraft.

Industry-Based Certification

FAA Part 107 Remote Drone Pilot

Growing demand by businesses and governments due to their numerous advantages (cost-effective operation, provide high-quality imagery and data).

The drone industry is projected to grow by 62% between 2021 and 2030 (Astute Analytica - global analytics and advisory company).

Used across numerous businesses and industries - videography, photography, agriculture, oil fields, oceanography, search and rescue, the military, firefighting, security services, ambulance service, and so much more.

According to the Unmanned Safety Institute, 103,776 new jobs will be created by 2025 with starting salaries as high as \$85,000 for remote pilots.

Global unmanned aerial vehicle (UAV) market was valued at \$56.7 billion in 2021 and is estimated to reach a valuation of \$106.03 billion by 2030 (Astute Analytica)

WHY DRONES?

Work-Based Learning Opportunities:

Work part-time at an aviation services agency, drone company, or airline company

Postsecondary Opportunities:

Associates Degrees - Airline pilots, copilots, and flight engineers

Aligned Occupations - Aerospace Engineering and Operations Technicians, Avionics Technicians

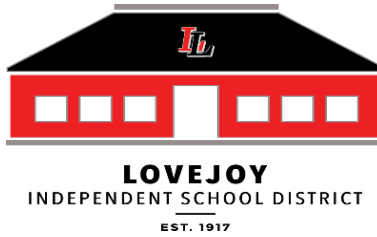
LISD STUDENT
OPPORTUNITIES



THANK YOU

10.E. Consider Approval of the TASB Localized Policy Manual 120 Update

Presenter: Rodricka Taylor, Coordinator for the Superintendent and Board Services



Lovejoy Independent School District Board of Trustees

Date of Meeting	February 27, 2023
Document Title	TASB Localized Policy Manual Update 120
Presented For	<input checked="" type="checkbox"/> Board Action <input type="checkbox"/> Report/Review Only
Supporting Documents	<input type="checkbox"/> None <input checked="" type="checkbox"/> Attached <input type="checkbox"/> Provided Later
Administrator Responsible	Rodricka Taylor, Coordinator for the Superintendent and Board Services
Executive Summary	
<p>Update 120 covers recommended (LOCAL) policy revisions. The following policies are included in the update.</p> <p>CB (LOCAL): STATE AND FEDERAL REVENUE SOURCES</p> <p>CKC (LOCAL): SAFETY PROGRAM/RISK MANAGEMENT: EMERGENCY PLANS</p> <p>FNG (LOCAL): RESPONSIBILITIES: STUDENT AND PARENT COMPLAINTS/GRIEVANCES</p> <p>FO (LOCAL): STUDENT DISCIPLINE</p>	
Fiscal Implications	
N/A	
Administrator Recommendation	

Administration recommends the adoption of the TASB Localized Policy Manual Update 120 as provided.

Board Priority

Priority 1: Academics

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, and 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. We will carry forward the strategic targets identified in our LOVEJOY 2030 Strategic Plan and provide students with opportunities to build Future Ready Skills.

Priority 2: Culture: Legacy of Excellence

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 align their actions with our Core Values and prioritize relationships, learning collaboration, results, and fun. Lovejoy ISD will invest in a culture that provides exceptional learning opportunities for students and supports their development toward The Graduate Profile.

Priority 3: Continuous Improvement and Financial Sustainability

Lovejoy ISD will evaluate all areas which impact the student experience. A sustained focus on continuous improvement in all aspects of district services remains a commitment with the goal of providing the highest quality of learning experiences for our students. In support of organizational health and effectiveness, Lovejoy ISD will continue to prioritize planning 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. Our priority on

legislative advocacy in the area of school finance will be emphasized through implementation of a Board Legislative Sub-Committee.

Priority 4: Parent and Community Partnership

Lovejoy ISD will build strong community connections and trust 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 Legacy 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. Parent and Community involvement and transparency will be prioritized as tools for continuous improvement.

Priority 5: Safety and Security

Lovejoy ISD will continuously examine and analyze best practices in the areas of safety and security. We commit to a focus on safety, security, and protecting Lovejoy ISD's positive learning environment. The personal and social needs of Lovejoy ISD students will be prioritized.



(LOCAL) Policies Packet

For your convenience, this file contains the (LOCAL) policies—and only the local policies—from your school district’s TASB update packet.

What is included in this packet?

- Instruction sheet for recommended (LOCAL) policies
- Explanatory Notes for recommended (LOCAL) policies
- Clean copies of recommended (LOCAL) policies
- Annotated (redlined) copies of recommended (LOCAL) policy changes

This is not the full update packet.

To retrieve your district’s full update packet, visit *Policy Service Resource Library > Local Manual Updates* in [myTASB](#).

What is in the full update packet?

The full update packet contains:

- A summary of the overall policy update
- (LEGAL) policies and (EXHIBIT) documents that describe the statutory framework in which your local policies must operate
- Instructions and Explanatory Notes for every policy change, not just the (LOCAL)s
- Guidance on how to:
 - Present recommended policy changes to the board
 - Keep minutes
 - Notify TASB of board action
 - Maintain your historical record
 - Update your administrative regulations

Disclaimer and Copyright

This information is provided for educational purposes only to facilitate a general understanding of the law or other regulatory matter. This information is neither an exhaustive treatment on the subject nor is this intended to substitute for the advice of an attorney or other professional adviser. Consult with your attorney or professional adviser to apply these principles to specific fact situations.

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Instruction Sheet
TASB Localized Policy Manual Update 120

Lovejoy ISD

Code	Type	Action To Be Taken	Note
CB	(LOCAL)	Replace policy	Revised policy
CKC	(LOCAL)	Replace policy	Revised policy
FFI	(LOCAL)	No policy enclosed	See explanatory note
FNG	(LOCAL)	Replace policy	Revised policy
FO	(LOCAL)	Replace policy	Revised policy

Explanatory Notes

TASB Localized Policy Manual Update 120

Lovejoy ISD

CB(LOCAL) STATE AND FEDERAL REVENUE SOURCES

As recommended by TEA, newly recommended text requires the district to give public notice of federal grant applications by providing information at board meetings and publishing information on the district's website. The new text also affirms that the district will comply with requirements for receiving public input regarding such applications.

Further, the policy authorizes the superintendent to approve the plan for use of the grant or award. If the board retains authority to approve any plans for use of federal grants, please contact your policy consultant for appropriate revisions.

CKC(LOCAL) SAFETY PROGRAM/RISK MANAGEMENT: EMERGENCY PLANS

Education Code 37.108(d) requires a district's multihazard emergency operations plan to include responding to a train derailment near a district school if a district facility is within 1,000 yards of a railroad track. New recommended local policy text incorporates this requirement into the list of procedures that must be addressed.

In addition, we recommend adjustments to provisions regarding the board's authorization of certain employees to possess firearms on district property. Key changes include the following:

- Establish the authority of both the superintendent and the board to revoke an employee's authorization.
- Include firearms among the equipment that requires district approval.
- Clarify that the procedures to implement this security program are detailed in the district's emergency operations plan.

Please note: The district's unique text at firearms has been revised for clarity and policy style. Text that is recommended for deletion is better suited for administrative regulations.

Please contact your policy consultant with any questions about these recommended revisions.

For more information, see TASB Legal Services' article [School Marshals and Other Personnel Carrying Firearms](#). The *Legal Issues in Update 120* memo also describes common legal concerns and best practices specific to [this policy's topic](#).

FFI(LOCAL) STUDENT WELFARE: FREEDOM FROM BULLYING

District bullying policies must address prevention and mediation of bullying incidents and comply with minimum standards adopted by TEA. TEA recently issued updated [Proposed Minimum Standards for Bullying Prevention Policies and Procedures](#) for public comment from October 28 through November 28, 2022. Policy Service will recommend local policy revisions following publication of the final TEA minimum standards.

FNG(LOCAL) STUDENT RIGHTS AND RESPONSIBILITIES: STUDENT AND PARENT COMPLAINTS/GRIEVANCES

Revisions to this local policy are recommended at Other Complaint Processes to:

- Clarify how special education complaints are addressed.
- Encompass all instructional resources policies.
- Reference the required hearing procedure for eligibility disputes under school nutrition programs.

The *Legal Issues in Update 120* memo describes common legal concerns and best practices specific to [this policy's topic](#).

Explanatory Notes
TASB Localized Policy Manual Update 120

Lovejoy ISD

FO(LOCAL)

STUDENT DISCIPLINE

Recommended revisions to this local policy are to clarify circumstances when restraint may be used generally and to more prominently address restraint of a student who receives special education services.

Grants and Awards

The Superintendent shall be authorized to:

1. Apply, on behalf of the Board, for any and all special federal and state grants and awards as deemed appropriate for the District's operations;
2. Approve commitment of District funds for matching, cost sharing, cooperative, or jointly funded projects up to the amounts specifically allowed under the District budget approved by the Board; and
3. Approve grant and award amendments as necessary.

The District shall comply with all requirements for state and federal grants and awards imposed by law, the awarding agency, or an applicable pass-through entity. The Superintendent shall develop and enforce financial management systems, internal control procedures, procurement procedures, and other administrative procedures as needed to provide reasonable assurance that the District is complying with requirements for state and federal grants and awards.

[See CAA, CBB]

Federal Awards

Public Notice and
Input

The District shall provide public notice of federal grant applications through an information item at a Board meeting and by publishing information on the District's website. The District shall make available opportunities for public input as required by law or the granting agency.

Plan Approval

Approval of required grant and award plans shall be by the Superintendent.

Conflict of Interest

Each employee, Board member, or agent of the District who is engaged in the selection, award, or administration of a contract supported by a federal grant or award and who has a potential conflict of interest as defined at Code of Federal Regulations, title 2, section 200.318, shall disclose to the District, in writing, any conflict that meets the disclosure threshold in Chapter 176 of the Local Government Code. [See CBB]

In addition, each employee, Board member, or agent of the District shall comply with any other conflict of interest requirements imposed by the granting agency or a pass-through entity.

For purposes of this policy, "immediate family member" shall have the same meaning as "family member" as described in Chapter 176 of the Government Code. [See BBFA]

For purposes of this policy, “partner” shall have the same meaning as defined in Business Organizations Code Chapter 1, Subchapter A.

An employee, Board member, or agent of the District who is required to disclose a conflict in accordance with the provisions above shall not participate in the selection, award, or administration of a contract supported by a federal grant or award.

Gifts and Gratuities

Employees, Board members, and agents of the District shall not solicit any gratuities, favors, or items from a contractor or a party to a subcontract for a federal grant or award and shall not accept:

1. Any single item with a value at or above \$50; or
2. Items from a single contractor or subcontractor that have an aggregate monetary value exceeding \$100 in a 12-month period.

[See BBFA, BBFB, CBB, DBD. In the event of a violation of these requirements, see CAA and DH.]

**Emergency
Operations Plan**

The Superintendent shall ensure updating of the District's emergency operations plan and ongoing staff training.

As required by law, the emergency operations plan shall include the District's procedures addressing:

1. Reasonable security measures when District property is used as a polling place;
2. Response to an active shooter emergency; and
3. Response to a nearby train derailment, as applicable; and
4. Access to campus buildings and materials necessary for a substitute teacher to carry out the duties of a District employee during an emergency or an emergency drill.

Firearms

Purpose

The Board has adopted these provisions regarding firearms to address concerns about effective and timely response to emergency situations on District property, including invasion of a school by an armed outsider; a hostage situation; actions of a student or employee who is armed and poses a direct threat of physical harm to himself, herself, or others; and similar circumstances.

Authorization

Pursuant to its authority under state law, the Board may authorize specific District employees to possess certain firearms in schools, at Board meetings, and at school-sponsored or school-related events on District property, to the extent allowed by law.

Each specifically authorized employee shall be approved by action of the Board. The Superintendent shall issue written authorization to each approved employee.

Participation in this safety program shall be strictly voluntary and shall not be a requirement of any employee position.

Revocation

The Superintendent, as well as the Board, shall have the authority to revoke at any time a specific employee's authorization to possess a firearm under this policy.

However, authorization for a specific employee to possess a firearm under this policy shall be automatically revoked if the employee is placed on administrative leave or separates from employment with the District, regardless of the reason.

Handgun Licensees

Only a District employee who maintains a current license to carry a handgun in accordance with state law shall be eligible for authorization to possess a firearm on District property under this policy and in accordance with the District's emergency operations plan.

A District employee who is a handgun license holder but who has not been specifically authorized by Board action under this policy

SAFETY PROGRAM/RISK MANAGEMENT
EMERGENCY PLANS

CKC
(LOCAL)

	shall not be permitted to possess a firearm on school property except in accordance with the limited provisions of DH(LOCAL).
Training	The District shall provide to each District employee who is authorized to possess a firearm on District property specialized training in crisis intervention, management of hostage situations, and other topics the Board may determine necessary or appropriate.
Permitted Weapons and Ammunition	Only District-approved firearms and ammunition shall be authorized for possession and use under this policy and the District's emergency operations procedures.
Implementation	The Superintendent shall ensure that procedures to implement this security program are detailed in the District's emergency operations plan.

Complaints

In this policy, the terms “complaint” and “grievance” shall have the same meaning.

Other Complaint Processes

Student or parent complaints shall be filed in accordance with this policy, except as required by the policies listed below. Some of these policies require appeals to be submitted in accordance with FNG after the relevant complaint process:

1. Complaints alleging discrimination or harassment based on race, color, religion, sex, gender, national origin, age, or disability shall be submitted in accordance with FFH.
2. Complaints concerning dating violence shall be submitted in accordance with FFH.
3. Complaints concerning retaliation related to discrimination and harassment shall be submitted in accordance with FFH.
4. Complaints concerning bullying or retaliation related to bullying shall be submitted in accordance with FFI.
5. Complaints concerning failure to award credit or a final grade on the basis of attendance shall be submitted in accordance with FEC.
6. Complaints concerning expulsion shall be submitted in accordance with FOD and the Student Code of Conduct.
7. Complaints concerning any final decisions of the gifted and talented selection committee regarding selection for or exit from the gifted program shall be submitted in accordance with EHBB.
8. Complaints within the scope of Section 504, including complaints concerning identification, evaluation, or educational placement of a student with a disability, shall be submitted in accordance with FB and the procedural safeguards handbook.
9. Complaints within the scope of the Individuals with Disabilities Education Act, including complaints concerning identification, evaluation, educational placement, or discipline of a student with a disability, shall be submitted in accordance with EHBAE, FOF, and the procedural safeguards handbook provided to parents of all students referred to special education.
10. Complaints concerning instructional resources shall be submitted in accordance with the EF series.

STUDENT RIGHTS AND RESPONSIBILITIES
STUDENT AND PARENT COMPLAINTS/GRIEVANCES

FNG
(LOCAL)

11. Complaints concerning a commissioned peace officer who is an employee of the District shall be submitted in accordance with CKE.
12. Complaints concerning intradistrict transfers or campus assignment shall be submitted in accordance with FDB.
13. Complaints concerning admission, placement, or services provided for a homeless student shall be submitted in accordance with FDC.
14. Complaints concerning disputes regarding a student's eligibility for free or reduced-priced meal programs shall be submitted in accordance with COB.

Complaints regarding refusal of entry to or ejection from District property based on Education Code 37.105 shall be filed in accordance with this policy. However, the timelines shall be adjusted as necessary to permit the complainant to address the Board in person within 90 calendar days of filing the initial complaint, unless the complaint is resolved before the Board considers it. [See GKA(LEGAL)]

Notice to Students and Parents

The District shall inform students and parents of this policy through appropriate District publications.

Guiding Principles

Informal Process

The Board encourages students and parents to discuss their concerns with the appropriate teacher, principal, or other campus administrator who has the authority to address the concerns. Concerns should be expressed as soon as possible to allow early resolution at the lowest possible administrative level.

Informal resolution shall be encouraged but shall not extend any deadlines in this policy, except by mutual written consent.

Formal Process

A student or parent may initiate the formal process described below by timely filing a written complaint form.

Even after initiating the formal complaint process, students and parents are encouraged to seek informal resolution of their concerns. A student or parent whose concerns are resolved may withdraw a formal complaint at any time.

The process described in this policy shall not be construed to create new or additional rights beyond those granted by law or Board policy, nor to require a full evidentiary hearing or "mini-trial" at any level.

Freedom from Retaliation

Neither the Board nor any District employee shall unlawfully retaliate against any student or parent for bringing a concern or complaint.

STUDENT RIGHTS AND RESPONSIBILITIES
STUDENT AND PARENT COMPLAINTS/GRIEVANCES

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(LOCAL)

General Provisions

Filing

Complaint forms and appeal notices may be filed by hand-delivery, by electronic communication, including email and fax, or by U.S. Mail. Hand-delivered filings shall be timely filed if received by the appropriate administrator or designee by the close of business on the deadline. Filings submitted by electronic communication shall be timely filed if they are received by the close of business on the deadline, as indicated by the date/time shown on the electronic communication. Mail filings shall be timely filed if they are post-marked by U.S. Mail on or before the deadline and received by the appropriate administrator or designated representative no more than three days after the deadline.

Scheduling
Conferences

The District shall make reasonable attempts to schedule conferences at a mutually agreeable time. If a student or parent fails to appear at a scheduled conference, the District may hold the conference and issue a decision in the student's or parent's absence.

Response

At Levels One and Two, "response" shall mean a written communication to the student or parent from the appropriate administrator. Responses may be hand-delivered, sent by electronic communication to the student's or parent's email address of record, or sent by U.S. Mail to the student's or parent's mailing address of record. Mailed responses shall be timely if they are postmarked by U.S. Mail on or before the deadline.

Days

"Days" shall mean District business days, unless otherwise noted. In calculating timelines under this policy, the day a document is filed is "day zero." The following business day is "day one."

Representative

"Representative" shall mean any person who or organization that is designated by the student or parent to represent the student or parent in the complaint process. A student may be represented by an adult at any level of the complaint.

The student or parent may designate a representative through written notice to the District at any level of this process. If the student or parent designates a representative with fewer than three days' notice to the District before a scheduled conference or hearing, the District may reschedule the conference or hearing to a later date, if desired, in order to include the District's counsel. The District may be represented by counsel at any level of the process.

Consolidating
Complaints

Complaints arising out of an event or a series of related events shall be addressed in one complaint. A student or parent shall not file separate or serial complaints arising from any event or series of events that have been or could have been addressed in a previous complaint.

Untimely Filings

All time limits shall be strictly followed unless modified by mutual written consent.

STUDENT RIGHTS AND RESPONSIBILITIES
STUDENT AND PARENT COMPLAINTS/GRIEVANCES

FNG
(LOCAL)

If a complaint form or appeal notice is not timely filed, the complaint may be dismissed, on written notice to the student or parent, at any point during the complaint process. The student or parent may appeal the dismissal by seeking review in writing within ten days from the date of the written dismissal notice, starting at the level at which the complaint was dismissed. Such appeal shall be limited to the issue of timeliness.

Costs Incurred

Each party shall pay its own costs incurred in the course of the complaint.

Complaint and
Appeal Forms

Complaints and appeals under this policy shall be submitted in writing on a form provided by the District.

Copies of any documents that support the complaint should be attached to the complaint form. If the student or parent does not have copies of these documents, copies may be presented at the Level One conference. After the Level One conference, no new documents may be submitted by the student or parent unless the student or parent did not know the documents existed before the Level One conference.

A complaint or appeal form that is incomplete in any material aspect may be dismissed but may be refiled with all the required information if the refiling is within the designated time for filing.

Level One

Complaint forms must be filed:

1. Within 15 days of the date the student or parent first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint or grievance; and
2. With the lowest level administrator who has the authority to remedy the alleged problem.

In most circumstances, students and parents shall file Level One complaints with the campus principal.

If the only administrator who has authority to remedy the alleged problem is the Superintendent or designee, the complaint may begin at Level Two following the procedure, including deadlines, for filing the complaint form at Level One.

If the complaint is not filed with the appropriate administrator, the receiving administrator must note the date and time the complaint form was received and immediately forward the complaint form to the appropriate administrator.

The appropriate administrator shall investigate as necessary and schedule a conference with the student or parent within ten days

after receipt of the written complaint. The administrator may set reasonable time limits for the conference.

Absent extenuating circumstances, the administrator shall provide the student or parent a written response within ten days following the conference. The written response shall set forth the basis of the decision. In reaching a decision, the administrator may consider information provided at the Level One conference and any other relevant documents or information the administrator believes will help resolve the complaint.

Level Two

If the student or parent did not receive the relief requested at Level One or if the time for a response has expired, the student or parent may request a conference with the Superintendent or designee to appeal the Level One decision.

The appeal notice must be filed in writing, on a form provided by the District, within ten days of the date of the written Level One response or, if no response was received, within ten days of the Level One response deadline.

After receiving notice of the appeal, the Level One administrator shall prepare and forward a record of the Level One complaint to the Level Two administrator. The student or parent may request a copy of the Level One record.

The Level One record shall include:

1. The original complaint form and any attachments.
2. All other documents submitted by the student or parent at Level One.
3. The written response issued at Level One and any attachments.
4. All other documents relied upon by the Level One administrator in reaching the Level One decision.

The Superintendent or designee shall schedule a conference within ten days after the appeal notice is filed. The conference shall be limited to the issues and documents considered at Level One. At the conference, the student or parent may provide information concerning any documents or information relied upon by the administration for the Level One decision. The Superintendent or designee may set reasonable time limits for the conference.

The Superintendent or designee shall provide the student or parent a written response within ten days following the conference. The written response shall set forth the basis of the decision. In reaching a decision, the Superintendent or designee may consider the

Level One record, information provided at the Level Two conference, and any other relevant documents or information the Superintendent or designee believes will help resolve the complaint.

Recordings of the Level One and Level Two conferences, if any, shall be maintained with the Level One and Level Two records.

Level Three

If the student or parent did not receive the relief requested at Level Two or if the time for a response has expired, the student or parent may appeal the decision to the Board.

The appeal notice must be filed in writing, on a form provided by the District, within ten days of the date of the written Level Two response or, if no response was received, within ten days of the Level Two response deadline. If the appeal notice is untimely, not on the District's form, or incomplete in any material way, the Superintendent, after consultation with the Board President, may dismiss the complaint and provide written notice of dismissal to the complainant.

The Superintendent or designee shall inform the student or parent of the date, time, and place of the Board meeting at which the complaint will be on the agenda for presentation to the Board.

The Superintendent or designee shall provide the Board the record of the Level Two appeal. The student or parent may request a copy of the Level Two record.

The Level Two record shall include:

1. The Level One record.
2. The notice of appeal from Level One to Level Two.
3. The written response issued at Level Two and any attachments.
4. All other documents relied upon by the administration in reaching the Level Two decision.

The appeal shall be limited to the issues and documents considered at Level Two, except that if at the Level Three hearing the administration intends to rely on evidence not included in the Level Two record, the administration shall provide the student or parent notice of the nature of the evidence at least three days before the hearing.

The District shall determine whether the complaint will be presented in open or closed meeting in accordance with the Texas Open Meetings Act and other applicable law. [See BE]

STUDENT RIGHTS AND RESPONSIBILITIES
STUDENT AND PARENT COMPLAINTS/GRIEVANCES

FNG
(LOCAL)

The presiding officer may set reasonable time limits and guidelines for the presentation, including an opportunity for the student or parent and administration to each make a presentation and provide rebuttal and an opportunity for questioning by the Board. The Board shall hear the complaint and may request that the administration provide an explanation for the decisions at the preceding levels.

In addition to any other record of the Board meeting required by law, the Board shall prepare a separate record of the Level Three presentation. The Level Three presentation, including the presentation by the student or parent or the student's representative, any presentation from the administration, and questions from the Board with responses, shall be recorded by audio recording, video/audio recording, or court reporter.

The Board shall then consider the complaint. It may give notice of its decision orally or in writing at any time up to and including the next regularly scheduled Board meeting. If the Board does not make a decision regarding the complaint by the end of the next regularly scheduled meeting, the lack of a response by the Board upholds the administrative decision at Level Two.

Student Code of Conduct

The District's rules of discipline are maintained in the Board-adopted Student Code of Conduct and are established to support an environment conducive to teaching and learning.

Rules of conduct and discipline shall not have the effect of discriminating on the basis of gender, race, color, disability, religion, ethnicity, or national origin.

At the beginning of the school year and throughout the school year as necessary, the Student Code of Conduct shall be:

1. Posted and prominently displayed at each campus or made available for review in the principal's office, as required by law; and
2. Made available on the District's website and/or as a hard copy to students, parents, teachers, administrators, and others on request.

Revisions

Revisions to the Student Code of Conduct approved by the Board during the year shall be made available promptly to students and parents, teachers, administrators, and others.

Extracurricular Standards of Behavior

With the approval of the principal and Superintendent, sponsors and coaches of extracurricular activities may develop and enforce standards of behavior that are higher than the District-developed Student Code of Conduct and may condition membership or participation in the activity on adherence to those standards. Extracurricular standards of behavior may take into consideration conduct that occurs at any time, on or off school property.

A student shall be informed of any extracurricular behavior standards at the beginning of each school year or when the student first begins participation in the activity. A student and his or her parent shall sign and return to the sponsor or coach a statement that they have read the extracurricular behavior standards and consent to them as a condition of participation in the activity.

Standards of behavior for an extracurricular activity are independent of the Student Code of Conduct. Violations of these standards of behavior that are also violations of the Student Code of Conduct may result in independent disciplinary actions.

A student may be removed from participation in extracurricular activities or may be excluded from school honors for violation of extracurricular standards of behavior for an activity or for violation of the Student Code of Conduct.

“Parent” Defined

Throughout the Student Code of Conduct and discipline policies, the term “parent” includes a parent, legal guardian, or other person having lawful control of the child.

General Discipline Guidelines

A District employee shall adhere to the following general guidelines when imposing discipline:

1. A student shall be disciplined when necessary to improve the student’s behavior, to maintain order, or to protect other students, school employees, or property.
2. A student shall be treated fairly and equitably. Discipline shall be based on an assessment of the circumstances of each case. Factors to consider shall include:
 - a. The seriousness of the offense;
 - b. The student’s age;
 - c. The frequency of misconduct;
 - d. The student’s attitude;
 - e. The potential effect of the misconduct on the school environment;
 - f. Requirements of Chapter 37 of the Education Code; and
 - g. The Student Code of Conduct adopted by the Board.
3. Before a student under 18 is assigned to detention outside regular school hours, notice shall be given to the student’s parent to inform him or her of the reason for the detention and permit arrangements for necessary transportation.

Corporal Punishment

The Board prohibits the use of corporal punishment in the District. Students shall not be spanked, paddled, or subjected to other physical force as a means of discipline for violations of the Student Code of Conduct.

Physical Restraint

Note: A District employee may restrain a student with a disability who receives special education services only in accordance with law. [See FOF(LEGAL)]

Within the scope of an employee’s duties, a District employee may physically restrain a student if the employee reasonably believes restraint is necessary in order to:

1. Protect a person, including the person using physical restraint, from physical injury.

STUDENT DISCIPLINE

FO
(LOCAL)

2. Obtain possession of a weapon or other dangerous object.
3. Protect property from serious damage.
4. Remove a student refusing a lawful command of a school employee from a specific location, including a classroom or other school property, in order to restore order or to impose disciplinary measures.

Video and Audio Monitoring

Video and audio recording equipment shall be used for safety purposes to monitor student behavior on District property.

The District shall post signs notifying students and parents about the District's use of video and audio recording equipment. Students shall not be notified when the equipment is turned on.

Use of Recordings

The principal shall review recordings as needed, and evidence of student misconduct shall be documented. A student found to be in violation of the District's Student Code of Conduct shall be subject to appropriate discipline.

Access to Recordings

Recordings shall remain in the custody of the campus principal and shall be maintained as required by law. A parent or student who wishes to view a recording in response to disciplinary action taken against the student may request such access under the procedures set out by law. [See FL(LEGAL)]



(LOCAL) Policy Comparisons

These documents are generated by an automated process that compares the updated policy to the current policy as found in TASB records.

In this packet, you will find:

- Policies being recommended for revision (annotated)
- New policies (not annotated)
- Policies recommended for deletion (annotated in PDF; not shown in Word)

Annotations are shown as follows:

- Deletions are in a red strike-through font: ~~deleted text~~.
- Additions are in a blue, bold font: **new text**.
- Blocks of text that were moved without changes are shown in green, with double underline and double strike-through formatting to distinguish the text's new placement from its original location: ~~moved text~~ becomes moved text.
- Revision bars appear in the right margin to show sections with changes.

Note: While the annotation software competently identifies simple changes, large or complicated changes—as in an extensive rewrite—may be more difficult to follow. In addition, TASB's recent changes to the policy templates to facilitate accessibility sometimes makes formatting changes appear tracked, even though the text remains the same.

For further assistance in understanding policy changes, please refer to the explanatory notes in your Localized Policy Manual update packet or contact your policy consultant.

Contact:	School Districts and Education Service Centers	Community Colleges
	policy.service@tasb.org	colleges@tasb.org
	800.580.7529 512.467.0222	800.580.1488 512.467.3689

Grants and Awards

The Superintendent shall be authorized to:

1. Apply, on behalf of the Board, for any and all special federal and state grants and awards as deemed appropriate for the District's operations;
2. Approve commitment of District funds for matching, cost sharing, cooperative, or jointly funded projects up to the amounts specifically allowed under the District budget approved by the Board; and
3. Approve grant and award amendments as necessary.

The District shall comply with all requirements for state and federal grants and awards imposed by law, the awarding agency, or an applicable pass-through entity. The Superintendent shall develop and enforce financial management systems, internal control procedures, procurement procedures, and other administrative procedures as needed to provide reasonable assurance that the District is complying with requirements for state and federal grants and awards.

[See CAA, CBB]

Federal Awards

Public Notice and Input

The District shall provide public notice of federal grant applications through an information item at a Board meeting and by publishing information on the District's website. The District shall make available opportunities for public input as required by law or the granting agency.

Plan Approval

Approval of required grant and award plans shall be by the Superintendent.

Conflict of Interest

Each employee, Board member, or agent of the District who is engaged in the selection, award, or administration of a contract supported by a federal grant or award and who has a potential conflict of interest as defined at Code of Federal Regulations, title 2, section 200.318, shall disclose to the District, in writing, any conflict that meets the disclosure threshold in Chapter 176 of the Local Government Code. [See CBB]

In addition, each employee, Board member, or agent of the District shall comply with any other conflict of interest requirements imposed by the granting agency or a pass-through entity.

For purposes of this policy, "immediate family member" shall have the same meaning as "family member" as described in Chapter 176 of the Government Code. [See BBFA]

For purposes of this policy, “partner” shall have the same meaning as defined in Business Organizations Code Chapter 1, Subchapter A.

An employee, Board member, or agent of the District who is required to disclose a conflict in accordance with the provisions above shall not participate in the selection, award, or administration of a contract supported by a federal grant or award.

Gifts and Gratuities

Employees, Board members, and agents of the District shall not solicit any gratuities, favors, or items from a contractor or a party to a subcontract for a federal grant or award and shall not accept:

1. Any single item with a value at or above ~~\$50; or \$50; or~~
2. Items from a single contractor or subcontractor that have an aggregate monetary value exceeding \$100 in a 12-month period.

[See BBFA, BBFB, CBB, DBD. In the event of a violation of these requirements, see CAA and DH.]

**Emergency
Operations Plan**

The Superintendent shall ensure updating of the District's emergency operations plan and ongoing staff training.

As required by law, the emergency operations plan shall include the District's procedures addressing:

1. Reasonable security measures when District property is used as a polling place;
2. Response to an active shooter emergency; and
3. Response to a nearby train derailment, as applicable; and
- ~~3-4.~~ 4. Access to campus buildings and materials necessary for a substitute teacher to carry out the duties of a District employee during an emergency or an emergency drill.

Firearms

Purpose

~~The Recognizing that District schools are located in a somewhat isolated area and that response from emergency first responders, including law enforcement personnel, takes a minimum of approximately ten to 15 minutes, the Board has adopted these provisions regarding firearms~~adopts this policy to address concerns about effective and timely response to emergency situations ~~on~~at a District ~~property~~school, including invasion of a school by an armed outsider; a hostage situation; actions of a student or employee who is armed and poses a direct threat of physical harm to himself, herself, or others; and similar circumstances.

Authorization

Pursuant to its authority under state law, the Board may, ~~from time to time,~~ authorize specific District employees to possess certain firearms in schools, at Board meetings, and ~~at~~en school ~~property,~~ ~~at school-~~sponsored or ~~school-related-sanctioned~~ events on District property, to the extent allowed by law.

~~Each, and at school Board meetings. Those~~ specifically authorized ~~employee~~individuals shall be approved by ~~separate~~action of the Board. The ~~Superintendent~~Board shall issue written authorization to ~~each~~ approved ~~employee~~employees.

Participation in this safety program ~~shall be~~is strictly voluntary and ~~shall~~is not be a requirement of any ~~employee~~ position ~~as an employee of the District.~~

~~Any duties performed by an employee under this policy shall be considered within the course and scope of his or her employment.~~

Revocation

The Superintendent, as well as the Board, shall have the authority ~~to or its designee may~~ revoke ~~such authorization~~at any time a ~~specific employee's.~~The authorization to possess a firearm under this policy.

	<p>However, authorization for a specific employee to possess a firearm under this policy at certain firearms at Board meetings and at school sponsored or school related events on school property shall be automatically revoked if the an employee or official is placed on administrative leave or separates from employment with, resigns, is nonrenewed, is terminated, or no longer serves the District, regardless of the reason. in an official capacity.</p>
Handgun Licensees	<p>Only a District employee or official who maintains a current license to carry a handgun issued by the state of Texas, in accordance with state law, shall be eligible for authorization to possess a firearm on District property under this policy and in accordance with the District's emergency operations plan. -</p> <p>A District employee or official who is a handgun license holder but who has not been specifically authorized by Board action under this policy shall not be permitted to possess a firearm on school property except in accordance with the limited provisions of DH(LOCAL).</p>
Training	<p>The District shall provide to each Any District employee who is authorized to possess a firearm on District property specialized shall be provided additional training in crisis intervention, management of hostage situations, and other topics training as the Board or designee may determine necessary or appropriate.</p>
Permitted Weapons and Ammunition	<p>Only District-approved firearms and ammunition shall be authorized for possession and use under this policy and the District's emergency operations procedures.</p>
Implementation	<p>The Superintendent shall ensure determine the types of ammunition that procedures to implement this security program are detailed shall be permitted in the District's emergency operations plan firearms authorized to be on District property.</p>

Complaints

In this policy, the terms “complaint” and “grievance” shall have the same meaning.

Other Complaint Processes

Student or parent complaints shall be filed in accordance with this policy, except as required by the policies listed below. Some of these policies require appeals to be submitted in accordance with FNG after the relevant complaint process:

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2. Complaints concerning dating violence shall be submitted in accordance with FFH.
3. Complaints concerning retaliation related to discrimination and harassment shall be submitted in accordance with FFH.
4. Complaints concerning bullying or retaliation related to bullying shall be submitted in accordance with FFI.
5. Complaints concerning failure to award credit or a final grade on the basis of attendance shall be submitted in accordance with FEC.
6. Complaints concerning expulsion shall be submitted in accordance with FOD and the Student Code of Conduct.
7. Complaints concerning any final decisions of the gifted and talented selection committee regarding selection for or exit from the gifted program shall be submitted in accordance with EHBB.
8. Complaints [within the scope of Section 504, including complaints](#) concerning identification, evaluation, or educational placement of a student with a disability, ~~within the scope of Section 504~~ shall be submitted in accordance with FB and the procedural safeguards handbook.
9. [Complaints within the scope of the Individuals with Disabilities Education Act, including complaints](#) ~~Complaints~~ concerning identification, evaluation, educational placement, or discipline of a student with a disability, ~~within the scope of the Individuals with Disabilities Education Act~~ shall be submitted in accordance with EHBAE, FOF, and the procedural safeguards handbook provided to parents of all students referred to special education.
10. Complaints concerning instructional resources shall be submitted in accordance with [the EF series](#).

STUDENT RIGHTS AND RESPONSIBILITIES
STUDENT AND PARENT COMPLAINTS/GRIEVANCES

FNG
(LOCAL)

11. Complaints concerning a commissioned peace officer who is an employee of the District shall be submitted in accordance with CKE.
12. Complaints concerning intradistrict transfers or campus assignment shall be submitted in accordance with FDB.
13. Complaints concerning admission, placement, or services provided for a homeless student shall be submitted in accordance with FDC.
14. Complaints concerning disputes regarding a student's eligibility for free or reduced-priced meal programs shall be submitted in accordance with COB.

Complaints regarding refusal of entry to or ejection from District property based on Education Code 37.105 shall be filed in accordance with this policy. However, the timelines shall be adjusted as necessary to permit the complainant to address the Board in person within 90 calendar days of filing the initial complaint, unless the complaint is resolved before the Board considers it. [See GKA(LEGAL)]

Notice to Students and Parents

The District shall inform students and parents of this policy through appropriate District publications.

Guiding Principles

Informal Process

The Board encourages students and parents to discuss their concerns with the appropriate teacher, principal, or other campus administrator who has the authority to address the concerns. Concerns should be expressed as soon as possible to allow early resolution at the lowest possible administrative level.

Informal resolution shall be encouraged but shall not extend any deadlines in this policy, except by mutual written consent.

Formal Process

A student or parent may initiate the formal process described below by timely filing a written complaint form.

Even after initiating the formal complaint process, students and parents are encouraged to seek informal resolution of their concerns. A student or parent whose concerns are resolved may withdraw a formal complaint at any time.

The process described in this policy shall not be construed to create new or additional rights beyond those granted by law or Board policy, nor to require a full evidentiary hearing or "mini-trial" at any level.

Freedom from Retaliation

Neither the Board nor any District employee shall unlawfully retaliate against any student or parent for bringing a concern or complaint.

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General Provisions

Filing

Complaint forms and appeal notices may be filed by hand-delivery, by electronic communication, including email and fax, or by U.S. Mail. Hand-delivered filings shall be timely filed if received by the appropriate administrator or designee by the close of business on the deadline. Filings submitted by electronic communication shall be timely filed if they are received by the close of business on the deadline, as indicated by the date/time shown on the electronic communication. Mail filings shall be timely filed if they are post-marked by U.S. Mail on or before the deadline and received by the appropriate administrator or designated representative no more than three days after the deadline.

Scheduling
Conferences

The District shall make reasonable attempts to schedule conferences at a mutually agreeable time. If a student or parent fails to appear at a scheduled conference, the District may hold the conference and issue a decision in the student's or parent's absence.

Response

At Levels One and Two, "response" shall mean a written communication to the student or parent from the appropriate administrator. Responses may be hand-delivered, sent by electronic communication to the student's or parent's email address of record, or sent by U.S. Mail to the student's or parent's mailing address of record. Mailed responses shall be timely if they are postmarked by U.S. Mail on or before the deadline.

Days

"Days" shall mean District business days, unless otherwise noted. In calculating timelines under this policy, the day a document is filed is "day zero." The following business day is "day one."

Representative

"Representative" shall mean any person who or organization that is designated by the student or parent to represent the student or parent in the complaint process. A student may be represented by an adult at any level of the complaint.

The student or parent may designate a representative through written notice to the District at any level of this process. If the student or parent designates a representative with fewer than three days' notice to the District before a scheduled conference or hearing, the District may reschedule the conference or hearing to a later date, if desired, in order to include the District's counsel. The District may be represented by counsel at any level of the process.

Consolidating
Complaints

Complaints arising out of an event or a series of related events shall be addressed in one complaint. A student or parent shall not file separate or serial complaints arising from any event or series of events that have been or could have been addressed in a previous complaint.

Untimely Filings

All time limits shall be strictly followed unless modified by mutual written consent.

If a complaint form or appeal notice is not timely filed, the complaint may be dismissed, on written notice to the student or parent, at any point during the complaint process. The student or parent may appeal the dismissal by seeking review in writing within ten days from the date of the written dismissal notice, starting at the level at which the complaint was dismissed. Such appeal shall be limited to the issue of timeliness.

Costs Incurred

Each party shall pay its own costs incurred in the course of the complaint.

Complaint and Appeal Forms

Complaints and appeals under this policy shall be submitted in writing on a form provided by the District.

Copies of any documents that support the complaint should be attached to the complaint form. If the student or parent does not have copies of these documents, copies may be presented at the Level One conference. After the Level One conference, no new documents may be submitted by the student or parent unless the student or parent did not know the documents existed before the Level One conference.

A complaint or appeal form that is incomplete in any material aspect may be dismissed but may be refiled with all the required information if the refile is within the designated time for filing.

Level One

Complaint forms must be filed:

1. Within 15 days of the date the student or parent first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint or grievance; and
2. With the lowest level administrator who has the authority to remedy the alleged problem.

In most circumstances, students and parents shall file Level One complaints with the campus principal.

If the only administrator who has authority to remedy the alleged problem is the Superintendent or designee, the complaint may begin at Level Two following the procedure, including deadlines, for filing the complaint form at Level One.

If the complaint is not filed with the appropriate administrator, the receiving administrator must note the date and time the complaint form was received and immediately forward the complaint form to the appropriate administrator.

The appropriate administrator shall investigate as necessary and schedule a conference with the student or parent within ten days after receipt of the written complaint. The administrator may set reasonable time limits for the conference.

Absent extenuating circumstances, the administrator shall provide the student or parent a written response within ten days following the conference. The written response shall set forth the basis of the decision. In reaching a decision, the administrator may consider information provided at the Level One conference and any other relevant documents or information the administrator believes will help resolve the complaint.

Level Two

If the student or parent did not receive the relief requested at Level One or if the time for a response has expired, the student or parent may request a conference with the Superintendent or designee to appeal the Level One decision.

The appeal notice must be filed in writing, on a form provided by the District, within ten days of the date of the written Level One response or, if no response was received, within ten days of the Level One response deadline.

After receiving notice of the appeal, the Level One administrator shall prepare and forward a record of the Level One complaint to the Level Two administrator. The student or parent may request a copy of the Level One record.

The Level One record shall include:

1. The original complaint form and any attachments.
2. All other documents submitted by the student or parent at Level One.
3. The written response issued at Level One and any attachments.
4. All other documents relied upon by the Level One administrator in reaching the Level One decision.

The Superintendent or designee shall schedule a conference within ten days after the appeal notice is filed. The conference shall be limited to the issues and documents considered at Level One. At the conference, the student or parent may provide information concerning any documents or information relied upon by the administration for the Level One decision. The Superintendent or designee may set reasonable time limits for the conference.

The Superintendent or designee shall provide the student or parent a written response within ten days following the conference. The

written response shall set forth the basis of the decision. In reaching a decision, the Superintendent or designee may consider the Level One record, information provided at the Level Two conference, and any other relevant documents or information the Superintendent or designee believes will help resolve the complaint.

Recordings of the Level One and Level Two conferences, if any, shall be maintained with the Level One and Level Two records.

Level Three

If the student or parent did not receive the relief requested at Level Two or if the time for a response has expired, the student or parent may appeal the decision to the Board.

The appeal notice must be filed in writing, on a form provided by the District, within ten days of the date of the written Level Two response or, if no response was received, within ten days of the Level Two response deadline. If the appeal notice is untimely, not on the District's form, or incomplete in any material way, the Superintendent, after consultation with the Board President, may dismiss the complaint and provide written notice of dismissal to the complainant.

The Superintendent or designee shall inform the student or parent of the date, time, and place of the Board meeting at which the complaint will be on the agenda for presentation to the Board.

The Superintendent or designee shall provide the Board the record of the Level Two appeal. The student or parent may request a copy of the Level Two record.

The Level Two record shall include:

1. The Level One record.
2. The notice of appeal from Level One to Level Two.
3. The written response issued at Level Two and any attachments.
4. All other documents relied upon by the administration in reaching the Level Two decision.

The appeal shall be limited to the issues and documents considered at Level Two, except that if at the Level Three hearing the administration intends to rely on evidence not included in the Level Two record, the administration shall provide the student or parent notice of the nature of the evidence at least three days before the hearing.

The District shall determine whether the complaint will be presented in open or closed meeting in accordance with the Texas Open Meetings Act and other applicable law. [See BE]

The presiding officer may set reasonable time limits and guidelines for the presentation, including an opportunity for the student or parent and administration to each make a presentation and provide rebuttal and an opportunity for questioning by the Board. The Board shall hear the complaint and may request that the administration provide an explanation for the decisions at the preceding levels.

In addition to any other record of the Board meeting required by law, the Board shall prepare a separate record of the Level Three presentation. The Level Three presentation, including the presentation by the student or parent or the student's representative, any presentation from the administration, and questions from the Board with responses, shall be recorded by audio recording, video/audio recording, or court reporter.

The Board shall then consider the complaint. It may give notice of its decision orally or in writing at any time up to and including the next regularly scheduled Board meeting. If the Board does not make a decision regarding the complaint by the end of the next regularly scheduled meeting, the lack of a response by the Board upholds the administrative decision at Level Two.

Student Code of Conduct

The District's rules of discipline are maintained in the Board-adopted Student Code of Conduct and are established to support an environment conducive to teaching and learning.

Rules of conduct and discipline shall not have the effect of discriminating on the basis of gender, race, color, disability, religion, ethnicity, or national origin.

At the beginning of the school year and throughout the school year as necessary, the Student Code of Conduct shall be:

1. Posted and prominently displayed at each campus or made available for review in the principal's office, as required by law; and
2. Made available on the District's website and/or as a hard copy to students, parents, teachers, administrators, and others on request.

Revisions

Revisions to the Student Code of Conduct approved by the Board during the year shall be made available promptly to students and parents, teachers, administrators, and others.

Extracurricular Standards of Behavior

With the approval of the principal and Superintendent, sponsors and coaches of extracurricular activities may develop and enforce standards of behavior that are higher than the District-developed Student Code of Conduct and may condition membership or participation in the activity on adherence to those standards. Extracurricular standards of behavior may take into consideration conduct that occurs at any time, on or off school property.

A student shall be informed of any extracurricular behavior standards at the beginning of each school year or when the student first begins participation in the activity. A student and his or her parent shall sign and return to the sponsor or coach a statement that they have read the extracurricular behavior standards and consent to them as a condition of participation in the activity.

Standards of behavior for an extracurricular activity are independent of the Student Code of Conduct. Violations of these standards of behavior that are also violations of the Student Code of Conduct may result in independent disciplinary actions.

A student may be removed from participation in extracurricular activities or may be excluded from school honors for violation of extracurricular standards of behavior for an activity or for violation of the Student Code of Conduct.

“Parent” Defined

Throughout the Student Code of Conduct and discipline policies, the term “parent” includes a parent, legal guardian, or other person having lawful control of the child.

General Discipline Guidelines

A District employee shall adhere to the following general guidelines when imposing discipline:

1. A student shall be disciplined when necessary to improve the student’s behavior, to maintain order, or to protect other students, school employees, or property.
2. A student shall be treated fairly and equitably. Discipline shall be based on an assessment of the circumstances of each case. Factors to consider shall include:
 - a. The seriousness of the offense;
 - b. The student’s age;
 - c. The frequency of misconduct;
 - d. The student’s attitude;
 - e. The potential effect of the misconduct on the school environment;
 - f. Requirements of Chapter 37 of the Education Code; and
 - g. The Student Code of Conduct adopted by the Board.
3. Before a student under 18 is assigned to detention outside regular school hours, notice shall be given to the student’s parent to inform him or her of the reason for the detention and permit arrangements for necessary transportation.

Corporal Punishment

The Board prohibits the use of corporal punishment in the District. Students shall not be spanked, paddled, or subjected to other physical force as a means of discipline for violations of the Student Code of Conduct.

Physical Restraint

Note: [A District employee may restrain a student with a disability who receives special education services only in accordance with law. \[See FOF\(LEGAL\)\]](#)

Within the scope of an employee’s duties, a District employee may physically restrain a student if the employee reasonably believes restraint is necessary in order to:

1. Protect a person, including the person using physical restraint, from physical injury.
2. Obtain possession of a weapon or other dangerous object.

3. Protect property from serious damage.

~~3.4.~~ Remove a student refusing a lawful command of a school employee from a specific location, including a classroom or other school property, in order to restore order or to impose disciplinary measures.

~~4. Control an irrational student.~~

~~5.1. Protect property from serious damage.~~

~~A District employee may restrain a student with a disability who receives special education services only in accordance with law. [See FOF(LEGAL)]~~

Video and Audio Monitoring

Video and audio recording equipment shall be used for safety purposes to monitor student behavior on District property.

The District shall post signs notifying students and parents about the District's use of video and audio recording equipment. Students shall not be notified when the equipment is turned on.

Use of Recordings

The principal shall review recordings as needed, and evidence of student misconduct shall be documented. A student found to be in violation of the District's Student Code of Conduct shall be subject to appropriate discipline.

Access to Recordings

Recordings shall remain in the custody of the campus principal and shall be maintained as required by law. A parent or student who wishes to view a recording in response to disciplinary action taken against the student may request such access under the procedures set out by law. [See FL(LEGAL)]



(LOCAL) Policy Comparisons

These documents are generated by an automated process that compares the updated policy to the current policy as found in TASB records.

In this packet, you will find:

- Policies being recommended for revision (annotated)
- New policies (not annotated)
- Policies recommended for deletion (annotated in PDF; not shown in Word)

Annotations are shown as follows:

- Deletions are in a red strike-through font: ~~deleted text~~.
- Additions are in a blue, bold font: **new text**.
- Blocks of text that were moved without changes are shown in green, with double underline and double strike-through formatting to distinguish the text's new placement from its original location: ~~moved text~~ becomes moved text.
- Revision bars appear in the right margin to show sections with changes.

Note: While the annotation software competently identifies simple changes, large or complicated changes—as in an extensive rewrite—may be more difficult to follow. In addition, TASB's recent changes to the policy templates to facilitate accessibility sometimes makes formatting changes appear tracked, even though the text remains the same.

For further assistance in understanding policy changes, please refer to the explanatory notes in your Localized Policy Manual update packet or contact your policy consultant.

Contact:	School Districts and Education Service Centers	Community Colleges
	policy.service@tasb.org	colleges@tasb.org
	800.580.7529 512.467.0222	800.580.1488 512.467.3689

Grants and Awards

The Superintendent shall be authorized to:

1. Apply, on behalf of the Board, for any and all special federal and state grants and awards as deemed appropriate for the District's operations;
2. Approve commitment of District funds for matching, cost sharing, cooperative, or jointly funded projects up to the amounts specifically allowed under the District budget approved by the Board; and
3. Approve grant and award amendments as necessary.

The District shall comply with all requirements for state and federal grants and awards imposed by law, the awarding agency, or an applicable pass-through entity. The Superintendent shall develop and enforce financial management systems, internal control procedures, procurement procedures, and other administrative procedures as needed to provide reasonable assurance that the District is complying with requirements for state and federal grants and awards.

[See CAA, CBB]

Federal Awards

Public Notice and Input

The District shall provide public notice of federal grant applications through an information item at a Board meeting and by publishing information on the District's website. The District shall make available opportunities for public input as required by law or the granting agency.

Plan Approval

Approval of required grant and award plans shall be by the Superintendent.

Conflict of Interest

Each employee, Board member, or agent of the District who is engaged in the selection, award, or administration of a contract supported by a federal grant or award and who has a potential conflict of interest as defined at Code of Federal Regulations, title 2, section 200.318, shall disclose to the District, in writing, any conflict that meets the disclosure threshold in Chapter 176 of the Local Government Code. [See CBB]

In addition, each employee, Board member, or agent of the District shall comply with any other conflict of interest requirements imposed by the granting agency or a pass-through entity.

For purposes of this policy, "immediate family member" shall have the same meaning as "family member" as described in Chapter 176 of the Government Code. [See BBFA]

For purposes of this policy, “partner” shall have the same meaning as defined in Business Organizations Code Chapter 1, Subchapter A.

An employee, Board member, or agent of the District who is required to disclose a conflict in accordance with the provisions above shall not participate in the selection, award, or administration of a contract supported by a federal grant or award.

Gifts and Gratuities

Employees, Board members, and agents of the District shall not solicit any gratuities, favors, or items from a contractor or a party to a subcontract for a federal grant or award and shall not accept:

1. Any single item with a value at or above \$50; ~~or \$50; or~~
2. Items from a single contractor or subcontractor that have an aggregate monetary value exceeding \$100 in a 12-month period.

[See BBFA, BBFB, CBB, DBD. In the event of a violation of these requirements, see CAA and DH.]

**Emergency
Operations Plan**

The Superintendent shall ensure updating of the District's emergency operations plan and ongoing staff training.

As required by law, the emergency operations plan shall include the District's procedures addressing:

1. Reasonable security measures when District property is used as a polling place;
2. Response to an active shooter emergency; and
3. Response to a nearby train derailment, as applicable; and
- 3-4. Access to campus buildings and materials necessary for a substitute teacher to carry out the duties of a District employee during an emergency or an emergency drill.

Firearms

Purpose

~~The Recognizing that District schools are located in a somewhat isolated area and that response from emergency first responders, including law enforcement personnel, takes a minimum of approximately ten to 15 minutes, the Board has adopted these provisions regarding firearms~~adopts this policy to address concerns about effective and timely response to emergency situations ~~on~~at a District ~~property~~school, including invasion of a school by an armed outsider; a hostage situation; actions of a student ~~or employee~~ who is armed and poses a direct threat of physical harm to himself, herself, or others; and similar circumstances.

Authorization

Pursuant to its authority under state law, the Board may, ~~from time to time,~~ authorize specific District employees to possess certain firearms ~~in schools, at Board meetings, and at~~en school ~~property, at school-~~sponsored or ~~school-related-sanctioned~~ events ~~on District property, to the extent allowed by law.~~

~~Each, and at school Board meetings. Those~~ specifically authorized ~~employee~~individuals shall be approved by ~~separate~~action of the Board. The ~~Superintendent~~Board shall issue written authorization to ~~each~~ approved ~~employee~~employees.

Participation in this safety program ~~shall be~~is strictly voluntary and ~~shall~~is not be a requirement of any ~~employee~~ position ~~as an employee of the District.~~

~~Any duties performed by an employee under this policy shall be considered within the course and scope of his or her employment.~~

Revocation

The ~~Superintendent, as well as the Board, shall have the authority to or its designee may~~ revoke ~~such authorization~~at any time a ~~specific employee's.~~The authorization to possess a firearm under this policy.

	<p>However, authorization for a specific employee to possess a firearm under this policy at certain firearms at Board meetings and at school sponsored or school related events on school property shall be automatically revoked if the an employee or official is placed on administrative leave or separates from employment with, resigns, is nonrenewed, is terminated, or no longer serves the District, regardless of the reason. in an official capacity.</p>
Handgun Licensees	<p>Only a District employee or official who maintains a current license to carry a handgun issued by the state of Texas, in accordance with state law, shall be eligible for authorization to possess a firearm on District property under this policy and in accordance with the District's emergency operations plan. -</p> <p>A District employee or official who is a handgun license holder but who has not been specifically authorized by Board action under this policy shall not be permitted to possess a firearm on school property except in accordance with the limited provisions of DH(LOCAL).</p>
Training	<p>The District shall provide to each Any District employee who is authorized to possess a firearm on District property specialized shall be provided additional training in crisis intervention, management of hostage situations, and other topics training as the Board or designee may determine necessary or appropriate.</p>
Permitted Weapons and Ammunition	<p>Only District-approved firearms and ammunition shall be authorized for possession and use under this policy and the District's emergency operations procedures.</p>
Implementation	<p>The Superintendent shall ensure determine the types of ammunition that procedures to implement this security program are detailed shall be permitted in the District's emergency operations plan firearms authorized to be on District property.</p>

Complaints

In this policy, the terms “complaint” and “grievance” shall have the same meaning.

Other Complaint Processes

Student or parent complaints shall be filed in accordance with this policy, except as required by the policies listed below. Some of these policies require appeals to be submitted in accordance with FNG after the relevant complaint process:

1. Complaints alleging discrimination or harassment based on race, color, religion, sex, gender, national origin, age, or disability shall be submitted in accordance with FFH.
2. Complaints concerning dating violence shall be submitted in accordance with FFH.
3. Complaints concerning retaliation related to discrimination and harassment shall be submitted in accordance with FFH.
4. Complaints concerning bullying or retaliation related to bullying shall be submitted in accordance with FFI.
5. Complaints concerning failure to award credit or a final grade on the basis of attendance shall be submitted in accordance with FEC.
6. Complaints concerning expulsion shall be submitted in accordance with FOD and the Student Code of Conduct.
7. Complaints concerning any final decisions of the gifted and talented selection committee regarding selection for or exit from the gifted program shall be submitted in accordance with EHBB.
8. Complaints [within the scope of Section 504, including complaints](#) concerning identification, evaluation, or educational placement of a student with a disability, ~~within the scope of Section 504~~ shall be submitted in accordance with FB and the procedural safeguards handbook.
9. [Complaints within the scope of the Individuals with Disabilities Education Act, including complaints](#) ~~Complaints~~ concerning identification, evaluation, educational placement, or discipline of a student with a disability, ~~within the scope of the Individuals with Disabilities Education Act~~ shall be submitted in accordance with EHBAE, FOF, and the procedural safeguards handbook provided to parents of all students referred to special education.
10. Complaints concerning instructional resources shall be submitted in accordance with [the EF series](#).

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11. Complaints concerning a commissioned peace officer who is an employee of the District shall be submitted in accordance with CKE.
12. Complaints concerning intradistrict transfers or campus assignment shall be submitted in accordance with FDB.
13. Complaints concerning admission, placement, or services provided for a homeless student shall be submitted in accordance with FDC.
14. Complaints concerning disputes regarding a student's eligibility for free or reduced-priced meal programs shall be submitted in accordance with COB.

Complaints regarding refusal of entry to or ejection from District property based on Education Code 37.105 shall be filed in accordance with this policy. However, the timelines shall be adjusted as necessary to permit the complainant to address the Board in person within 90 calendar days of filing the initial complaint, unless the complaint is resolved before the Board considers it. [See GKA(LEGAL)]

Notice to Students and Parents

The District shall inform students and parents of this policy through appropriate District publications.

Guiding Principles

Informal Process

The Board encourages students and parents to discuss their concerns with the appropriate teacher, principal, or other campus administrator who has the authority to address the concerns. Concerns should be expressed as soon as possible to allow early resolution at the lowest possible administrative level.

Informal resolution shall be encouraged but shall not extend any deadlines in this policy, except by mutual written consent.

Formal Process

A student or parent may initiate the formal process described below by timely filing a written complaint form.

Even after initiating the formal complaint process, students and parents are encouraged to seek informal resolution of their concerns. A student or parent whose concerns are resolved may withdraw a formal complaint at any time.

The process described in this policy shall not be construed to create new or additional rights beyond those granted by law or Board policy, nor to require a full evidentiary hearing or "mini-trial" at any level.

Freedom from Retaliation

Neither the Board nor any District employee shall unlawfully retaliate against any student or parent for bringing a concern or complaint.

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General Provisions

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Complaint forms and appeal notices may be filed by hand-delivery, by electronic communication, including email and fax, or by U.S. Mail. Hand-delivered filings shall be timely filed if received by the appropriate administrator or designee by the close of business on the deadline. Filings submitted by electronic communication shall be timely filed if they are received by the close of business on the deadline, as indicated by the date/time shown on the electronic communication. Mail filings shall be timely filed if they are postmarked by U.S. Mail on or before the deadline and received by the appropriate administrator or designated representative no more than three days after the deadline.

Scheduling
Conferences

The District shall make reasonable attempts to schedule conferences at a mutually agreeable time. If a student or parent fails to appear at a scheduled conference, the District may hold the conference and issue a decision in the student's or parent's absence.

Response

At Levels One and Two, "response" shall mean a written communication to the student or parent from the appropriate administrator. Responses may be hand-delivered, sent by electronic communication to the student's or parent's email address of record, or sent by U.S. Mail to the student's or parent's mailing address of record. Mailed responses shall be timely if they are postmarked by U.S. Mail on or before the deadline.

Days

"Days" shall mean District business days, unless otherwise noted. In calculating timelines under this policy, the day a document is filed is "day zero." The following business day is "day one."

Representative

"Representative" shall mean any person who or organization that is designated by the student or parent to represent the student or parent in the complaint process. A student may be represented by an adult at any level of the complaint.

The student or parent may designate a representative through written notice to the District at any level of this process. If the student or parent designates a representative with fewer than three days' notice to the District before a scheduled conference or hearing, the District may reschedule the conference or hearing to a later date, if desired, in order to include the District's counsel. The District may be represented by counsel at any level of the process.

Consolidating
Complaints

Complaints arising out of an event or a series of related events shall be addressed in one complaint. A student or parent shall not file separate or serial complaints arising from any event or series of events that have been or could have been addressed in a previous complaint.

Untimely Filings

All time limits shall be strictly followed unless modified by mutual written consent.

If a complaint form or appeal notice is not timely filed, the complaint may be dismissed, on written notice to the student or parent, at any point during the complaint process. The student or parent may appeal the dismissal by seeking review in writing within ten days from the date of the written dismissal notice, starting at the level at which the complaint was dismissed. Such appeal shall be limited to the issue of timeliness.

Costs Incurred

Each party shall pay its own costs incurred in the course of the complaint.

Complaint and Appeal Forms

Complaints and appeals under this policy shall be submitted in writing on a form provided by the District.

Copies of any documents that support the complaint should be attached to the complaint form. If the student or parent does not have copies of these documents, copies may be presented at the Level One conference. After the Level One conference, no new documents may be submitted by the student or parent unless the student or parent did not know the documents existed before the Level One conference.

A complaint or appeal form that is incomplete in any material aspect may be dismissed but may be refiled with all the required information if the refile is within the designated time for filing.

Level One

Complaint forms must be filed:

1. Within 15 days of the date the student or parent first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint or grievance; and
2. With the lowest level administrator who has the authority to remedy the alleged problem.

In most circumstances, students and parents shall file Level One complaints with the campus principal.

If the only administrator who has authority to remedy the alleged problem is the Superintendent or designee, the complaint may begin at Level Two following the procedure, including deadlines, for filing the complaint form at Level One.

If the complaint is not filed with the appropriate administrator, the receiving administrator must note the date and time the complaint form was received and immediately forward the complaint form to the appropriate administrator.

The appropriate administrator shall investigate as necessary and schedule a conference with the student or parent within ten days after receipt of the written complaint. The administrator may set reasonable time limits for the conference.

Absent extenuating circumstances, the administrator shall provide the student or parent a written response within ten days following the conference. The written response shall set forth the basis of the decision. In reaching a decision, the administrator may consider information provided at the Level One conference and any other relevant documents or information the administrator believes will help resolve the complaint.

Level Two

If the student or parent did not receive the relief requested at Level One or if the time for a response has expired, the student or parent may request a conference with the Superintendent or designee to appeal the Level One decision.

The appeal notice must be filed in writing, on a form provided by the District, within ten days of the date of the written Level One response or, if no response was received, within ten days of the Level One response deadline.

After receiving notice of the appeal, the Level One administrator shall prepare and forward a record of the Level One complaint to the Level Two administrator. The student or parent may request a copy of the Level One record.

The Level One record shall include:

1. The original complaint form and any attachments.
2. All other documents submitted by the student or parent at Level One.
3. The written response issued at Level One and any attachments.
4. All other documents relied upon by the Level One administrator in reaching the Level One decision.

The Superintendent or designee shall schedule a conference within ten days after the appeal notice is filed. The conference shall be limited to the issues and documents considered at Level One. At the conference, the student or parent may provide information concerning any documents or information relied upon by the administration for the Level One decision. The Superintendent or designee may set reasonable time limits for the conference.

The Superintendent or designee shall provide the student or parent a written response within ten days following the conference. The

written response shall set forth the basis of the decision. In reaching a decision, the Superintendent or designee may consider the Level One record, information provided at the Level Two conference, and any other relevant documents or information the Superintendent or designee believes will help resolve the complaint.

Recordings of the Level One and Level Two conferences, if any, shall be maintained with the Level One and Level Two records.

Level Three

If the student or parent did not receive the relief requested at Level Two or if the time for a response has expired, the student or parent may appeal the decision to the Board.

The appeal notice must be filed in writing, on a form provided by the District, within ten days of the date of the written Level Two response or, if no response was received, within ten days of the Level Two response deadline. If the appeal notice is untimely, not on the District's form, or incomplete in any material way, the Superintendent, after consultation with the Board President, may dismiss the complaint and provide written notice of dismissal to the complainant.

The Superintendent or designee shall inform the student or parent of the date, time, and place of the Board meeting at which the complaint will be on the agenda for presentation to the Board.

The Superintendent or designee shall provide the Board the record of the Level Two appeal. The student or parent may request a copy of the Level Two record.

The Level Two record shall include:

1. The Level One record.
2. The notice of appeal from Level One to Level Two.
3. The written response issued at Level Two and any attachments.
4. All other documents relied upon by the administration in reaching the Level Two decision.

The appeal shall be limited to the issues and documents considered at Level Two, except that if at the Level Three hearing the administration intends to rely on evidence not included in the Level Two record, the administration shall provide the student or parent notice of the nature of the evidence at least three days before the hearing.

The District shall determine whether the complaint will be presented in open or closed meeting in accordance with the Texas Open Meetings Act and other applicable law. [See BE]

The presiding officer may set reasonable time limits and guidelines for the presentation, including an opportunity for the student or parent and administration to each make a presentation and provide rebuttal and an opportunity for questioning by the Board. The Board shall hear the complaint and may request that the administration provide an explanation for the decisions at the preceding levels.

In addition to any other record of the Board meeting required by law, the Board shall prepare a separate record of the Level Three presentation. The Level Three presentation, including the presentation by the student or parent or the student's representative, any presentation from the administration, and questions from the Board with responses, shall be recorded by audio recording, video/audio recording, or court reporter.

The Board shall then consider the complaint. It may give notice of its decision orally or in writing at any time up to and including the next regularly scheduled Board meeting. If the Board does not make a decision regarding the complaint by the end of the next regularly scheduled meeting, the lack of a response by the Board upholds the administrative decision at Level Two.

Student Code of Conduct

The District's rules of discipline are maintained in the Board-adopted Student Code of Conduct and are established to support an environment conducive to teaching and learning.

Rules of conduct and discipline shall not have the effect of discriminating on the basis of gender, race, color, disability, religion, ethnicity, or national origin.

At the beginning of the school year and throughout the school year as necessary, the Student Code of Conduct shall be:

1. Posted and prominently displayed at each campus or made available for review in the principal's office, as required by law; and
2. Made available on the District's website and/or as a hard copy to students, parents, teachers, administrators, and others on request.

Revisions

Revisions to the Student Code of Conduct approved by the Board during the year shall be made available promptly to students and parents, teachers, administrators, and others.

Extracurricular Standards of Behavior

With the approval of the principal and Superintendent, sponsors and coaches of extracurricular activities may develop and enforce standards of behavior that are higher than the District-developed Student Code of Conduct and may condition membership or participation in the activity on adherence to those standards. Extracurricular standards of behavior may take into consideration conduct that occurs at any time, on or off school property.

A student shall be informed of any extracurricular behavior standards at the beginning of each school year or when the student first begins participation in the activity. A student and his or her parent shall sign and return to the sponsor or coach a statement that they have read the extracurricular behavior standards and consent to them as a condition of participation in the activity.

Standards of behavior for an extracurricular activity are independent of the Student Code of Conduct. Violations of these standards of behavior that are also violations of the Student Code of Conduct may result in independent disciplinary actions.

A student may be removed from participation in extracurricular activities or may be excluded from school honors for violation of extracurricular standards of behavior for an activity or for violation of the Student Code of Conduct.

“Parent” Defined

Throughout the Student Code of Conduct and discipline policies, the term “parent” includes a parent, legal guardian, or other person having lawful control of the child.

General Discipline Guidelines

A District employee shall adhere to the following general guidelines when imposing discipline:

1. A student shall be disciplined when necessary to improve the student’s behavior, to maintain order, or to protect other students, school employees, or property.
2. A student shall be treated fairly and equitably. Discipline shall be based on an assessment of the circumstances of each case. Factors to consider shall include:
 - a. The seriousness of the offense;
 - b. The student’s age;
 - c. The frequency of misconduct;
 - d. The student’s attitude;
 - e. The potential effect of the misconduct on the school environment;
 - f. Requirements of Chapter 37 of the Education Code; and
 - g. The Student Code of Conduct adopted by the Board.
3. Before a student under 18 is assigned to detention outside regular school hours, notice shall be given to the student’s parent to inform him or her of the reason for the detention and permit arrangements for necessary transportation.

Corporal Punishment

The Board prohibits the use of corporal punishment in the District. Students shall not be spanked, paddled, or subjected to other physical force as a means of discipline for violations of the Student Code of Conduct.

Physical Restraint

Note: [A District employee may restrain a student with a disability who receives special education services only in accordance with law. \[See FOF\(LEGAL\)\]](#)

Within the scope of an employee’s duties, a District employee may physically restrain a student if the employee reasonably believes restraint is necessary in order to:

1. Protect a person, including the person using physical restraint, from physical injury.
2. Obtain possession of a weapon or other dangerous object.

3. Protect property from serious damage.

~~3.4.~~ Remove a student refusing a lawful command of a school employee from a specific location, including a classroom or other school property, in order to restore order or to impose disciplinary measures.

~~4. Control an irrational student.~~

~~5.1. Protect property from serious damage.~~

~~A District employee may restrain a student with a disability who receives special education services only in accordance with law. [See FOF(LEGAL)]~~

Video and Audio Monitoring

Video and audio recording equipment shall be used for safety purposes to monitor student behavior on District property.

The District shall post signs notifying students and parents about the District's use of video and audio recording equipment. Students shall not be notified when the equipment is turned on.

Use of Recordings

The principal shall review recordings as needed, and evidence of student misconduct shall be documented. A student found to be in violation of the District's Student Code of Conduct shall be subject to appropriate discipline.

Access to Recordings

Recordings shall remain in the custody of the campus principal and shall be maintained as required by law. A parent or student who wishes to view a recording in response to disciplinary action taken against the student may request such access under the procedures set out by law. [See FL(LEGAL)]

Authorization

Pursuant to its authority under state law, the Board may, ~~from time to time,~~ authorize specific District employees to possess certain firearms ~~in schools, at Board meetings, and at~~ school ~~property,~~ ~~at school-~~sponsored or ~~school-related-~~sanctioned events ~~on District property,~~ to the extent allowed by law.

~~Each, and at school Board meetings. Those~~ specifically authorized ~~employee~~individuals shall be approved by ~~separate~~ action of the Board. The ~~Superintendent~~Board shall issue written authorization to ~~each~~ approved ~~employee~~employees.

Participation in this safety program ~~shall be~~is strictly voluntary and ~~shall be~~not ~~be~~ a requirement of any ~~employee~~ position ~~as an employee of the District.~~

~~Any duties performed by an employee under this policy shall be considered within the course and scope of his or her employment~~

10.F. Consider Approval of the Budget Amendment #2

Presenter: Deborah Cabrera, Interim Chief Financial Officer



LOVEJOY
INDEPENDENT SCHOOL DISTRICT
EST. 1917

Lovejoy Independent School District Board of Trustees

Date of Meeting	February 27, 2023
Document Title	2022-2023 Budget Amendment #2
Presented For	<input checked="" type="checkbox"/> Board Action <input type="checkbox"/> Report/Review Only
Supporting Documents	<input type="checkbox"/> None <input checked="" type="checkbox"/> Attached <input type="checkbox"/> Provided Later
Administrator Responsible	Deborah Cabrera, Interim Chief Financial Officer

Executive Summary

Each June, the Board of Trustees adopts a general operating, student nutrition, and debt service fund budget based on the district's calculation of estimated revenue and expenditures. The expenditure budget is adopted at the "function" level, meaning that each major category of expenditure defined by the Texas Education Code is identified and funds are allocated between each function. Once adopted, the administration operates within that budget, although it is a working document. The administration has the authority to move funds from account to account, as long as no overall function total is exceeded. When it becomes necessary to increase or decrease a function, it requires board approval.

We are requesting the second budget amendment for 2022-2023. This amendment will address all three funds. We will continue to review our revenue and expenditures compared with the original budget to recommend future amendments as needed.

Fiscal Implications

The fiscal implications of this action fulfill legal requirements and allow the administration to operate within the confines of the functional expenditures approved by the Board.

Administrator Recommendation

The administration recommends approval by the Board.

Board Priority

Priority 3: Continuous Improvement and Financial Sustainability

Lovejoy ISD will evaluate all areas which impact the student experience. A sustained focus on continuous improvement in all aspects of district services remains a commitment with the goal of providing the highest quality of learning experiences for our students. In support of organizational health and effectiveness, Lovejoy ISD will continue to prioritize planning 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. Our priority on legislative advocacy in the area of school finance will be emphasized through implementation of a Board Legislative Sub-Committee.

Priority 4: Parent and Community Partnership

Lovejoy ISD will build strong community connections and trust 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 Legacy 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. Parent and Community involvement and transparency will be prioritized as tools for continuous improvement.

LOVEJOY ISD
2022-2023 Proposed Budget Amendment #2
Summary of Revenues & Expenditures
General Funds
(Includes funds 183 & 199)

General Operating Revenue		
5700 - Revenues from Local and Intermediate Sources	36,946,634	
5800 - State Program Revenues*	5,815,916	
5900 - Federal Program Revenues	1,242,732	
Total Revenue		\$ 44,005,282
11 - Instruction	\$ 21,709,887	
12 - Instructional Resources	\$ 572,831	
13 - Instructional Staff Development	\$ 945,867	
21 - Instructional Leadership	\$ 243,248	
23 - School Administration	\$ 2,414,811	
31 - Guidance & Counseling	\$ 1,764,961	
33 - Health Services	\$ 428,862	
34-Student Transportation	\$ 1,293,595	
35 - Student Nutrition	\$ -	
36 - Extra Curricular Activities	\$ 1,722,186	
41 - General Administration	\$ 1,748,639	
51 - Plant Maintenance & Operations	\$ 4,051,561	
52 - Security	\$ 638,465	
53 - Data Processing Services	\$ 711,252	
61 - Community Services	\$ 784,004	
91 - Recapture	\$ 1,773,090	
93 - Shared Service Arrangements	\$ 42,000	
95 - JJAEP	\$ 5,000	
99 - Other Intergovernmental Charges	\$ 337,500	
Total All Functions		\$ 41,187,759
*Budget includes TRS/Medicare Part D On-behalf Revenue or Expenditures		
Difference in Estimated Revenues & Expenditures		\$ 2,817,523

This proposed budget amendment, for the school year 2022-2023, was adopted at a meeting of the Board of School Trustees on February 27, 2023 as evidenced in the Official School Board Minutes. I certify that budget preparation and adoption is in accordance with Chapter 44 of the Texas Education Code.

	2/27/2023
President	Date
	2/27/2023
Secretary	Date

Note:
Total Revenue reflects the change in tax collection due to the non-vatre rate of 1.4429
Lovejoy Scholars and LCDC Revenue adjust to reflect current expectations

LOVEJOY ISD

2022-2023 Proposed Budget Amendment #2

Summary of Revenues & Expenditures

Student Nutrition Fund 101

General Operating Revenue

5700 - Revenues from Local and Intermediate Sources	\$	1,829,143
5800 - State Program Revenues*	\$	84,527
5900 - Federal Program Revenues	\$	169,835

Total Revenue **\$ 2,083,505**

35 - Student Nutrition **\$ 2,072,737**

Total All Functions **\$ 2,072,737**

*Budget includes TRS/Medicare Part D On-behalf Revenue or Expenditures

*Budget includes USDA Commodity Revenue and Expenditures

Total Expected Use of Fund Balance **\$ 10,768**

This proposed budget amendment, for the school year 2022-2023, was adopted at a meeting of the Board of School Trustees on February 27, 2023 as evidenced in the Official School Board Minutes. I certify that budget preparation and adoption is in accordance with Chapter 44 of the Texas Education Code.

_____ 2/27/2023

President **Date**

_____ 2/27/2023

Secretary **Date**

LOVEJOY ISD
2022-2023 Amended Budget
2022-2023 Proposed Budget Amendment #2
Summary of Revenues & Expenditures
Debt Service Fund 599

General Operating Revenue

5700 - Revenues from Local and Intermediate Sources	17,906,697
5800 - State Program Revenues	368,372

Total Revenue		\$ 18,275,069
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71-Debt Service	\$	18,275,069
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Total All Functions		\$ 18,275,069
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Difference in Estimated Revenues & Expenditures		\$ -
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This proposed budget amendment, for the school year 2022-2023, was adopted at a meeting of the Board of School Trustees on February 27, 2023 as evidenced in the Official School Board Minutes. I certify that budget preparation and adoption is in accordance with Chapter 44 of the Texas Education Code.

	2/27/2023
President	Date
	2/27/2023
Secretary	Date

Lovejoy Independent School District
 General Funds (Funds 183 199 only)
 2022-2023 Proposed Budget Amendment #2
 For February 27, 2023

REVENUES

<u>Function/Description</u>	<u>June Board Approved Budget</u>	<u>Amended Budget November #1</u>	<u>Amendment #2</u>	<u>Amended Budget February 27, 2023</u>
5700 - Revenues from Local and Intermediate Sources	\$ 37,437,824	36,429,879	516,755	\$ 36,946,634
5800 - State Program Revenues	\$ 5,428,492	5,895,650	(79,734)	\$ 5,815,916
5900 - Federal Program Revenues	\$ 550,000	1,242,732	-	\$ 1,242,732
7900 - Other Resources	-	-	-	\$ -
Total Revenues	<u>\$43,416,316</u>	<u>\$43,568,261</u>	<u>\$437,021</u>	<u>\$44,005,282</u>

EXPENDITURES

<u>Function/Description</u>	<u>June Board Approved Budget</u>	<u>Amended Budget November #1</u>	<u>Amendment #2</u>	<u>Amended Budget February 27, 2023</u>
11 - Instruction	\$ 22,259,385	22,251,130	(541,243)	\$ 21,709,887
12 - Instructional Resources	\$ 572,831	572,831	-	\$ 572,831
13 - Instructional Staff Development	\$ 1,418,201	1,426,701	(480,834)	\$ 945,867
21 - Instructional Leadership	\$ 245,048	243,248	-	\$ 243,248
23 - School Administration	\$ 2,413,261	2,414,811	-	\$ 2,414,811
31 - Guidance & Counseling	\$ 1,764,956	1,764,961	0	\$ 1,764,961
33 - Health Services	\$ 428,562	428,562	300	\$ 428,862
34-Student Transportation	\$ 1,198,455	1,188,113	105,482	\$ 1,293,595
35 - Student Nutrition	\$ -	-	-	\$ -
36 - Extra Curricular Activities	\$ 1,708,020	1,721,601	585	\$ 1,722,186
41 - General Administration	\$ 1,717,167	1,748,639	-	\$ 1,748,639
51 - Plant Maintenance & Operations	\$ 4,049,862	4,031,962	19,599	\$ 4,051,561
52 - Security	\$ 634,191	637,265	1,200	\$ 638,465
53 - Data Processing Services	\$ 702,546	702,646	8,606	\$ 711,252
61 - Community Services	\$ 843,028	798,092	(14,088)	\$ 784,004
91 - Recapture	\$ 1,014,579	1,406,700	366,390	\$ 1,773,090
93 - Shared Service Arrangements	\$ 42,000	42,000	-	\$ 42,000
95 - JJAEP	\$ 5,000	5,000	-	\$ 5,000
99 Other Governmental Charges	\$ 337,500	337,500	-	\$ 337,500
Total Expenditures	<u>\$41,354,592</u>	<u>\$ 41,721,762</u>	<u>\$ (534,002)</u>	<u>\$ 41,187,759</u>

8911 Transfers Out	\$ -	-	-	\$ -
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Budgeted Increase (Decrease) to Fund Balance	\$2,061,724	\$1,846,499	\$971,024	\$2,817,523
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Lovejoy Independent School District
 General Funds (Funds 183 199 only)
 2022-2023 Proposed Budget Amendment #2
 For February 27, 2023

<u>Explanation/Justification</u>	<u>Amount</u>
5700 Local Revenues	
Increase majority for Lovejoy Scholars, Transportation Fees, Rentals, LHS Gate Receipts to estimated actual	\$ 516,755
5800 State Revenues	
Decrease for T2 property value increase and enrollment projection decline	\$ (79,734)
5900 Federal Revenues	
	\$ -
Total Revenue	\$ 437,021
Function 11 - Instruction:	
Decrease mostly for payroll projections for unfilled positions	\$ (541,243)
Total Function 11	\$ (541,243)
Function 12 - Instructional Resource:	
	\$ -
Total Function 12	\$ -
Function 13 - Instructional Staff Development:	
Decrease payroll budget for positions funded by ESSER Supplemental	\$ (480,834)
Total Function 13	\$ (480,834)
Function 21 - Instructional Leadership:	
	\$ -
Total Function 21	\$ -
Function 23 - School Leadership:	
	\$ -
Total Function 23	\$ -
Function 31 - Guidance/Counseling Services:	
	\$ 0
Total Function 31	\$ 0
Function 33 - Nursing Services:	
Hart campus transfer from function 11 for nurse supplies	\$ 300
Total Function 33	\$ 300
Function 34 - Transportation Services:	
Fuel and Maintenance supply cost increase	\$ 105,482
Total Function 34	\$ 105,482

Lovejoy Independent School District
 General Funds (Funds 183 199 only)
 2022-2023 Proposed Budget Amendment #2
 For February 27, 2023

Function 35 - Food Services:		\$ -
	Total Function 35	<u>\$ -</u>
Function 36 - Cocurricular/Extracurricular:		
Increase for LHS football entry fees offset from gate receipt increase		\$ 585
	Total Function 36	<u>\$ 585</u>
Function 41 - Administration:		
	Total Function 41	<u>\$ -</u>
Function 51 - Plant Maintenance/Operations:		
Energy Factor final payment on contract ends 6/30/2024		\$ 19,599
	Total Function 51	<u>\$ 19,599</u>
Function 52 - Security/Monitoring Services:		
Increase to pay security for LHS playoff		\$ 1,200
	Total Function 52	<u>\$ 1,200</u>
Function 53 - Technology Services:		
Increase for security cameras and cost of supplies/materials		\$ 8,606
	Total Function 53	<u>\$ 8,606</u>
Function 61 - Community Service:		
Move contingency budget to other functions		\$ (14,088)
	Total Function 61	<u>\$ (14,088)</u>
Function 91 - Recapture		
Increase for T2 property value increase and enrollment projection decline		\$ 366,390
	Total Function 91	<u>\$ 366,390</u>
Function 93 - Shared Service Arrangements		
	Total Function 93	<u>\$ -</u>
Function 95 - Juvenile Justice Alternative Education Programs		
	Total Function 95	<u>\$ -</u>
Function 99 -Other Intergovernmental Charges		
	Total Function 99	<u>\$ -</u>
8911 - Transfers Out		
	Total Other Uses	<u>\$ -</u>
	Total Expenditure/Other Uses	<u>\$ (534,002)</u>

Lovejoy Independent School District
 Student Nutrition Fund 101
 2022-2023 Proposed Budget Amendment #2
 For February 27, 2023

REVENUES

<u>Function/Description</u>	<u>June Board Approved Budget</u>	<u>Amended Budget November #1</u>	<u>Amendment #2</u>	<u>Amended Budget February 27, 2023</u>
5700 - Revenues from Local and Intermediate Sources	\$ 1,731,143	1,731,143	98,000	\$ 1,829,143
5800 - State Program Revenues	\$ 84,527	84,527	-	\$ 84,527
5900 - Federal Program Revenues	\$ 126,900	126,900	42,935	\$ 169,835
7900 - Other Resources	-	-		\$ -
Total Revenues	\$1,942,570	\$1,942,570	\$140,935	\$2,083,505

EXPENDITURES

<u>Function/Description</u>	<u>June Board Approved Budget</u>	<u>Amended Budget November #1</u>	<u>Amendment #2</u>	<u>Amended Budget February 27, 2023</u>
35 - Student Nutrition	\$ 1,927,023	1,931,802	140,935	\$ 2,072,737
Total Expenditures	\$ 1,927,023	\$ 1,931,802	\$ 140,935	\$ 2,072,737
8911 Transfers Out	\$ -			\$ -
Budgeted Increase (Decrease) to Fund Balance	\$15,547	\$10,768	\$0	\$10,768

<u>Explanation/Justification</u>	<u>Amount</u>
5700 Local Revenues	
Increase to Estimated Actual	\$ 98,000
5800 State Revenues	
	\$ -
5900 Federal Revenues	
Increase for Supply Chain Assistant Grant	\$ 42,935
Total Revenue	\$ 140,935
Function 35 - Student Nutrition	
Increase for cost of food due to inflation	\$ 140,935
Total Expenditures	\$ 140,935

Lovejoy Independent School District
 Debt Service Fund 599
 2022-2023 Proposed Budget Amendment #2
 For February 27, 2023

REVENUES

<u>Function/Description</u>	<u>June Board Approved Budget</u>	<u>Amended Budget November #1</u>	<u>Amendment #2</u>	<u>Amended Budget February 27, 2023</u>
5700 - Revenues from Local and Intermediate Sources	\$ 18,304,370	18,304,370	(397,673)	\$ 17,906,697
5800 - State Program Revenues		-	368,372	\$ 368,372
5900 - Federal Program Revenues		-	-	
7900 - Other Resources	-	-		\$ -
Total Revenues	\$18,304,370	\$18,304,370	\$ (29,301)	\$18,275,069

EXPENDITURES

<u>Function/Description</u>	<u>June Board Approved Budget</u>	<u>Amended Budget November #1</u>	<u>Amendment #2</u>	<u>Amended Budget February 27, 2023</u>
71 - Debt Service	\$ 18,304,370	18,304,370	(29,301)	\$ 18,275,069
Total Expenditures	\$ 18,304,370	\$ 18,304,370	\$ (29,301)	\$ 18,275,069
8911 Transfers Out	\$ -			\$ -
Budgeted Increase (Decrease) to Fund Balance	\$0	\$0	\$0	\$0

Explanation/Justification

<u>Explanation/Justification</u>	<u>Amount</u>
5700 Local Revenues	
Adjust tax revenue to current actual certified levy	\$ (397,673)
5800 State Revenues	
Adjust to TEA payment for homestead hold harmless	<u>\$ 368,372</u>
Total Revenue	<u>\$ (29,301)</u>
Function 71 - Debt Service	
Reduce to actual interest for early redemption payment	<u>\$ (29,301)</u>
Total Expenditures	<u>\$ (29,301)</u>

11. Consider and Act on Use of Bond Funds for Capital Assessment and Planning
Presenter: Katie Kordel, Superintendent of Schools



LOVEJOY
INDEPENDENT SCHOOL DISTRICT
EST. 1917

Lovejoy Independent School District Board of Trustees

Date of Meeting	February 27, 2023
Document Title	Use of Bond Funds for Capital Assessment and Planning
Presented For	<input checked="" type="checkbox"/> Board Action <input type="checkbox"/> Report/Review Only
Supporting Documents	<input type="checkbox"/> None <input checked="" type="checkbox"/> Attached <input type="checkbox"/> Provided Later
Person Responsible	Katie Kordel, Superintendent of Schools



Executive Summary

As part of the Districts Capital assessment process, we are recommending engagement with PBK for Facilities Assessment and Long-Range Planning. The recommendation is to use bond funds for this purpose. The process would begin in mid-March 2023 and is projected to be complete in early August 2023. Milestone dates with delivery of key data/information are planned throughout the process.

Fiscal Implications

\$47,000

Administrator Recommendation

The administration recommends the Board approve the Use of Bond Funds for Capital Assessment and Planning as attached.

Board Priority

Priority 2: Culture: Legacy of Excellence

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 align their actions with our Core Values and prioritize relationships, learning collaboration, results, and fun. Lovejoy ISD will invest in a culture that provides exceptional learning opportunities for students and supports their development toward The Graduate Profile.

Priority 3: Continuous Improvement and Financial Sustainability

Lovejoy ISD will evaluate all areas which impact the student experience. A sustained focus on continuous improvement in all aspects of district services remains a commitment with the goal of providing the highest quality of learning experiences for our students. In support of organizational health and effectiveness, Lovejoy ISD will continue to prioritize planning 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. Our priority on legislative advocacy in the area of school finance will be emphasized through implementation of a Board Legislative Sub-Committee.

Priority 5: Safety and Security

Lovejoy ISD will continuously examine and analyze best practices in the areas of safety and security. We commit to a focus on safety, security, and protecting Lovejoy ISD's positive learning environment. The personal and social needs of Lovejoy ISD students will be prioritized.

14001 Dallas Parkway, Suite 400
Dallas, Texas 75240
Toll Free: 1-888-255-1385
Local: 972-233-1323
www.pbk.com

February 16, 2023

VIA EMAIL



Mrs. Katie Kordel
Superintendent of Schools
Lovejoy Independent School District
259 Country Club Road
Allen, Texas 75002

**RE: 2023 Facility Assessment & Long-Range Facility Planning for
Lovejoy Independent School District**

Dear Mrs. Kordel,

Thank you for allowing PBK the opportunity to submit this proposal for the 2023 Facility Assessment and Long-Range Facility Planning. The following is our understanding of the scope of this project.

SCOPE OF WORK

- 1. PBK understands the following (9) facilities will be assessed for Lovejoy ISD bringing the total assessed square footage to approximately 798,120 SF.**
 - a. Lovejoy High School – 2350 Estates Parkway | 238,380 SF
 - b. Willow Springs Middle School – 1101 W Lucas Road | 126,100 SF
 - c. Sloan Creek Intermediate School – 440 Country Club Road | 125,980 SF
 - d. Hart Elementary School – 450 Country Club Road | 79,450 SF
 - e. Puster Elementary School – 856 Stoddard Road | 81,300 SF
 - f. Carrie L. Lovejoy Elementary School – 256 Country Club Road | 88,540 SF
 - g. Natatorium – 440 Country Club Road | 19,680 SF
 - h. Transportation & Maintenance – 720 Country Club Road | 17,000 SF
 - i. Administration Building – 259 Country Club Road | 21,690 SF

- 2. Conduct a Facility Assessment for the selected facilities within Lovejoy ISD**
 - a. Hold a Facility Assessment Kickoff with appropriate Lovejoy ISD staff to establish the full scope of work, determine the format in which to present the data, and strategize the approach to ensure all needs are met.
 - b. Review existing data including but not limited to floor plans, previous facility assessment reports, District standards.
 - c. Distribute Facility Questionnaire to collect information regarding facility needs. Meet with Campus Principals and Department Heads to further obtain information regarding programmatic needs, current deficiencies, and overall vision. Meet with Maintenance and Facility personnel to understand operational and systems' needs.
 - d. Visit select facilities to evaluate the physical condition and identify work items, needs, and code issues. The facility assessment will be performed by experienced staff within the following disciplines: Architecture, MEPT, Building Envelope and Roofing, Civil Engineering, Sports Architecture and Engineering, Fire and Life Safety. *Structural Engineering, Foodservice, Theatrical, and Aquatics consultant teams will visit select*

facilities on an as needed basis.

- e. Develop a database of the facility condition assessment including prioritization, cost estimates, and recommended actions. The Facilities Assessment will be fully supported with data, photos, and critical information from the collaborative planning process with campus staff, on-site assessment walks, best practices, and expert opinions.
- f. Develop a Long-Range Facility Plan to expand upon the Facility Condition Assessment by identifying future facility and infrastructure needs to ensure that both projected student enrollment and educational programming needs are met. PBK will prepare a Long-Range Facility Plan* that includes both existing and proposed floor plans for each campus reflecting the future facility needs, as well as site layouts for any proposed new construction. *Required by Nov. 2021 TEA Facility Standards.
- g. Provide a final deliverable in PDF print format as well as an Excel file with raw data.
- h. Participate in presentation of findings and recommendations. Meet with Superintendent and Board of Trustees as well as any community outreach meetings, as required.

COMPENSATION

PBK is thrilled about the opportunity to be of service to and work alongside the Lovejoy Independent School District. PBK is pleased to offer select services to execute the 2023 Facilities Assessment and Long-Range Facility Plan in accordance with the following schedule of fees. Our fees are inclusive of all scope described above. PBK proposes to bill monthly based on an overall percentage of work completed.

See below for breakdown of our proposed compensation.

1. Facility Assessment – Total Fee of \$23,000

- | | |
|--|----------|
| a. Facility Assessment Walks (approx. 798,120 SF) | \$12,000 |
| b. Data Collection & Reporting | \$7,000 |
| c. Facility Assessment Meetings
<i>(Includes Tabletop Meeting, Line by Line Reviews, Formal Draft Review, Principal Meetings, etc.)</i> | \$4,000 |
| d. Reimbursables (assumed electronic deliverable & one colored print) | \$0.00 |

2. Long-Range Facility Planning – Total Fee of \$24,000

- | | |
|--|---------|
| a. Proposed Conceptual Plan Production | \$8,000 |
| b. Long-Range Facility Planning Development | \$8,000 |
| c. Long-Range Planning Meetings
<i>(Includes Meetings, Presentation of Findings to the BoT, etc.)</i> | \$8,000 |
| d. Reimbursables (assumed electronic deliverable & one colored print) | \$0.00 |

3. Overall Total: \$47,000

Thank you again for allowing PBK to submit this proposal. We look forward to the prospect of working with you and your staff at Lovejoy Independent School District. If you have any further questions, please do not hesitate to call.

AGREED TO AND ACCEPTED THIS ___ DAY OF FEBRUARY 2023.



Todd Spore
Partner, PBK



Danny Berger, RA
Principal, PBK

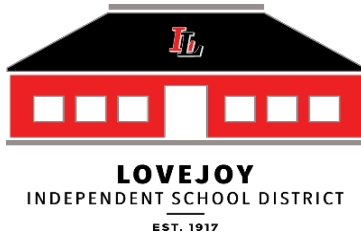


Caroline Harris
Director of Facility Planning, PBK

Mrs. Katie Kordel
Superintendent, Lovejoy ISD

12. Consider and Act on the Senior Director of District Support Services

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



Lovejoy Independent School District Board of Trustees

Date of Meeting	February 27, 2023
Document Title	Senior Director of District Support Services
Presented For	<input checked="" type="checkbox"/> Board Action <input type="checkbox"/> Report/Review Only
Supporting Documents	<input checked="" type="checkbox"/> None <input type="checkbox"/> Attached <input type="checkbox"/> Provided Later
Administrator Responsible	Anna Koenig, Executive Director of Human Resources and Communications

Executive Summary

Dr. James Hill is being recommended for the Senior Director of District Support Services position (This was initially posted as Senior Director of Operations). Dr. Hill is an experienced educator who has held both campus and district leadership positions for over 20 years.

Dr. Hill spent his early years teaching middle and high school in the Lewisville Independent School District. During his 16 years there, he served as a teacher, coach, assistant principal, and principal of Huffines Middle School and The Colony High School. After leaving Lewisville ISD, he became the High School Principal in Argyle ISD.

Dr. Hill has over 25 years of experience with the last five years being in Frisco ISD. He received his Bachelor of Education and Masters of Education degrees from the University of North Texas and his Doctorate in Educational Administration from Dallas Baptist University in 2018.

Most recently, he has served as a Managing Director of Human Resources in the Frisco Independent School District. His primary responsibilities were supporting campus and district personnel, as well as departments including

custodial, construction, maintenance, etc. He has also had oversight of campus facilities, financial management, and operational systems. Dr. Hill has worked closely with campuses and departments to develop, lead and implement effective processes and systems that create efficiencies. Dr. Hill has been a presenter at numerous conferences both locally and nationally.

Dr. Hill will have oversight of Safety and Security, Custodial Services, Construction & Facility Planning, Grounds, and Maintenance.

Fiscal Implications

District leaders considered both short and long-term financial sustainability and the impact of the student experience.

Administrator Recommendation

Policy DC (LOCAL) states that the Board delegates to the Superintendent final authority to employ contractual employees for all positions except principals, directors, and cabinet members.

Administration is recommending that you approve Dr. James Hill as the Senior Director of District Support Services.

Board Priority

Priority 2: Culture: Legacy of Excellence

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 align their actions with our Core Values and prioritize relationships, learning collaboration, results, and fun. Lovejoy ISD will invest in a culture that provides exceptional learning opportunities for students and supports their development toward the Graduate Profile.

Priority 3: Continuous Improvement and Financial Sustainability

Lovejoy ISD will evaluate all areas which impact the student experience. A sustained focus on continuous improvement in all aspects of district services remains a commitment with the goal of providing the highest quality of learning experiences for our students. In support of organizational health and effectiveness, Lovejoy ISD will continue to prioritize planning 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. Our priority on

legislative advocacy in the area of school finance will be emphasized through implementation of a Board Legislative Sub-Committee.

13. Consider and Act on the Resolution Authorizing the Collin Central Appraisal District Chief Appraiser or Other Employee of Appraisal District to Act as Agent in Regard to Filing a Protest Against the Comptroller's 2022 Property Value Study for Lovejoy Independent School District

Presenter: Deborah Cabrera, Interim Chief Financial Officer



LOVEJOY
INDEPENDENT SCHOOL DISTRICT
EST. 1917

Lovejoy Independent School District Board of Trustees

Date of Meeting	February 27, 2023
Document Title	Resolution Naming Collin Central Appraisal District (CCAD) Agent to Protest Property Value Study
Presented For	<input checked="" type="checkbox"/> Board Action <input type="checkbox"/> Report/Review Only
Supporting Documents	<input type="checkbox"/> None <input checked="" type="checkbox"/> Attached <input type="checkbox"/> Provided Later
Administrator Responsible	Deborah Cabrera, Interim Chief Financial Officer

Executive Summary

The Preliminary results of the Comptroller's Property Value Study (PVS) determined that the property values for our district submitted by the CCAD were invalid because the value for single family homes were outside the 5% +/- variance allowed. This placed our district in a one-year grace period for the preliminary PVS. So, while the district will receive local value for tax year 2022/fiscal year 2023, future years could result in being assigned state value if this should occur two years in a row. This could result in a significant loss in state funding. For this reason, we are requesting that the CCAD be named as the district's agent to file a protest of these preliminary findings. Ten other districts in Collin county were also placed in the one-year grace period.

Fiscal Implications

There are no direct fiscal implications of the action for the 2022 tax year but state funding could be significantly decreased and recapture increased in fiscal year 2023-2024 for tax year 2023 if the district's taxable values are determined to be invalid two years in a row.

Administrator Recommendation

Administration recommends the Board of Trustees approve the Resolution naming the Collin Central Appraisal District to act as the agent of the district to file a protest of the Comptroller's tax year 2022 property value study.

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.

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.

A RESOLUTION AUTHORIZING THE COLLIN CENTRAL APPRAISAL DISTRICT CHIEF APPRAISER OR OTHER EMPLOYEE OF APPRAISAL DISTRICT TO ACT AS AGENT IN REGARD TO FILING A PROTEST AGAINST THE COMPTROLLER'S 2022 PROPERTY VALUE STUDY FOR LOVEJOY INDEPENDENT SCHOOL DISTRICT

THE STATE OF TEXAS
COUNTY OF COLLIN

WHEREAS, the Board of Trustees of said Independent School District intend to protest the Comptroller's Property Value Study for tax year 2022; and

WHEREAS, 34 TEX. ADMIN. CODE § 9.4302 permits the governing body of a school district to designate the Chief Appraiser and other employees of the appraisal district to act as its agent for the school district in the protest of the Comptroller's Property Value Study; and

WHEREAS, the Board of Trustees of said Independent School District have voted to approve and grant authority to the Chief Appraiser of the Collin Central Appraisal District and all other appraisal district employees, as delegated and determined by the Chief Appraiser, to act as its agent regarding its protest of the Comptroller's Property Value Study for tax year 2022;

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

To hereby authorize and otherwise grant authority to the Chief Appraiser and all other employees of the Collin Central Appraisal District to act as its agent in its protest of the Comptroller's Property Value Study for tax year 2022.

PASSED AND APPROVED by the Board of Trustees of Lovejoy Independent School District this 27th day of February, 2023.

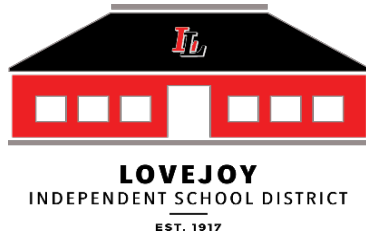
Barrett Owens, President
Board of Trustees
Lovejoy Independent School District

ATTEST:

Anne Smith, Secretary
Board of Trustees
Lovejoy Independent School District

14. Consider and Act on the General Election Contract for Election Services and the Joint Election Order for May 6, 2023

Presenter: Rodricka Taylor, Coordinator for the Superintendent and Board Services



Lovejoy Independent School District Board of Trustees

Date of Meeting	February 27, 2023
Document Title	Collin County Joint Election Services Contract
Presented For	<input checked="" type="checkbox"/> Board Action <input type="checkbox"/> Report/Review Only
Supporting Documents	<input type="checkbox"/> None <input checked="" type="checkbox"/> Attached <input type="checkbox"/> Provided Later
Administrator Responsible	Rodricka Taylor, Coordinator for the Superintendent and Board Services

Executive Summary

The Lovejoy Independent School District Trustees Election will be held on Saturday, May 6, 2023 for Place 4 and Place 5. As required by law, school districts must hold a Joint Election. The district recommends the attached Joint Election Services Contract between Collin County Elections Administrator and Lovejoy Independent School District Joint Election Order on May 6, 2023.

Fiscal Implications

See attached.

Administrator Recommendation

The administration recommends approval of the Collin County Joint Election Services Contract for the May 6, 2023 Joint Election.

Board Priority

Priority 1: Academics

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, and 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. We will carry forward the strategic targets identified in our LOVEJOY 2030 Strategic Plan and provide students with opportunities to build Future Ready Skills.

Priority 2: Culture: Legacy of Excellence

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 align their actions with our Core Values and prioritize relationships, learning collaboration, results, and fun. Lovejoy ISD will invest in a culture that provides exceptional learning opportunities for students and supports their development toward The Graduate Profile.

Priority 3: Continuous Improvement and Financial Sustainability

Lovejoy ISD will evaluate all areas which impact the student experience. A sustained focus on continuous improvement in all aspects of district services remains a commitment with the goal of providing the highest quality of learning experiences for our students. In support of organizational health and effectiveness, Lovejoy ISD will continue to prioritize planning 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. Our priority on legislative advocacy in the area of school finance will be emphasized through implementation of a Board Legislative Sub-Committee.

Priority 4: Parent and Community Partnership

Lovejoy ISD will build strong community connections and trust 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 Legacy 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. Parent and Community involvement and transparency will be prioritized as tools for continuous improvement.

Priority 5: Safety and Security

Lovejoy ISD will continuously examine and analyze best practices in the areas of safety and security. We commit to a focus on safety, security, and protecting Lovejoy ISD's positive learning environment. The personal and social needs of Lovejoy ISD students will be prioritized.

JOINT ELECTION SERVICES CONTRACT
("Election Services Contract")

ELECTION SERVICES AGREEMENT

BETWEEN

THE COLLIN COUNTY ELECTIONS ADMINISTRATOR
("Contracting Election Officer")

AND THE POLITICAL SUBDIVISIONS LISTED BELOW
("Participating Political Subdivisions")

CITY OF ALLEN
CITY OF ANNA
CITY OF BLUE RIDGE
CITY OF CARROLLTON
CITY OF CELINA
CITY OF DALLAS
TOWN OF FAIRVIEW
CITY OF FARMERSVILLE
CITY OF FRISCO
CITY OF LUCAS
CITY OF MCKINNEY
CITY OF MURPHY
TOWN OF NEW HOPE
CITY OF PARKER
CITY OF PLANO
TOWN OF PROSPER
CITY OF RICHARDSON
CITY OF SACHSE
TOWN OF ST. PAUL
CITY OF WYLIE
COLLIN COLLEGE

ALLEN INDEPENDENT SCHOOL DISTRICT
ANNA INDEPENDENT SCHOOL DISTRICT
CELINA INDEPENDENT SCHOOL DISTRICT
COMMUNITY INDEPENDENT SCHOOL DISTRICT
FARMERSVILLE INDEPENDENT SCHOOL DISTRICT
FRISCO INDEPENDENT SCHOOL DISTRICT
LOVEJOY INDEPENDENT SCHOOL DISTRICT
MCKINNEY INDEPENDENT SCHOOL DISTRICT
MELISSA INDEPENDENT SCHOOL DISTRICT
PLANO INDEPENDENT SCHOOL DISTRICT
PRINCETON INDEPENDENT SCHOOL DISTRICT
PROSPER INDEPENDENT SCHOOL DISTRICT
NORTH PARKWAY MUNICIPAL MANAGEMENT DISTRICT NO. 1
BEAR CREEK SPECIAL UTILITY DISTRICT

COPEVILLE SPECIAL UTILITY DISTRICT
SEIS LAGOS SPECIAL UTILITY DISTRICT
WESTMINISTER SPECIAL UTILITY DISTRICT

FOR THE CONDUCT OF A JOINT ELECTION

TO BE HELD ON SATURDAY, MAY 6, 2023

TO BE ADMINISTERED BY THE COLLIN COUNTY ELECTIONS ADMINISTRATOR

1. ADMINISTRATION AND STATUTORY AUTHORITY

- a. Bruce Sherbet (“Bruce Sherbet”) is the duly appointed County Elections Administrator (“Elections Administrator”) of Collin County, Texas and the Department Head of the Collin County Elections Department. As such, Mr. Sherbet is the Election Administrator of Collin County, Texas and authorized by Subchapter D of Chapter 31 of Title 3 of the Texas Election Code to enter into this Election Services Contract with the contracting authority of the Participating Political Subdivisions.
- b. The contracting authorities of the Participating Political Subdivisions listed on the cover pages of this Election Services Contract is hereby participating in the Joint Election to be held in Collin County, Texas on Saturday, May 6, 2023, and is hereby contracting with the Elections Administrator of Collin County, Texas to perform the election services set forth in this Election Services Contract under Subchapter D of Chapter 31 of Title 3 of the Texas Election Code.

2. DUTIES AND SERVICES OF THE CONTRACTING ELECTION OFFICER

- a. The Contracting Election Officer shall be responsible for performing the following duties and shall furnish the following services and equipment:
 - i. The Contracting Election Officer will prepare and publish the required Notice of Election and post the required orders and resolutions to the Collin County Elections Department website.
 - ii. The Contracting Election Officer shall arrange for appointment, notification (including writ of election), training and compensation of all presiding judges, alternate judges, the judge of the Central Count Station and judge of the Early Voting Ballot Board.
 - iii. The Contracting Election Officer shall be responsible for notification of each Election Day and Early Voting presiding judge and alternate judge of his or her appointment. The presiding election judge of each Vote Center will use his/her discretion to determine when additional workers are needed, during peak voting hours.
 - iv. The Contracting Election Officer will determine the number of clerks to work in the Central Count Station and the number of clerks to work on the Ballot Board.
 1. Election judges shall attend the Contracting Election Officer’s school of instruction (Election Law Class). A training event calendar will be provided.
 2. Election judges and alternate judges shall be responsible for picking up and returning election supplies to the county election warehouse located at 2010 Redbud Blvd., Suite 102, McKinney. Compensation for this pickup and delivery of supplies will be \$25.00.
 - v. The Contracting Election Officer shall compensate each election judge and worker. Each judge shall receive \$15.00 per hour, each alternate judge shall receive \$14.00 per hour for, and each clerk shall receive \$13.00 per hour for services rendered. Overtime will be paid to each person working over 40 hours per week.
- b. The Contracting Election Officer shall procure, prepare, and distribute voting machines, election kits and election supplies.
 - i. The Contracting Election Officer shall secure election kits, which include the legal documentation required to hold an election and all supplies.
 - ii. The Contracting Election Officer shall secure the tables, chairs, and legal documentation required to run the Central Count Station.
 - iii. The Contracting Election Officer shall provide all lists of registered voters required for use on Election Day and for the Early Voting period required by law.

- iv. The Contracting Election Officer shall procure and arrange for the distribution of all election equipment and supplies required to hold an election.
 - 1. Equipment includes the rental of ES&S ExpressVote Universal voting machines (EVS 6.1.1.0), ES&S ExpressTouch curbside voting machines (EVS 6.1.1.0), ES&S DS200 ballot counters (EVS 6.1.1.0), ES&S Model DS450 and DS850 High-Speed Scanners/Tabulators (EVS 6.1.1.0), ADA compliant headphones and keypads, voting signs and election supply cabinets.
 - 2. Supplies include paper ballot cards, Early Voting and Election Day supply kits, provisional ballot kits, security seals, pens, tape, markers, etc.
- c. The Contracting Election Officer, Bruce Sherbet, shall be appointed the Early Voting Clerk.
 - i. The Contracting Election Officer shall supervise and conduct Early Voting by mail and in person and shall secure personnel to serve as Early Voting Deputies.
 - ii. The Contracting Election Officer shall select the Early Voting Polling Locations and arrange for the use of each.
 - iii. Early Voting by personal appearance for the Participating Political Subdivisions shall be conducted during the early voting dates and times and at the locations listed in Exhibit "A" attached and incorporated by reference into this Election Services Contract.
 - iv. All applications for an Early Voting mail ballot shall be received and processed by the Collin County Elections Administration Office located at 2010 Redbud Blvd., Suite 102, McKinney, Texas 75069.
 - 1. Applications for mail ballots erroneously mailed to the Participating Political Subdivisions shall immediately be faxed to the Contracting Officer for timely processing. The original application shall then be forwarded to the Contracting Election Officer for proper retention.
 - 2. All Federal Post Card Applications (FPCA) will be sent a mail ballot. No postage is required.
 - v. All Early Voting ballots (those cast by mail and those cast by personal appearance) shall be prepared for counting by the Early Voting Ballot Board in accordance with Section 87.000 of the Texas Election Code. The Contracting Officer shall appoint the presiding judge of this Board.
- d. The Contracting Election Officer shall select the Election Day Vote Centers and arrange for the use of each.
 - i. The Participating Political Subdivisions shall assume the responsibility of remitting their portion of cost of all employee services required to provide access, provide security or provide custodial services for the Vote Centers.
 - ii. The Election Day Vote Centers are listed in Exhibit "B", attached and incorporated by reference into this Election Services Contract.
- e. The Contracting Election Officer shall be responsible for establishing and operating the Central Count Station to receive and tabulate the voted ballots in accordance with Section 127.001 of the Election Code and of this agreement. The Central Count Station Manager shall be Bruce Sherbet. The Central Count Station Judge shall be Kathi-Ann Rivard. The Tabulation Supervisor shall be Brian Greisbach.
 - i. The Tabulation Supervisor shall prepare, test and run the County's tabulation system in accordance with statutory requirements and county policies, under the auspices of the Contracting Election Officer.
 - ii. The Public Logic and Accuracy Test of the electronic voting system shall be conducted in accordance with Election Law. The Contracting Election Officer will post the required Notice of Logic and Accuracy testing.

- iii. Election night reports will be available to the Participating Political Subdivisions at the Central Counting Station on election night. Provisional ballots will be tabulated after election night in accordance with state law.
- iv. The Contracting Election Officer shall prepare the unofficial canvass report after all precincts have been counted, and will provide canvassing documents to the Participating Political Subdivisions as soon as possible after all returns have been tallied.
- v. The Contracting Election Officer shall be appointed as the custodian of the voted ballots and shall retain all election materials for a period of 22 months.
 - 1. Pending no litigation and as prescribed by law, the voted ballots shall be shredded 22 months after the election.
- f. The Contracting Election Officer shall conduct a partial manual count as prescribed by Section 127.201 of the Texas Election Code and submit a written report to the Participating Political Subdivisions in a timely manner. If applicable, a written report shall be submitted to the Secretary of State as required by Section 127.201 of the aforementioned code.

3. DUTIES AND SERVICES OF THE PARTICIPATING POLITICAL SUBDIVISIONS

- a. The Participating Political Subdivisions shall assume the following duties:
 - i. The Participating Political Subdivisions will prepare, adopt, and publish all legally required election orders, resolutions, and other documents required by, or of, their governing bodies. The Participating Political Subdivisions are required to send Collin County Elections Department a copy of any election order or resolution related to this Joint Election within three business days of publishing, adopting or ordering it.
 - ii. The Participating Political Subdivisions shall provide the Contracting Election Officer with an updated map and street index of their jurisdiction in an electronic (shape file preferred) or printed format as soon as possible but no later than Monday, February 27, 2023.
 - iii. The Participating Political Subdivisions shall procure and provide the Contracting Election Officer with the ballot layout and Spanish interpretation in an electronic format.
 - 1. The Participating Political Subdivisions shall deliver to the Contracting Election Officer as soon as possible, but no later than 5:00 p.m. Monday, February 27, 2023, the official wording for the Participating Political Subdivisions' May 6, 2023 Joint Election.
 - 2. The Participating Political Subdivisions shall approve the ballot proofs format within 24 hours of receiving the ballot proof and prior to the final printing.
 - a. If the Participating Political Subdivisions fail to approve the ballot proofs within 24 hours of receiving the proofs, the Contracting Election Officer will presume that the ballot proofs have been approved by the Participating Political Subdivisions. Any costs incurred by making any changes to the ballot (designing, printing, programming, etc.) from this point forward will be the responsibility of the Participating Political Subdivisions.
 - iv. The Participating Political Subdivisions shall compensate the Contracting Election Officer for all associated costs including any additional verified cost incurred in the process of running this election or for a manual count, this election may require, consistent with charges and hourly rates shown on Exhibit "C" for required services.
- b. The Participating Political Subdivisions shall pay the Contracting Election Officer 90% of the estimated cost to run the said election prior to Friday, March 31, 2023. The Contracting Election Officer shall place the funds in a "contract fund" as prescribed by Section 31.100 of the Texas Election Code. The deposit should be made payable to the "Collin County Treasury" with a note "for election services" included with the check documentation and delivered to the Collin County Treasury, 2300 Bloomdale Rd., #3138, McKinney, Texas 75071.

- c. The Participating Political Subdivisions shall pay the cost of conducting said election, less partial payment, including the 10% administrative fee, pursuant to the Texas Election Code, Section 31.100, within 30 days from the date of final billing. Additionally, all payments in excess of the final cost to perform the election will be refunded to the participating Political Subdivisions.

4. COST OF SERVICES.

- a. See Exhibit "C".

5. GENERAL PROVISIONS

- a. Nothing contained in this Election Services Contract shall authorize or permit a change in the officer with whom or the place at which any document or record relating to the Participating Political Subdivisions' May 6, 2023 Joint Election are to be filed, or the place at which any function is to be carried out, or any nontransferable functions specified under Section 31.096 of the Texas Election Code.
- b. Upon request, the Contracting Election Officer will provide copies of all invoices and other charges received in the process of running said election for the Participating Political Subdivisions.
- c. If the Participating Political Subdivisions cancel their elections pursuant to Section 2.053 of the Texas Election Code shall pay the Contracting Officer a contract preparation fee of \$75.00 and will not be liable for any further costs incurred by the Contracting Officer.
- d. The Contracting Officer shall file copies of this contract with the County Judge and the County Auditor of Collin County, Texas.

Collin County Election Services
May 6, 2023 Joint Election

Lovejoy ISD

Registered Voters 12,531
Percentage 0.6490543%

Category	Cost Per Unit	Estimated Election Expenses	Estimated Entity Expenses
Early Voting by Mail			
Kits - Mail Ballots	\$ 1.15	\$ 4,830.00	\$ 31.35
Postage	\$ 0.88	\$ 3,696.00	\$ 23.99
Paper Ballot Printing Services	\$ 0.31	\$ -	\$ -
Paper Ballot Shipping (per box)	\$ 30.00	\$ -	\$ -
Ballot Stock - BOD	\$ 0.10	\$ 420.00	\$ 2.73
Category Subtotal		\$ 8,946.00	\$ 58.06
General Election Expenses			
Mileage	Per Election	\$ 500.00	\$ 3.25
Van / Car Rental	Per Election	\$ 28,800.00	\$ 186.93
Election Night Receiving Cover	Per Election	\$ 3,037.51	\$ 19.72
Polling Place Rental	Per Election	\$ 8,050.00	\$ 52.25
Notice of Election	Per Election	\$ 9,700.00	\$ 62.96
Security - EV	Per Election	\$ 1,700.00	\$ 11.03
Security - ED	Per Election	\$ 5,000.00	\$ 32.45
Early Voting Ballot Board	Per Election	\$ 12,383.00	\$ 80.37
FICA - Election Workers	Per Election	\$ 53,195.35	\$ 345.27
County Employee/IT Overtime - EV	Per Election	\$ 20,800.00	\$ 135.00
Process Pollworker Checks - EV	\$ 1.50	\$ 735.00	\$ 4.77
Process Pollworker Checks - ED	\$ 1.50	\$ 885.00	\$ 5.74
Drayage Per Location - ED	\$ 180.00	\$ 21,240.00	\$ 137.86
Drayage Per Location - EV	\$ 180.00	\$ 17,640.00	\$ 114.49
Category Subtotal		\$ 183,665.86	\$ 1,192.09
Programming			
Coding Servies	25 Days	\$ 41,250.00	\$ 267.73
Balotar Programming	Per Election	\$ 1,200.00	\$ 7.79
Category Subtotal		\$ 42,450.00	\$ 275.52
Early Voting by Personal Appearance			
Election Judge OT - EV	\$ 22.50	\$ 33,075.00	\$ 214.67
Alternate Judge OT - EV	\$ 21.00	\$ 30,870.00	\$ 200.36
Clerk OT - EV (5 per location)	\$ 19.50	\$ 171,990.00	\$ 1,116.31
ES&S Support Staff / Field Techs - EV	40 Days	\$ 110,160.00	\$ 715.00
Equipment Assembly - EV	\$ 50.00	\$ 2,450.00	\$ 15.90
Category Subtotal		\$ 348,545.00	\$ 2,262.25
Election Day and Tabulation			
Election Day/Post Election Vendor Support	15 Days	\$ 43,200.00	\$ 280.39
Notice of Inspection/Tabulation Test	Per Election	\$ 1,500.00	\$ 9.74
Category Subtotal		\$ 44,700.00	\$ 290.13
Supply Cost			
Ballots - Card Stock ExpressVote - EV	\$ 0.32	\$ 25,600.00	\$ 166.16
Ballots - Card Stock ExpressVote - ED	\$ 0.32	\$ 12,800.00	\$ 83.08
Test Ballots	\$ 0.29	\$ 1,102.00	\$ 7.15
Kits - ED	\$ 51.00	\$ 2,499.00	\$ 16.22

Lovejoy ISD

Registered Voters
Percentage

12,531
0.6490543%

Category	Cost Per Unit	Estimated Election Expenses	Estimated Entity Expenses
Kits - EV	\$ 19.00	\$ 1,121.00	\$ 7.28
Kits - Provisional EV	\$ 38.10	\$ 1,866.90	\$ 12.12
Kits - Provisional ED	\$ 38.10	\$ 2,247.90	\$ 14.59
Polling Place Maps - EV	\$ 25.00	\$ 1,225.00	\$ 7.95
Polling Place Maps - ED	\$ 25.00	\$ 1,475.00	\$ 9.57
Signs Metal (5 per location)	\$ 5.00	\$ 2,700.00	\$ 17.52
Signs Wood	\$ 2.00	\$ 216.00	\$ 1.40
Ballot Card Stock - Provisional - EV (50 PL)	\$ 0.14	\$ 514.50	\$ 3.34
Ballot Card Stock - Provisional - ED (50 PL)	\$ 0.14	\$ 619.50	\$ 4.02
Ballots - Sample - EV (1 per location)	\$ 0.29	\$ 21.32	\$ 0.14
Ballots - Sample - ED (1 per location)	\$ 0.29	\$ 25.67	\$ 0.17
Ballots - Sample All Race - EV (50 per location)	\$ 0.87	\$ 3,197.25	\$ 20.75
Ballots - Sample All Race - ED (50 per location)	\$ 0.87	\$ 3,849.75	\$ 24.99
Printer Labels - EV (1 roll per location)	\$ 5.00	\$ 245.00	\$ 1.59
Printer Labels - ED (1 roll per location)	\$ 5.00	\$ 295.00	\$ 1.91
Category Subtotal		\$ 61,620.78	\$ 399.95
Equipment			
Cabinet Security - EV	\$ 200.00	\$ 9,800.00	\$ 63.61
Cabinet Security - ED	\$ 200.00	\$ 11,800.00	\$ 76.59
Computer Cabinet - EV	\$ 50.00	\$ 2,450.00	\$ 15.90
DS200 Ballot Counter - EV	\$ 350.00	\$ 18,200.00	\$ 118.13
DS200 Ballot Counter - ED	\$ 350.00	\$ 26,950.00	\$ 174.92
ExpressVote - EV (9 per location)	\$ 200.00	\$ 88,200.00	\$ 572.47
Expres Vote - ED (9 per location)	\$ 200.00	\$ 106,200.00	\$ 689.30
ExpressTouch - EV	\$ 200.00	\$ 9,800.00	\$ 63.61
ExpressTouch - ED	\$ 200.00	\$ 11,800.00	\$ 76.59
Category Subtotal		\$ 285,200.00	\$ 1,851.10
Personnel			
Election Judge - EV	\$ 15.00	\$ 60,270.00	\$ 391.19
Election Judge - ED	\$ 15.00	\$ 2,400.00	\$ 15.58
Alternate Election Judge - EV	\$ 14.00	\$ 56,252.00	\$ 365.11
Alternate Election Judge - ED	\$ 14.00	\$ 2,240.00	\$ 14.54
Clerk - EV (3 per location)	\$ 13.00	\$ 313,404.00	\$ 2,034.16
Clerk - ED (3 per location)	\$ 13.00	\$ 12,480.00	\$ 81.00
Judge Delivery - EV	\$ 50.00	\$ 2,450.00	\$ 15.90
Judge Delivery - ED	\$ 50.00	\$ 2,950.00	\$ 19.15
Category Subtotal		\$ 452,446.00	\$ 2,936.62
Election Expense			\$ 9,265.73
Cost (minimum)		\$ 1,427,573.64	\$ 9,265.73
10% Administrative Fee			\$ 926.57
Total Cost			\$ 10,192.30
<u>90% deposit due Friday, March 31, 2023</u>			\$ 9,173.07
Less Deposit			
Less Payment			
Final Amount Due			

15. Consider and Act on the Fiber Lease Bid

Presenter: Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction



LOVEJOY
INDEPENDENT SCHOOL DISTRICT
EST. 1917

Lovejoy Independent School District Board of Trustees

Date of Meeting	February 27, 2023
Document Title	Fiber Lease Bid
Presented For	<input checked="" type="checkbox"/> Board Action <input type="checkbox"/> Report/Review Only
Supporting Documents	<input type="checkbox"/> None <input checked="" type="checkbox"/> Attached <input type="checkbox"/> Provided Later
Administrator Responsible	Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction

Executive Summary

The District's WAN Leased Lit Fiber agreement is expiring in the summer of 2023. The District conducted a Request for Proposals that was due in November in order to solicit competitive bids for this service in advance. The bids were evaluated in December with the lowest bid of the four received being from the District's existing provider, Unite Private Networks.

The recommendation is to select Unite Private Network's bid for the 5-year lease at a monthly rate of \$5,460 and a total 5-year agreement value of \$327,600. This represents a reduction from the prior fiber lease agreement of \$11,449 per month. Both the prior and current agreement are subject to E-rate rebates that we receive on our monthly bills as allowable and calculated by USAC (Universal Service Administrative Co.). Administration believes this low-bid also represents the best value to the District.

Fiscal Implications

Use of existing budgeted funds; lower expenditures than prior agreement.

Administrator Recommendation

Administration recommends approval of Unite Private Network's bid for the 5-year fiber lease as presented.

Board Priority

Priority 3: Continuous Improvement and Financial Sustainability

Lovejoy ISD will evaluate all areas which impact the student experience. A sustained focus on continuous improvement in all aspects of district services remains a commitment with the goal of providing the highest quality of learning experiences for our students. In support of organizational health and effectiveness, Lovejoy ISD will continue to prioritize planning 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. Our priority on legislative advocacy in the area of school finance will be emphasized through implementation of a Board Legislative Sub-Committee.

Priority 4: Parent and Community Partnership

Lovejoy ISD will build strong community connections and trust 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 Legacy 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. Parent and Community involvement and transparency will be prioritized as tools for continuous improvement.

Bid Evaluation Template

RFP Close Date: 11/17/2022

Service description: Leased Lit Fiber - WAN

Funding Year: 2023-2024

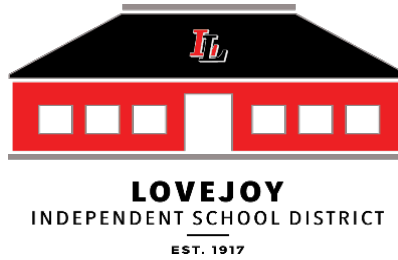
School Name: Lovejoy ISD

		NOTE: When evaluating cost from Vendor proposals, be sure you are evaluating eligible amounts only. This criteria factor (eligible cost) should also be the most heavily weighted factor. If you include total cost, it should be a separate criteria factor with less point value.				
Factor(s)	Points Available	Unite Private Networks (MRC + NRC)	Unite Private Networks (MRC Only)	Velocity Fiber	AT&T	Spectrum
SPIN		143029868		143050823	143004662	143050436
Date Received		11/17/2022		11/17/2022	11/14/2022	11/16/2022
Price of eligible service/product	35	35	35	18.47447796	23.53549722	31.53465347
Non-recurring cost (1-year term)		74340				
Non-recurring cost (3-year term)		185220				
Non-recurring cost (5-year term)		245700				
Monthly cost (1-year term)		2065	8260		11225.03	24300
Monthly cost (3-year term)		1715	6860	16051	8707.65	8400
Monthly cost (5-year term)		1365	5460	10344	8119.65	6060
Monthly cost (10-year term)				6890		
Total Contract Value		327600	327600	620640	487179	363600
Lowest Price in Category		327600	327600	327600	327600	327600
Reputation of vendor and of vendor's service/product	25	25	25	25	25	25
Quality of vendor's service/product	20	20	20	20	20	20
Service/product meets school needs	10	10	10	10	10	10
Past relationship with vendor	5	5	5	0	0	0
Total long term cost to the school	5	5	5	3	3	3
Total Points	100	100	100	76.47447796	81.53549722	89.53465347

Winning Bidder:	Unite Private Networks (MRC Only)
Signature of person evaluating:	
Printed Name of person evaluating:	Jeff Black
Date of evaluation:	12/5/2022

16. Presentation: Celebration of Learning

Presenter: Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction



Lovejoy Independent School District Board of Trustees

Date of Meeting	February 27, 2023
Document Title	Celebration of Learning
Presented For	<input type="checkbox"/> Board Action <input checked="" type="checkbox"/> Report/Review Only
Supporting Documents	<input type="checkbox"/> None <input checked="" type="checkbox"/> Attached <input type="checkbox"/> Provided Later
Administrator Responsible	Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction

Executive Summary

This is an opportunity for Lovejoy ISD teachers and administrators to share and celebrate learning that is occurring in LISD classrooms each day. For the month of February, we are spotlighting the Sloan Creek Intermediate team. The presentation will highlight fifth grade camp and provide how this learning opportunity supports fifth grade Texas Essential Knowledge and Skills (TEKS) and enrichment of the student learning experience.

Fiscal Implications

N/A

Administrator Recommendation

N/A

Board Priority

Priority 1: Academics

Lovejoy ISD will continue to demonstrate growth in student academic achievement as evidenced by a broad range of academic measures

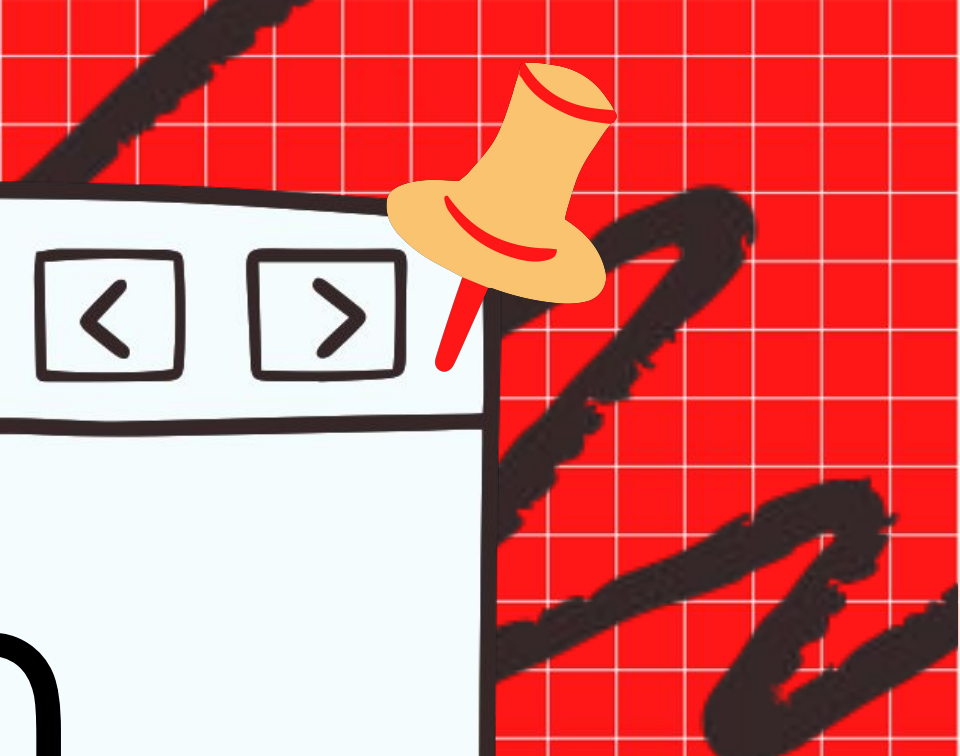
appropriate for the elementary, intermediate, middle, and high school levels. The Lovejoy ISD Graduate Profile (Intellectually Equipped, Open to the Challenges of Learning, Well-Rounded, Engaged in a Healthy Lifestyle, Fair and Respectful of Others, and Works for Justice in the Community) will become 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. We will carry forward the strategic targets identified in our LOVEJOY 2030 Strategic Plan and provide students with opportunities to build Future Ready Skills.

Priority 2: Culture: Legacy of Excellence

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 align their actions with our Core Values and prioritize relationships, learning collaboration, results, and fun. Lovejoy ISD will invest in a culture that provides exceptional learning opportunities for students and supports their development toward The Graduate Profile.

Priority 3: Continuous Improvement and Financial Sustainability

Lovejoy ISD will evaluate all areas which impact the student experience. A sustained focus on continuous improvement in all aspects of district services remains a commitment with the goal of providing the highest quality of learning experiences for our students. In support of organizational health and effectiveness, Lovejoy ISD will continue to prioritize planning 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. Our priority on legislative advocacy in the area of school finance will be emphasized through implementation of a Board Legislative Sub-Committee.



Celebration of Learning

Sloan Creek Intermediate School
Lovejoy ISD Regular Board Meeting - February 27, 2023



**Meet our
SCIS Staff**

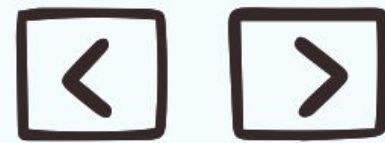


- Chelsea Chadwick
 - 6th year in Lovejoy ISD
- Lauren Hayes
 - 6th year in Lovejoy ISD
- Michelle Kimbrough
 - 6th year in Lovejoy ISD
- Nita Salamah
 - 1st year in Lovejoy ISD



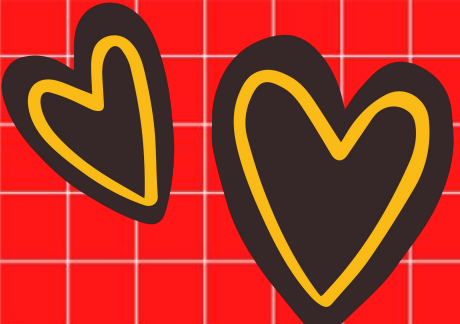


SKY RANCH



5TH GRADE 2023





SCIS 5th Grade SCIENCE



5.6A - Explore the uses of energy

SKY RANCH FORCES IN NATURE
NEWTON'S TOWER
 SAFETY FIRST!!

WHAT ARE TWO FORCES THAT WILL IMPACT YOUR POTATO'S TRAVEL DOWN THE ZIPLINE?
 1. GRAVITY
 2. FRICTION

WHAT TYPES OF ENERGY ARE PRESENT AS YOUR POTATO MOVES DOWN THE ZIPLINE?
 1. MECHANICAL
 2. SOUND
 3. THERMAL

WHAT IS A CONTROL TIME?
 THE STANDARD TIME TRIAL TO WHICH WE COMPARE ALL OTHER TRIALS.

WHAT OBJECTS DID YOU USE TO DECREASE THE TIME AND WHY?
 BAGS OF MARBLES, WOOD BLOCKS, ETC.
 MORE MASS IS PULLED DOWN FASTER DUE TO GRAVITY

NEWTON'S SPUDTACULAR ZIP ADVENTURE
 TIMES WILL VARY

CONTROL TIME TRIAL	7.52 S
INCREASED TIME TRIAL (SLOWER)	8.27 S
DECREASED TIME TRIAL (FASTER)	7.12 S

POTATO NAME: _____

ANSWERS WILL VARY

HOW DID YOU USE THE OBJECTS TO INCREASE THE TIME?
 BANDANA AS A PARACHUTE, ADDED MORE BODY PARTS, ETC.

A LARGER SURFACE AREA CREATES MORE AIR RESISTANCE.

5.6D - Design a simple experimental investigation that tests the effect of force on an object



FORCES IN NATURE
ROCKETS

POUNDS PER SQUARE INCH

P.S.I. IS USED IN...
 OUR ROCKETS

BASKETBALL A FOOTBALL

ROCKET INFORMATION

WHAT IS YOUR DESIGN GOAL? SHORT, LONG, MID, OR EXPLODING
 HOW FAR DID YOUR ROCKET TRAVEL? 40M
 DID YOU ACHIEVE YOUR GOAL? YES NO
 WHAT FACTORS COULD HAVE CAUSED THIS?
 WE COULD HAVE MADE A MORE SLEEK DESIGN AND NARROW CONE

TYPE	DISTANCE
EXPLODING	EXPLODE
SHORT RANGE	0-20 M
MID RANGE	20-50 M
LONG RANGE	50+ M

5.7A & B - process that led to the formation of Sedimentary Rock; landforms

SKY RANCH FORCES IN NATURE WEATHERING
ROCK GARDEN

IGNEOUS ROCK
 SEDIMENTS
 COMPACTION
 SEDIMENTARY ROCK

WEATHERING IS...
 THE BREAKING DOWN OF ROCKS INTO TINY PIECES.

3 AGENTS

- WIND
- WATER (RIVERS/RAIN)
- GLACIERS/FROST WEDGING

LANDFORMS

NAME THE LANDFORMS THEN LABEL HOW EACH IS FORMED BY WIND, WATER, OR ICE.

TYPE OF LANDFORM	WIND, WATER, OR ICE?
DELTA	WATER
SAND DUNES	WIND
CANYON	WATER
U-SHAPED VALLEY	ICE
V-SHAPED VALLEY	WATER

LIVING ORGANISM
 BURIED
 HEAT AND PRESSURE
 OIL COAL GAS
 FOSSILS FOSSIL FUELS



SCIS 5th Grade SCIENCE

5.9A Organisms live and survive in their ecosystem

5.10A structures and functions that help them live and survive in a specific environment

5.10B Differentiate Inherited traits and learned behaviors

SKY RANCH EXPEDITIONS REPTILES

BEARDED DRAGON	CORN SNAKE
HABITAT: DESERTS INHERITED TRAIT: BEARD-LIKE STRUCTURE LEARNED BEHAVIOR: NOT PUFFING OUT BEARD WHEN HANDLED NICHE: CONTROLS INSECT POPULATION	HABITAT: GRASSLANDS INHERITED TRAIT: CHECKERED PATTERN LEARNED BEHAVIOR: BEING HANDLED NICHE: CONTROLS ROBERT POPULATION
PANCAKE TORTOISE	BLUE-TONGUE SKINK
HABITAT: DESERTS INHERITED TRAIT: FASTEST SPECIES OF TORTOISE LEARNED BEHAVIOR: HANGS OUT IN HIS BOX NICHE: SEED DISPERSAL	HABITAT: DESERTS INHERITED TRAIT: BLUE TONGUE LEARNED BEHAVIOR: BURROWING NICHE: CONTROLS INSECT/ROBERT POPULATION

COMPARE THE CHARACTERISTICS OF ALL THE ANIMAL TYPES.

FILL IN THE BLANK: LAY EGGS ANIMALS VERTEBRATES

ARTHROPODS EX - INVERTEBRATES SEGMENTED BODIES EXOSKELETON JOINTED LEGS	ANIMALS LAY EGGS
MAMMALS EX - WARM-BLOODED FUR/HAIR SWEAT GLANDS	REPTILES EX - COLD-BLOODED SCALES



SKY RANCH EXPEDITIONS SKULLS

DEFINITIONS
 STRUCTURE: WHAT IT IS
 FUNCTION: WHAT IT DOES

1 ALLIGATOR	2 BEAVER
CIRCLE ONE CARNIVORE OMNIVORE HERBIVORE <input checked="" type="checkbox"/> PERIPHERAL <input type="checkbox"/> BINOCULAR STRUCTURE: SHARP TEETH FUNCTION: TEARS FLESH	CIRCLE ONE CARNIVORE OMNIVORE HERBIVORE <input checked="" type="checkbox"/> PERIPHERAL <input type="checkbox"/> BINOCULAR STRUCTURE: LARGE TEETH FUNCTION: TO GRIND WOOD
3 COYOTE	4 WHITE-TAILED DEER
CIRCLE ONE CARNIVORE OMNIVORE HERBIVORE <input type="checkbox"/> PERIPHERAL <input checked="" type="checkbox"/> BINOCULAR STRUCTURE: EYES ON THE FRONT OF HEAD FUNCTION: TO SEE PREY	CIRCLE ONE CARNIVORE OMNIVORE HERBIVORE <input checked="" type="checkbox"/> PERIPHERAL <input type="checkbox"/> BINOCULAR STRUCTURE: EYES ON THE SIDE OF HEAD FUNCTION: TO SEE WHEN SWIMMING

STRUCTURE	FUNCTION	INFERENCE
LARGE EYES	TO SEE AT NIGHT	NOCTURNAL
LARGE HEAD	HOLD LARGE BRAIN	INTELLIGENT



SKY RANCH EXPEDITIONS MAMMALS AND ARTHROPODS

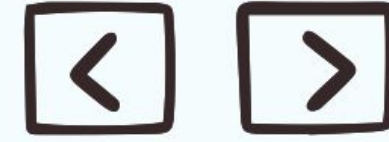
MAMMALS	HABITAT	NICHE	INHERITED TRAIT	LEARNED BEHAVIOR
HEDGEHOG	GRASSLANDS	CONTROLS INSECT POPULATION	HOLLOW HAIR SPINES	CURLING UP IN A BALL
CHINCHILLA	ANDES MOUNTAINS OF SOUTH AMERICA	SEED DISPERSAL	THICK FUR	TAKE DUST BATHS
SUGAR GLIDER	FOREST	SEED DISPERSAL	PATAGIA	JUMP ON COMHARD

ARTHROPODS	HABITAT	NICHE	INHERITED TRAIT	LEARNED BEHAVIOR
HISSING COCKROACH	FOREST	RECOMPOSES	CHITIN	HISSING OR NOT HISSING
MEXICAN RED-KNEE TARANTULA	DESERT	CONTROL INSECT POPULATION	SETAE OR JUMPS UP TO 5 FEET	SPINNING WEB
ASIAN FOREST SCORPION	RAIN FOREST	CONTROLS INSECT POPULATION	GLOWS UNDER UV LIGHT	BURROWING

WHAT IS THE DIFFERENCE BETWEEN "WARM BLOODED" AND "COLD BLOODED"?

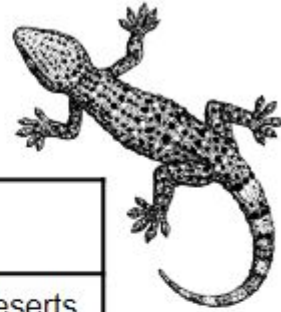
WARM-BLOODED: BODY TEMPERATURE DEPENDS ON THEIR SURROUNDINGS
 COLD-BLOODED: CAN REGULATE THEIR OWN BODY TEMPERATURE.

Flash v. Dash mini Lesson



SLOAN CREEK
Intermediate School

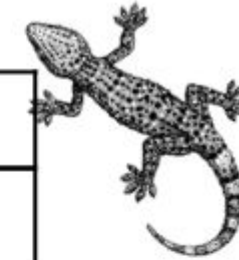
Leopard Gecko	
Habitat	Arid, mountainous deserts
Inherited Trait	
Learned Behavior	
Niche	Controls insect population



Crested Gecko	
Habitat	Rainforest, low scrubs & small trees
Inherited Trait	
Learned Behavior	
Niche	Controls insect population

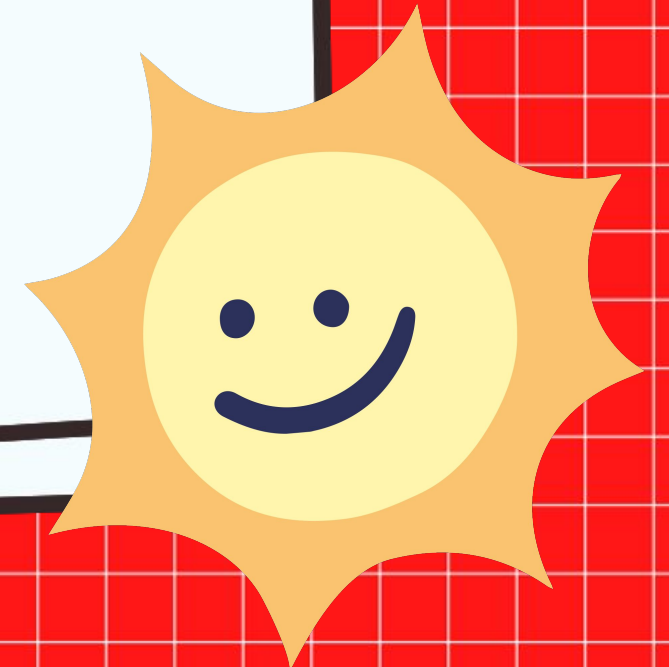
Leopard Gecko

STRUCTURE	FUNCTION
Feet	
Tail	
	To camouflage into their surroundings



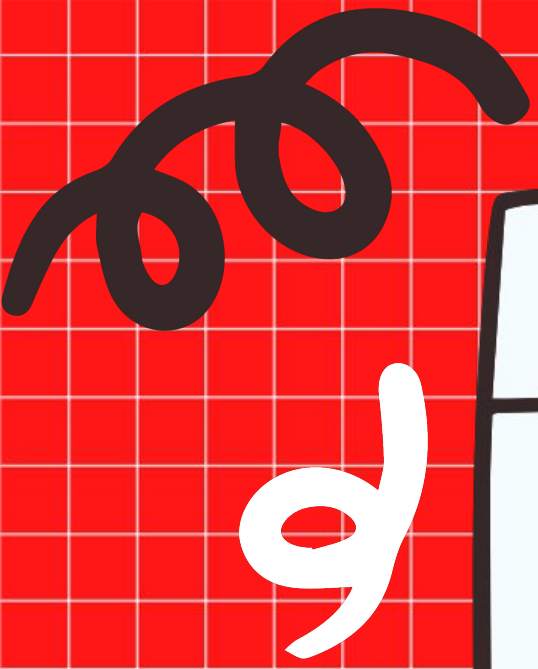
Crested Gecko

STRUCTURE	FUNCTION
Setae on feet (thin hairs)	
	Partially supports body weight
Thin, translucent scale covering the eye	



[Fish Video](#)

THANK YOU!



17. Budget Workshop

Presenter: Deborah Cabrera, Interim Chief Financial Officer, Anna Koenig, Executive Director of Humans Resources and Communications and Thomas Willman, Senior Director of Financial Sustainability



LOVEJOY
INDEPENDENT SCHOOL DISTRICT
EST. 1917

Lovejoy Independent School District Board of Trustees

Date of Meeting	February 27, 2023
Document Title	Budget Workshop
Presented For	<input type="checkbox"/> Board Action <input checked="" type="checkbox"/> Report/Review Only
Supporting Documents	<input type="checkbox"/> None <input checked="" type="checkbox"/> Attached <input type="checkbox"/> Provided Later
Administrator Responsible	Deborah Cabrera, Interim Chief Financial Officer

Executive Summary

Administration will provide Budget Workshop update #4 for review of the current year budget projections and development of the 2023-2024 budget. Budget Workshops are designed to support development of the 2023-2024 budget for Board approval in June.

Fiscal Implications

Ongoing development of 2023-2024 budget.

Administrator Recommendation

N/A: Report Only

Board Priority

Priority 3: Continuous Improvement and Financial Sustainability
Lovejoy ISD will evaluate all areas which impact the student experience. A sustained focus on continuous improvement in all aspects of district services remains a commitment with the goal of providing the highest quality of learning experiences for our students. In support of organizational health and effectiveness, Lovejoy ISD will continue to prioritize planning 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. Our priority on legislative advocacy in the area of school finance will be emphasized through implementation of a Board Legislative Sub-Committee.

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2023-2024 Budget Development Workshop #4

DEBORAH CABRERA

Interim Chief Financial Officer

THOMAS WILLMAN

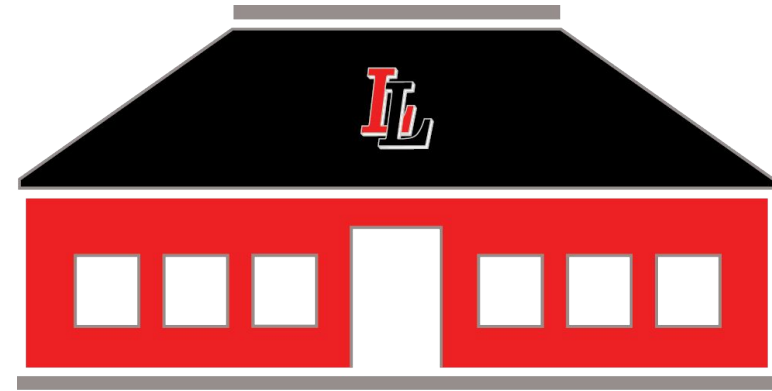
Sr Director of Financial Sustainability

ANNA KOENIG

Executive Director of Human Resources and
Communication

February 27, 2023

Board Meeting

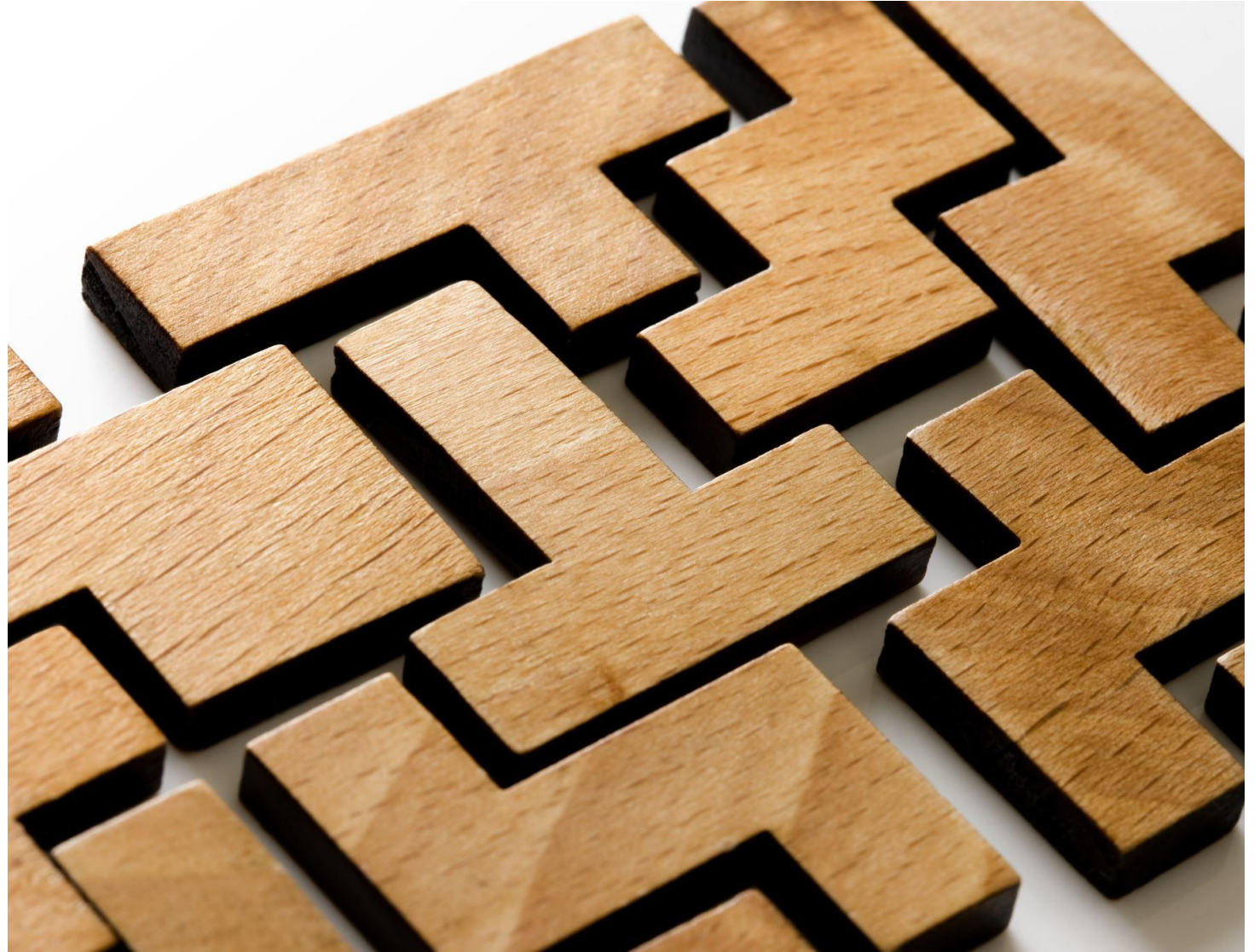


LOVEJOY
INDEPENDENT SCHOOL DISTRICT

EST. 1917

Today's Goals

- ❑ Continue the 2023-2024 Budget Process
- ❑ Share Financial Information Pertinent to 2023-2024 Budget Development
 - ❑ Estimates/Projections
 - ❑ Updates
- ❑ Answer Questions



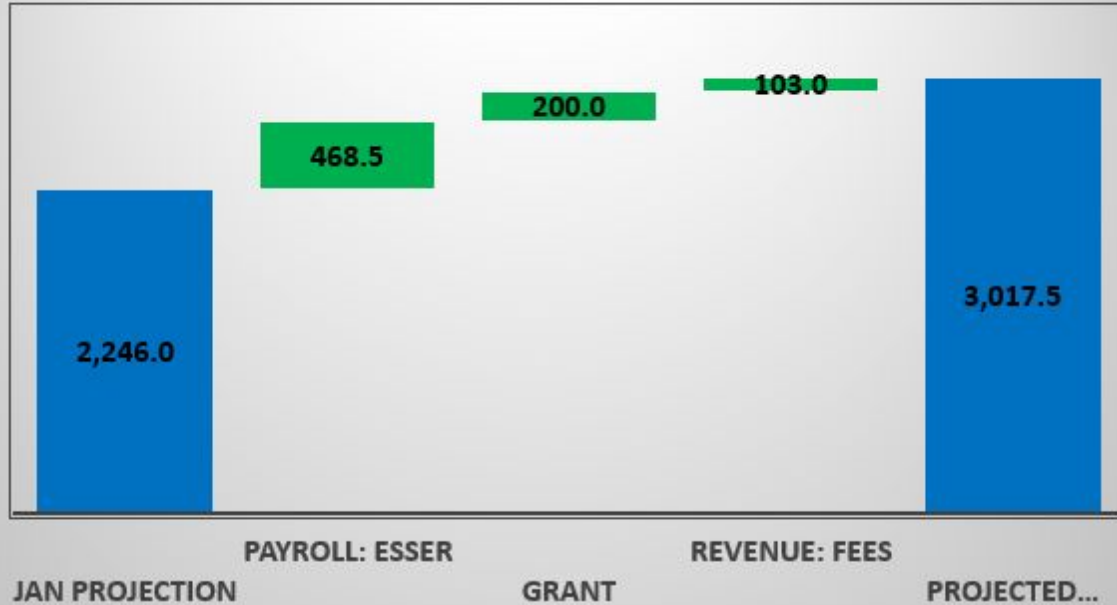
Projections

Current and 2023-2024

2022-23 Budget Projection Comparison: Change from January 23

**Projections as of Friday, February 24, 2023.*

Change in projection to net contribution to fund balance



Projected year end net contribution to fund balance

	Revenue	Expenses	Net
Board Amended FY23 Budget	\$ 43,588,199	\$ (41,712,481)	\$ 1,875,718
Lovejoy Scholars (one-time)	\$ 234,084		\$ 234,084
Transportation (one-time)	\$ 35,292		\$ 35,292
Facilities Rental (recurring partial)	\$ 68,783		\$ 68,783
Salary Donations (one-time)	\$ 17,450		\$ 17,450
TexPool Interest	\$ 158,253		\$ 158,253
Security and Safety Grant	\$ 200,000		\$ 200,000
State Aid resulting from prelim T2 Values	\$ (27,493)	\$ (174,288)	\$ (201,781)
Salary Savings (one-time)		\$ 629,724	\$ 629,724
FY23 Projected Year end	\$ 44,274,568	\$ (41,257,045)	\$ 3,017,523
TOTAL Change	\$ 686,369	\$ 455,436	\$ 1,141,805
Beginning Fund Balance			\$ 10,922,466
Projected Ending Fund Balance			\$ 13,939,989
Projected Days of Operating Expenses in Fund Balance			130

Current Challenges



**Retain
Lovejoy ISD's
Legacy of
Excellence**



**Teacher/Staff
Retention,
Recruitment,
and Support**



**Respond to
Revenue
Challenges**

Contextual Factors



**Declining
Enrollment**

Reengagement with
Demographer



**Legislative
Session**



**Increased
Property Values**

2023 - 2024 Budget Priorities Proposal

Fund Balance

Employee Compensation

Attendance

Enrollment

Compensation

- 3% salary increase for all staff
- Increase minimum hourly rate to \$15.00
- Provide an additional district benefit contribution of \$50
- Renegotiated supplemental benefits

Special Education Staffing

- Five Special Education Teachers (2 added in Spring 2023 and 3 additional in 23-24)
- Two Additional Special Education Aides
- One Speech Language Pathologist (SLP)
- Two Lead Diagnosticians

M&O BUDGET ASSUMPTIONS

- 1** 7% Annual Property Growth
- 2** 3% Payroll Increase in 23-24 and 2% Annually afterwards; Health Insurance Increase
- 3** 5% Non-payroll Increase in 23-24 and 2% Annually afterwards
- 4** Enrollment Projection: Review of current enrollment, demographic data, and Lovejoy Scholars
- 5** 95.5% Attendance Rate
- 6** Contingency: 1% of recurring revenue
- 7** Increase to Guarantee Yield in the TIER II State Funding



Budget Considerations and Financial Impact

Scaling of Staff due to declining enrollment

Savings
\$389,500

Program Restructuring: Elimination and Reorganization of Positions

Savings
\$371,800

Additional Staffing Needs

Annual Expenditures of
~\$582,000

Medical Contribution

Annual increase of
~\$180,000

Lovejoy Scholar Tuition

Annual Revenue of
~\$1,000,000

5-Year Financial Model

**Projections as of Friday, February 24, 2023.*

<i>Projection as of 2/24/2023</i>	FINAL ACTUAL		PROJECTED BUDGETS		
	FY22	FY23	FY24	FY25	FY26
Student Enrollment	4,384	4,210	4,050	3,906	3,698
Increase/(Decrease)		(174)	(160)	(144)	(208)
Average Daily Attendance (ADA) (Actual, '21-'22 TPAR was 4,173)	4,099	4,020	3,870	3,732	3,533
Attendance Rate	94.4%	95.5%	95.5%	95.5%	95.5%
State Certified Property Value ("T2" value) @ \$40K Exemption	\$ 3,099,539,061	\$ 3,569,852,514	\$ 3,819,742,190	\$ 4,087,124,143	\$ 4,373,222,833
% Increase Property Value	7.6%	15.2%	7.0%	7.0%	7.0%
Maintenance & Operations (M&O) Tax Rate	\$ 1.0050	\$ 0.9429	\$ 0.9170	\$ 0.9016	\$ 0.8865
Interest & Sinking (I&S) Tax Rate	\$ 0.5000	\$ 0.5000	\$ 0.5000	\$ 0.5000	\$ 0.5000
Total Tax Rate	\$ 1.5050	\$ 1.4429	\$ 1.4170	\$ 1.4016	\$ 1.3865
Excess Revenue (Recapture)	\$ 349,644	\$ 1,773,090	\$ 3,683,515	\$ 6,363,519	\$ 9,173,593
Total Revenue/Other Resources	\$ 43,345,301	\$ 44,237,645	\$ 44,477,588	\$ 46,127,616	\$ 47,415,298
Total Expenditures/Other Uses	\$ 40,937,777	\$ 41,220,122	\$ 45,018,267	\$ 48,484,845	\$ 51,483,899
Net Surplus/(Deficit)	\$ 2,407,524	\$ 3,017,523	\$ (540,679)	\$ (2,357,229)	\$ (4,068,602)
Beginning Fund Balance	\$ 8,514,942	\$ 10,922,466	\$ 13,939,989	\$ 13,399,310	\$ 11,042,081
Ending Fund Balance	\$ 10,922,466	\$ 13,939,989	\$ 13,399,310	\$ 11,042,081	\$ 6,973,479
Day of Operating Expenses in Fund Balance	103	130	114	87	52
Rev/Exp +/- to get to 75 Days of Op Ex in Fund Balance	\$ -	\$ -	\$ -	\$ -	\$ (3,149,472)
Rev/Exp +/- to get to 90 Days of Op Ex in Fund Balance	\$ -	\$ -	\$ -	\$ 367,373	\$ 5,174,062
Rev Inc/Exp dec to get to 120 Days of Op Ex in Fund Balance	\$ 1,820,920	\$ -	\$ 684,023	\$ 4,170,524	\$ 9,223,242

Legislative Session

Legislative Updates

Bill Number	Purpose	Potential Financial Impact
HB 1	The guaranteed yield on the golden pennies in Tier 2 is increased from the current \$98.56 to comply with statutory requirements to keep pace with the 96th percentile of property wealth per WADA.	~\$761,000 annually
HB 1	The Instructional Materials Allotment is increased to \$1.05 billion, which is an increase as compared to reductions that were implemented last legislative session.	TBD
HB 1672	Raise Basic Allotment (BA) to \$6,700 and allows the legislature to set the inflation-adjusted BA via appropriation	Estimated increase in revenue = ~\$247,000 and reduction in recapture = \$2.6m. Current requirement to allocate 30% in compensation = ~\$1.1 m resulting in an additional \$300K of salary increase
HB882 and SB88	Raise Basic Allotment (BA) to \$7,075 and index basic allotment to annual inflation rate going forward	Estimated increase in revenue = ~\$1.7 m and reduction in recapture = \$3.0m. Current requirement to allocate 30% in compensation = ~\$1.6 m resulting in an additional ~\$900K of salary increase
SB 263 & HB 348	Relating to use of average enrollment instead of average daily attendance for purposes of public school finance system	Estimated increase in revenue = \$1.3 m assuming BA remains the same
HB 1052	Use of average enrollment for SPED allotment	TBD

Basic Allotment Sensitivity Analysis

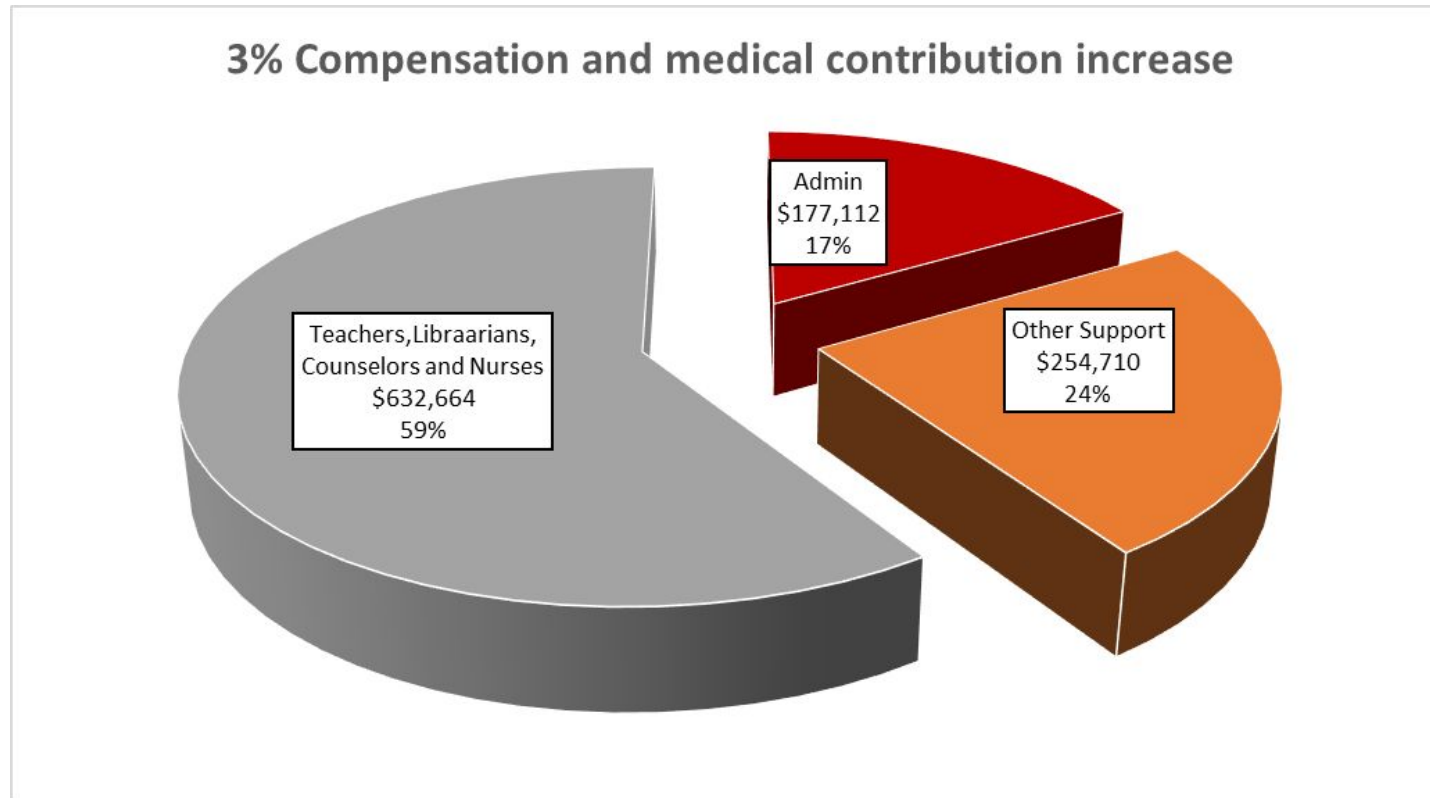
Increasing the basic allotment funding is a possible result coming from the Legislative session. The basic allotment represents the per pupil in ADA funding in a general setting. This chart represents the two proposed bills that have been filed and does not consider an annual inflationary increase. This takes into consideration the additional salary requirements under current statute. This does not consider any additional required spend that may result from the legislative session

	HB1672 (\$6,700)		
	FY24	FY25	FY26
NET ANNUAL FUND BALANCE CONTRIBUTION	\$ 1,810,202	\$ (92,539)	\$ (1,919,212)
TOTAL FUND BALANCE	\$ 15,750,191	\$ 15,657,653	\$ 13,738,441
TOTAL DAYS OF FUND BALANCE	142	130	106
CHANGE TO NET ANNUAL FUND BALANCE CONTRIBUTION	\$ 2,350,881	\$ 2,264,690	\$ 2,149,390
CHANGE FOR CURRENT FUND BALANCE	\$ 2,350,881	\$ 4,615,571	\$ 6,764,961
CHANGE FOR CURRENT DAYS OF FUND BALANCE	28	43	55
	HB882 and SB88 (\$7,075)		
	FY24	FY25	FY26
NET ANNUAL FUND BALANCE CONTRIBUTION	\$ 2,988,181	\$ 1,037,307	\$ (883,880)
TOTAL FUND BALANCE	\$ 16,928,170	\$ 17,965,476	\$ 17,081,597
TOTAL DAYS OF FUND BALANCE	152	153	135
CHANGE TO NET ANNUAL FUND BALANCE CONTRIBUTION	\$ 3,528,860	\$ 3,394,536	\$ 3,184,722
CHANGE FOR CURRENT FUND BALANCE	\$ 3,528,860	\$ 6,923,395	\$ 10,108,117
CHANGE FOR CURRENT DAYS OF FUND BALANCE	38	66	84

**These values are based on current enrollment projections. These values may change based on enrollment and ADA changes.*

***These values assume that we do not allocate any additional expenses due to increased revenue.*

Required Spending resulting from potential increase in Basic Allotment



In the event of an increase to the basic allotment, school districts will be required to use at least 30% of the increased amount on compensation increases to full-time district employees other than administrators as follows:

1. 75% must be used to increase compensation paid to classroom teachers, full-time librarians, school counselors, and school nurses prioritizing differentiated compensation for classroom teachers with more than five years of experience; and
2. 25% may be used as determined by the district to increase compensation paid to full-time employees.

“Compensation” includes benefits such as insurance premiums.

Lovejoy ISD would have to increase salaries more than the 3% in the event the basic allotment is increased to more than \$6,550.

Projected Timeline

February 14, 2023 Board Workshop

- Master Schedule Study Update
- Pathway to 2023-2024 Budget Adoption
- Bond Project and Capital Needs Update

February 27, 2023 Regular Board Mtg.

- Budget Workshop
- Legislative Session Update
- Master Schedule Study Presentation
- TIA Presentation
- Capital Needs Presentation/Consider Capital Needs

March 20, 2023 Board Workshop

- Recommendation to Add a Board Workshop
- Programming Restructure Presentation
- Special Education Compensation Plan Presentation
- Capital Needs Presentation/Consider Capital Needs

March 27, 2023 Regular Board Mtg.

- Budget Workshop
- Employee Compensation Presentation
- Legislative Session Update
- Contracts - First Round
- Consider Special Education Compensation Plan
- Consider Programming Restructure(s)
- Consider Master Schedule Options
- Consider Capital Needs

Projected Timeline

●
April 11, 2023
Board Workshop

- Compensation Considerations

●
April 24, 2023
Regular Board Mtg.

- Budget Workshop
- Legislative Session Update
- Contracts - Second Round
- Compensation Considerations

●
May 9, 2023 Board
Workshop

●
May 22, 2023
Regular Board Mtg.

- Budget Workshop
- Legislative Session Update

Projected Timeline



A horizontal timeline line with three circular markers. The first marker is on the left, the second is in the middle, and the third is on the right. The text for the first two markers is positioned below the line.

June 6, 2023 Board Workshop

- 2023-2024 Budget Proposal
- Compensation Plan Proposal

June 19, 2023 Regular Board Mtg.

- 2023-2024 Budget Adoption
- Adoption of Tax Rate
- Adoption of Compensation Plan
- Legislative Session Update



THANK YOU

18. Presentation: Board Legislative Subcommittee Update
Presenter: Barrett Owens, President



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Lovejoy Independent School District Board of Trustees

Date of Meeting	February 27, 2023
Document Title	Board Legislative Subcommittee Update
Presented For	<input type="checkbox"/> Board Action <input checked="" type="checkbox"/> Report/Review Only
Supporting Documents	<input type="checkbox"/> None <input checked="" type="checkbox"/> Attached <input type="checkbox"/> Provided Later
Person Responsible	Barrett Owens, Board President



Executive Summary

The Board Legislative Subcommittee will share an update.

Fiscal Implications

The legislative priorities address concerns regarding state funding.

Administrator Recommendation

N/A

Board Priority

Priority 1: Academics

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, and 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. We will carry forward the strategic targets identified in our LOVEJOY 2030 Strategic Plan and provide students with opportunities to build Future Ready Skills.

Priority 2: Culture: Legacy of Excellence

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 align their actions with our Core Values and prioritize relationships, learning collaboration, results, and fun. Lovejoy ISD will invest in a culture that provides exceptional learning opportunities for students and supports their development toward The Graduate Profile.

Priority 3: Continuous Improvement and Financial Sustainability

Lovejoy ISD will evaluate all areas which impact the student experience. A sustained focus on continuous improvement in all aspects of district services remains a commitment with the goal of providing the highest quality of learning experiences for our students. In support of organizational health and effectiveness, Lovejoy ISD will continue to prioritize planning 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. Our priority on legislative advocacy in the area of school finance will be emphasized through implementation of a Board Legislative Sub-Committee.

Priority 4: Parent and Community Partnership

Lovejoy ISD will build strong community connections and trust 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 Legacy 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. Parent and Community involvement and transparency will be prioritized as tools for continuous improvement.

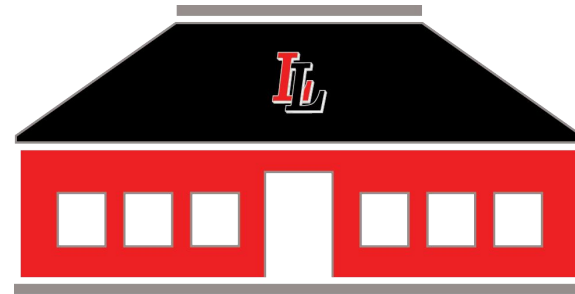
Priority 5: Safety and Security

Lovejoy ISD will continuously examine and analyze best practices in the areas of safety and security. We commit to a focus on safety, security, and protecting Lovejoy ISD's positive learning environment. The personal and social needs of Lovejoy ISD students will be prioritized.

Board Legislative Subcommittee Update

February 27, 2023

Regular Board Meeting



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Legislative Subcommittee Update: February 2023

- Completed since Prior Update

- TASA/TASB Legislative Conference (Austin)- 2/21/23
- Board Members and Ms. Kordel visited the Texas Capitol - 2/21/23
- Legislative Resources in Development
- Continued review of Bills filed so far in the 88th session
 - 590 Public Education Bills filed as of 2/22/23

- Coming Up

- Continued review of Bills filed for 88th session (Last Day to file is March 10th)
- Launch Legislative Resources
- Communication of key opportunities for our Lovejoy community to get involved
- Coordinate visit(s) to Austin to advocate for Lovejoy ISD legislative priorities

Visit to the Capitol: February 21, 2023



Our Representatives

SENATE DISTRICT 8

Senator Angela Paxton



Capitol Office: 3E.2
Capitol Phone: 512-463-0108
Capitol Address: PO Box 12068, Capitol
Station, Austin TX 78711

Email: angela.paxton@senate.texas.gov

Committees: State Affairs - Vice Chair
Education
Finance
Local Government
Nominations

HOUSE DISTRICT 89

Representative Candy Noble



Capitol Office: E1.414
Capitol Phone: 512-463-0186
Capitol Address: PO Box 2910,
Austin TX 78768

Email: candy.noble@house.texas.gov

Committees: Human Services
Ways & Means

Update: 2023 Texas Legislative Calendar

Key Date	Milestone	Status
January 9	Comptroller releases Biennial Revenue Estimate (BRE), which forms the basis of the state budget.	The 88th Legislature will have a record \$188.2B in projected revenue to spend, inclusive of a roughly \$32.7B budget surplus from the prior state budget.
January 10	First day of the 88th Legislative Session	The House elected Dade Phelan (R-Beaumont) as Speaker. The Senate elected Kelly Hancock (R-North Richland Hills) as Pro Tempore.
End of Jan / Early Feb	Senate and House committee assignments released	Update 2/28: Both the House and Senate have named Education Committee members (Update on next slide). Our local Representative, Candy Noble, was named to the Ways and Means Committee, and our local Senator, Angela Paxton, was named to the Education Committee.
March 10	60-day deadline for bill filing	[Coming Soon]
Mar 10-May 29	Advocacy for Bills that support Lovejoy ISD's legislative priorities.	[Coming Soon]
May 29	Sine Day = Last day of the 88th Legislative Session	

Update: Education Committee Members

Role	Texas House	Senate.
Chair	Brad Buckley (R-Salado)	Brandon Creighton (R-Conroe)
Vice Chair	Alma Allen (D-Houston)	Donna Campbell (R-New Braunfels)
Committee Members	<ul style="list-style-type: none">● Steve Allison (R-San Antonio)● Charles Cunningham (R-Humble)● Harold Dutton (D-Houston)● Cody Harris (R-Palestine)● Brian Harrison (R-Frisco)● Cole Hefner (R-Mount Pleasant)● Gina Hinojosa (D-Austin)● Ken King (R-Canadian)● Oscar Longoria (D-Mission)● Matt Schaefer (R-Tyler)● James Talarico (D-Round Rock)	<ul style="list-style-type: none">● Paul Bettencourt (R-Houston)● Brian Birdwell (R-Granbury)● Peter Flores (R-Pleasanton)● Phil King (R-Weatherford)● Morgan LaMantia (D-S. Padre Island)● José Menéndez (D-San Antonio)● Mayes Middleton (R-Galveston)● Tan Parker (R-Flower Mound)● Angela Paxton (R-McKinney)● Drew Springer (R-Muenster)● Royce West (D-Dallas)

Education Bill Tracker

Bill Number	Purpose	Impact to Lovejoy ISD
SB 88 & HB 882	Raise Basic Allotment (BA) to \$7,075 and index basic allotment to annual inflation rate going forward	Increase in per student funding; tie BA in future years to inflation and cost increases to M&O
SB 263 & HB 348 HB 1052	Relating to use of average enrollment instead of average daily attendance for purposes of public school finance system Use of average enrollment for SPED allotment	Accurately tie student funding to M&O costs/overhead
SB 38 & HB 342	Requires school districts to provide full day pre-kindergarten for 4 year olds; does not provide additional funding to deliver program	Unfunded mandate; would require Lovejoy ISD reduce funding from current programs to comply, and eliminate pre-k tuition

Education Bill Tracker *(continued)*

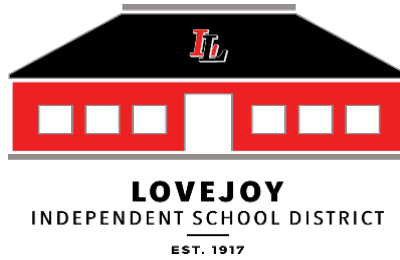
Bill Number	Purpose	Impact to Lovejoy ISD
SB 418 (Paxton)	Relating to out of district transfer students	Mandates acceptance criteria priorities and lottery system for availability; prohibits charging tuition to help narrow the existing gap in state funding vs. actual cost of education
SB 948	Relating to permissible uses for School Safety Allotment and creates Mental Health Allotment	Removes mental health services from permissive uses for School Safety Allotment and creates minimum \$100,000 allotment for Mental Health Services (more for districts with >50% “educationally disadvantaged” students)



THANK YOU

19. Presentation: K-5 Math Instructional Materials Adoption Update

Presenter: Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction



Lovejoy Independent School District Board of Trustees

Date of Meeting	February 27, 2023
Document Title	K-5 Mathematics Instructional Materials Adoption Update
Presented For	<input type="checkbox"/> Board Action <input checked="" type="checkbox"/> Report/Review Only
Supporting Documents	<input type="checkbox"/> None <input checked="" type="checkbox"/> Attached <input type="checkbox"/> Provided Later
Administrator Responsible	Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction
Executive Summary	
The recent instructional materials inventory revealed gaps exist with mathematics' primary instructional resource for grades K-5. The department is completing an instructional materials adoption process for K-5 math. The presentation includes a timeline of the adoption process.	
Fiscal Implications	
TBD	
Administrator Recommendation	
N/A	
Board Priority	
<p>Priority 1: Academics</p> <p>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</p>	

to the Challenges of Learning, Well-Rounded, Engaged in a Healthy Lifestyle, Fair and Respectful of Others, and 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. We will carry forward the strategic targets identified in our LOVEJOY 2030 Strategic Plan and provide students with opportunities to build Future Ready Skills.

Priority 2: Culture: Legacy of Excellence

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 align their actions with our Core Values and prioritize relationships, learning collaboration, results, and fun. Lovejoy ISD will invest in a culture that provides exceptional learning opportunities for students and supports their development toward The Graduate Profile.

Priority 3: Continuous Improvement and Financial Sustainability

Lovejoy ISD will evaluate all areas which impact the student experience. A sustained focus on continuous improvement in all aspects of district services remains a commitment with the goal of providing the highest quality of learning experiences for our students. In support of organizational health and effectiveness, Lovejoy ISD will continue to prioritize planning 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. Our priority on legislative advocacy in the area of school finance will be emphasized through implementation of a Board Legislative Sub-Committee.

K-5 MATHEMATICS INSTRUCTIONAL MATERIALS ADOPTION UPDATE

Dr. Laurie Tinsley

Assistant Superintendent of Curriculum and Instruction

February 27, 2023

Board Meeting



LOVEJOY
INDEPENDENT SCHOOL DISTRICT

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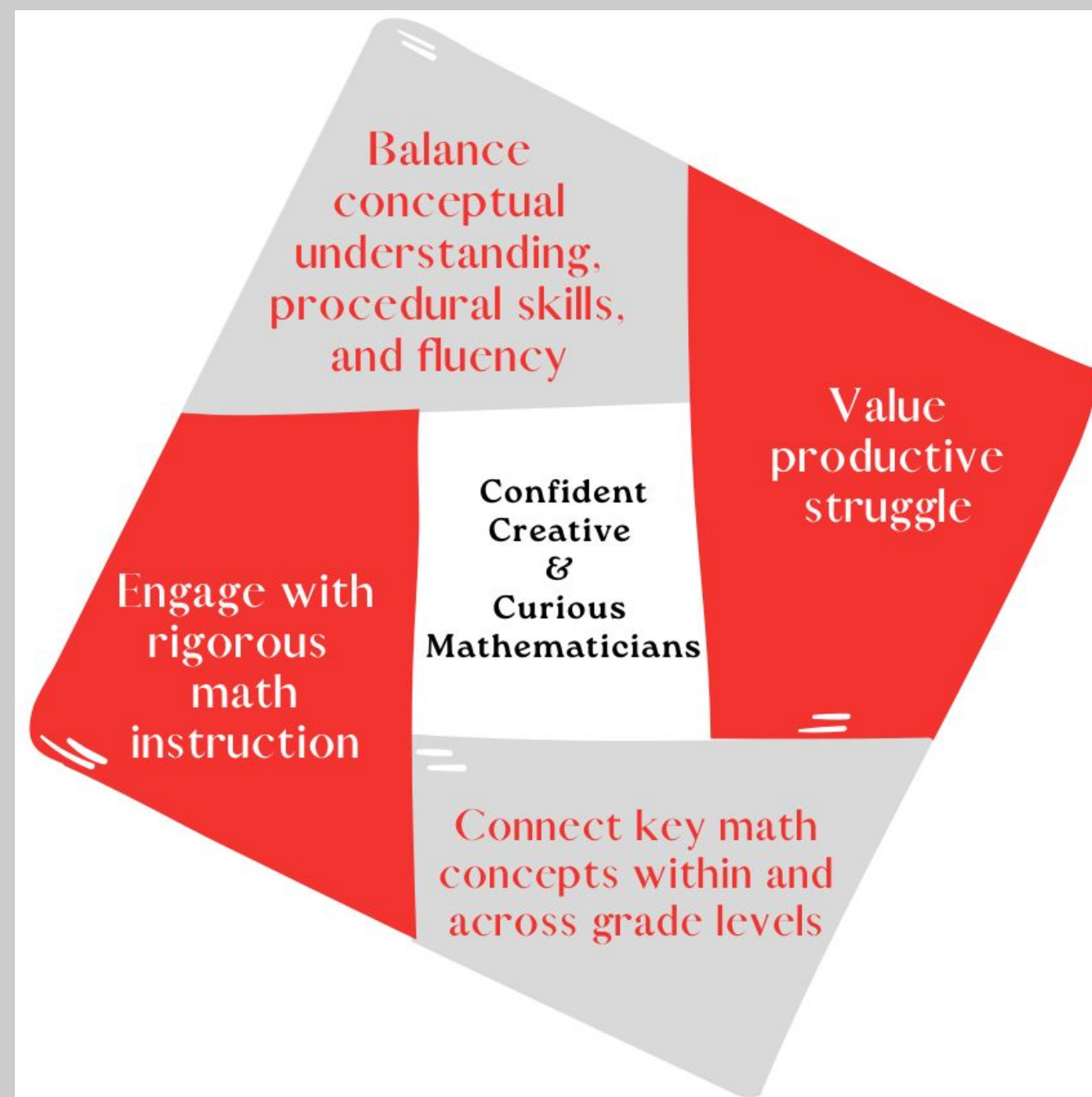
Lovejoy ISD Math Instructional Framework

Lovejoy ISD Vision

- Lovejoy ISD believes all learners can become confident, creative, and curious mathematicians
- Lovejoy students will take calculated risks and demonstrate resilience when faced with adversity, understanding that overcoming challenges is a part of the learning process
- Students will maintain the Lovejoy legacy of excellence by engaging in researched-based math instruction.
- Because students will possess a strong mathematical foundation, they will be able to make relevant connections across content areas and will have a choice-filled future in college, career, or military training.

Lovejoy ISD Math Instructional Framework Guides

Decisions for Math Instructional Practices, Curriculum Planning and Instructional Resources



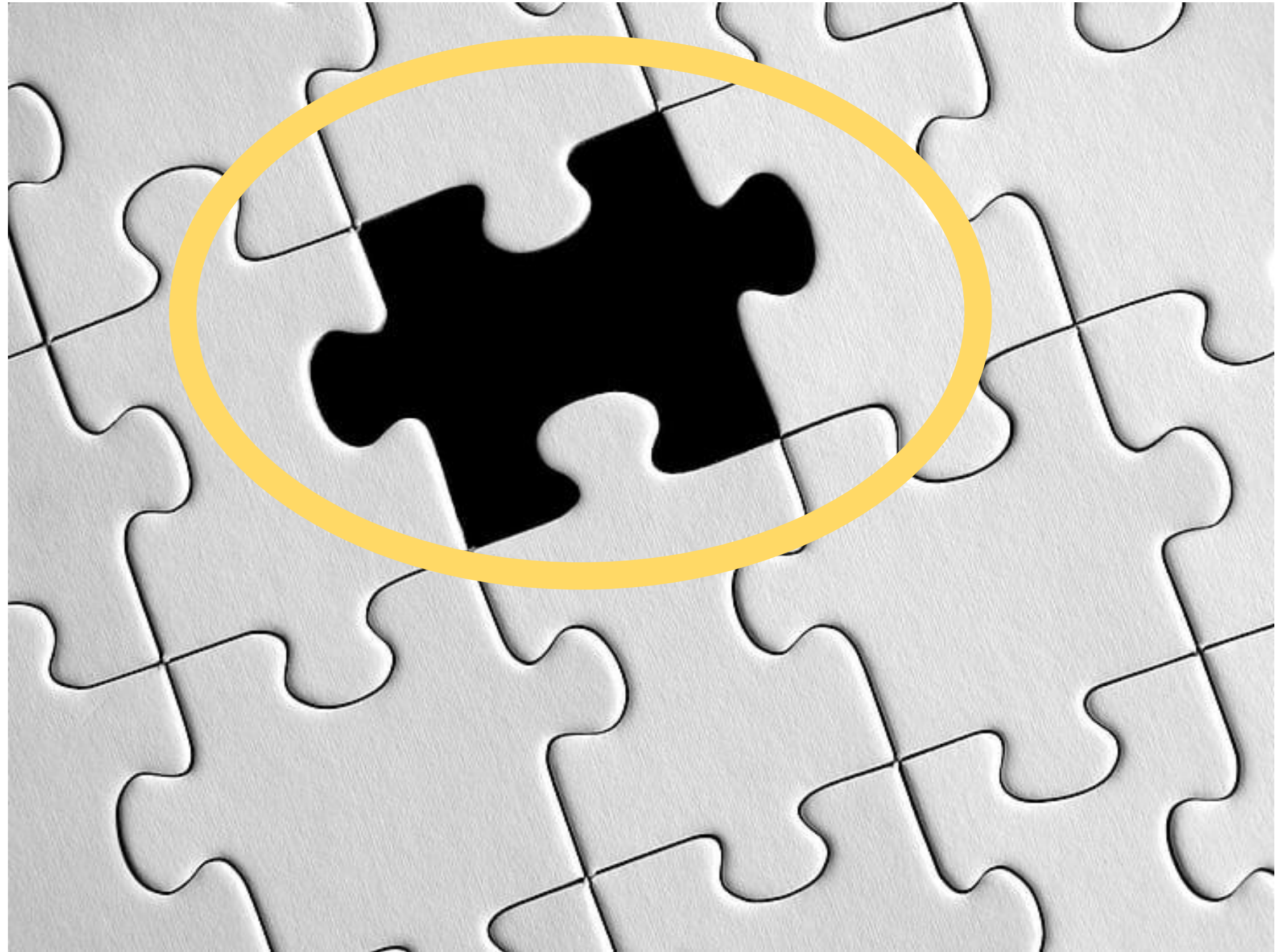


CURRICULUM STANDARDS	CURRICULUM DOCUMENTS	INSTRUCTIONAL RESOURCES
<ul style="list-style-type: none"> • Texas Essential Knowledge and Skills (TEKS) • State standards for what students should know and be able to do. • The scope of what is taught • Establishes timelines and important milestones (ie., grade levels). • Testing requirements • Mandated by the State Board of Education. • Roadmap for Learning 	<ul style="list-style-type: none"> • Outlines when and the depth in which standards are taught throughout the year. • Customized to district needs. • Includes pacing guide, Scope and sequence, clarifications, priority TEKS, assessment and learning plans. • Designed and revised based on data and standards. • Incorporates programs and instructional resources but not at the mercy of the program. 	<ul style="list-style-type: none"> • Suggested resources such as textbooks, digital resources, etc., that are aligned to the TEKS for that content area. • Provides tools, materials and resources to implement the curriculum. • Can be changed and adjusted with minimal to no change to curriculum and practices. • Must be changed if significant changes to curriculum standards occur.



GAP EXISTS

**Primary
Instructional
Resource for
K-5 Mathematics**





TIMELINE

January

All K-5 math teachers were given an opportunity to view and comment on the following instructional materials:

Stemscopes Math
Eureka Math

February

Adoption Committee, made of teachers and administrators, will evaluate instructional materials using district rubric.

March


Community will be provided with an opportunity to review instructional materials.

The Adoption Committee will bring a recommendation forward.





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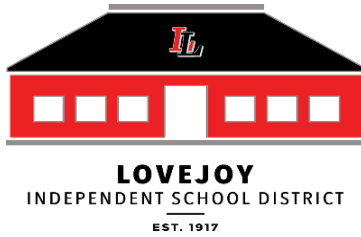


QUESTIONS?



20. Presentation: T-TESS (Texas Teacher Evaluation and Support System)

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



Lovejoy Independent School District Board of Trustees

Date of Meeting	February 27, 2023
Document Title	T-TESS Texas Teacher Evaluation and Support System
Presented For	<input type="checkbox"/> Board Action <input checked="" type="checkbox"/> Report/Review Only
Supporting Documents	<input type="checkbox"/> None <input checked="" type="checkbox"/> Attached <input type="checkbox"/> Provided Later
Administrator Responsible	Anna Koenig, Executive Director of Human Resources and Communications
Executive Summary	
<p>The Texas Teacher Evaluation and Support System utilizes many tools that help and support teacher instruction and student performance. This system consists of an evaluation rubric, a goal-setting plan and embedded student growth measure. T-TESS is intended to promote a growth mindset in educators by providing a structure to self-reflect and receive ongoing, meaningful feedback from educational practitioners. T-TESS is a valid and reliable evaluation tool that, if the district approves, would possibly allow us to pursue Texas Teacher Allotment (TIA) designations for teachers in our district.</p>	
Fiscal Implications	
<p>The only cost would be to train additional new administrators in T-TESS. Currently, all of our administrators are trained in this evaluation system.</p>	
Administrator Recommendation	
<p>Not at this time.</p>	
Board Priority	

Priority 2: Culture: Legacy of Excellence

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 align their actions with our Core Values and prioritize relationships, learning collaboration, results, and fun. Lovejoy ISD will invest in a culture that provides exceptional learning opportunities for students and supports their development toward the Graduate Profile.

Priority 3: Continuous Improvement and Financial Sustainability

Lovejoy ISD will evaluate all areas which impact the student experience. A sustained focus on continuous improvement in all aspects of district services remains a commitment with the goal of providing the highest quality of learning experiences for our students. In support of organizational health and effectiveness, Lovejoy ISD will continue to prioritize planning 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. Our priority on legislative advocacy in the area of school finance will be emphasized through implementation of a Board Legislative Sub-Committee.

Texas Teacher Evaluation and Support System

T-TESS

February 2023



Anna Koenig, Executive Director


Marcy Hambrick, Director

Megan Rawlins, Asst. Principal

LOVEJOY 2030

Strategic Plan



 Talent Acquisition, Retention, and Support		
Strategic Target 6.2	Lovejoy ISD will create an enhanced compensation plan to allow for innovative monetary and non-monetary compensation work features that reward highly effective teachers.	
	Strategy	Key Indicators
Strategy 6.2.1	Involve stakeholders in creative compensation that aligns to district goals.	Stakeholder Feedback Development and Communication of Enhanced Compensation Plan
Strategy 6.2.2	Explore alternative avenues for financial rewards/incentive programs. (E.g., referral bonuses, retention bonuses, and certification incentives, etc. for teachers)	Apply for Programs and Grants (TIA, TCLAS, grow your own based on teacher input) Research Donations/Grants Through Private or Corporate Partnerships
Strategy 6.2.3	Explore all options for non-monetary compensation.	Teacher Input and Feedback Development, Implementation, and Communication of Enhanced Compensation Plan
Strategic Target 6.3	Lovejoy ISD will provide multiple avenues of support to new and veteran teachers in an effort to retain and grow our current staff members.	
	Strategy	Key Indicators
Strategy 6.3.1	Restructure professional development to provide appropriate implementation time to ensure new training becomes part of best practices.	District Professional Learning Plan Ratio of New Learning to Implementation Time Teacher Feedback Surveys
Strategy 6.3.2	Enhance the beginning teacher mentorship program for teachers years 1-4, by creating structures that allow mentor teachers appropriate time to provide support.	Time Given to Meet Between Mentors and Mentee Common Planning Periods Retention Rates in Years 3 and 4 Mentor Survey New Teacher Survey
Strategy 6.3.3	Utilize updated educator profile in the interviewing and hiring process.	Evidence in Interview Resources Evaluate Employee Profile Correlation to Retention Rates

T-TESS Advisory Committee Members



- John Baker – LHS
- Elyse Pollard – LHS
- Ashley Smith – WSMS
- Kelly Collins – WSMS
- Patricia Wilkins – SCIS
- Michelle Kimbrough – SCIS

- Colleen Everett – PES
- Kelley Alvarez – PES
- Megan Rawlins – HES
- Stephanie Meaders – HES
- Morgan Clynch – HES
- Erin Perkins – Admin
- Michele Riddle – Admin

Texas Teacher Evaluation & Support System



What is T-TESS?

A red graphic consisting of a solid red arrow pointing right, overlaid on a white outline of a hexagon with a pointed right side.

The Texas Teacher Evaluation and Support System utilizes many tools that help support teacher instruction and student performance.

This system consists of:

- an evaluation rubric
- a goal-setting plan and
- an embedded student growth measure.

T-TESS is intended to promote a growth mindset in educators by providing a structure to self-reflect and receive ongoing, meaningful feedback from educational practitioners.

T-TESS Components



01

Goal Setting and Professional Development

Goal setting and professional development allow teachers to make decisions for professional growth as part of a self-assessment of their professional practices as they relate to student needs and outcomes.

02

Evaluation Cycle

Pre-conference ---- Observation ---- Post-Conference

03

Student Growth

Review of progress of student goals set at the beginning of the school year.

***Artifacts & Evidence to Support Professional and Student Growth**

LISD EVALUATION SYSTEM



Developed by a committee of educators. It was intended to align with the district's core values and initiatives (Learning Targets, Criteria, Kagan, Critical Thinking, etc.) and to support student growth goals

DOMAINS

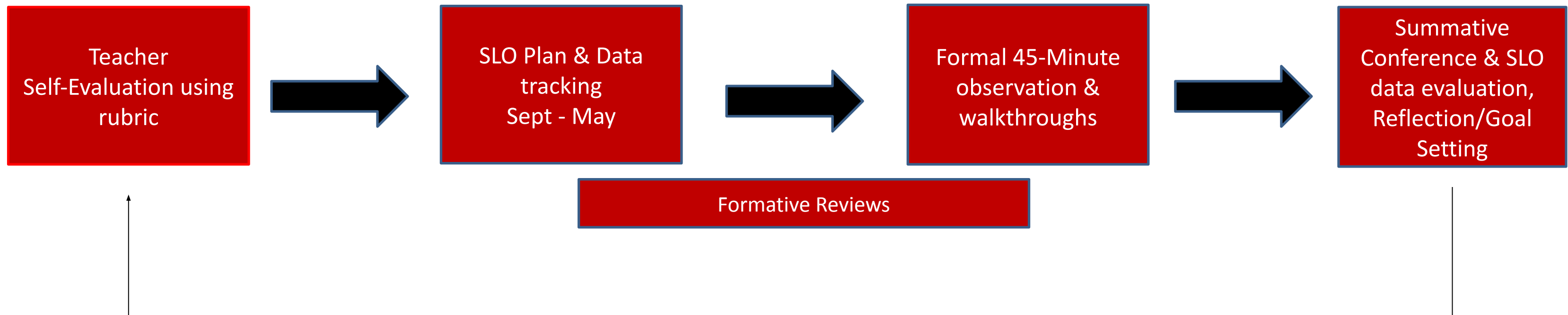
- Collaboration, Planning & Preparation for Learning
- Classroom Management
- Delivery of Instruction
- Monitoring, Assessment & Follow-up
- Professional Responsibilities
- Family & Community Outreach
- Student Learning Objective

LISD EVALUATION SYSTEM

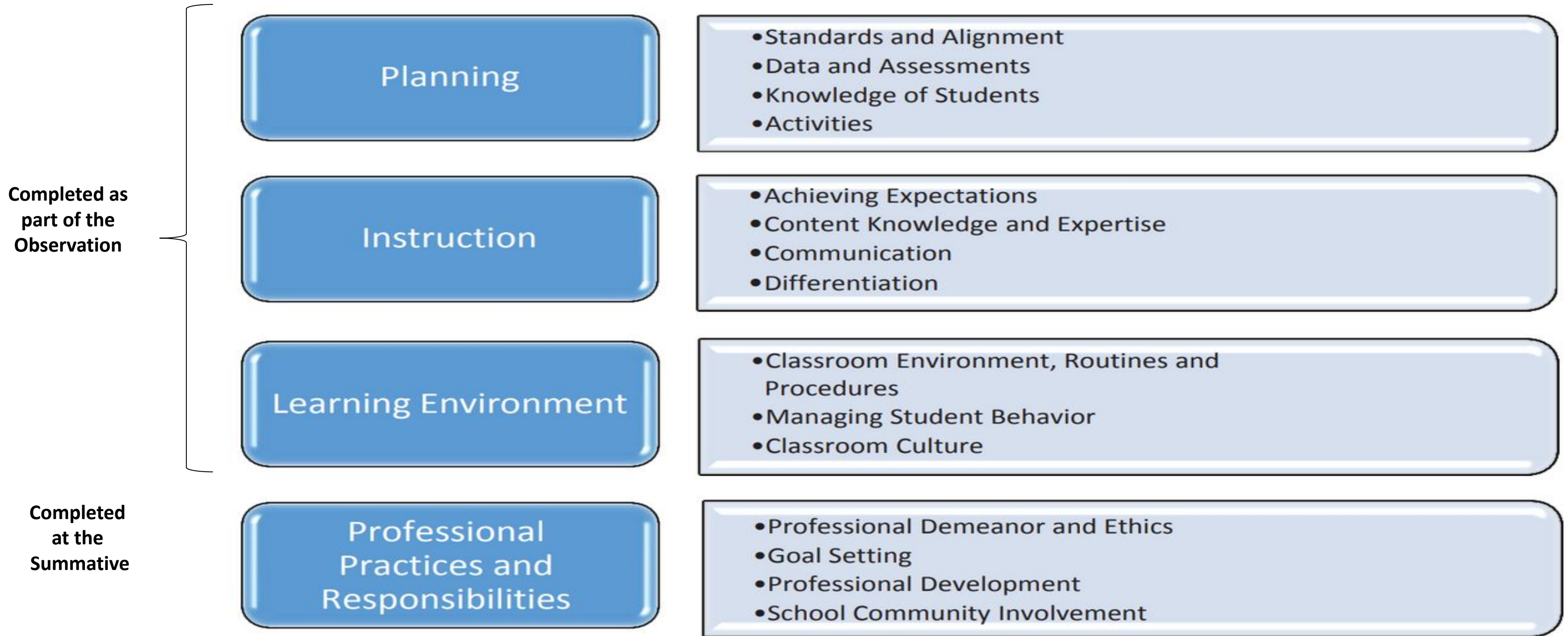
- 7 Domains
- 4 Specific Descriptors of Actions
- Teacher Driven
- Designed by Administration

C. Delivery of Instruction				
The Teacher:	4 Bright Spot	3 Proficient	2 Needs Improvement	1 Does Not Meet Standard
a. Classroom Environment	Teaches students to be risk-takers, learn from mistakes, and believe that level of effort coincides with student growth. Through a classroom culture of high expectations, determination, and encouragement, students are driven to master grade-level curriculum.	Creates an environment where students know it's okay to make mistakes; effective effort, not innate ability, is the key. Conveys to students: This is important, you can do it, and I'm not going to give up on you.	Creates an environment where students know that making mistakes is a part of learning; they can learn from errors. Tells students that the subject matter is important and they need to work hard.	Doesn't prevent many students from feeling embarrassed when they make mistakes in school. Gives up on some students as hopeless; unable to reach learning goals.
b. Learning Target	Students are able to verbally articulate learning target(s) and explain the "why" behind the lesson in relation to prior or future learning as well as make connections to themselves or the broader world. The teacher always or almost always intentionally engages students with the learning target during instruction.	Learning target is posted for students and written in student friendly language. Students can articulate the importance of the learning to prior or future learning. The teacher consistently and intentionally engages students with the learning target during instruction.	Sometimes the learning target is posted and sometimes it is written in student friendly language. Sometimes students can articulate the importance of the learning target. The teacher sometimes is intentional about engaging students with the learning target during instruction.	The learning target is not or rarely posted and is not or rarely written in student friendly language. Students cannot or rarely are able to articulate the importance of the learning target. The teacher does not or rarely engages students with the learning target during instruction.
c. Student Engagement	Kagan cooperative structures are used effectively and efficiently at least four out of every five days for academic purposes to ensure all students are actively engaged in learning.	Kagan cooperative structures are used effectively and efficiently at least twice per week for academic purposes to ensure all students are actively engaged in learning.	Kagan cooperative structures are used at least once per week and sometimes effectively and efficiently ensure all students are actively engaged in learning.	Kagan cooperative structures are used less than once per week and are rarely effective or efficient to ensure all students are actively engaged in learning.
d. Differentiation	Always differentiates the product, process, and content without compromising the integrity of the standards to ensure students	Regularly differentiates the product, process, and content without compromising the integrity of the standards to ensure students have the	Sometimes differentiates the product, process, and content without compromising the integrity of the standards to ensure students have the	Does not or rarely differentiates the product, process, and content without compromising the integrity of the standards to ensure

LISD EVALUATION CYCLE



What is T-TESS?



What is T-TESS?

- Four Domains
- One to five Dimensions within each domain with specific descriptors of actions
- Encourages Student Centered Learning
- Evidence Based

INSTRUCTION DIMENSION 2.2 Content Knowledge and Expertise

The teacher uses content and pedagogical expertise to design and execute lessons aligned with state standards, related content and student needs.

Standards Basis: 1A, 1C, 1E, 1F, 2C, 3A, 3B, 3C

Distinguished	Accomplished	Proficient	Developing	Improvement Needed
STUDENT-CENTERED ACTIONS ←			TEACHER-CENTERED ACTIONS	
<p>The Teacher</p> <ul style="list-style-type: none"> • Displays extensive content knowledge of all the subjects she or he teaches and closely related subjects. • Integrates learning objectives with other disciplines, content areas and real-world experience. • Consistently anticipates possible student misunderstandings and proactively develops teaching techniques to mitigate concerns. • Consistently provides opportunities for students to use different types of thinking (e.g., analytical, practical, creative and research-based). • Sequences instruction that allows students to understand how the lesson fits within the structure of the discipline, the state standards, related content and within real-world scenarios. 	<p>The Teacher</p> <ul style="list-style-type: none"> • Conveys a depth of content knowledge that allows for differentiated explanations. • Integrates learning objectives with other disciplines and real-world experiences. • Anticipates possible student misunderstandings and proactively develops teaching techniques to mitigate concerns. • Regularly provides opportunities for students to use different types of thinking (e.g., analytical, practical, creative and research-based). • Sequences instruction that allows students to understand how the lesson fits within the structure of the discipline and the state standards. 	<p>The Teacher</p> <ul style="list-style-type: none"> • Conveys accurate content knowledge in multiple contexts. • Integrates learning objectives with other disciplines. • Anticipates possible student misunderstandings. • Provides opportunities for students to use different types of thinking (e.g., analytical, practical, creative and research-based). • Accurately reflects how the lesson fits within the structure of the discipline and the state standards. 	<p>The Teacher</p> <ul style="list-style-type: none"> • Conveys accurate content knowledge. • Sometimes integrates learning objectives with other disciplines. • Sometimes anticipates possible student misunderstandings. • Sometimes provides opportunities for students to use different types of thinking (e.g., analytical, practical, creative and research-based). 	<p>The Teacher</p> <ul style="list-style-type: none"> • Conveys inaccurate content knowledge that leads to student confusion. • Rarely integrates learning objectives with other disciplines. • Does not anticipate possible student misunderstandings. • Provides few opportunities for students to use different types of thinking (e.g., analytical, practical, creative and research-based).
			<p>Possible Sources of Evidence:</p> <ul style="list-style-type: none"> • Conferences and Conversations with the Teacher • Formal Observations/Walkthroughs • Student Growth Processes • Analysis of Student Data 	



T-TESS Rubric

What is T-TESS?

Ratings are specific and progress along a continuum from a few or rarely to always and consistently.

Low Quality Evidence vs. High-Quality Evidence

- **Low-quality evidence:** The teacher checked for understanding after modeling one problem.
- **High quality evidence:** After modeling one problem, the teacher asked each student to attempt a second problem on individual white boards (15 x 24). The teacher circulated as students worked and wrote down common errors she was seeing in students' work. Then, all students raised their boards so she could see how many students were able to complete the problem successfully on their own. 15 out of 22 students were successful.

RUBRIC WORD BANK

with example qualifiers that are interchangeably used:

DIMENSION EXAMPLE:	Distinguished	Accomplished	Proficient	Developing	Improvement Needed
	STUDENT-CENTERED ACTIONS ←			TEACHER-CENTERED ACTIONS	
LEARNING ENVIRONMENT CLASSROOM CULTURE	ALL	ALL	ALL	MOST	FEW
LEARNING ENVIRONMENT MANAGING STUDENT BEHAVIOR	CONSISTENTLY	CONSISTENTLY	CONSISTENTLY	INCONSISTENTLY	RARELY
INSTRUCTION ACHIEVING EXPECTATIONS	ALL	MOST	MOST	SOME	FEW
INSTRUCTION CONTENT KNOWLEDGE AND EXPERTISE	CONSISTENTLY	REGULARLY	DOES (ACTION)	SOMETIMES	FEW
INSTRUCTION DIFFERENTIATION	ALWAYS	REGULARLY	DOES (ACTION)	SOMETIMES	DOES NOT (ACTION)

Appraiser Training & Calibration

Appraiser Requirements

Instructional Leadership Development (ILD) or Advancing Educational Leadership (AEL) certificate is a co-requisite
(3 Day Training)

T-TESS (3 Day Training)
Passing Certificate
(Retest Periodically)

Calibration protocols are procedures used to increase calibration between **appraisers** and between **campuses** throughout the year. When used strategically, they can help **increase scoring accuracy** by providing appraisers opportunities to practice collecting defensible evidence for ratings. They also help appraisers develop a **deeper understanding of what effective instruction looks like across a variety of contexts** and ensure that each appraiser in the district is aligned in how they are evaluating teachers.

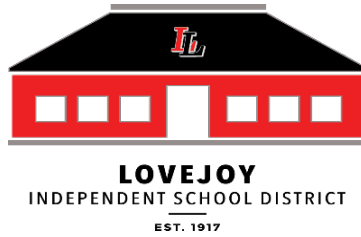
Benefits of T-TESS



- **Growth Model for Teachers**
- **Focused on Student Outcomes**
- **Continuous Improvement Cycle**
- **Calibrated among Appraisers**
- **Teacher Evaluation Materials in one location Eduphoria**
- **No additional costs to district**
- **Aligns to Texas Principal Evaluation & Support System (T-P ESS) and Texas School Counselor Evaluation & Support System (T-SCSS)**

21. Presentation: Texas Incentive Allotment (TIA)

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



Lovejoy Independent School District Board of Trustees

Date of Meeting	February 27, 2023
Document Title	Teacher Incentive Allotment (TIA)
Presented For	<input type="checkbox"/> Board Action <input checked="" type="checkbox"/> Report/Review Only
Supporting Documents	<input type="checkbox"/> None <input checked="" type="checkbox"/> Attached <input type="checkbox"/> Provided Later
Administrator Responsible	Anna Koenig, Executive Director of Human Resources and Communications
Executive Summary	
HB 3 established the Teacher Incentive Allotment (TIA) during the 86th Legislature. It is designed to recognize effective teachers by funding districts in order for them to reward their top performers.	
Fiscal Implications	
N/A	
Administrator Recommendation	
N/A	
Board Priority	
Priority 2: Culture: Legacy of Excellence	
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 align their actions with our Core Values and prioritize relationships, learning collaboration, results,	

and fun. Lovejoy ISD will invest in a culture that provides exceptional learning opportunities for students and supports their development toward the Graduate Profile.

Priority 3: Continuous Improvement and Financial Sustainability

Lovejoy ISD will evaluate all areas which impact the student experience. A sustained focus on continuous improvement in all aspects of district services remains a commitment with the goal of providing the highest quality of learning experiences for our students. In support of organizational health and effectiveness, Lovejoy ISD will continue to prioritize planning 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. Our priority on legislative advocacy in the area of school finance will be emphasized through implementation of a Board Legislative Sub-Committee.

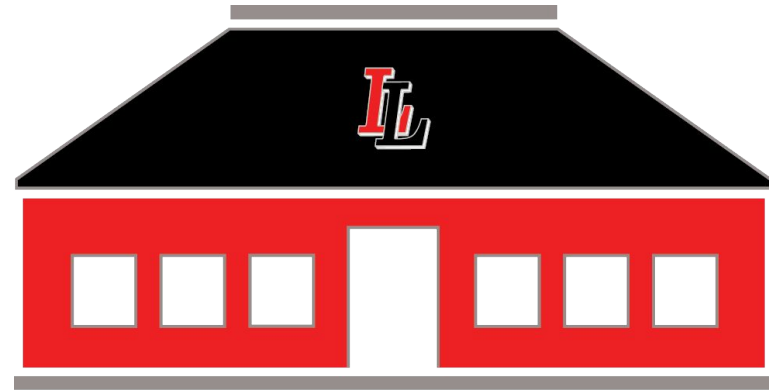
Teacher Incentive Allotment

ANNA KOENIG

Executive Director of HR & Communications

February 27, 2023

Board Meeting




LOVEJOY
INDEPENDENT SCHOOL DISTRICT
EST. 1917

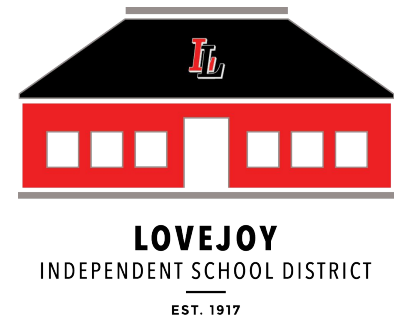
LOVEJOY 2030

Strategic Plan



 Talent Acquisition, Retention, and Support		
Strategic Target 6.2	Lovejoy ISD will create an enhanced compensation plan to allow for innovative monetary and non-monetary compensation work features that reward highly effective teachers.	
	Strategy	Key Indicators
Strategy 6.2.1	Involve stakeholders in creative compensation that aligns to district goals.	Stakeholder Feedback Development and Communication of Enhanced Compensation Plan
Strategy 6.2.2	Explore alternative avenues for financial rewards/incentive programs. (E.g., referral bonuses, retention bonuses, and certification incentives, etc. for teachers)	Apply for Programs and Grants (TIA, TCLAS, grow your own based on teacher input) Research Donations/Grants Through Private or Corporate Partnerships
Strategy 6.2.3	Explore all options for non-monetary compensation.	Teacher Input and Feedback Development, Implementation, and Communication of Enhanced Compensation Plan
Strategic Target 6.3	Lovejoy ISD will provide multiple avenues of support to new and veteran teachers in an effort to retain and grow our current staff members.	
	Strategy	Key Indicators
Strategy 6.3.1	Restructure professional development to provide appropriate implementation time to ensure new training becomes part of best practices.	District Professional Learning Plan Ratio of New Learning to Implementation Time Teacher Feedback Surveys
Strategy 6.3.2	Enhance the beginning teacher mentorship program for teachers years 1-4, by creating structures that allow mentor teachers appropriate time to provide support.	Time Given to Meet Between Mentors and Mentee Common Planning Periods Retention Rates in Years 3 and 4 Mentor Survey New Teacher Survey
Strategy 6.3.3	Utilize updated educator profile in the interviewing and hiring process.	Evidence in Interview Resources Evaluate Employee Profile Correlation to Retention Rates

Texas Incentive Allotment



What is TIA?

HB 3 established the Teacher Incentive Allotment (TIA) during the 86th Legislature. It is designed to recognize effective teachers by funding districts in order for them to reward their top performers.

How does it work?

- Districts develop a local designation system and designate high-performing teachers (Master, Exemplary, or Recognized).
- TEA approves LDS, in partnership with Texas Tech University.
- Districts receive additional funding for every designated teacher employed.
- At least 90% of TIA funds must be used on teacher compensation.

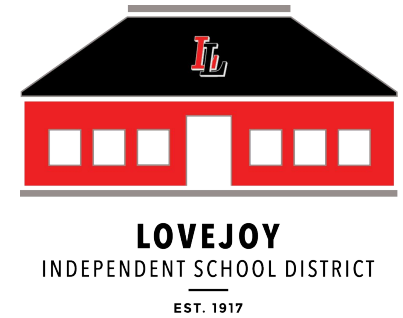
What is a designation?

- **National Board Certified Teachers** are eligible to earn a Recognized designation.
- Districts may designate their effective teachers when they are approved for a **local teacher designation system**. This is a multi-step process and includes a submission of a system application to TEA with validation through Texas Tech.

Who is eligible to be designated?

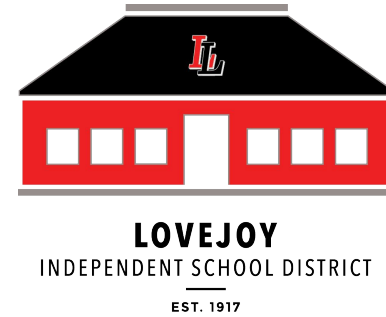
Must be employed in a teacher role (087).

Texas Teacher Allotment



February 2022	Human Resources Directors attend Professional Development
February - April 2022	Curriculum & Instruction and Human Resources complete application
March 2022	Strategic Compensation Fellowship and Grant Interview
April 2022	LISD Submits TIA -Cohort E application
May 2022	LISD receives feedback from Texas Tech/TEA
June - August 2022	All LISD administrators are trained in T-TESS
October 2022	T-TESS Stakeholder Committee formed
November 2022 - January 2023	T-TESS Stakeholder Committee met T-TESS Stakeholder Committee Representatives share information with Campus Staff
February 2023	LISD resubmits Intent to Join Cohort F Human Resources visit all campuses and share information about T-TESS and TIA Lovejoy TIA Survey is sent to campus staff

Texas Incentive Allotment



According to the TIA website there are 179 school districts receiving funds out of a total of 1025 school districts in the state. There are also 6,247 designated teacher in Texas.

February 2023 Survey

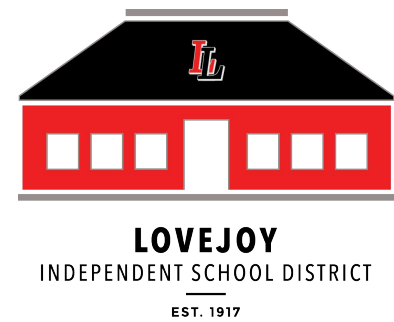
Teachers were asked if he/she were interested in LISD submitting an application to participate in the Teacher Incentive Allotment

- Sixty-seven percent of campus staff participated in the survey. Fifty-one percent of those that completed the survey supported TIA and 49% did not support TIA.

Staff Survey Comments

- **Pros**
 - Could lead to higher student performance
 - Good for recruitment and retention
 - Potential increase salary
- **Cons**
 - Negative impact of teacher morale
 - Does not support collaboration and Professional Learning Communities Models
 - Some staff members receiving salaries and others not
 - Questioned if the effort was worth the compensation
 - Validity of student performance measures over many grades and subjects

T-TESS & TIA Next Steps



-
- Approve Texas Teacher Education and System Support (T-TESS)
- Train teachers in T-TESS and Student Learning Objectives (SLOs)
- Apply for grants that support National Board Certification for trainer of trainers and/or teacher reimbursements
- Provide more information on National Board Certification educational supports to teachers
- Continue work with T-TESS/TIA committee to gather data and provide information to campuses.

Thank You



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INDEPENDENT SCHOOL DISTRICT

EST. 1917

22. Presentation: Staff Stakeholder Master Scheduling Committee Update

Presenter: Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction



LOVEJOY
INDEPENDENT SCHOOL DISTRICT
EST. 1917

Lovejoy Independent School District Board of Trustees

Date of Meeting	February 27, 2023
Document Title	Staff Stakeholder Master Scheduling Committee Update
Presented For	<input type="checkbox"/> Board Action <input checked="" type="checkbox"/> Report/Review Only
Supporting Documents	<input type="checkbox"/> None <input checked="" type="checkbox"/> Attached <input type="checkbox"/> Provided Later
Administrator Responsible	Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction

Executive Summary

A Staff Stakeholder Master Scheduling Committee was formed to study 5 scheduling models that include 7 period day, 8 period day, block schedule, 4-day student school week and additional staff planning days and the impact of the models on maintaining a level of excellence for LISD students, teacher/staff recruitment and retention, and response to revenue challenges.

The presentation will provide an update on the progress of the Staff Stakeholder Master Scheduling Committee's work.

Fiscal Implications

N/A

Administrator Recommendation

N/A

Board Priority

Priority 1: Academics

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, and 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. We will carry forward the strategic targets identified in our LOVEJOY 2030 Strategic Plan and provide students with opportunities to build Future Ready Skills.

Priority 2: Culture: Legacy of Excellence

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 align their actions with our Core Values and prioritize relationships, learning collaboration, results, and fun. Lovejoy ISD will invest in a culture that provides exceptional learning opportunities for students and supports their development toward The Graduate Profile.

Priority 3: Continuous Improvement and Financial Sustainability

Lovejoy ISD will evaluate all areas which impact the student experience. A sustained focus on continuous improvement in all aspects of district services remains a commitment with the goal of providing the highest quality of learning experiences for our students. In support of organizational health and effectiveness, Lovejoy ISD will continue to prioritize planning 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. Our priority on legislative advocacy in the area of school finance will be emphasized through implementation of a Board Legislative Sub-Committee.

Priority 4: Parent and Community Partnership

Lovejoy ISD will build strong community connections and trust 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 Legacy 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. Parent and Community involvement and transparency will be prioritized as tools for continuous improvement.

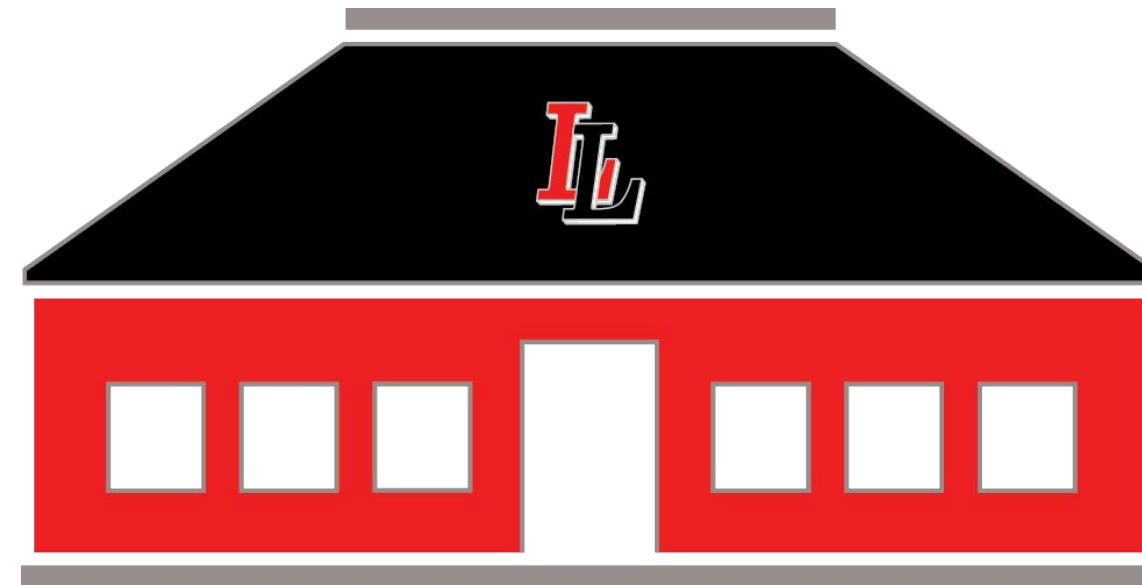
STAFF STAKEHOLDER MASTER SCHEDULING COMMITTEE UPDATE

Dr. Laurie Tinsley

Assistant Superintendent of Curriculum and
Instruction

February 27, 2023

Board Meeting



LOVEJOY

INDEPENDENT SCHOOL DISTRICT

EST. 1917

Staff Stakeholder Committee Work

Update



What is Our WHY ?

Respond to Revenue
Challenges



Retain Legacy of
Excellence for LISD
Students

Teacher/Staff
Retention, Recruitment
and Support

7 Period Day
LHS and WSMS

8 Period Day
LHS and WSMS

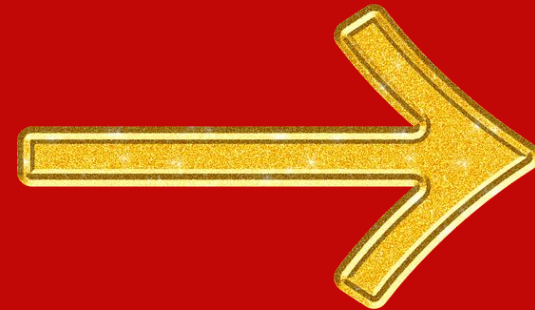
Block Schedule
LHS and WSMS

**4 Day Student
Instructional
Week**

**Additional Staff
Planning Days**

Impact

Respond to
Revenue
Challenges



7 Period
Day

7 Period Day

Possible Benefits

- Estimated Savings \$500,000
(Decrease of 7 to 10 FTEs at LHS and WSMS)
- Slightly Longer Class Periods

- Fewer electives, fine arts and athletic classes
- Loss of one of the two daily staff planning periods
- Student morale with less electives impacts teaching and learning
- Potential for more athletes in athletic periods and JV/Varsity/Freshman groups combined

Possible Challenges

7 Period Day - UPDATE

Lovejoy High School

Projected Reduction: 4 to 5 FTEs
Estimated Savings \$240,000-\$300,000

Willow Springs MS

Projected Reduction: 2 FTEs
Estimated Savings \$120,000

7 Period Day - Impact and Implications

Lovejoy High School

- Challenge with reduction be applied equally to each department, as class schedules require students to complete the 4x4 model each year (before they choose electives)
- Most likely reduction to FTE's will impact fine arts/visual arts, electives, athletics, and specialized courses (ie., World Languages)
- Could not determine additional cuts in FTE's until student course selections are complete
- Moving from 4 years x 8 courses to 4 years x 7 courses, graduation requirements, plans, and pathways would have to be revised

7 Period Day - Impact and Implications

Willow Springs Middle School

- Reduction of students taking Fine Arts and Elective/CTE courses. Currently, students at WSMS are able to select 3-4 elective courses. Willow Middle School would consider reduction of elective choices to 2 instead of 3 in some scenarios (ie., double blocked accelerated math)
- Teachers currently have a planning period and a conference period (each 42-45 minutes, every day) to plan lessons with their teams, attend ARD/504/PST meetings, review assessment data, and plan intervention and extension for Leopard Time and class time. Moving to a 7 period day removes one of the conference/planning periods

7 Period Day Study Update

- Cost savings is the primary benefit to the 7 period day
- Consider maintaining the current 8 Period Day schedule at LHS and WSMS for 2023-2024
- Monitor legislative actions regarding school finance and impact on Lovejoy ISD
- If future funding limitations necessitate additional financial efficiencies, this model may warrant further consideration

Staff Stakeholder Master Scheduling Committee

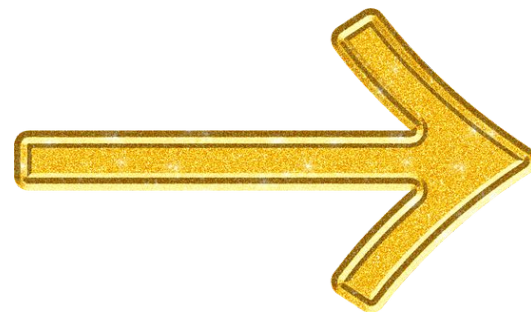
Findings

ADDITIONAL STAFF PLANNING DAYS



Impact

Teacher/Staff
Recruitment and
Retention



**4 Day Student
Instructional Week**

**Additional Staff
Planning Days**

Staff Stakeholder Master Scheduling Committee

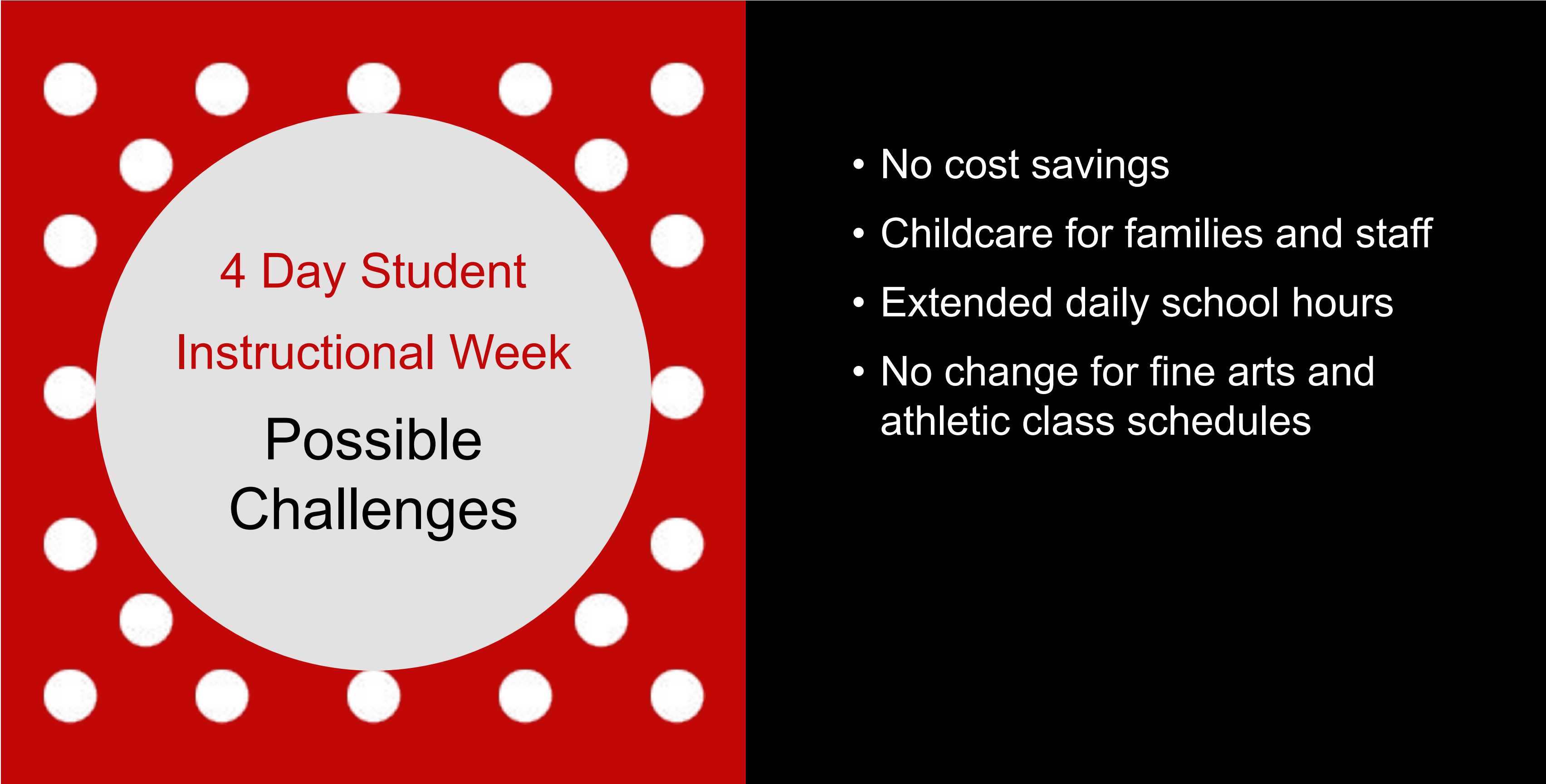


4 DAY STUDENT SCHOOL WEEK

4 Day Instructional Student Week

Possible Benefits

- No additional costs
- Non-monetary compensation for staff (Lovejoy 2030)
- Teacher/staff morale
- Extended planning time for teachers/staff
- Increased opportunities to collaborate across content areas/grade levels/special ed/GT, etc.
- Potential positive impact on student achievement for students receiving specially designed instruction (special education, GT, etc)
- Additional time for intervention, enrichment, and tutoring during the school day
- Attract and retain veteran teachers
- Improved teacher/staff retention and recruitment
- Increased time for quality planning that can positively impact student achievement



**4 Day Student
Instructional Week**

**Possible
Challenges**

- No cost savings
- Childcare for families and staff
- Extended daily school hours
- No change for fine arts and athletic class schedules

Additional Staff Planning Days

Possible Benefits

- No additional costs
- Extended planning time for teachers and staff
- Opportunities to collaborate and plan across content areas/grade levels/special ed/GT, etc.
- Teacher/staff morale
- Non-monetary compensation for staff (LOVEJOY 2030)
- Improved teacher/staff retention and recruitment
- Offer enrichment camps and extended student learning opportunities for interested families
- Increased time for quality staff planning, that can positively impact student achievement

SURVEY THEMES STAFF

7 Period Day

Limits Student Opportunities
Neutral Impact Legacy of Excellence
Negative Impact Teacher/Staff Recruitment and Retention

8 Period Day

Positive Impact Legacy of Excellence
Neutral Impact Legacy of Excellence
Positive Impact Teacher/Staff Recruitment and Retention

Block Scheduling

Positive Impact Legacy of Excellence
Neutral Impact Legacy of Excellence

4 Day Instructional Student Week

Positive Impact Teacher/Staff Recruitment and Retention
Positive Impact Legacy of Excellence
Neutral Impact Legacy of Excellence
Beneficial for Work/Life Balance
Questions - Impact Hourly Employees

Additional Staff Planning Days

Positive Impact Teacher/Staff Recruitment and Retention
Positive Impact Legacy of Excellence

SURVEY THEMES

PARENTS

7 Period Day

Limits Student Opportunities
Negative Impact Legacy of Excellence
Neutral Impact Legacy of Excellence

8 Period Day

Positive Impact Legacy of Excellence
Neutral Impact Legacy of Excellence

Block Scheduling

Positive Impact Legacy of Excellence
Negative Impact Legacy of Excellence

4 Day Instructional Student Week

Positive Impact Teacher/Staff Recruitment and Retention
Neutral Impact Teacher/Staff Recruitment and Retention
Childcare Concerns
Hardship on Working Families
Extended School Day Concerns
Negative Impact Legacy of Excellence
Positive Impact Legacy of Excellence
Beneficial for Families and Life Balance

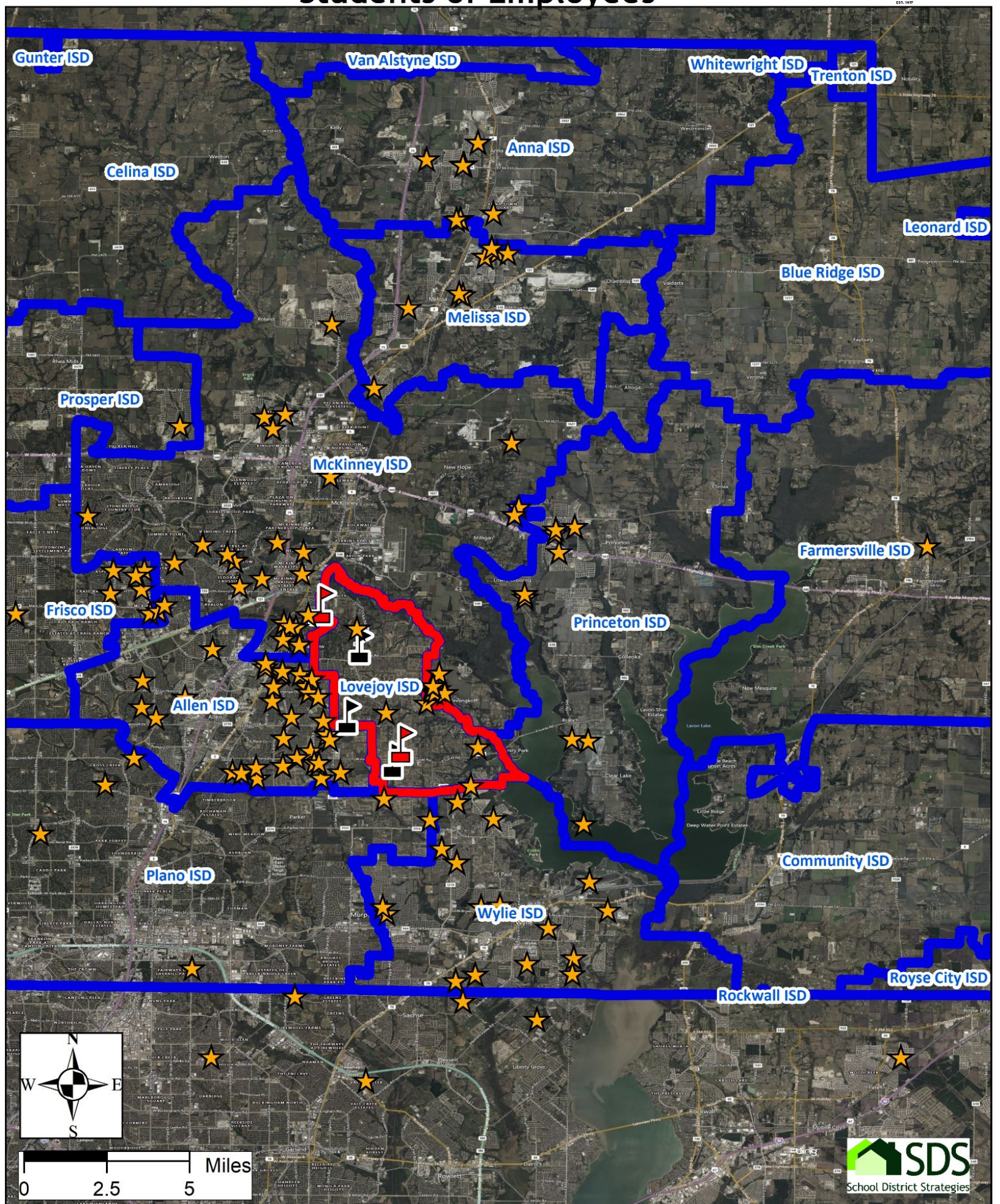
Additional Staff Planning Days

Positive Teacher/Staff Recruitment and Retention
Childcare Concerns

Lovejoy Independent School District Students of Employees

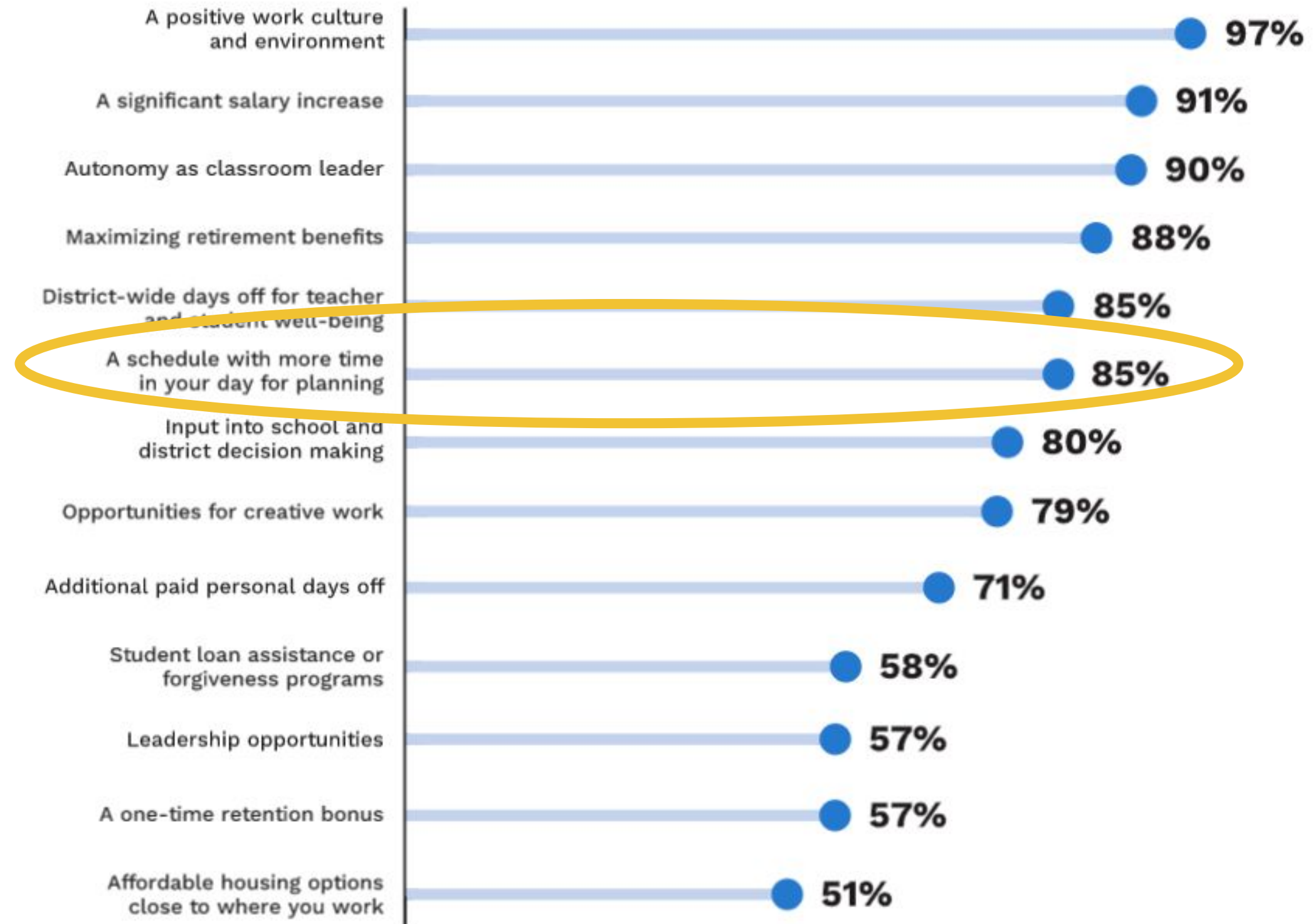


**LOVEJOY ISD
STAFF RESIDING
OUTSIDE OF
DISTRICT**

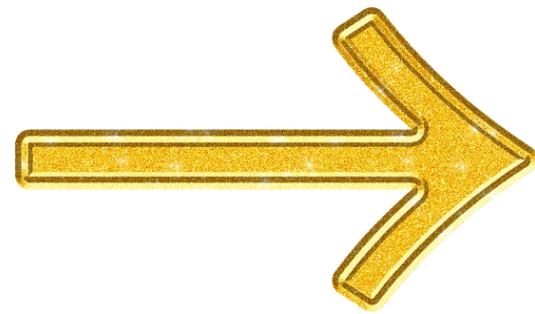


A Wide Variety of Retention Strategies Would Encourage Teachers to Remain in Their Jobs

% Texas teachers who consider each retention strategy extremely/very important



**Additional
Staff
Planning
Opportunities**



**Establish
Remote Flexible
Teacher
Work Days**

Remote Flexible Teacher Work Days

WHAT?

Allows teachers remote, flexible time to plan and work

HOW?

- **Adjust 2023-2024 School Calendar to reflect Remote Flexible Teacher Work Days**
- **No impact to current 2023-2024 school calendar start date, end date and holidays**
- **Change 8 to 13 student instructional days to Remote Flexible Teacher Work Days**
- **Extend school day for elementary and intermediate students an estimated 10 - 25 minutes**
 - **Backup the days to current school holidays as possible to impact student attendance**
- **Reduce number of early release days and repurpose as Remote Flexible Teacher Work Days**
- **Repurpose some of the existing Professional Development Days to Remote Flexible Teacher Work Days**

IMPACT?

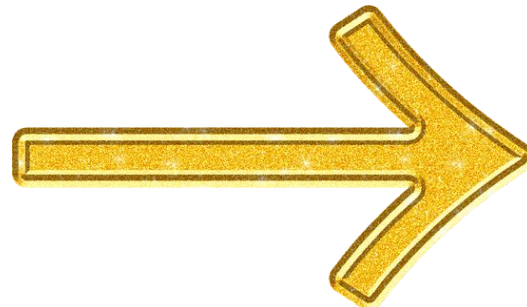
Allows teachers time for planning and preparation
Supports teacher/staff recruitment and retention

Additional Staff Planning Days

- Addresses Teacher/Staff Recruitment and Retention
- Removes logistical challenges required with implementing 4 day student instructional week
- Minimizes the number of minutes added to the school day
- Require modifications to the approved 2023-2024 School Calendar, but does not change the school start date, school end date, and holidays currently included in the 2023-2024 school calendar (Compared to 4 day instructional student week, which would likely require a change in school start and end dates as well as eliminating some holidays currently in the 2023-2024 school calendar)
- Mitigate a portion of the child care needs for families and staff that would exist with implementation of a 4 day student instructional week

Impact

Retain Legacy
of Excellence
for LISD
Students



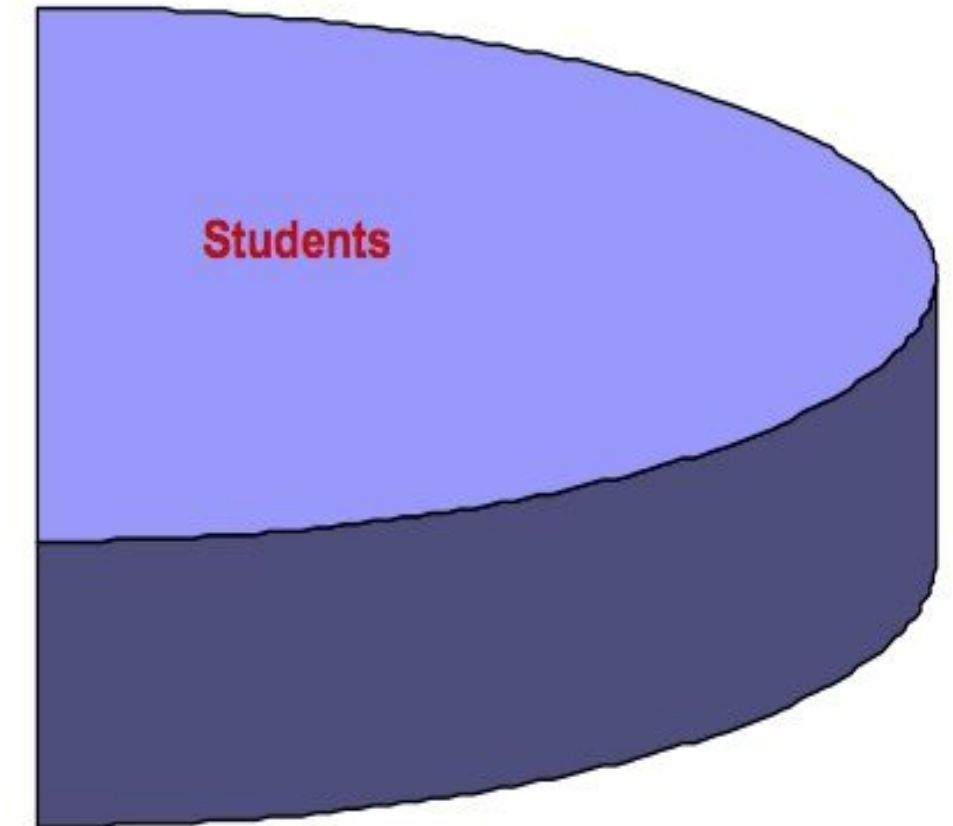
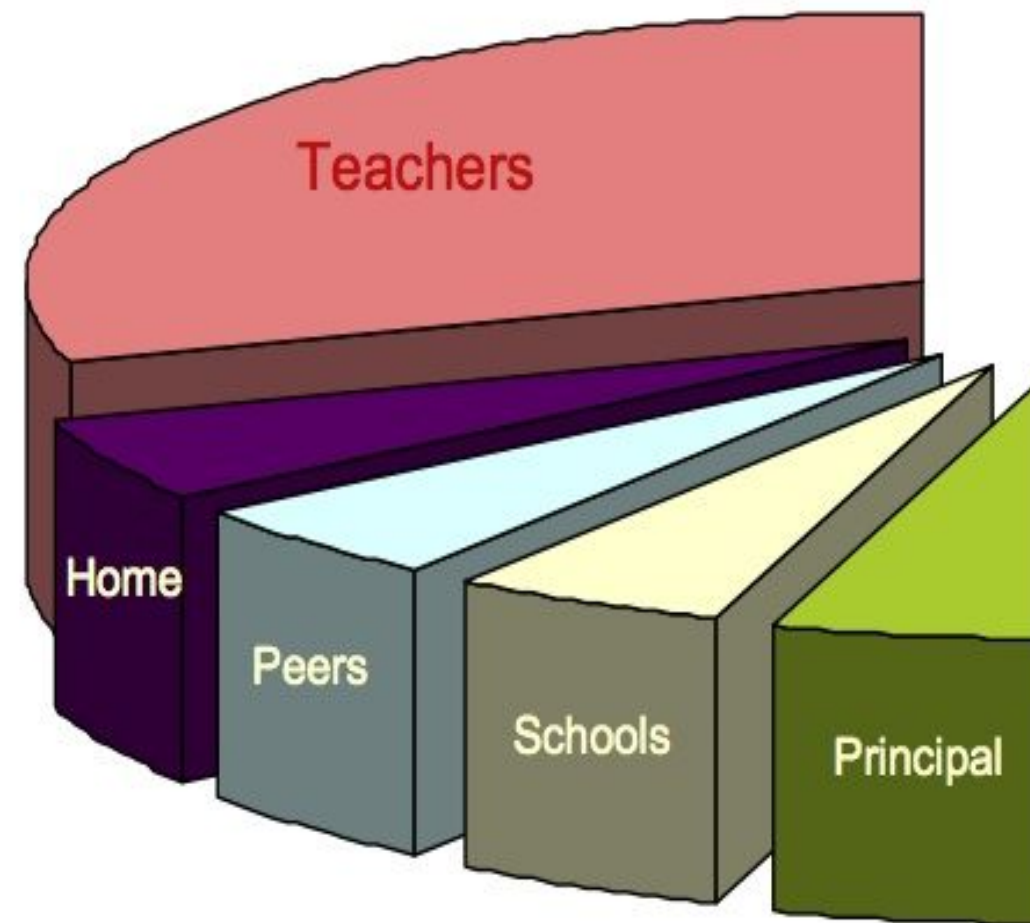
7 Period
8 Period Day
Block Scheduling
4 Day Student Instructional Week
Additional Staff Planning Days

Master Scheduling Models

Correlation to Effectiveness of the Classroom Teacher

Teachers matter more to student achievement than any other aspect of schooling.

-John Hattie



Next Steps

- Staff Stakeholder Master Scheduling Committee Reconvenes
(Review Feedback, Gather Additional Information, Update Findings)
- Staff Information Meetings (Campus Team Huddles) - March 13-23
- Parent Information Meetings - March 1 and 22
- Lovejoy ISD Financial Sustainability Committee - March 16 and March 23
- Provide Update Lovejoy ISD School Board Workshop Meeting - March 20
- Administrative Recommendations to Lovejoy Board of Trustees - March 27



Discussion, Feedback, and Questions

23. Cabinet Reports

Presenter: Executive Cabinet Members

23.A. Finance Updates and Tax Collections

Presenter: Deborah Cabrera, Interim Chief Financial Officer

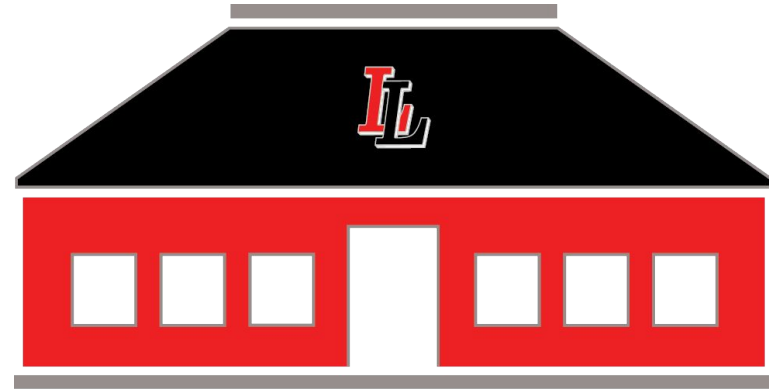
Finance Cabinet Report

DEBORAH CABRERA

Interim Chief Financial Officer

February 27, 2023

Board Meeting



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Finance Updates

- ❑ Historically we have spent 55% of budget through January, currently we are at 53%.
- ❑ Debt Service Payments from I&S Fund of \$15.5M were made for the 2/15/2023 final debt payout this fiscal year. This includes \$3.2M early call redemption.
- ❑ ~\$9.8M in base tax collections in January for the General Fund and earned more TexPool interest revenue than the \$90K budget by some \$98.8K up \$74K from last month.
- ❑ ~\$5.2M in base tax collections in January for the Debt Service Fund and earned \$50K in interest revenue.
- ❑ Lovejoy Scholars Revenue has exceeded the annual budget by \$234K up \$42K from last month.
- ❑ Facilities Rental Revenue has exceeded budget to date by \$68.8K up \$30K from last month.
- ❑ Transportation Fee Revenue has exceeded budget by \$35.8K up \$1K from last month.
- ❑ At the end of January we have 237 days cash on hand.

JANUARY 2022 TAX COLLECTIONS

	Current Year	% Collections	Prior Year	% Collections
Base M&O + I&S	\$40.9M	81.77%	\$39.3M	84.51%
Original 2022 Tax levy	\$ 50,015,398			
Supplements/Adjustments	\$ 1,204,210			
Revised Tax Levy	\$ 51,219,608			
Remaining Levy	\$ 10,322,528			
February Collections as of 02/22	\$ 7.6M			



THANK YOU

23.B. PreK-12 Curriculum Writing

Presenter: Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction

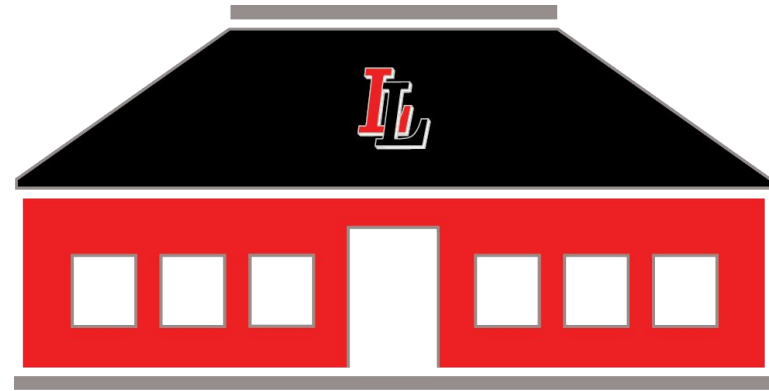
Curriculum and Instruction Update

DR. LAURIE TINSLEY

Assistant Superintendent of Curriculum and Instruction

February 27, 2023

Board Meeting



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PreK-12 Curriculum Writing

- May 30, 31, June 1
- Includes (100+ staff members)
 - Teachers (Core Content Areas, GT, Special Education, CTE, Electives)
 - Librarians
 - C&I Directors and Coordinators
- Offer childcare and compensation for staff

Purpose: Curriculum Writing

- Goal is to ensure a coherent, guaranteed and viable curriculum
- Prioritize the most essential standards (TEKS) at each grade level, content area and course
- Ensure everyone is moving in the same direction
 - Scope and Sequence/Pacing Guide
 - Assessment plans are built into the curricular documents to support progress monitoring
 - Instructional resources are embedded
 - Exemplar lessons are accessible for teachers
 - Provides a Road Map for Teaching and Learning



THANK YOU

23.C. Case Manager Meetings, Upcoming Topics and Dyslexia Therapist Training

Presenter: Sancy Fuller, Executive Director of Special Education and Academic Support

Special Education

Sancy Fuller

Executive Director of Special Education and
Academic Support

February 27, 2023

Board Meeting



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“Teaching is a profession in which capacity building should occur at every stage of the career- novices working with accomplished colleagues, skillful teachers sharing their craft and opportunities for teacher leadership.”

-Randi Weingarten

Lovejoy ISD - Case Manager Meetings



February Focus- Supporting Behavior and Social Skills Needs

Upcoming Topics:

- *March - Data Collection and IEP Goal Progress Monitoring*
- *April - ARD Packet Supplements*
- *May - Supporting Successful Student Transitions to Next Grade Level*

Previous Topics:

- *Case Management/ SEAS/ XLogs Training*
- *PLAAFPs ARD Amendments/ ESY Forms*
- *Case Management Verification/ PLAAFP Development*
- *Transfer ARDs/ ARD Checklist/ Legal Updates*
- *Dyslexia Handbook Updates*
- *SEAS ARD Paperwork / Data Collection*
- *IEP Progress Reports and ARD Process Review*
- *Region 10 Transition Support*
- *Student Led ARDs/ Transition Supplement*
- *Prior Written Notices*
- *Data-based Services and Support*
- *Autism Supplement*
- *STAAR Accessibility*
- *FIEs/ Assessment and Evaluation*

Lovejoy ISD - Lunch, Learn & Share

**Feb. 15, 2023 - First Session with Campus Administrators :
Collaboration on the ARD Process with associated legal references**

Upcoming Topics:

- ARD Facilitation/ Deliberations
- Development of an IEP
- Legal Updates
- Data Collection
- Modified and Alternate Curriculum
- Accommodations and Modifications
- Positive Behavior Support Structures



Lovejoy ISD - Dyslexia Therapist Training Center

Lovejoy ISD is pleased to offer a dyslexia therapist training program using Take Flight (A Comprehensive Intervention for Students with Dyslexia). This training is intended for individuals interested in being a Certified Academic Language Therapist.

Registration Now Open!

Introductory Training Course Summer 2023 -





THANK YOU

23.D. Alumni Information and Future Leopards

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

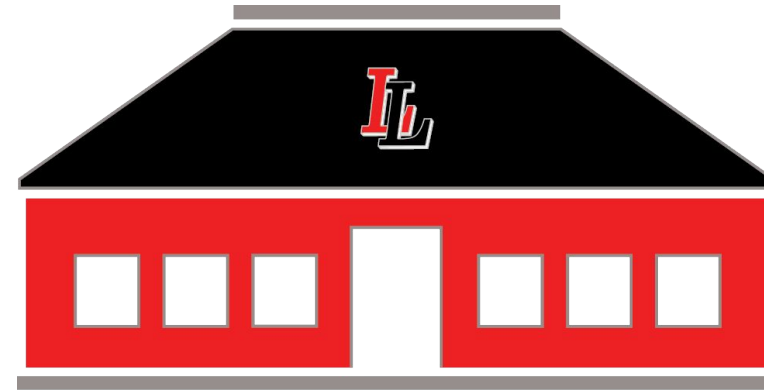
Human Resources and Communications Update

ANNA KOENIG

Executive Director of Human Resources &
Communications

February 27, 2023

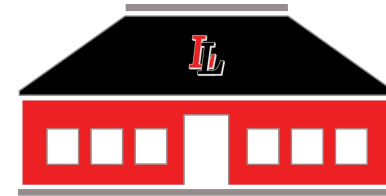
Board Meeting



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LOVEJOY 2030




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Strategic Plan



	Legacy of Excellence	
Strategic Target 3.3	Lovejoy ISD will further our legacy of excellence through connection, communication, celebration, and community.	
	Strategy	Key Indicators
Strategy 3.3.1	Build a strong alumni network.	Updated Database of Graduates Two Alumni Events Held Annually Attendance at Alumni Events Alumni Engagement and Feedback
Strategy 3.3.2	Celebrate successes of Lovejoy ISD Alumni.	Number of Alumni Celebrated Community Engagement with Alumni Campaign
Strategy 3.3.3	Develop a stakeholder communication and engagement strategy.	Assessment of Current Media Channels Assessment of Stakeholder Engagement Opportunities Stakeholder Engagement Metrics

Information to Share



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Alumni Spotlight

The Lovejoy Independent School District is excited to engage former LISD students and our community through Alumni spotlights in the district newsletter, as well as LISD social media. Alumni spotlights are a fun way for the district to celebrate our students' educational, professional, and personal journeys after graduation. If you wish to participate, please complete form for our LISD Communications Department.



ALUMNI SPOTLIGHT
MORGAN RIDDLE CLASS OF 2017



<https://forms.gle/tZSNUrokTzMbT5ah8>

Information to Share



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CLASS OF 2036

Kindergarten Round-Up

March 13 - 24

Sneak Peak

Hart - March 21, 2023

Puster Elementary - March 23, 2023

CALLING ALL FUTURE LEOPARDS:

2022-2023

Lovejoy ISD
Kindergarten
ROUND-UP



 *Lovejoy Residents*  *Transfer Applications*

KINDERGARTEN REGISTRATION IS NOW OPEN
FOR CHILDREN 5 YEARS OF AGE BY SEPTEMBER 1, 2022
VISIT THE LOVEJOY ISD ENROLLMENT WEBSITE FOR ADDITIONAL INFORMATION

Thank You



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23.E. Attendance Task Force and Lovejoy ISD Tennis Courts

Presenter: Kevin Parker, Executive Director of Student Services

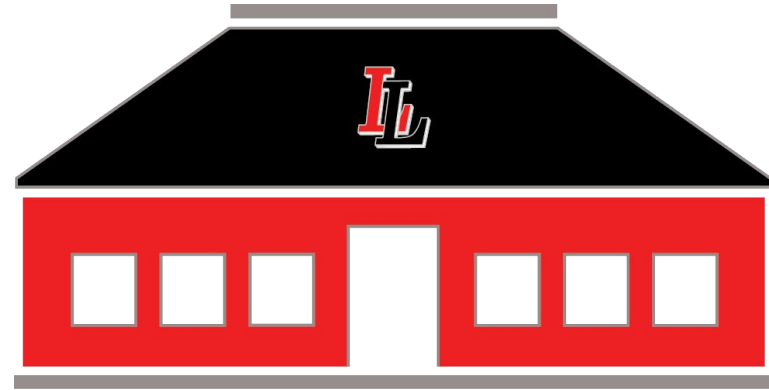
Student Services

Kevin Parker

Executive Director of Student Services

February 27, 2023

Board Meeting



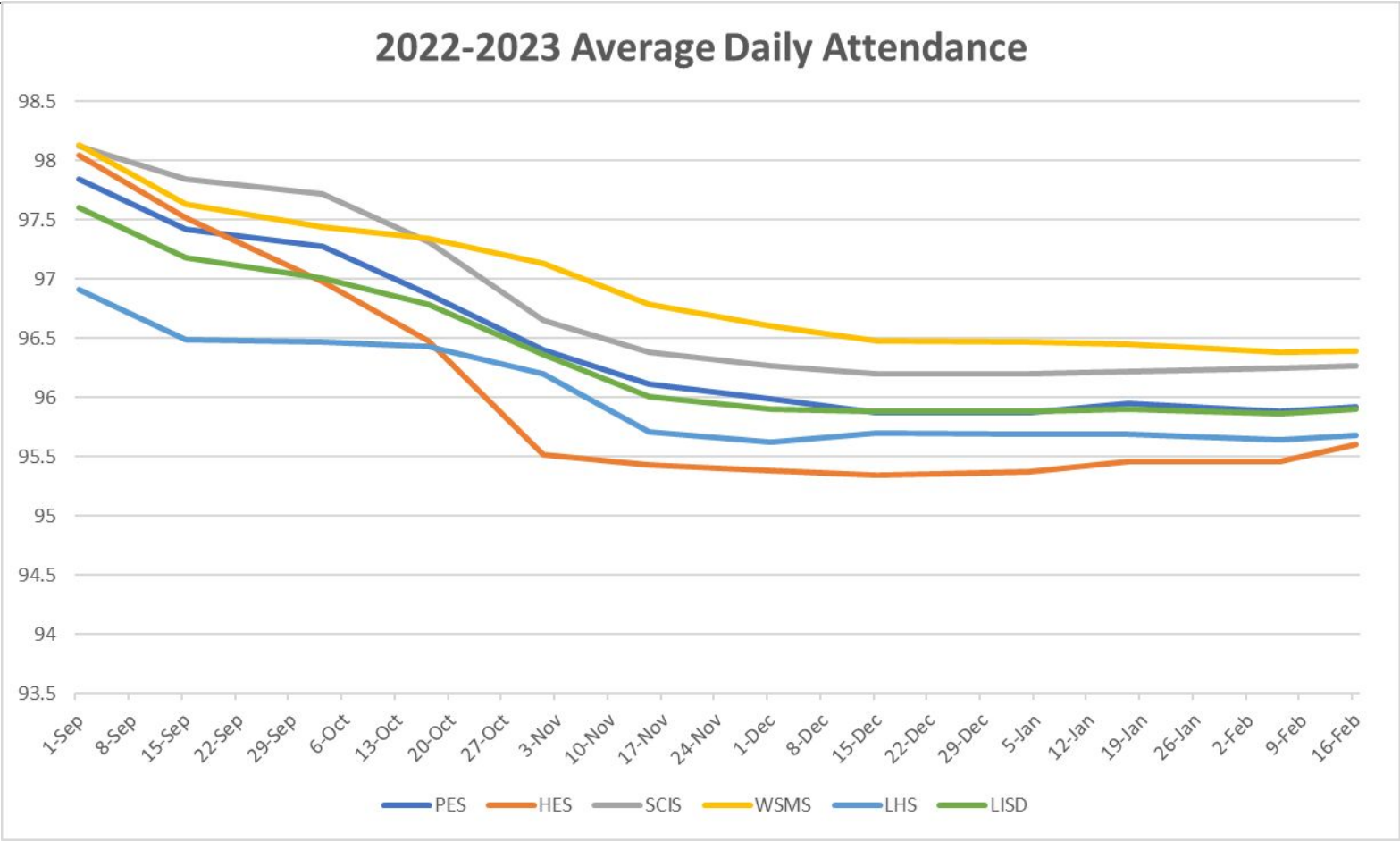
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Student Services

Attendance Taskforce

Average Daily Attendance Through Feb 16



Weekly Principal Communication

Information as of 2/16/2023					
	Current Enrollment	YTD Total Absences	Average Daily Attendance (ADA)	% Increase (Decrease) from last week	Total Loss of Revenue Due to Absences YTD
Puster Elementary	613	2592	95.92%	-0.03%	\$116,640.00
Hart Elementary	585	2663	95.60%	0.03%	\$119,835.00
Sloan Creek Intermediate	661	2570	96.27%	no change	\$115,650.00
Willow Springs Middle	746	2672	96.39%	-0.03%	\$126,090.00
Lovejoy High	1633	7400	95.68%	0.02%	\$333,000.00
Totals (K-12) *District Totals Include Lovejoy Child Development Center and are not reflected in these numbers	4238	17897	95.97%		\$811,215.00

Early Release Dates

October 21

District- 92.83%

LHS- 92.25%

WSMS- 93.63%

SCIS- 95.71%

HES- 91.13%

PES- 92.05%

LCDC- 90.16%

December 15

District -95.89%

LHS- 96.82%

WSMS- 94.61%

SCIS- 94.96%

HES- 96.05%

PES- 96.17%

LCDC- 89.23%

February 16

District- 92.89%

LHS- 95.65%

WSMS- 92.76%

SCIS- 94.55%

HES- 94.7%

PES- 91.52%

LCDC- 79.69%

What a Difference a Year Makes

FEB 2022

Total YTD Absences 27,914

YTD Lost due to absences \$1,256,130

YTD ADA- 93.96%

FEB 2023

Total YTD Absences 18,215.5

YTD Lost due to absences \$819,697.5

YTD ADA- 95.9%

Committee Recommendations

- Ensure engaging lessons
- Develop attendance incentives

LISD Tennis Courts

Concerns:

- public usage during the school day
- increased demand for court space since neighboring district has closed their courts to the public
- growing popularity of pickleball
- litter being left at courts

Possible solutions:

- locking courts during the day and/or
- locking courts during evening hours



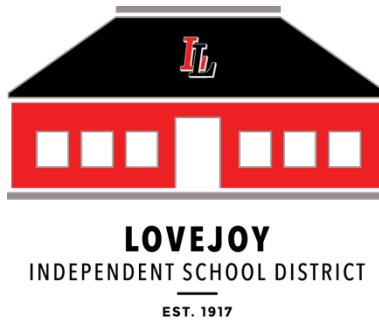
THANK YOU

24. Superintendent's Report

Presenter: Katie Kordel, Superintendent of Schools

25. Public Comments Related to Non-Agenda Items

Presenter: Rodricka Taylor, Coordinator for the Superintendent and Board Services



Public Comment Procedures

Regular Meetings

Submitting for Public Comment

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.

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 and defer the speaker's comments to the appropriate portion of the meeting.

Public comments relating to non-agenda items will be deferred until the end of the meeting if time permits, unless otherwise noted by the Board of Trustees.

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.

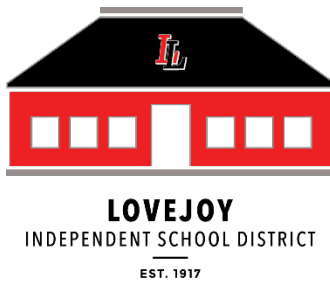
For specific complaints or concerns, speakers are encouraged to utilize the District's appropriate grievance procedures and policies set forth in Board Policies FNG (LOCAL), DGBA (LOCAL), and GF (LOCAL).

Special Meetings

The procedures outlined herein apply to special called Board meetings. However, comments at special called Board meetings are limited to agenda items only.

Statement of Non-Discrimination

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



School Board Public Comments Sign In February 27, 2023

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.

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.

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 a non-agenda item on the February 27, 2023 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):

Printed Name & Signature (Acknowledging you have read the procedures above)

Print:

Signature:

Date:

26. Announcements

Presenter: Barrett Owens, President

27. Adjournment

Presenter: Barrett Owens, President