

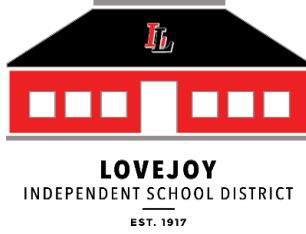
Board Meeting and Public Hearing  
Monday, December 16, 2024 6:00 PM

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 with Attorney Regarding Pending Litigation: TEA Appeal, Laura Giles v. Lovejoy ISD.
  - 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's 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  
**Presenter:** Barrett Owens, President
- 5. Opening Exercise  
**Presenter:** Barrett Owens, President
- 5.A. Pledges  
**Presenter:** Justin Wieller, Principal, Lovejoy High School



## Lovejoy Independent School District Board of Trustees

<b>Date of Meeting</b>	December 16, 2024
<b>Document Title</b>	November Pledge Leader
<b>Presented For</b>	Board Action    X Report/Review Only
<b>Supporting Documents</b>	X None    Attached    Provided Later
<b>Administrator Responsible</b>	Rodricka Taylor, Coordinator for the Superintendent and Board Services



### Executive Summary

The pledges will be led by **These four Lovejoy High School students have been selected as YOUNG ARTS AWARD WINNERS WITH DISTINCTION!** This is a HUGE honor, and it sets the artists up for an opportunity at the country's highest art prize for HS artists, the Presidential Scholar in the Arts award! This is a new record for our visual arts program. Since this is such a prestigious national award, we have only ever had two students selected for this honor in a single year! As winners with distinction, all of these students will be flown to Miami for a full week where they will have the opportunity to study with some of the top working artists in their field, and join the alumni of all past young arts winners. This award also makes them eligible for yearly grants, internships, and residencies that are only open to these artists.

**Lane Beller, Junior**

**Caroline Matthews, Senior**

**Veronica Ye, Senior**

**Dana Colston, Senior**



# Pledge Leaders for the December Board of Trustees Meeting

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**Justin Wieller**

Principal, Lovejoy High School

**December 16, 2024**

Board Meeting



**LOVEJOY**

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# LJVA

Lovejoy Visual Art is proud to announce:  
**4** LJVA Artists were recognized as 2025 YoungArts Winners!

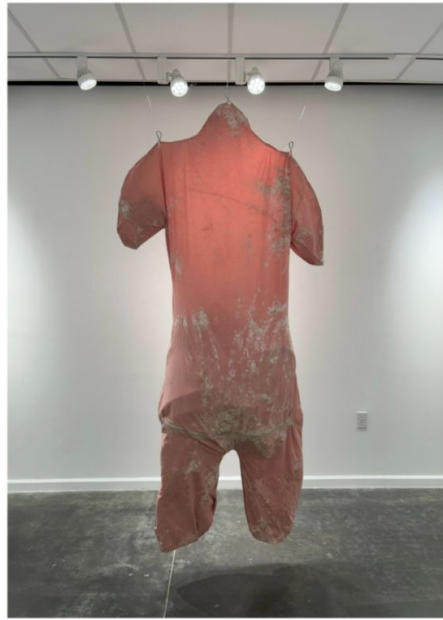
We are incredibly proud of Lane, Dana, Caroline, and Veronica and cannot wait for them to represent our program and community in Miami! These four young women are incomparable exemplars of the intelligence, care, gumption, work ethic, and commitment that LJVA aims to instill in all of our artists, and we couldn't be more excited for them in this well-deserved honor!

We cannot wait to publicly recognize these students at the January Board of Trustees Meeting.

ROLL PARDS



By: Caroline Matthews



By: Dana Colston



WE ARE LOVEJOY



By: Veronica Ye



By: Lane Beller

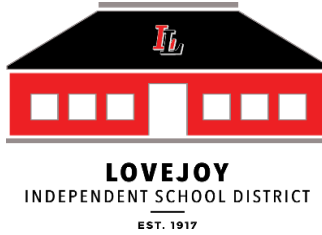


**Thank You**

**LOVEJOY**

6. Celebration of Learning: A Cappella Choir Performance

**Presenter:** Dr. Travis Zambiasi, Executive Director of Student Services

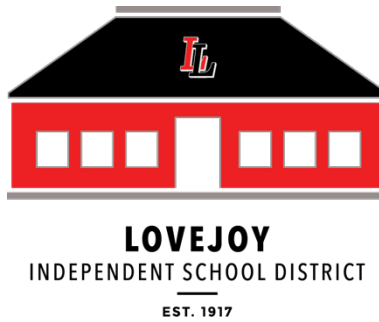


## Lovejoy Independent School District Board of Trustees

<b>Date of Meeting</b>	December 16, 2024
<b>Document Title</b>	Celebration of Learning: A Capella Choir
<b>Presented For</b>	Board Action    X Report/Review Only
<b>Supporting Documents</b>	X None    Attached    Provided Later
<b>Administrator Responsible</b>	Dr. Travis Zambiasi, Executive Director of Student Services
<b>Executive Summary</b>	
The Lovejoy High School A Capella Choir will be highlighted during the Celebration of Learning.	
<b>Fiscal Implications</b>	
No fiscal implications.	
<b>Administrator Recommendation</b>	
N/A	
<b>District Priority</b>	
<b>Priority 3:</b> Lovejoy ISD will prioritize community, connection, and communication.	

7. Public Comments Related to December 16, 2024 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.

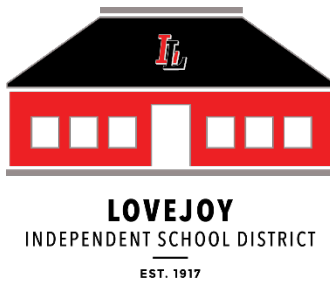
For specific complaints or concerns, speakers are encouraged to utilize the District's appropriate grievance procedures and policies set forth in Board Policies FNG (LOCAL), DGBA (LOCAL), and GF (LOCAL).

### **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 December 16, 2024**

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

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

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

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

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

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

**\*I wish to address the Board about an agenda item on the December 16, 2024 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 and Campus(es) your student(s) attend (if applicable):**

---

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

**Print:**

**Signature:**

**Date:**

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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



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 INDEPENDENT SCHOOL DISTRICT  
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## Lovejoy Independent School District Board of Trustees

<b>Date of Meeting</b>	December 16, 2024
<b>Document Title</b>	Notification of New Hires
<b>Presented For</b>	Board Action    X Report/Review Only
<b>Supporting Documents</b>	None    X Attached    Provided Later
<b>Administrator Responsible</b>	Anna Koenig, Executive Director of Human Resources and Communications
<b>Executive Summary</b>	
New Hires are attached for Board notification. This is not an action item.	
<b>Fiscal Implications</b>	
Financial impact is supported within the budget.	
<b>Administrator Recommendation</b>	
Report/Review Only. No administrator recommendation.	
<b>District Priority</b>	
<b>Priority 2:</b> Lovejoy ISD will value employees as our greatest asset in serving students.	



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## NOTIFICATION OF NEW HIRES

### December 16, 2024

<b>Professional New Hires</b>			
Grade levels or teaching assignments reflect current positions and are subject to change per employee contract			
<b>December 16, 2024</b>			
<b>Professional Staff</b>	<b>University</b>	<b>Campus</b>	<b>Current Assignment</b>
Susan Shannon	Baylor University	SCIS	PT Co-Teach Tutor
Melissa Pearson	University of TX at Arlington	LHS	Assistant Orchestra Director
Amber Ciesielski	Aurora University	PES	RBT



9.B. Notification of Resignations

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



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## Lovejoy Independent School District Board of Trustees

<b>Date of Meeting</b>	December 16, 2024
<b>Document Title</b>	Notification of Resignations
<b>Presented For</b>	Board Action    X Report/Review Only
<b>Supporting Documents</b>	None    X Attached    Provided Later
<b>Administrator Responsible</b>	Anna Koenig, Executive Director of Human Resources and Communications
<b>Executive Summary</b>	
Resignations are attached for Board notification. This is not an action item.	
<b>Fiscal Implications</b>	
N/A	
<b>Administrator Recommendation</b>	
Report/Review Only. No administrator recommendation.	
<b>District Priority</b>	
<b>Priority 2:</b> Lovejoy ISD will value employees as our greatest asset in serving students.	



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## Notifications of Resignations December 16, 2024

Professional Resignations		
		December 16, 2024
Name	Position	Location
Brittany Dotson	SLP Assistant	WSMS/SCIS
David Patterson	Math Teacher 7-8	WSMS

9.C. Notification of Public Information Requests Report

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



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INDEPENDENT SCHOOL DISTRICT  
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## Lovejoy Independent School District Board of Trustees

<b>Date of Meeting</b>	December 16, 2024
<b>Document Title</b>	Public Information Requests Report
<b>Presented For</b>	Board Action    X Report/Review Only
<b>Supporting Documents</b>	None    X Attached    Provided Later
<b>Administrator Responsible</b>	Rodricka Taylor, Coordinator for the Superintendent and Board Services
<b>Executive Summary</b>	
Public information requests are provided for report/review.	
<b>Administrator Recommendation</b>	
No administrator recommendation.	
<b>District Priority</b>	
<b>Priority 3:</b> Lovejoy ISD will prioritize community, connection, and communication.	

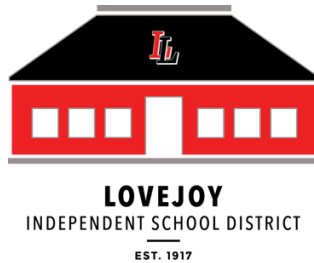
Date Submitted	Request	Name	Approx. Hours Spent
11/18/2024	Please provide (1) the survey questions and instructions for surveys sent to staff related to "Learning Walks" and (2) a copy of all survey responses to this survey about "Learning Walks." This request is limited to the time frame of 8/1/2024 through 11/18/2024. I agree, in advance, to any necessary redactions. I will accept the report in non-native format.	Aubrey Stock	n/a
11/20/2024	1) The Lovejoy ISD Staff Survey - Fall 2024 AND all responses received through the deadline for submission of survey.	Joel Treanor	2
11/21/2024	Can you please send me the Board Operating Procedures for the following years: -- 2020-2021 -- 2019-2020 -- 2018-2019 -- 2017-2018	Amy Russell	0.5
11/22/2024	Please provide any and all email correspondence that includes any of the following terms: "Lucy," "Calkins," "Units of Study," "Science of Reading," "phonics," "HB1605," "1605," "literacy," and/or "workshop." I request that the search include matches for these specified terms regardless of capitalization. For example, the search for "Lucy" should also include "lucy." I request that the search also include any attachments or forwarded content. This request is limited to the time frame of 1/1/2021 through 11/22/2024.	Aubrey Stock	n/a
11/26/2024	I am looking to receive a copy of the elevator and wheelchair lift maintenance agreement(s).	Megan Kisling	*not yet fulfilled.
12/5/2024	<p>I am requesting salary data in an Excel spreadsheet for all 2024-2025 school year employees. The requested data is as follows:</p> <p>Employee Name</p> <p>Work Location</p> <p>Job title</p> <p>Days of scheduled employment for the 2024-2025 school year</p> <p>Salary for the 2024-2025 school year</p> <p>2024-2025 daily rate</p> <p>Scheduled work hours per day</p> <p>Stipend amounts</p> <p>Stipend names</p> <p>I also request a copy of your District's adopted pay structures for the 2024-2025 school year. Please include all teacher pay structures, all professional exempt pay structures, all nonexempt pay structures, substitute pay structures, and stipend pay structures.</p> <p>If not included in the request above, I would like a copy of your stipend structure and pay amounts for individual stipends.</p> <p>I request Human Resources Compensation pay guidelines.</p>	Gema Padgett	*not yet fulfilled.

10. Consent Agenda

**Presenter:** Barrett Owens, President

10.A. Consider Approval of the Minutes of the November 18, 2024 Meeting

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



## **Board of Trustees Minutes of the Board Meeting Monday, November 18, 2024**

A Board Meeting of the Lovejoy Independent School District Board of Trustees was held on Monday, November 18, 2024, beginning at 6:00 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 6:00 PM 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**

Marvin Bobo: Present  
Jason Jaynes: Present  
Julie McLaughlin: Present  
Barrett Owens: Present  
Amy Smith: Present  
Mark Wheelis: 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 6:00 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.A.1. Consultation with Attorney on Angie R. Tassan, Individually and a/n/f for Minor T.T. vs. Lovejoy Independent School District.
- 3.A.2. Consultation with Attorney regarding EFA (LOCAL).
- 3.A.3. Consultation with Attorney regarding Tex. Educ. Code § 11.169.
- 3.A.4. Consultation with Attorney regarding Tex. Elec. Code § 251.001(16), 255.003.
- 3.A.5. Consultation with Attorney regarding Tex. Gov't Code § 305.003(b-1); 1 Tex. Admin. Code § 34.41(b). Sec. 551.001
- 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.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 7:28 PM in the Library.

**5.A. Pledges**

*Caitlin Eldredge, Principal, Willow Springs Middle School*

Caitlin Eldredge, Willow Springs Middle School Principal, introduced 7th grader, Violetta Zhukoskiy who led the Pledge of Allegiance and the Texas Pledge.

**6. 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.

**7. Recognitions**

*Barrett Owens, President*

**7.A. Community Recognitions: The City of Lucas Mayor, Dusty Kuykendall and Fire Chief, Ted Stephens**

*Katie Kordel, Superintendent*

Superintendent Kordel recognized City of Lucas, Mayor Dusty Kuykendall and Fire Chief Ted Stephens for their outstanding collaboration on the Joint Drone Project.

**7.B. Staff Recognitions: Assistant Athletic Director and Girls Head Cross Country Coach, Carly Littlefield, and Boys Head Cross Country Coach, Logan Kelly**

*Dr. Travis Zambiasi, Executive Director of Student Services*

Dr. Travis Zambiasi, Executive Director of Student Services introduced Assistant Athletic Director and Girls Head Cross Country Coach, Carly Littlefield, and Boys Head Cross Country Coach, Logan Kelly who were recognized for their outstanding achievement in their coaching accomplishments.

**7.C. Student Recognitions: Boys and Girls Cross Country Teams**

*Dr. Travis Zambiasi, Executive Director of Student Services*

Dr. Travis Zambiasi, Executive Director of Student Services introduced students of the Boys and Girls Cross Country Teams who were recognized for their outstanding achievement in their State accomplishments.

**8. Public Comments Related to November 18, 2024 Agenda Items**

*Rodricka Taylor, Coordinator for the Superintendent and Board Services*

There were no public comments permitted as related to the November 18, 2024 Agenda Items.

**9. Invocation**

*Barrett Owens, President*

Board President, Barrett Owens, lead the Invocation.

**10. Board Notifications**

**10.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.

**10.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.C. Notification of Public Information Requests Report**

*Rodricka Taylor, Coordinator for the Superintendent and Board Services*

Rodricka Taylor, Coordinator for the Superintendent and Board Services, notified the Board of the Public Information Requests Report.

**11. Consent Agenda**

*Barrett Owens, President*

**11.A. Consider Approval of the Minutes of the October 28, 2024 Meeting**

*Rodricka Taylor, Coordinator for the Superintendent and Board Services*

**11.B. Consider Approval of Monthly Finance Report**

*Thomas Willman, Chief Financial Officer*

**11.C. Consider Approval of the 2024-2025 Professional Development Waiver Days**

*Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction*

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

**12. Consider and Act on the Board Legislative Priorities**

*Barrett Owens, President*

Motion to approve the Board Legislative Priorities. This motion made by Jeff Wood and seconded by Marvin Bobo, Passed.  
Yea: 7, Nay: 0, Absent: 0

**13. Discussion: Board Legislative Subcommittee Update**

*Barrett Owens, President*

The Board Legislative Subcommittee provided an update.

**14. Discussion and Possible Action on a Resolution to Cast a Ballot for the Collin CAD Board of Directors**

*Barrett Owens, President*

Motion to approve the Resolution to Cast a Ballot for the Collin CAD Board of Directors. This motion made by Mark Wheelis and seconded by Julie McLaughlin, Passed.

Yea: 7, Nay: 0, Absent: 0

***All 62 votes were allocated to Marvin Bobo by the Board of Trustees.***

**15. Consider Approval of the City of Lucas Interlocal Agreement (ILA)**

*Kyle Pursifull, Executive Director of District Support Services*

Motion to approve the City of Lucas Interlocal Agreement (ILA). This motion made by Julie McLaughlin and seconded by Jeff Wood, Passed.

Yea: 6, Nay: 0, Absent: 0

***1 Abstained to vote. Barrett Owens, Board President, abstained due to a potential conflict of interest.***

**16. Presentation: Draft 2025-2026 School Calendar**

*Anna Koenig, Executive Director of Human Resources and Communications, and Dr. Travis Zambiasi, Executive Director of Student Services*

Anna Koenig, Executive Director of Human Resources and Communications, and Dr. Travis Zambiasi, Executive Director of Student Services, provided a presentation on the Draft 2025-2026 School Calendar.

**17. Presentation: 2024-2025 Bond Planning Committee Update**

*Katie Kordel, Superintendent and Kyle Pursifull, Executive Director of District Support Services, and Thomas Willman, Chief Financial Officer*

Katie Kordel, Superintendent and Kyle Pursifull, Executive Director of District Support Services, and Thomas Willman, Chief Financial Officer, provided a presentation on the 2024-2025 Bond Planning Committee Update.

**18. Consider and Act on the Director of PEIMS and District Data Support Systems**

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

Motion to approve the Director of PEIMS and District Data Support Systems. This motion made by Julie McLaughlin and seconded by Jeff Wood, Passed. Yea: 7, Nay: 0, Absent: 0

**19. Cabinet Reports**

*Executive Cabinet Members*

The following Cabinet Members presented reports:

- Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction
- Thomas Willman, Chief Financial Officer
- Anna Koenig, Executive Director of Human Resources and Communication
- Kyle Pursifull, Executive Director of District Support Services
- Dr. Travis Zambiasi, Executive Director of Student Services

**19.A. Curriculum and Instruction - Learning Walks**

*Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction*

**19.B. Human Resources and Communications - Enrollment Update**

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

**19.C. Finance - Finance and Student Nutrition Updates**

*Thomas Willman, Chief Financial Officer*

**19.D. District Support Services - Maintenance and Safety and Security Updates**

*Kyle Pursifull, Executive Director of District Support Services*

**19.E. Student Services - Athletics and Fine Arts Festival Update**

*Dr. Travis Zambiasi, Executive Director of Student Services*

**20. Superintendent's Report**

*Katie Kordel, Superintendent*

Superintendent Kordel extended her heartfelt gratitude to our Fine Arts teachers for their incredible dedication and hard work in preparing for the Fine Arts Festival. Mrs. Kordel emphasized that their efforts are truly inspiring, and we cannot wait to see the fruits of their labor after the Thanksgiving break. Mrs. Kordel also expressed her appreciation for the exceptional work of our Transition Program and Special Education team. Their commitment and care have been instrumental in developing and growing this vital program. Additionally, she expressed a special thank you to our Board of Trustees and the Foundation for

Lovejoy Schools for their generous support, which has made a large impact. Thanks to their contributions, the transition program now benefits from a beautiful, functional space that enhances daily learning experiences. Lastly, Superintendent Kordel shared her gratitude to our PTO and the entire community for their support of the Lovejoy Letter Campaign. This cherished tradition requires significant effort, and the community's dedication guarantees its continued success.

**21. Public Comments Related to Non-Agenda Items**

*Rodricka Taylor, Coordinator for the Superintendent and Board Services*

There were no public comments related to Non-Agenda Items.

**22. Announcements**

*Barrett Owens, President*

**23. Adjournment**

*Barrett Owens, President*

With there being no further business, the Board adjourned at 8:49 PM.

Respectfully submitted,

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Amy Smith, Secretary of the Board of Trustees

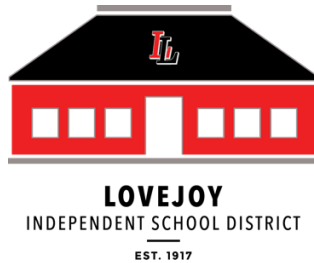
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Barrett Owens, President of the Board of Trustees

*\*Agenda item details are filed in the Superintendent's Office with the Monday, November 18, 2024 agenda packet.*

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

10.B. Consider Approval of the Minutes of the November 18, 2024 Level Three appeal filed by Ms. Meredith Constant pursuant to Board Policy FNG (LOCAL)  
**Presenter:** Rodricka Taylor, Coordinator for the Superintendent and Board Services



## **Board of Trustees Minutes of the Special Board Meeting Monday, November 18, 2024**

A Special Board Meeting of the Lovejoy Independent School District Board of Trustees was held on Monday, November 18, 2024, beginning at 4:00 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 4:00 PM 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*

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

### **3. Public Comments Related to November 18, 2024 Agenda Items**

*Rodricka Taylor, Coordinator for the Superintendent and Board Services*

There were no public comments as related to the November 18, 2024 Agenda Items.

**4. 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 4:00 PM in room C113.

- 4.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.
- 4.A.1.** Consultation with the Board's legal counsel regarding the Level Three appeal filed by Ms. Meredith Constant pursuant to Board Policy FNG (LOCAL).
- 4.A.2.** Conduct the Level Three Appeal Hearing regarding the Level Three appeal pursuant to Board Policy FNG (LOCAL).
- 4.A.3.** Deliberation and consultation with the Board' legal counsel regarding the Level Three appeal pursuant to Board Policy FNG (LOCAL).
- 4.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.
- 4.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.
- 4.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.
- 4.D.1.** Evaluation of employees.
- 4.E. 551-076** For the purpose of deliberating the deployment, or specific occasions for implementation, of security personnel, devices or security audits.
- 4.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.

- 4.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.
- 4.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.
- 4.I. 551-084** For the purpose of excluding a witness from a hearing during the examination of another witness.
- 5. Return to Open Meeting for Action, If Necessary, On Matters Discussed In Closed Session**  
*Barrett Owens, President*
- 6. Consider and take possible action regarding the Level Three appeal filed by Ms. Meredith Constant pursuant to Board Policy FNG (LOCAL).**  
*Barrett Owens, President*

Motion to deny the Level Three appeal filed by Ms. Meredith Constant pursuant to Board Policy FNG (LOCAL). This motion made by Jason Jaynes and seconded by Marvin Bobo, Passed.  
Yea: 7, Nay: 0, Absent: 0

- 7. Adjournment**  
*Barrett Owens, President*

With there being no further business, the Board adjourned at 5:17 PM.

Respectfully submitted,

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Amy Smith, Secretary of the Board of Trustees

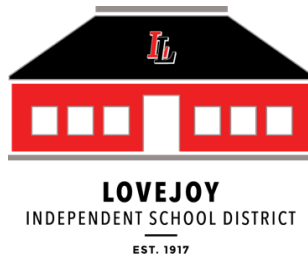
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Barrett Owens, President of the Board of Trustees

*\*Agenda item details are filed in the Superintendent's Office with the Monday, November 18, 2024 agenda packet.*

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

10.C. Consider Approval of Monthly Finance Report  
**Presenter:** Thomas Willman, Chief Financial Officer



## Lovejoy Independent School District Board of Trustees

<b>Date of Meeting</b>	December 16, 2024
<b>Document Title</b>	Monthly Finance Report
<b>Presented For</b>	X Board Action      Report/Review Only
<b>Supporting Documents</b>	None    X Attached    Provided Later
<b>Administrator Responsible</b>	Thomas Willman, Chief Financial Officer



### Executive Summary

The finance report is typically 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 the district's Balance Sheet reports, a month-to-date and year-to-date Revenue and Expenses report compared to estimated annual revenue and expenditures adopted during the budget process. This monthly finance report is based on transactions through November 2024.

### Fiscal Implications

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

### Administrator Recommendation

The Monthly Finance Report for transactions through the end of November 2024 is compiled and presented for Board action. The administration recommends approval of the monthly financial report.

### District Priority

**Priority 3:** Lovejoy ISD will prioritize community, connection, and communication.

**Priority 4:** Lovejoy ISD will strategically plan for the safety and security of students and staff, financial sustainability, and effective operations.





LOVEJOY ISD 2024-2025  
STATEMENT OF REVENUE, EXPENDITURES, AND CHANGES IN FUND BALANCE  
GOVERNMENTAL FUNDS AS OF 11/30/2024

	Month to Date (MTD)				Year to Date (YTD)				Total Amended Budget	Remaining	% Remaining
	Actual	Budget	Variance (+/-)	% Var	Actual	Budget	Variance (+/-)	% Var			
<b>REVENUE</b>											
Local	\$ 2,576,483	\$ 3,564,686	\$ (988,203)	-28%	\$ 5,229,352	\$ 5,635,207	\$ (405,855)	-7%	\$ 51,271,495	\$ 46,042,143	90%
State	\$ 1,860,960	\$ 1,646,611	\$ 214,349	13%	\$ 5,799,189	\$ 4,847,055	\$ 952,134	20%	\$ 10,847,887	\$ 5,048,698	47%
Federal	\$ 71,141	\$ 9,030	\$ 62,110	688%	\$ 321,807	\$ 45,152	\$ 276,655	613%	\$ 928,494	\$ 606,687	65%
Transfer In from Another Fund	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ -	\$ -	0%
<b>TOTAL</b>	<b>\$ 4,508,584</b>	<b>\$ 5,220,327</b>	<b>\$ (711,743)</b>	<b>-14%</b>	<b>\$ 11,350,348</b>	<b>\$ 10,527,414</b>	<b>\$ 822,934</b>	<b>8%</b>	<b>\$ 63,047,876</b>	<b>\$ 51,697,528</b>	<b>82%</b>
<b>EXPENDITURES</b>											
<b>PAYROLL COST</b>											
Teachers & Other Professional	\$ 2,085,876	\$ 2,106,887	\$ 21,011	1%	\$ 10,334,710	\$ 10,663,130	\$ 328,420	3%	\$ 25,058,874	\$ 14,724,164	59%
Support	\$ 573,646	\$ 516,815	\$ (56,830)	-11%	\$ 2,766,797	\$ 2,771,912	\$ 5,115	0%	\$ 6,455,392	\$ 3,688,595	57%
Employee Allowances	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ -	\$ -	0%
Employee Benefits	\$ 192,567	\$ 448,891	\$ 256,324	57%	\$ 1,915,181	\$ 2,250,464	\$ 335,283	15%	\$ 5,492,443	\$ 3,577,262	65%
<b>SUBTOTAL</b>	<b>\$ 2,852,089</b>	<b>\$ 3,072,593</b>	<b>\$ 220,505</b>	<b>7%</b>	<b>\$ 15,016,688</b>	<b>\$ 15,685,506</b>	<b>\$ 668,818</b>	<b>4%</b>	<b>\$ 37,006,709</b>	<b>\$ 21,990,021</b>	<b>59%</b>
<b>PROFESSIONAL &amp; CONTRACTED SERVICES</b>											
Professional Services	\$ 102,478	\$ 87,442	\$ (15,035)	-17%	\$ 417,396	\$ 421,385	\$ 3,988	1%	\$ 1,115,405	\$ 698,009	63%
Tuition and Transfer Payments	\$ 15,400	\$ -	\$ (15,400)	0%	\$ 43,710	\$ 119,441	\$ 75,731	63%	\$ 1,033,335	\$ 989,625	96%
Education Service Center Services	\$ 22,859	\$ 3,008	\$ (19,851)	-660%	\$ 52,822	\$ 17,542	\$ (35,281)	-201%	\$ 38,600	\$ (14,222)	-37%
Contracted Maintenance and Repair	\$ 56,957	\$ 31,219	\$ (25,738)	-82%	\$ 299,668	\$ 226,827	\$ (72,841)	-32%	\$ 450,943	\$ 151,275	34%
Utilities	\$ 140,717	\$ 108,253	\$ (32,463)	-30%	\$ 498,111	\$ 541,267	\$ 43,155	8%	\$ 1,299,040	\$ 800,929	62%
Rentals	\$ 3,864	\$ 8,197	\$ 4,333	53%	\$ 22,243	\$ 40,985	\$ 18,741	46%	\$ 102,132	\$ 79,889	78%
Misc Contracted Services	\$ 18,070	\$ 5,346	\$ (12,724)	-238%	\$ 64,017	\$ 93,582	\$ 29,565	32%	\$ 132,339	\$ 68,322	52%
<b>SUBTOTAL</b>	<b>\$ 360,344</b>	<b>\$ 243,466</b>	<b>\$ (116,878)</b>	<b>-48%</b>	<b>\$ 1,397,968</b>	<b>\$ 1,461,028</b>	<b>\$ 63,060</b>	<b>4%</b>	<b>\$ 4,171,794</b>	<b>\$ 2,773,826</b>	<b>66%</b>
<b>SUPPLIES &amp; MATERIALS</b>											
Supplies & Materials for Maintenance	\$ 43,235	\$ 39,427	\$ (3,808)	-10%	\$ 163,898	\$ 217,135	\$ 53,237	25%	\$ 500,497	\$ 336,599	67%
Instructional Materials	\$ 163	\$ 1,330	\$ 1,167	88%	\$ 93,058	\$ 5,751	\$ (87,308)	-1518%	\$ 15,706	\$ (77,352)	-493%
Testing Materials	\$ 13,167	\$ 5,720	\$ (7,447)	-130%	\$ 33,400	\$ 28,600	\$ (4,800)	-17%	\$ 71,500	\$ 38,100	53%
Food Service	\$ 69,151	\$ 66,800	\$ (2,351)	-4%	\$ 320,018	\$ 334,000	\$ 13,982	4%	\$ 900,198	\$ 580,180	64%
General Supplies & Materials	\$ 94,033	\$ 92,018	\$ (2,014)	-2%	\$ 1,211,134	\$ 628,332	\$ (582,803)	-93%	\$ 1,352,118	\$ 140,984	10%
<b>SUBTOTAL</b>	<b>\$ 219,750</b>	<b>\$ 205,296</b>	<b>\$ (14,454)</b>	<b>-7%</b>	<b>\$ 1,821,508</b>	<b>\$ 1,213,817</b>	<b>\$ (607,691)</b>	<b>-50%</b>	<b>\$ 2,840,019</b>	<b>\$ 1,018,511</b>	<b>36%</b>
<b>OTHER OPERATING EXPENSES</b>											
Travel	\$ 17,262	\$ 25,811	\$ 8,549	33%	\$ 62,193	\$ 127,157	\$ 64,964	51%	\$ 317,368	\$ 255,175	80%
Insurance	\$ (2,500)	\$ 1,277	\$ 3,777	296%	\$ 505,922	\$ 520,488	\$ 14,566	3%	\$ 529,753	\$ 23,831	4%
Election Cost	\$ -	\$ 900	\$ 900	100%	\$ -	\$ 4,500	\$ 4,500	100%	\$ 10,800	\$ 10,800	100%
Depreciation	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ -	\$ -	0%
Misc Operating Costs	\$ 145,371	\$ 66,104	\$ (79,267)	-120%	\$ (52,267)	\$ 146,554	\$ 198,822	136%	\$ 625,324	\$ -	0%
Transfer out to other funds	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ -	\$ -	0%
<b>SUBTOTAL</b>	<b>\$ 160,133</b>	<b>\$ 94,091</b>	<b>\$ (66,042)</b>	<b>-70%</b>	<b>\$ 515,847</b>	<b>\$ 798,699</b>	<b>\$ 282,852</b>	<b>35%</b>	<b>\$ 1,483,245</b>	<b>\$ 289,806</b>	<b>20%</b>
<b>DEBT SERVICE</b>											
Principal	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ 14,097,871	\$ 14,097,871	100%
Interest Expense	\$ -	\$ -	\$ -	0%	\$ 2,113,272	\$ 2,113,272	\$ -	0%	\$ 4,608,338	\$ 2,495,066	54%
Other Debt Service Expenses	\$ -	\$ -	\$ -	0%	\$ 3,000	\$ 3,000	\$ -	0%	\$ 5,500	\$ 2,500	45%
<b>SUBTOTAL</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0%</b>	<b>\$ 2,116,272</b>	<b>\$ 2,116,272</b>	<b>\$ -</b>	<b>0%</b>	<b>\$ 18,711,709</b>	<b>\$ 16,595,437</b>	<b>89%</b>
<b>CAPITAL-LAND, BUILDINGS, &amp; EQUIPMENT</b>											
Land	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ -	\$ -	0%
Building (Purchase, Construction, or Improvements)	\$ 3,855	\$ -	\$ (3,855)	0%	\$ 93,783	\$ 5,500	\$ (88,283)	-1605%	\$ 5,500	\$ (88,283)	-1605%
Furniture and Equipment	\$ -	\$ 0	\$ 0	100%	\$ 6,168	\$ 6,501	\$ 333	5%	\$ 6,503	\$ 335	5%
Capital Assets	\$ 3,998	\$ 2,167	\$ (1,832)	-85%	\$ 105,291	\$ 57,934	\$ (47,358)	-82%	\$ 73,101	\$ (32,190)	-44%
Leased Capital Assets	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ -	\$ -	0%
Library Books and Media	\$ 23,072	\$ 7,216	\$ (15,856)	-220%	\$ 87,140	\$ 135,505	\$ 48,364	36%	\$ 189,625	\$ 102,484	54%
<b>SUBTOTAL</b>	<b>\$ 30,924</b>	<b>\$ 9,383</b>	<b>\$ (21,541)</b>	<b>-230%</b>	<b>\$ 292,383</b>	<b>\$ 205,439</b>	<b>\$ (86,944)</b>	<b>-42%</b>	<b>\$ 274,729</b>	<b>\$ (17,655)</b>	<b>-6%</b>
<b>TOTAL EXPENDITURES</b>	<b>\$ 3,623,240</b>	<b>\$ 3,624,829</b>	<b>\$ 1,589</b>	<b>0%</b>	<b>\$ 21,160,666</b>	<b>\$ 21,480,762</b>	<b>\$ 320,096</b>	<b>1%</b>	<b>\$ 64,488,205</b>	<b>\$ 42,649,947</b>	<b>66%</b>
<b>NET CONTRIBUTION - SURPLUS/&lt;DEFICIT&gt;</b>	<b>\$ 885,344</b>	<b>\$ 1,595,498</b>	<b>\$ (713,332)</b>	<b>-45%</b>	<b>\$ (9,810,318)</b>	<b>\$ (10,953,348)</b>	<b>\$ 502,838</b>	<b>-5%</b>	<b>\$ (1,440,329)</b>	<b>\$ 9,047,581</b>	<b>-628%</b>

**LOVEJOY ISD 2024-2025**  
**BALANCE SHEET AS OF 11/30/2024**  
**GENERAL FUND**

FY24-25 Unaudited Financials

**ASSETS**

	YTD	Ending Balance 6/30/2024	Change
Cash and Cash Equivalent	\$ 957,521	\$ (985,933)	\$ 1,943,454
Current Investments	\$ 14,774,275	\$ 19,642,886	\$ (4,868,611)
Property Taxes - Delinquent	\$ 669,333	\$ 669,333	\$ -
Allowance for Uncollectible Taxes	\$ (9,276)	\$ (9,276)	\$ -
Due from Other Government	\$ 481,684	\$ 3,736,683	\$ 3,254,999
Due from Other Funds	\$ 87	\$ 345,506	\$ 345,419
Accounts Receivable	\$ 26,334	\$ 4,553	\$ (21,781)
Inventories	\$ -	\$ -	\$ -
Prepayments	\$ 77,908	\$ 186,165	\$ 108,256
<b>CURRENT ASSETS</b>	<b>\$ 16,977,865</b>	<b>\$ 23,589,915</b>	<b>\$ 761,736</b>

**CAPITAL ASSETS**

Land	\$ -	\$ -	\$ -
Building, Net	\$ -	\$ -	\$ -
Furniture and Equipment, Net	\$ -	\$ -	\$ -
Other Capital Assets, Net	\$ -	\$ -	\$ -
Construction in Progress	\$ -	\$ -	\$ -
Accumulated Depreciation	\$ -	\$ -	\$ -
<b>SUBTOTAL</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>

**TOTAL ASSETS**

<b>\$ 16,977,865</b>	<b>\$ 23,589,915</b>	<b>\$ (6,612,051)</b>
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**LIABILITIES**

Accounts Payable	\$ (8,268)	\$ 187,680	\$ 195,947
Payroll Deductions and Withholdings	\$ 334,908	\$ 298,858	\$ (36,050)
Accrued Wages Payable	\$ 3,446,469	\$ 3,141,591	\$ (304,878)
Due to Other Funds	\$ -	\$ -	\$ -
Due to Other Governments	\$ (75,790)	\$ 644,789	\$ 720,579
Accrued Expenses	\$ 109,672	\$ 171,635	\$ 61,963
Unearned Revenue	\$ 5,006,880	\$ 596,749	\$ (4,410,131)
<b>CURRENT LIABILITIES</b>	<b>\$ 8,813,871</b>	<b>\$ 5,041,302</b>	<b>\$ (3,772,569)</b>

**LONG TERM LIABILITIES**

Bonds, Notes, Loans, Leases	\$ -	\$ -	\$ -
<b>SUBTOTAL</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>

**TOTAL LIABILITIES**

<b>\$ 8,813,871</b>	<b>\$ 5,041,302</b>	<b>\$ (3,772,569)</b>
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**FUND BALANCES**

Restricted: Federal or State Funds	\$ -	\$ -	\$ -
Restricted Retirement of LT Debt	\$ -	\$ -	\$ -
Construction	\$ -	\$ -	\$ -
Other Committed Fund Balance	\$ 186,165	\$ 186,165	\$ -
Unassigned Fund Balance	\$ 7,977,829	\$ 18,362,448	\$ (10,384,619)
<b>SUBTOTAL</b>	<b>\$ 8,163,994</b>	<b>\$ 18,548,613</b>	<b>\$ (10,384,619)</b>

**TOTAL LIABILITIES AND FUND BALANCE**

<b>\$ 16,977,865</b>	<b>\$ 23,589,915</b>	<b>\$ 6,612,051</b>
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LOVEJOY ISD 2024-2025  
STATEMENT OF REVENUE, EXPENDITURES, AND CHANGES IN FUND BALANCE  
GENERAL FUNDS AS OF 11/30/2024

	Month to Date (MTD)				Year to Date (YTD)				Total Amended Budget	Remaining	%
	Actual	Budget	Variance (+/-)	% Var	Actual	Budget	Variance (+/-)	% Var			
<b>REVENUE</b>											
Local	\$ 1,380,829	\$ 2,170,921	\$ (790,092)	-36%	\$ 2,956,973	\$ 3,489,990	\$ (533,018)	-15%	\$ 31,616,286	\$ 28,659,313	91%
State	\$ 383,741	\$ 799,831	\$ (416,090)	-52%	\$ 3,900,392	\$ 3,999,155	\$ (98,763)	-2%	\$ 9,997,887	\$ 6,097,495	61%
Federal	\$ 5,401	\$ 1,990	\$ 3,411	171%	\$ 21,381	\$ 9,952	\$ 11,429	115%	\$ 153,880	\$ 132,499	86%
Transfer In from Another Fund	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ -	\$ -	0%
<b>TOTAL</b>	<b>\$ 1,769,972</b>	<b>\$ 2,972,743</b>	<b>\$ (1,202,771)</b>	<b>-40%</b>	<b>\$ 6,878,746</b>	<b>\$ 7,499,097</b>	<b>\$ (620,352)</b>	<b>-8%</b>	<b>\$ 41,768,053</b>	<b>\$ 34,889,307</b>	<b>84%</b>
<b>EXPENDITURES</b>											
<b>PAYROLL COST</b>											
Teachers & Other Professional	\$ 2,044,897	\$ 2,077,314	\$ 32,416	2%	\$ 10,103,422	\$ 10,515,253	\$ 411,831	4%	\$ 24,556,625	\$ 14,453,203	59%
Support	\$ 493,002	\$ 443,706	\$ (49,296)	-11%	\$ 2,331,787	\$ 2,403,071	\$ 71,284	3%	\$ 5,490,839	\$ 3,159,052	58%
Employee Allowances	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ -	\$ -	0%
Employee Benefits	\$ 174,259	\$ 426,663	\$ 252,404	59%	\$ 1,818,394	\$ 2,138,179	\$ 319,785	15%	\$ 5,224,103	\$ 3,405,709	65%
<b>SUBTOTAL</b>	<b>\$ 2,712,158</b>	<b>\$ 2,947,683</b>	<b>\$ 235,524</b>	<b>8%</b>	<b>\$ 14,253,603</b>	<b>\$ 15,056,503</b>	<b>\$ 802,900</b>	<b>5%</b>	<b>\$ 35,271,567</b>	<b>\$ 21,017,964</b>	<b>60%</b>
<b>PROFESSIONAL &amp; CONTRACTED SERVICES</b>											
Professional Services	\$ 83,909	\$ 87,442	\$ 3,534	4%	\$ 347,977	\$ 421,385	\$ 73,407	17%	\$ 1,115,405	\$ 767,428	69%
Tuition and Transfer Payments	\$ 15,400	\$ -	\$ (15,400)	0%	\$ 43,710	\$ 119,441	\$ 75,731	63%	\$ 1,033,335	\$ 989,625	96%
Education Service Center Services	\$ 22,859	\$ 3,008	\$ (19,851)	-660%	\$ 52,822	\$ 17,542	\$ (35,281)	-201%	\$ 38,600	\$ (14,222)	-37%
Contracted Maintenance and Repair	\$ 55,650	\$ 28,179	\$ (27,471)	-97%	\$ 280,234	\$ 211,627	\$ (68,607)	-32%	\$ 412,943	\$ 132,709	32%
Utilities	\$ 140,717	\$ 108,253	\$ (32,463)	-30%	\$ 498,111	\$ 541,267	\$ 43,155	8%	\$ 1,299,040	\$ 800,929	62%
Rentals	\$ 3,864	\$ 8,197	\$ 4,333	53%	\$ 22,243	\$ 40,985	\$ 18,741	46%	\$ 102,132	\$ 79,889	78%
Misc Contracted Services	\$ 18,070	\$ 5,346	\$ (12,724)	-238%	\$ 41,039	\$ 93,582	\$ 52,543	56%	\$ 132,339	\$ 91,300	69%
<b>SUBTOTAL</b>	<b>\$ 340,468</b>	<b>\$ 240,426</b>	<b>\$ (100,043)</b>	<b>-42%</b>	<b>\$ 1,286,138</b>	<b>\$ 1,445,828</b>	<b>\$ 159,690</b>	<b>11%</b>	<b>\$ 4,133,794</b>	<b>\$ 2,847,656</b>	<b>69%</b>
<b>SUPPLIES &amp; MATERIALS</b>											
Supplies & Materials for Maintenance	\$ 43,235	\$ 39,427	\$ (3,808)	-10%	\$ 163,898	\$ 217,135	\$ 53,237	25%	\$ 500,497	\$ 336,599	67%
Instructional Materials	\$ 163	\$ 1,330	\$ 1,167	88%	\$ 3,756	\$ 5,751	\$ 1,995	35%	\$ 15,706	\$ 11,950	76%
Testing Materials	\$ 13,167	\$ 5,720	\$ (7,447)	-130%	\$ 33,400	\$ 28,600	\$ (4,800)	-17%	\$ 71,500	\$ 38,100	53%
Food Service	\$ 495	\$ 640	\$ 145	23%	\$ 1,682	\$ 3,200	\$ 1,518	47%	\$ 8,000	\$ 6,318	79%
General Supplies & Materials	\$ 43,454	\$ 92,018	\$ 48,565	53%	\$ 716,173	\$ 614,856	\$ (101,317)	-16%	\$ 1,338,642	\$ 622,469	47%
<b>SUBTOTAL</b>	<b>\$ 100,514</b>	<b>\$ 139,136</b>	<b>\$ 38,621</b>	<b>28%</b>	<b>\$ 918,908</b>	<b>\$ 869,541</b>	<b>\$ (49,366)</b>	<b>-6%</b>	<b>\$ 1,934,345</b>	<b>\$ 1,015,437</b>	<b>52%</b>
<b>OTHER OPERATING EXPENSES</b>											
Travel	\$ 13,898	\$ 25,571	\$ 11,672	46%	\$ 56,624	\$ 125,957	\$ 69,333	55%	\$ 314,368	\$ 257,744	82%
Insurance	\$ (2,500)	\$ 1,277	\$ 3,777	296%	\$ 505,922	\$ 520,488	\$ 14,566	3%	\$ 529,753	\$ 23,831	4%
Election Cost	\$ -	\$ 900	\$ 900	100%	\$ -	\$ 4,500	\$ 4,500	100%	\$ 10,800	\$ 10,800	100%
Misc Operating Costs	\$ 12,997	\$ 64,576	\$ 51,578	80%	\$ 124,834	\$ 138,914	\$ 14,080	10%	\$ 606,224	\$ 481,390	79%
Transfer out to other funds	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ -	\$ -	0%
<b>SUBTOTAL</b>	<b>\$ 24,396</b>	<b>\$ 92,323</b>	<b>\$ 67,927</b>	<b>74%</b>	<b>\$ 687,380</b>	<b>\$ 789,859</b>	<b>\$ 102,479</b>	<b>13%</b>	<b>\$ 1,461,145</b>	<b>\$ 773,765</b>	<b>53%</b>
<b>DEBT SERVICE</b>											
<b>SUBTOTAL</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0%</b>
<b>CAPITAL-LAND, BUILDINGS, &amp; EQUIPMENT</b>											
Land	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ -	\$ -	0%
Building (Purchase, Construction, or Improvements)	\$ -	\$ -	\$ -	0%	\$ 8,977	\$ 5,500	\$ (3,477)	-63%	\$ 5,500	\$ (3,477)	-63%
Furniture and Equipment	\$ -	\$ 0	\$ 0	100%	\$ 6,168	\$ 6,501	\$ 333	5%	\$ 6,502	\$ 334	5%
Capital Assets	\$ -	\$ 2,167	\$ 2,167	100%	\$ 15,050	\$ 57,934	\$ 42,884	74%	\$ 73,101	\$ 58,051	79%
Leased Capital Assets	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ -	\$ -	0%
Library Books and Media	\$ 23,072	\$ 7,216	\$ (15,856)	-220%	\$ 87,140	\$ 135,505	\$ 48,364	36%	\$ 189,625	\$ 102,484	54%
<b>SUBTOTAL</b>	<b>\$ 23,072</b>	<b>\$ 9,383</b>	<b>\$ (13,689)</b>	<b>-146%</b>	<b>\$ 117,336</b>	<b>\$ 205,439</b>	<b>\$ 88,103</b>	<b>43%</b>	<b>\$ 274,728</b>	<b>\$ 157,392</b>	<b>57%</b>
<b>SUBTOTAL NON-PERSONNEL EXPENSES</b>	<b>\$ 488,450</b>	<b>\$ 481,267</b>	<b>\$ (7,183)</b>	<b>-1%</b>	<b>\$ 3,009,762</b>	<b>\$ 3,310,667</b>	<b>\$ 300,906</b>	<b>9%</b>	<b>\$ 7,804,012</b>	<b>\$ 4,794,250</b>	<b>61%</b>
<b>TOTAL EXPENDITURES</b>	<b>\$ 3,200,608</b>	<b>\$ 3,428,950</b>	<b>\$ 228,342</b>	<b>7%</b>	<b>\$ 17,263,365</b>	<b>\$ 18,367,171</b>	<b>\$ 1,103,806</b>	<b>6%</b>	<b>\$ 43,075,579</b>	<b>\$ 25,812,214</b>	<b>60%</b>
<b>NET CONTRIBUTION - SURPLUS/&lt;DEFICIT&gt;</b>	<b>\$ (1,430,636)</b>	<b>\$ (456,207)</b>	<b>\$ (974,429)</b>	<b>214%</b>	<b>\$ (10,384,619)</b>	<b>\$ (10,868,074)</b>	<b>\$ 483,454</b>	<b>-4%</b>	<b>\$ (1,307,526)</b>	<b>\$ 9,077,094</b>	

**LOVEJOY ISD 2024-2025**  
**BALANCE SHEET AS OF 11/30/2024**  
**STUDENT NUTRITION FUND**

FY24-25 Unaudited Financials

**ASSETS**

	YTD	Ending Balance 6/30/2024	Change
Cash and Cash Equivalent	\$ 572,504	\$ 520,442	\$ 52,062
Current Investments	\$ -	\$ -	\$ -
Property Taxes - Delinquent	\$ -	\$ -	\$ -
Allowance for Uncollectible Taxes	\$ -	\$ -	\$ -
Due from Other Government	\$ 7,374	\$ -	\$ (7,374)
Due from Other Funds	\$ -	\$ -	\$ -
Inventories	\$ 4,070	\$ 4,070	\$ -
Prepayments	\$ (2,899)	\$ -	\$ 2,899
<b>CURRENT ASSETS</b>	<b>\$ 581,048</b>	<b>\$ 524,512</b>	<b>\$ 47,587</b>

**CAPITAL ASSETS**

Land	\$ -	\$ -	\$ -
Building, Net	\$ -	\$ -	\$ -
Furniture and Equipment, Net	\$ -	\$ -	\$ -
Other Capital Assets, Net	\$ -	\$ -	\$ -
Construction in Progress	\$ -	\$ -	\$ -
Accumulated Depreciation	\$ -	\$ -	\$ -
<b>SUBTOTAL</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>

**TOTAL ASSETS**

<b>\$ 581,048</b>	<b>\$ 524,512</b>	<b>\$ 56,536</b>
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**LIABILITIES**

Accounts Payable	\$ (0)	\$ 1,162	\$ 1,162
Payroll Deductions and Withholdings	\$ -	\$ -	\$ -
Accrued Wages Payable	\$ 87,039	\$ 92,301	\$ 5,262
Due to Other Funds	\$ -	\$ -	\$ -
Due to Other Governments	\$ -	\$ -	\$ -
Accrued Expenses	\$ 11,392	\$ 15,487	\$ 4,095
Unearned Revenue	\$ 175,920	\$ 120,542	\$ (55,378)
<b>CURRENT LIABILITIES</b>	<b>\$ 274,351</b>	<b>\$ 229,492</b>	<b>\$ (44,859)</b>

**LONG TERM LIABILITIES**

Bonds, Notes, Loans, Leases	\$ -	\$ -	\$ -
<b>SUBTOTAL</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>

**TOTAL LIABILITIES**

<b>\$ 274,351</b>	<b>\$ 229,492</b>	<b>\$ (44,859)</b>
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**FUND BALANCES**

Restricted: Federal or State Funds	\$ 302,627	\$ 290,950	\$ 11,677
Restricted Retirement of LT Debt	\$ -	\$ -	\$ -
Construction	\$ -	\$ -	\$ -
Other Committed Fund Balance	\$ 4,070	\$ 4,070	\$ -
Unassigned Fund Balance	\$ -	\$ -	\$ -
<b>SUBTOTAL</b>	<b>\$ 306,697</b>	<b>\$ 295,020</b>	<b>\$ 11,677</b>

**TOTAL LIABILITIES AND FUND BALANCE**

<b>\$ 581,048</b>	<b>\$ 524,512</b>	<b>\$ (56,536)</b>
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LOVEJOY ISD 2024-2025  
STATEMENT OF REVENUE, EXPENDITURES, AND CHANGES IN FUND BALANCE  
STUDENT NUTRITION FUNDS AS OF 11/30/2024

	Month to Date (MTD)				Year to Date (YTD)				Total Amended Budget	Remaining	% Remaining
	Actual	Budget	Variance (+/-)	% Var	Actual	Budget	Variance (+/-)	% Var			
<b>REVENUE</b>											
Local	\$ 156,031	\$ 143,200	\$ 12,831	9%	\$ 716,474	\$ 716,000	\$ 474	0%	\$ 1,790,000	\$ 1,073,526	60%
State	\$ -	\$ 280	\$ (280)	-100%	\$ -	\$ 1,400	\$ (1,400)	-100%	\$ 3,500	\$ 3,500	100%
Federal	\$ 7,374	\$ 7,040	\$ 334	5%	\$ 34,579	\$ 35,200	\$ (621)	-2%	\$ 201,198	\$ 166,619	83%
Transfer In from Another Fund	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ -	\$ -	0%
<b>TOTAL</b>	<b>\$ 163,404</b>	<b>\$ 150,520</b>	<b>\$ 12,884</b>	<b>9%</b>	<b>\$ 751,053</b>	<b>\$ 752,600</b>	<b>\$ (1,547)</b>	<b>0%</b>	<b>\$ 1,994,698</b>	<b>\$ 1,243,645</b>	<b>62%</b>
<b>EXPENDITURES</b>											
<b>PAYROLL COST</b>											
Teachers & Other Professional Support	\$ 10,215	\$ 10,199	\$ (17)	0%	\$ 51,076	\$ 50,993	\$ (84)	0%	\$ 122,382	\$ 71,306	58%
Support	\$ 56,827	\$ 62,435	\$ 5,607	9%	\$ 273,126	\$ 315,466	\$ 42,340	13%	\$ 732,750	\$ 459,624	63%
Employee Benefits	\$ 12,171	\$ 14,771	\$ 2,600	18%	\$ 59,544	\$ 74,549	\$ 15,005	20%	\$ 173,791	\$ 114,247	66%
<b>SUBTOTAL</b>	<b>\$ 79,213</b>	<b>\$ 87,404</b>	<b>\$ 8,191</b>	<b>9%</b>	<b>\$ 383,746</b>	<b>\$ 441,007</b>	<b>\$ 57,261</b>	<b>13%</b>	<b>\$ 1,028,923</b>	<b>\$ 645,177</b>	<b>63%</b>
<b>PROFESSIONAL &amp; CONTRACTED SERVICES</b>											
Contracted Maintenance and Repair	\$ 1,307	\$ 3,040	\$ 1,734	57%	\$ 19,434	\$ 15,200	\$ (4,234)	-28%	\$ 38,000	\$ 18,566	49%
<b>SUBTOTAL</b>	<b>\$ 1,307</b>	<b>\$ 3,040</b>	<b>\$ 1,734</b>	<b>57%</b>	<b>\$ 19,434</b>	<b>\$ 15,200</b>	<b>\$ (4,234)</b>	<b>-28%</b>	<b>\$ 38,000</b>	<b>\$ 18,566</b>	<b>49%</b>
<b>SUPPLIES &amp; MATERIALS</b>											
Food Service	\$ 68,656	\$ 66,160	\$ (2,496)	-4%	\$ 318,336	\$ 330,800	\$ 12,464	4%	\$ 892,198	\$ 573,862	64%
General Supplies & Materials	\$ 2,179	\$ -	\$ (2,179)	0%	\$ 15,290	\$ 13,476	\$ (1,814)	-13%	\$ 13,476	\$ (1,814)	-13%
<b>SUBTOTAL</b>	<b>\$ 70,836</b>	<b>\$ 66,160</b>	<b>\$ (4,676)</b>	<b>-7%</b>	<b>\$ 333,626</b>	<b>\$ 344,276</b>	<b>\$ 10,650</b>	<b>3%</b>	<b>\$ 905,674</b>	<b>\$ 572,048</b>	<b>63%</b>
<b>OTHER OPERATING EXPENSES</b>											
Travel	\$ 464	\$ 240	\$ (224)	-93%	\$ 1,566	\$ 1,200	\$ (366)	-30%	\$ 3,000	\$ 1,434	48%
Misc Operating Costs	\$ 48	\$ 1,528	\$ 1,480	97%	\$ 1,004	\$ 7,640	\$ 6,636	87%	\$ 19,100	\$ 18,096	95%
Transfer out to other funds	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ -	\$ -	0%
<b>SUBTOTAL</b>	<b>\$ 512</b>	<b>\$ 1,768</b>	<b>\$ 1,256</b>	<b>71%</b>	<b>\$ 2,570</b>	<b>\$ 8,840</b>	<b>\$ 6,270</b>	<b>71%</b>	<b>\$ 22,100</b>	<b>\$ 19,530</b>	<b>88%</b>
<b>CAPITAL-LAND,BUILDINGS, &amp; EQUIPMENT</b>											
Furniture and Equipment	\$ -	\$ 0	\$ 0	100%	\$ -	\$ 0	\$ 0	100%	\$ 1	\$ 1	100%
Library Books and Media	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ -	\$ -	0%
<b>SUBTOTAL</b>	<b>\$ -</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>100%</b>	<b>\$ -</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>100%</b>	<b>\$ 1</b>	<b>\$ 1</b>	<b>100%</b>
<b>SUBTOTAL NON-PERSONNEL EXPENSES</b>	<b>\$ 72,654</b>	<b>\$ 70,968</b>	<b>\$ (1,686)</b>	<b>-2%</b>	<b>\$ 355,630</b>	<b>\$ 368,316</b>	<b>\$ 12,686</b>	<b>3%</b>	<b>\$ 965,775</b>	<b>\$ 610,145</b>	<b>63%</b>
<b>TOTAL EXPENDITURES</b>	<b>\$ 151,867</b>	<b>\$ 158,372</b>	<b>\$ 6,505</b>	<b>4%</b>	<b>\$ 739,376</b>	<b>\$ 809,324</b>	<b>\$ 69,948</b>	<b>9%</b>	<b>\$ 1,994,698</b>	<b>\$ 1,255,322</b>	<b>63%</b>
<b>NET CONTRIBUTION - SURPLUS/&lt;DEFICIT&gt;</b>	<b>\$ 11,537</b>	<b>\$ (7,852)</b>	<b>\$ 19,389</b>	<b>247%</b>	<b>\$ 11,677</b>	<b>\$ (56,724)</b>	<b>\$ 68,401</b>	<b>121%</b>	<b>\$ -</b>	<b>\$ (11,677)</b>	<b>0%</b>

**LOVEJOY ISD 2024-2025**  
**BALANCE SHEET AS OF 11/30/2024**  
**DEBT SERVICES FUND**

FY24-25 Unaudited Financials

**ASSETS**

	YTD	Ending Balance 6/30/2024	Change
Cash and Cash Equivalent	\$ 3,288,453	\$ 1,534,790	\$ 1,753,663
Current Investments	\$ 1,220,709	\$ 2,309,035	\$ (1,088,326)
Property Taxes - Delinquent	\$ 369,342	\$ 369,342	-
Allowance for Uncollectible Taxes	\$ (4,606)	\$ (4,606)	-
Due from Other Government	\$ (2,550)	\$ 285,626	\$ 288,176
Due from Other Funds	\$ -	\$ -	-
Inventories	\$ -	\$ -	-
Prepayments	\$ -	\$ -	-
<b>CURRENT ASSETS</b>	<b>\$ 4,871,349</b>	<b>\$ 4,494,187</b>	<b>\$ 953,513</b>

**CAPITAL ASSETS**

Land	\$ -	\$ -	-
Building, Net	\$ -	\$ -	-
Furniture and Equipment, Net	\$ -	\$ -	-
Other Capital Assets, Net	\$ -	\$ -	-
Construction in Progress	\$ -	\$ -	-
Accumulated Depreciation	\$ -	\$ -	-
<b>SUBTOTAL</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>

**TOTAL ASSETS**

<b>\$ 4,871,349</b>	<b>\$ 4,494,187</b>	<b>\$ 377,161</b>
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**LIABILITIES**

Accounts Payable	\$ -	\$ -	-
Payroll Deductions and Withholdings	\$ -	\$ -	-
Accrued Wages Payable	\$ -	\$ -	-
Due to Other Funds	\$ -	\$ -	-
Due to Other Governments	\$ 0	\$ 0	-
Accrued Expenses	\$ -	\$ -	-
Unearned Revenue	\$ 364,736	\$ 258,925	\$ (105,812)
<b>CURRENT LIABILITIES</b>	<b>\$ 364,737</b>	<b>\$ 258,925</b>	<b>\$ (105,812)</b>

**LONG TERM LIABILITIES**

Bonds, Notes, Loans, Leases	\$ -	\$ -	-
<b>SUBTOTAL</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>

**TOTAL LIABILITIES**

<b>\$ 364,737</b>	<b>\$ 258,925</b>	<b>\$ (105,812)</b>
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**FUND BALANCES**

Restricted: Federal or State Funds	\$ -	\$ -	-
Restricted Retirement of LT Debt	\$ 4,506,612	\$ 4,235,262	\$ 271,350
Construction	\$ -	\$ -	-
Other Committed Fund Balance	\$ -	\$ -	-
Unassigned Fund Balance	\$ -	\$ -	-
<b>SUBTOTAL</b>	<b>\$ 4,506,612</b>	<b>\$ 4,235,262</b>	<b>\$ 271,350</b>

**TOTAL LIABILITIES AND FUND BALANCE**

<b>\$ 4,871,349</b>	<b>\$ 4,494,187</b>	<b>\$ (377,161)</b>
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LOVEJOY ISD 2024-2025  
 STATEMENT OF REVENUE, EXPENDITURES, AND CHANGES IN FUND BALANCE  
 DEBT SERVICES FUNDS AS OF 11/30/2024

	Month to Date (MTD)				Year to Date (YTD)				Total Amended Budget	Remaining	% Remaining
	Actual	Budget	Variance (+/-)	% Var	Actual	Budget	Variance (+/-)	% Var			
<b>REVENUE</b>											
Local	\$ 794,548	\$ 1,250,565	\$ (456,016)	-36%	\$ 921,635	\$ 1,429,217	\$ (507,582)	-36%	\$ 17,865,209	\$ 16,943,574	95%
State	\$ 1,465,987	\$ 846,500	\$ 619,487	73%	\$ 1,465,987	\$ 846,500	\$ 619,487	73%	\$ 846,500	\$ (619,487)	-73%
Federal	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ -	\$ -	0%
Transfer In from Another Fund	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ -	\$ -	0%
<b>TOTAL</b>	<b>\$ 2,260,535</b>	<b>\$ 2,097,065</b>	<b>\$ 163,471</b>	<b>8%</b>	<b>\$ 2,387,622</b>	<b>\$ 2,275,717</b>	<b>\$ 111,905</b>	<b>5%</b>	<b>\$ 18,711,709</b>	<b>\$ 16,324,087</b>	<b>87%</b>
<b>EXPENDITURES</b>											
Misc Operating Costs	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ -	\$ -	0%
<b>DEBT SERVICE</b>											
Principal	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ 14,097,871	\$ 14,097,871	100%
Interest Expense	\$ -	\$ -	\$ -	0%	\$ 2,113,272	\$ 2,113,272	\$ -	0%	\$ 4,608,338	\$ 2,495,066	54%
Other Debt Service Expenses	\$ -	\$ -	\$ -	0%	\$ 3,000	\$ 3,000	\$ -	0%	\$ 5,500	\$ 2,500	45%
<b>SUBTOTAL</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0%</b>	<b>\$ 2,116,272</b>	<b>\$ 2,116,272</b>	<b>\$ -</b>	<b>0%</b>	<b>\$ 18,711,709</b>	<b>\$ 16,595,437</b>	<b>89%</b>
<b>SUBTOTAL NON-PERSONNEL EXPENSES</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0%</b>	<b>\$ 2,116,272</b>	<b>\$ 2,116,272</b>	<b>\$ -</b>	<b>0%</b>	<b>\$ 18,711,709</b>	<b>\$ 16,595,437</b>	<b>89%</b>
<b>TOTAL EXPENDITURES</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0%</b>	<b>\$ 2,116,272</b>	<b>\$ 2,116,272</b>	<b>\$ -</b>	<b>0%</b>	<b>\$ 18,711,709</b>	<b>\$ 16,595,437</b>	<b>89%</b>
<b>NET CONTRIBUTION - SURPLUS/&lt;-DEFICIT&gt;</b>	<b>\$ 2,260,535</b>	<b>\$ 2,097,065</b>	<b>\$ 163,471</b>	<b>8%</b>	<b>\$ 271,350</b>	<b>\$ 159,445</b>	<b>\$ 111,905</b>	<b>70%</b>	<b>\$ -</b>	<b>\$ (271,350)</b>	<b>0%</b>

**LOVEJOY ISD 2024-2025  
BALANCE SHEET AS OF 11/30/2024  
SPECIAL REVENUE FUND**

FY24-25 Unaudited Financials

**ASSETS**

	YTD	Ending Balance 6/30/2024	Change
Cash and Cash Equivalent	\$ 1,436,862	\$ 1,595,127	\$ (158,265)
Current Investments	\$ -	\$ -	\$ -
Property Taxes - Delinquent	\$ -	\$ -	\$ -
Allowance for Uncollectible Taxes	\$ -	\$ -	\$ -
Due from Other Government	\$ 158,894	\$ 297,158	\$ 138,264
Due from Other Funds	\$ -	\$ -	\$ -
Accounts Receivable	\$ 204,541	\$ -	\$ (204,541)
Inventories	\$ 47,044	\$ 47,044	\$ -
Prepayments	\$ (755)	\$ 240,854	\$ 241,609
<b>CURRENT ASSETS</b>	<b>\$ 1,846,586</b>	<b>\$ 2,180,183</b>	<b>\$ 17,067</b>

**CAPITAL ASSETS**

Land	\$ -	\$ -	\$ -
Building, Net	\$ -	\$ -	\$ -
Furniture and Equipment, Net	\$ -	\$ -	\$ -
Other Capital Assets, Net	\$ -	\$ -	\$ -
Construction in Progress	\$ -	\$ -	\$ -
Accumulated Depreciation	\$ -	\$ -	\$ -
<b>SUBTOTAL</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>

**TOTAL ASSETS**

<b>\$ 1,846,586</b>	<b>\$ 2,180,183</b>	<b>\$ (333,596)</b>
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**LIABILITIES**

Accounts Payable	\$ (114)	\$ 20,000	\$ 20,114
Payroll Deductions and Withholdings	\$ -	\$ -	\$ -
Accrued Wages Payable	\$ 77,920	\$ 72,952	\$ (4,969)
Due to Other Funds	\$ -	\$ 248,806	\$ 248,806
Due to Other Governments	\$ 13,980	\$ 13,980	\$ -
Accrued Expenses	\$ 8,267	\$ 11,800	\$ 3,533
Unearned Revenue	\$ 12,563	\$ 347,387	\$ 334,824
<b>CURRENT LIABILITIES</b>	<b>\$ 112,616</b>	<b>\$ 714,925</b>	<b>\$ 602,309</b>

**LONG TERM LIABILITIES**

Bonds, Notes, Loans, Leases	\$ -	\$ -	\$ -
<b>SUBTOTAL</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>

**TOTAL LIABILITIES**

<b>\$ 112,616</b>	<b>\$ 714,925</b>	<b>\$ 602,309</b>
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**FUND BALANCES**

Restricted: Federal or State Funds	\$ -	\$ -	\$ -
Restricted Retirement of LT Debt	\$ -	\$ -	\$ -
Construction	\$ -	\$ -	\$ -
Other Committed Fund Balance	\$ 1,733,970	\$ 1,465,257	\$ 268,713
Unassigned Fund Balance	\$ -	\$ -	\$ -
<b>SUBTOTAL</b>	<b>\$ 1,733,970</b>	<b>\$ 1,465,257</b>	<b>\$ 268,713</b>

**TOTAL LIABILITIES AND FUND BALANCE**

<b>\$ 1,846,586</b>	<b>\$ 2,180,183</b>	<b>\$ 333,596</b>
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LOVEJOY ISD 2024-2025  
STATEMENT OF REVENUE, EXPENDITURES, AND CHANGES IN FUND BALANCE  
SPECIAL REVENUE FUNDS AS OF 11/30/2024

	Month to Date (MTD)				Year to Date (YTD)				Total Amended Budget	Remaining	% Remaining
	Actual	Budget	Variance (+/-)	% Var	Actual	Budget	Variance (+/-)	% Var			
<b>REVENUE</b>											
Local	\$ 204,541	\$ -	\$ 204,541	0%	\$ 409,083	\$ -	\$ 409,083	0%	\$ -	\$ (409,083)	0%
State	\$ 11,232	\$ -	\$ 11,232	0%	\$ 432,810	\$ -	\$ 432,810	0%	\$ -	\$ (432,810)	0%
Federal	\$ 58,366	\$ -	\$ 58,366	0%	\$ 265,847	\$ -	\$ 265,847	0%	\$ 573,416	\$ 307,569	54%
Transfer In from Another Fund	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ -	\$ -	0%
<b>TOTAL</b>	<b>\$ 274,139</b>	<b>\$ -</b>	<b>\$ 274,139</b>	<b>0%</b>	<b>\$ 1,107,740</b>	<b>\$ -</b>	<b>\$ 1,107,740</b>	<b>0%</b>	<b>\$ 573,416</b>	<b>\$ (534,324)</b>	<b>-93%</b>
<b>EXPENDITURES</b>											
<b>PAYROLL COST</b>											
Teachers & Other Professional	\$ 30,763	\$ 19,375	\$ (11,389)	-59%	\$ 180,212	\$ 96,885	\$ (83,327)	-86%	\$ 379,867	\$ 199,655	53%
Support	\$ 23,817	\$ 10,675	\$ (13,142)	-123%	\$ 161,885	\$ 53,375	\$ (108,509)	-203%	\$ 231,803	\$ 69,918	30%
Employee Allowances	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ -	\$ -	0%
Employee Benefits	\$ 6,137	\$ 7,457	\$ 1,320	18%	\$ 37,242	\$ 37,735	\$ 493	1%	\$ 94,549	\$ 57,307	61%
<b>SUBTOTAL</b>	<b>\$ 60,717</b>	<b>\$ 37,507</b>	<b>\$ (23,211)</b>	<b>-62%</b>	<b>\$ 379,338</b>	<b>\$ 187,995</b>	<b>\$ (191,343)</b>	<b>-102%</b>	<b>\$ 706,219</b>	<b>\$ 326,881</b>	<b>46%</b>
<b>PROFESSIONAL &amp; CONTRACTED SERVICES</b>											
Professional Services	\$ 14,069	\$ -	\$ (14,069)	0%	\$ 64,919	\$ -	\$ (64,919)	0%	\$ -	\$ (64,919)	0%
Tuition and Transfer Payments	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ -	\$ -	0%
Education Service Center Services	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ -	\$ -	0%
Contracted Maintenance and Repair	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ -	\$ -	0%
Utilities	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ -	\$ -	0%
Rentals	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ -	\$ -	0%
Misc Contracted Services	\$ -	\$ -	\$ -	0%	\$ 22,978	\$ -	\$ (22,978)	0%	\$ -	\$ (22,978)	0%
<b>SUBTOTAL</b>	<b>\$ 14,069</b>	<b>\$ -</b>	<b>\$ (14,069)</b>	<b>0%</b>	<b>\$ 87,897</b>	<b>\$ -</b>	<b>\$ (87,897)</b>	<b>0%</b>	<b>\$ -</b>	<b>\$ (87,897)</b>	<b>0%</b>
<b>SUPPLIES &amp; MATERIALS</b>											
Supplies & Materials for Maintenance	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ -	\$ -	0%
Instructional Materials	\$ -	\$ -	\$ -	0%	\$ 89,303	\$ -	\$ (89,303)	0%	\$ -	\$ (89,303)	0%
Testing Materials	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ -	\$ -	0%
Food Service	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ -	\$ -	0%
General Supplies & Materials	\$ 48,399	\$ -	\$ (48,399)	0%	\$ 463,454	\$ -	\$ (463,454)	0%	\$ -	\$ (463,454)	0%
<b>SUBTOTAL</b>	<b>\$ 48,399</b>	<b>\$ -</b>	<b>\$ (48,399)</b>	<b>0%</b>	<b>\$ 552,757</b>	<b>\$ -</b>	<b>\$ (552,757)</b>	<b>0%</b>	<b>\$ -</b>	<b>\$ (552,757)</b>	<b>0%</b>
<b>OTHER OPERATING EXPENSES</b>											
Travel	\$ 2,900	\$ -	\$ (2,900)	0%	\$ 4,003	\$ -	\$ (4,003)	0%	\$ -	\$ (4,003)	0%
Insurance	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ -	\$ -	0%
Election Cost	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ -	\$ -	0%
Depreciation	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ -	\$ -	0%
Misc Operating Costs	\$ 132,326	\$ -	\$ (132,326)	0%	\$ (184,968)	\$ -	\$ 184,968	0%	\$ -	\$ 184,968	0%
Transfer out to other funds	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ -	\$ -	0%
<b>SUBTOTAL</b>	<b>\$ 135,226</b>	<b>\$ -</b>	<b>\$ (135,226)</b>	<b>0%</b>	<b>\$ (180,965)</b>	<b>\$ -</b>	<b>\$ 180,965</b>	<b>0%</b>	<b>\$ -</b>	<b>\$ 180,965</b>	<b>0%</b>
<b>DEBT SERVICE</b>											
<b>SUBTOTAL</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0%</b>
<b>SUBTOTAL NON-PERSONNEL EXPENSES</b>	<b>\$ 197,694</b>	<b>\$ -</b>	<b>\$ (197,694)</b>	<b>0%</b>	<b>\$ 459,689</b>	<b>\$ -</b>	<b>\$ (459,689)</b>	<b>0%</b>	<b>\$ -</b>	<b>\$ (459,689)</b>	<b>0%</b>
<b>TOTAL EXPENDITURES</b>	<b>\$ 258,412</b>	<b>\$ 37,507</b>	<b>\$ (220,905)</b>	<b>-589%</b>	<b>\$ 839,027</b>	<b>\$ 187,995</b>	<b>\$ (651,032)</b>	<b>-346%</b>	<b>\$ 706,219</b>	<b>\$ (132,808)</b>	<b>-19%</b>
<b>NET CONTRIBUTION - SURPLUS/&lt;DEFICIT&gt;</b>	<b>\$ 15,727</b>	<b>\$ (37,507)</b>	<b>\$ 495,044</b>	<b>-1320%</b>	<b>\$ 268,713</b>	<b>\$ (187,995)</b>	<b>\$ 1,758,772</b>	<b>-936%</b>	<b>\$ (132,803)</b>	<b>\$ (401,516)</b>	<b>302%</b>

**LOVEJOY ISD 2024-2025  
BALANCE SHEET AS OF 11/30/2024  
CAPITAL FUND**

FY24-25 Unaudited Financials

**ASSETS**

Cash and Cash Equivalent  
Current Investments

**CURRENT ASSETS**

**CAPITAL ASSETS**

**SUBTOTAL**

**TOTAL ASSETS**

**LIABILITIES**

**CURRENT LIABILITIES**

**LONG TERM LIABILITIES**

Bonds, Notes, Loans, Leases

**SUBTOTAL**

**TOTAL LIABILITIES**

**FUND BALANCES**

Restricted: Federal or State Funds

Restricted Retirement of LT Debt

Construction

Other Committed Fund Balance

Unassigned Fund Balance

**SUBTOTAL**

**TOTAL LIABILITIES AND FUND BALANCE**

	YTD	Ending Balance 6/30/2024	Change
Cash and Cash Equivalent	\$ (12,352)	\$ -	\$ (12,352)
Current Investments	\$ 10,511,916	\$ 10,631,090	\$ (119,173)
<b>CURRENT ASSETS</b>	<b>\$ 10,499,564</b>	<b>\$ 10,631,090</b>	<b>\$ (131,525)</b>
<b>CAPITAL ASSETS</b>			
<b>SUBTOTAL</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>TOTAL ASSETS</b>	<b>\$ 10,499,564</b>	<b>\$ 10,631,090</b>	<b>\$ (131,525)</b>
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>	<b>\$ (0)</b>	<b>\$ 154,086</b>	<b>\$ 154,086</b>
<b>LONG TERM LIABILITIES</b>			
Bonds, Notes, Loans, Leases	\$ -	\$ -	\$ -
<b>SUBTOTAL</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>TOTAL LIABILITIES</b>	<b>\$ (0)</b>	<b>\$ 154,086</b>	<b>\$ 154,086</b>
<b>FUND BALANCES</b>			
Restricted: Federal or State Funds	\$ -	\$ -	\$ -
Restricted Retirement of LT Debt	\$ -	\$ -	\$ -
Construction	\$ 10,499,564	\$ 10,477,003	\$ 22,561
Other Committed Fund Balance	\$ -	\$ -	\$ -
Unassigned Fund Balance	\$ -	\$ -	\$ -
<b>SUBTOTAL</b>	<b>\$ 10,499,564</b>	<b>\$ 10,477,003</b>	<b>\$ 22,561</b>
<b>TOTAL LIABILITIES AND FUND BALANCE</b>	<b>\$ 10,499,564</b>	<b>\$ 10,631,090</b>	<b>\$ 131,525</b>

LOVEJOY ISD 2024-2025  
STATEMENT OF REVENUE, EXPENDITURES, AND CHANGES IN FUND BALANCE  
CAPITAL PROJECTS FUNDS AS OF 11/30/2024

	Month to Date (MTD)				Year to Date (YTD)				Total Amended Budget	Remaining	% Remaining
	Actual	Budget	Variance (+/-)	% Var	Actual	Budget	Variance (+/-)	% Var			
<b>REVENUE</b>											
Local	\$ 40,534	\$ -	\$ 40,534	0%	\$ 225,188	\$ -	\$ 225,188	0%	\$ -	\$ (225,188)	0%
State	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ -	\$ -	0%
Federal	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ -	\$ -	0%
Transfer In from Another Fund	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ -	\$ -	0%
<b>TOTAL</b>	<b>\$ 40,534</b>	<b>\$ -</b>	<b>\$ 40,534</b>	<b>0%</b>	<b>\$ 225,188</b>	<b>\$ -</b>	<b>\$ 225,188</b>	<b>0%</b>	<b>\$ -</b>	<b>\$ (225,188)</b>	<b>0%</b>
<b>EXPENDITURES</b>											
<b>PAYROLL COST</b>											
<b>SUBTOTAL</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0%</b>
<b>PROFESSIONAL &amp; CONTRACTED SERVICES</b>											
Contracted Maintenance and Repair	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ -	\$ -	0%
<b>SUBTOTAL</b>	<b>\$ 4,500</b>	<b>\$ -</b>	<b>\$ (4,500)</b>	<b>0%</b>	<b>\$ 4,500</b>	<b>\$ -</b>	<b>\$ (4,500)</b>	<b>0%</b>	<b>\$ -</b>	<b>\$ (4,500)</b>	<b>0%</b>
<b>SUPPLIES &amp; MATERIALS</b>											
<b>SUBTOTAL</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0%</b>	<b>\$ 16,218</b>	<b>\$ -</b>	<b>\$ (16,218)</b>	<b>0%</b>	<b>\$ -</b>	<b>\$ (16,218)</b>	<b>0%</b>
<b>OTHER OPERATING EXPENSES</b>											
<b>SUBTOTAL</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0%</b>	<b>\$ 6,862</b>	<b>\$ -</b>	<b>\$ (6,862)</b>	<b>0%</b>	<b>\$ -</b>	<b>\$ (6,862)</b>	<b>0%</b>
<b>DEBT SERVICE</b>											
<b>SUBTOTAL</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0%</b>	<b>\$ -</b>	<b>\$ -</b>	<b>0%</b>
<b>CAPITAL-LAND,BUILDINGS, &amp; EQUIPMENT</b>											
Land	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ -	\$ -	0%
Building (Purchase,Construction, or Improvements)	\$ 3,855	\$ -	\$ (3,855)	0%	\$ 84,806	\$ -	\$ (84,806)	0%	\$ -	\$ (84,806)	0%
Furniture and Equipment	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ -	\$ -	0%
Capital Assets	\$ 3,998	\$ -	\$ (3,998)	0%	\$ 90,241	\$ -	\$ (90,241)	0%	\$ -	\$ (90,241)	0%
Leased Capital Assets	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ -	\$ -	0%
Library Books and Media	\$ -	\$ -	\$ -	0%	\$ -	\$ -	\$ -	0%	\$ -	\$ -	0%
<b>SUBTOTAL</b>	<b>\$ 7,853</b>	<b>\$ -</b>	<b>\$ (7,853)</b>	<b>0%</b>	<b>\$ 175,047</b>	<b>\$ -</b>	<b>\$ (175,047)</b>	<b>0%</b>	<b>\$ -</b>	<b>\$ (175,047)</b>	<b>0%</b>
<b>SUBTOTAL NON-PERSONNEL EXPENSES</b>	<b>\$ 12,353</b>	<b>\$ -</b>	<b>\$ (12,353)</b>	<b>0%</b>	<b>\$ 202,626</b>	<b>\$ -</b>	<b>\$ (202,626)</b>	<b>0%</b>	<b>\$ -</b>	<b>\$ (202,626)</b>	<b>0%</b>
<b>TOTAL EXPENDITURES</b>	<b>\$ 12,353</b>	<b>\$ -</b>	<b>\$ (12,353)</b>	<b>0%</b>	<b>\$ 202,626</b>	<b>\$ -</b>	<b>\$ (202,626)</b>	<b>0%</b>	<b>\$ -</b>	<b>\$ (202,626)</b>	<b>0%</b>
<b>NET CONTRIBUTION - SURPLUS/&lt;DEFICIT&gt;</b>	<b>\$ 28,181</b>	<b>\$ -</b>	<b>\$ 52,887</b>	<b>0%</b>	<b>\$ 22,561</b>	<b>\$ -</b>	<b>\$ 427,814</b>	<b>0%</b>	<b>\$ -</b>	<b>\$ (22,561)</b>	<b>0%</b>

**BOND SALES CASH-INFLOWS SINCE 2019**

Bond Series	Description	Issuance Date	Issuance Amount		
2015	REMAINING BOND FUNDS		\$	130,964	
2017	REMAINING BOND FUNDS		\$	97,552	
2018	REMAINING BOND FUNDS		\$	173,918	
2019	BOND CLOSING AND ISSUANCE	April 17, 2019	\$	9,750,000	
2019	INTEREST EARNINGS	June 30, 2019	\$	55,215	
2019	INTEREST EARNINGS	June 30, 2020	\$	141,328	
2019	INTEREST EARNINGS	June 30, 2021	\$	4,925	
2021	BOND CLOSING AND ISSUANCE	November 15, 2021	\$	5,000,000	
2021	INTEREST EARNINGS	June 30, 2022	\$	6,311	
2021	INTEREST EARNINGS	June 30, 2023	\$	123,438	
2021	INTEREST EARNINGS	June 30, 2024	\$	84,947	
2021	INTEREST EARNINGS	November 30, 2024	\$	20,061	
2024	BOND CLOSING AND ISSUANCE	May 15, 2024	\$	9,500,000	
2024	INTEREST EARNINGS	June 30, 2024	\$	65,112	
2024	INTEREST EARNINGS	November 30, 2024	\$	205,127	
<b>TOTAL</b>			<b>\$</b>	<b>25,358,897</b>	

**PROJECT LIST SINCE APRIL 2019**

Bond Series	Funding	Item	Amount Approved	Actual Amount	Variance	Notes
2019 Bonds		TECHNOLOGY MASTER PLAN	\$ 1,743,170	\$ 1,429,792	\$ 313,378	Completed
2019 Bonds		COVID RELATED EQUIPMENT	\$ 200,000	\$ 178,509	\$ 21,491	Completed
2019 Bonds		TRANSPORTATION	\$ 861,125	\$ 851,124	\$ 10,001	Completed
2018 Bonds		ATHLETICS RENOVATIONS & IMPROVEMENTS	\$ 173,918	\$ 173,918	\$ -	Completed
2019 Bonds		ATHLETICS RENOVATIONS & IMPROVEMENTS	\$ 7,784,358	\$ 7,492,168	\$ 292,191	Completed
2021 Bonds		ATHLETICS RENOVATIONS & IMPROVEMENTS	\$ 1,402,473	\$ 1,402,473	\$ -	Completed
2015 Bonds		LCDC PLAYGROUND	\$ 8,605	\$ 8,605	\$ -	Completed
2021 Bonds		LCDC PLAYGROUND	\$ 145,177	\$ 140,672	\$ 4,505	Completed
2015 Bonds		POWER FACTOR CORRECTION	\$ 49,500	\$ 49,500	\$ -	Completed
2017 Bonds		SLOAN CREEK GYM FLOOR MAIN AND REPLACEMENT	\$ 155,598	\$ 97,552	\$ 58,046	Completed
2021 Bonds		SLOAN CREEK WRESTLING MATS	\$ 104,748	\$ 90,273	\$ 14,475	Completed
2021 Bonds		PUSTER PLAYGROUND	\$ 129,395	\$ 109,632	\$ 19,763	Completed
2015 Bonds		TRANSPORTATION CONCRETE PROJECT	\$ 23,046	\$ 23,046	\$ (0)	Completed
2021 Bonds		TRANSPORTATION CONCRETE PROJECT	\$ 15,764	\$ 15,764	\$ -	Completed
2015 Bonds		SAFETY & SECURITY - LCDC DOORS/LOCKS	\$ 93,623	\$ 49,813	\$ 43,811	Completed
2021 Bonds		SAFETY & SECURITY - LCDC DOORS/LOCKS	\$ 39,204	\$ 39,204	\$ -	Completed
2021 Bonds		CELL PHONE AMPLIFIERS	\$ 81,250	\$ 101,100	\$ (19,850)	Completed
2021 Bonds		LHS SIDEWALKS	\$ 6,942	\$ 6,942	\$ -	Completed
2021 Bonds		CHROMEBOOKS	\$ 143,671	\$ 74,526	\$ 69,145	Completed and remaining balance incorporated into Student Devices
2021 Bonds		INSTRUCTIONAL MATERIALS	\$ 432,600	\$ 412,757	\$ 19,843	

2021 Bonds	STUDENT DEVICES	\$	360,000	\$	229,385	\$	130,615	Refresh Cycle
2021 Bonds	AUDIO VISUAL UPGRADES	\$	500,000	\$	496,149	\$	3,851	
2021 Bonds	STAFF DEVICES	\$	400,000	\$	331,182	\$	68,818	Refresh Cycle
2021 Bonds	INFRASTRUCTURE REFRESH	\$	220,000	\$	134,797	\$	85,203	
2021 Bonds	CAFETERIA TABLES	\$	80,000	\$	78,061	\$	1,939	Completed
2021 Bonds	FOOTBALL HELMETS	\$	125,000	\$	73,696	\$	51,304	Refresh Cycle
2021 Bonds	CUSTODIAL EQUIPMENT	\$	220,000	\$	189,836	\$	30,164	Completed
2021 Bonds	LAWN MOWERS	\$	40,000	\$	35,097	\$	4,903	Completed
2021 Bonds	POWERSCHOOL	\$	40,000	\$	36,981	\$	3,019	Completed
2021 Bonds	PBK NEEDS ASSESSMENT	\$	23,000	\$	23,000	\$	-	Complete
2021 Bonds	NEW ERP SYSTEM	\$	268,000	\$	-	\$	268,000	Released funds
2021 Bonds	BUS CAMERAS	\$	112,650	\$	89,100	\$	23,550	Pending Final Items
2021 Bonds	VERTICAL TRAFFIC SIGNS	\$	10,000	\$	6,558	\$	3,442	Completed
2021 Bonds	GROUND PAINTING SERVICES	\$	46,500	\$	46,349	\$	151	Completed
2021 Bonds	SPEED BUMPS-LHS	\$	38,600	\$	38,600	\$	-	Completed
2021 Bonds	SPEED BUMPS-WSMS	\$	4,000	\$	4,000	\$	-	Completed
2021 Bonds	SCIS EXPANSION JOINTS	\$	13,927	\$	13,927	\$	0	Completed
2021 Bonds	HVAC REPLACEMENT -MAINTENANCE	\$	15,393	\$	15,393	\$	0	Completed
2021 Bonds	PUSTER PLAYGROUND FENCE	\$	55,000	\$	33,180	\$	21,820	Completed
2021 Bonds	GYM BB GOAL REPLACEMENT	\$	12,500	\$	11,330	\$	1,170	Completed
2021 Bonds	APPTEGY	\$	66,700	\$	66,700	\$	-	Completed
2021 Bonds	LHS WATER HEATERS	\$	19,000	\$	18,600	\$	400	Completed
2021 Bonds	PUSTER CONCRETE REPAIR	\$	6,100	\$	6,080	\$	20	Completed
2021 Bonds	ADMIN VESTIBULE	\$	50,000	\$	-	\$	50,000	Work Completed Invoice Pending
2021 Bonds	NATATORIUM ROOF REPAIRS	\$	31,000	\$	21,935	\$	9,065	Work in Progress
2021 Bonds	TRANSITION ROOM-SPECIAL EDUCATION	\$	25,000	\$	-	\$	25,000	Work in Progress
2021 Bonds	LIFT PUMP REPLACEMENT	\$	22,000	\$	21,990	\$	10	Completed
2021 Bonds	LHS AUDITORIUM LIGHTING	\$	200,000	\$	-	\$	200,000	Work in Progress
2021 Bonds	LEOPARD STADIUM FENCING	\$	6,900	\$	6,862	\$	38	Completed
2021 Bonds	LEOPARD STADIUM BLEACHERS	\$	16,000	\$	-	\$	16,000	Work in Progress
2021 Bonds	POLE VAULT BOX	\$	5,700	\$	-	\$	5,700	Work in Progress
2021 Bonds	PUSTER CAFETERIA UNITS	\$	31,020	\$	-	\$	31,020	Work in Progress
2021 Bonds	LHS HVAC REPLACEMENT	\$	32,000	\$	32,000	\$	-	Completed
2021 Bonds	BASEBALL SOFTBALL CAGES	\$	12,000	\$	-	\$	12,000	Work in Progress
2021 Bonds	APPROVED CONTINGENCY FOR M.E.P LIFECYCLE REPLACEMENTS	\$	48,657	\$	-	\$	48,657	Work Not Identified
2024 Bonds	APPROVED CONTINGENCY FOR M.E.P LIFECYCLE REPLACEMENTS	\$	54,623	\$	-	\$	54,623	Work Not Identified
	<b>TOTAL</b>	<b>\$</b>	<b>16,805,437</b>	<b>\$</b>	<b>14,808,158</b>	<b>\$</b>	<b>1,997,279</b>	

**REMAINING BOND FUNDS FOR FUTURE PROJECTS**

<b>Bond Series</b>	<b>Description</b>	<b>Remaining</b>	<b>Balance</b>
2021	TOTAL CASH INFLOWS		\$ 5,234,757
2021	TOTAL YTD SPEND	\$ (4,454,131)	\$ 780,626
2021	CURRENT WORK IN PROGRESS	\$ (780,626)	\$ 0
2024	TOTAL CASH INFLOWS		\$ 9,770,238
2024	CURRENT WORK IN PROGRESS	\$ (54,623)	\$ 9,715,615
	<b>TOTAL REMAINING</b>		<b>\$ 9,715,615</b>

11. Discussion: Board Legislative Subcommittee Update  
**Presenter:** Barrett Owens, President



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## Lovejoy Independent School District Board of Trustees

<b>Date of Meeting</b>	December 16, 2024
<b>Document Title</b>	Discussion: Board Legislative Subcommittee Update
<b>Presented For</b>	Board Action    X Report/Review Only
<b>Supporting Documents</b>	X None    Attached    Provided Later
<b>Administrator Responsible</b>	Barrett Owens, Board President



### Executive Summary

The Board Legislative Subcommittee will provide an update.

### Fiscal Implications

No fiscal implications.

### Administrator Recommendation

No administrator recommendation.

### District Priority

**Priority 1:** Lovejoy ISD students will live our Legacy of Excellence by learning at high levels and graduating life ready.

**Priority 2:** Lovejoy ISD will value employees as our greatest asset in serving students.

**Priority 3:** Lovejoy ISD will prioritize community, connection, and communication.

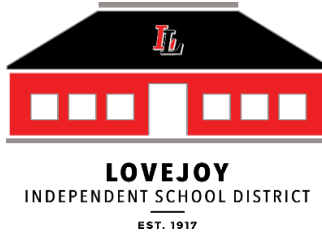
**Priority 4:** Lovejoy ISD will strategically plan for the safety and security of students and staff, financial sustainability, and effective operations.





12. Presentation: Attendance Update 2024-2025

**Presenter:** Dr. Travis Zambiasi, Executive Director of Student Services



## Lovejoy Independent School District Board of Trustees

<b>Date of Meeting</b>	December 16, 2024
<b>Document Title</b>	Lovejoy ISD Attendance Update
<b>Presented For</b>	Board Action    X Report/Review Only
<b>Supporting Documents</b>	None    X Attached    Provided Later
<b>Administrator Responsible</b>	Dr. Travis Zambiasi, Executive Director of Student Services
<b>Executive Summary</b>	
An update on Lovejoy ISD’s current attendance rates will be presented. The information will contain campus attendance rates and the overall district attendance rate.	
<b>Fiscal Implications</b>	
No fiscal implications.	
<b>Administrator Recommendation</b>	
N/A	
<b>District Priority</b>	
<p><b>Priority 1:</b> Lovejoy ISD students will live our Legacy of Excellence by learning at high levels and graduating life ready.</p> <p><b>Priority 3:</b> Lovejoy ISD will prioritize community, connection, and communication.</p>	

# Student Services Attendance Report

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**Dr. Travis Zambiasi**  
Executive Director of Student Services

**December 16, 2024**  
Board Meeting



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# Campus & District Attendance Rates

(Dec. 5th Snapshot)

- **PUSTER: 97.4%** (45,000)
- **HART: 96.9%** (50,000)
- **SLOAN CREEK: 97.2%** (53,000)
- **WILLOW SPRINGS: 96.9%** (55,000)
- **LOVEJOY HIGH SCHOOL: 96.4%** (178,000)
- **LOVEJOY ISD: 96.8%**

# Attendance Incentives & Initiatives

- Hart and Puster have been offering attendance incentives throughout the fall semester. Hart's "All Day, Every Day" incentive allowed classes to earn book tokens. Puster announces weekly winners through announcements and highlights the grade level with the highest attendance percentage during Puster Pride.
- WSMS recently rewarded over 500 students with an ice cream treat during lunch for having no unexcused absence from Oct. 21 - Nov. 15. Administrators handed out ice cream to students on their responsibility and ownership shown in their attendance.
- Future: WSMS is partnering with Sloan Creek by sharing their campus attendance incentive plan in hopes that this vertical alignment raises attendance rates for both campuses.





THANK YOU

13. Presentation: Bond Planning Committee Update

**Presenter:** Kyle Pursifull, Executive Director District Support Services and Thomas Willman, Chief Financial Officer



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## Lovejoy Independent School District Board of Trustees

<b>Date of Meeting</b>	December 16, 2024
<b>Document Title</b>	Bond Planning Committee Update
<b>Presented For</b>	Board Action    X Report/Review Only
<b>Supporting Documents</b>	None    X Attached    Provided Later
<b>Administrator Responsible</b>	Kyle Pursifull, Executive Director of District Support Services  Thomas Willman, Chief Financial Officer



### Executive Summary

An update on the Bond Planning Committee will be provided.

### Fiscal Implications

The bond planning committee process will include fiscal implications.

### Administrator Recommendation

Presentation only.

### District Priority

**Priority 1:** Lovejoy ISD students will live our Legacy of Excellence by learning at high levels and graduating life ready.

**Priority 2:** Lovejoy ISD will value employees as our greatest asset in serving students.

**Priority 3:** Lovejoy ISD will prioritize community, connection, and communication.

**Priority 4:** Lovejoy ISD will strategically plan for the safety and security of students and staff, financial sustainability, and effective operations.

# Bond Planning Committee Update

**Kyle Pursifull**

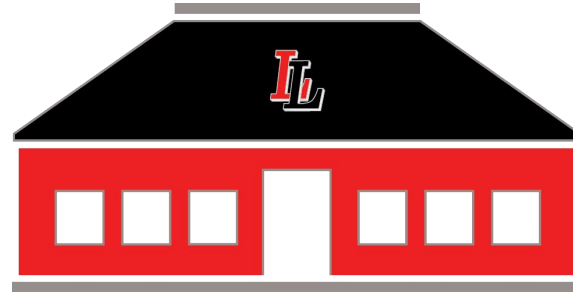
Executive Director of District Support Services

**Thomas Willman**

Chief Financial Officer

**December 16, 2024**

Board Meeting



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# Bond Planning Committee



- Bond Planning Committee Meeting #2
  - 11.19.2024
    - Demographic Presentation
    - Facility Needs Assessment
  
- Bond Planning Committee Meeting #3
  - 12.14.2024
    - Facility Tours
      - Hart Elementary
      - Transportation & Maintenance
      - Lovejoy High School



November 19, 2024













# Facility Planning

## 01 925,000 SQFT IN CAPITAL ASSETS

Lovejoy ISD has six campuses that serve approximately **4,000 students** from grades Kindergarten through 12th grade. Lovejoy's capital assets include over **925,000 sqft** in campuses and facilities to maintain.

## 02 LONG RANGE FACILITY PLANNING

The recent Long Range Facility Planning process revealed that numerous LISD facilities need maintenance and updates to systems that are approaching or have reached end of life.

## 03 CAMPUS EDUCATIONAL ADEQUACY ASSESSMENTS

### Student Opportunities

- Academic, fine art, athletic, and CTE learning environments, equipment, and practice and performance spaces.

### Learning-Centered Environments

- Collaboration spaces, functional learning spaces, technology, and media.

### Basic Facility Conditions

- General maintenance, lighting, MEP systems (HVAC, plumbing, septic), and safety.



# Lovejoy Demographics

## 04 LISD REMAINS A DESTINATION DISTRICT

Lovejoy ISD currently yields 1.09 students per house (overall) and 1.30 students per house (new construction), compared to our neighboring counterparts which yield 0.61 and 0.80 students per house.

## 05 IF ENROLLMENT IS DECLINING, WHY DO WE NEED ENGAGE IN BOND PLANNING?

The primary goals would be to:

- Continue providing our current students with the best programs and opportunities for their overall educational development.
- Ensure our current facilities and capital assets are maintained at high levels.
- Capitalize allowable expenditures to free up M&O funds.

# Bond Planning Committee



- Bond Planning Committee Meeting #4
  - 12.17.2024
    - Project Priorities
    - Project Priorities Worksheet



**THANK YOU**

14. Presentation: Staff Survey

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



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## Lovejoy Independent School District Board of Trustees

<b>Date of Meeting</b>	December 16, 2024
<b>Document Title</b>	Staff Survey
<b>Presented For</b>	Board Action    X Report/Review Only
<b>Supporting Documents</b>	None    X Attached    Provided Later
<b>Administrator Responsible</b>	Anna Koenig, Executive Director of Human Resources and Communications
<b>Executive Summary</b>	
A summary Staff Survey results for the Fall of 2024 will be presented.	
<b>Fiscal Implications</b>	
No fiscal implications.	
<b>Administrator Recommendation</b>	
N/A	
<b>District Priority</b>	
<p><b>Priority 1:</b> Lovejoy ISD students will live our Legacy of Excellence by learning at high levels and graduating life ready.</p> <p><b>Priority 2:</b> Lovejoy ISD will value employees as our greatest asset in serving students.</p> <p><b>Priority 3:</b> Lovejoy ISD will prioritize community, connection, and communication.</p> <p><b>Priority 4:</b> Lovejoy ISD will strategically plan for the safety and security of students and staff, financial sustainability, and effective operations.</p>	

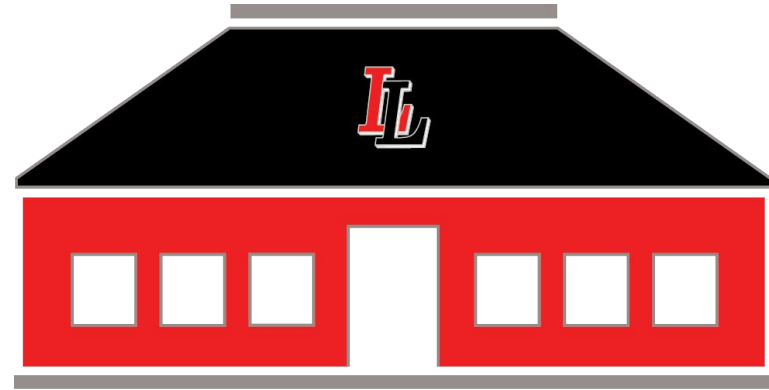
# Staff Survey Fall 2024

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**ANNA KOENIG**

Executive Director of Human Resources and  
Communications

December 16, 2024  
Board Meeting



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# Lovejoy Staff Survey - Fall 2024

## Survey Information

- Survey window - November 4 - November 18
- Completed through a 3rd party Administrator
- Administered to all Staff
- 56% Participation
- Scale was 1-4 with Strongly Agree (1), Agree (2), Disagree (3) and Strongly Disagree (4)

# Lovejoy Staff Survey - Fall 2024

Number of responses: 277



# Lovejoy Staff Survey - Fall 2024

**There were two areas with a mean or average above 2.00.**

- **I have the resources (materials, supplies, technology, tools, etc.) to do my best job. (mean = 2.14)**
- **The district student code of conduct is consistently and fairly enforced. (mean = 2.1)**

**Strongly Agree = 1.00**

**Agree = 2.00**

**Disagree = 3.00**

**Strongly Disagree = 4.00**

# Lovejoy Staff Survey - Fall 2024

**Areas that received between agree and strongly agree are listed below:**

- **I have positive relationships with the people I work with. (mean = 1.38)**
- **My contributions are valued. (mean = 1.76)**
- **People at my school or work care about me. (mean = 1.59)**
- **The school or department inspires me to do my best work. (mean = 1.67)**
- **At this school or in my department there is a strong feeling of trust among staff. (mean = 1.79)**

**Strongly Agree = 1.00**

**Agree = 2.00**

**Disagree = 3.00**

**Strongly Disagree = 4.00**

# Lovejoy Staff Survey - Fall 2024

**Areas that received a mean between agree and strongly agree are listed below:**

- I feel safe at school or work. (mean = 1.41)
- I feel supported by principal or supervisor. (mean = 1.44)
- I feel supported by district leaders (Superintendent and Cabinet Members). (mean = 1.88)
- I am given appropriate assistance to resolve student disciplinary conflicts. ( mean = 1.83)
- I would recommend this school or district. (mean = 1.69)

**Strongly Agree = 1.00**

**Agree = 2.00**

**Disagree = 3.00**

**Strongly Disagree = 4.00**

# Lovejoy Staff Survey - Fall 2024

## What suggestions do you have for improvement in Lovejoy ISD?

- Discipline
- Processes and Efficiencies
- Staff Compensation/Benefits/Retention Incentives
- Technology/Building Upgrades
- Professional Development
- Curriculum Resources, Input and Advanced Review
- Smaller Class Sizes
- More Planning Time/Workload
- Support for maintaining Student Expectations with Parents

# Lovejoy Staff Survey - Fall 2024

## What is going well in Lovejoy ISD?

- Amazing Students!
- Professional Learning Communities (PLCs)
- Positive Culture or Work Environment
- Team/Collaboration
- Support from Co-workers, Teammates, Administrators, Community, etc.
- Sense of Community
- Improvements being made with Communication and Discipline
- District Staff on Campus supporting Planning and Teaching



THANK YOU

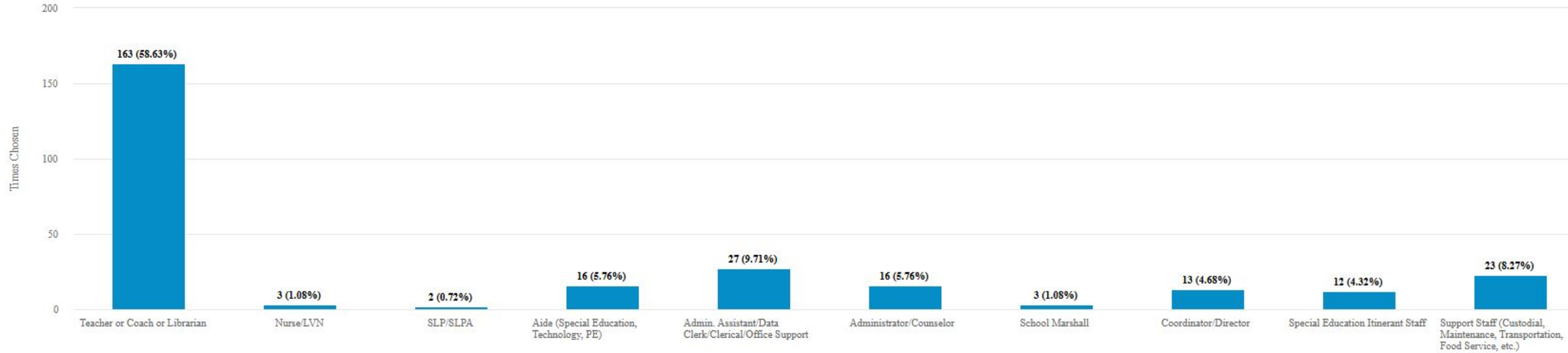
# Lovejoy Staff Survey - Fall 2024

## What is your position?

Number of responses: 278

## What is your position?

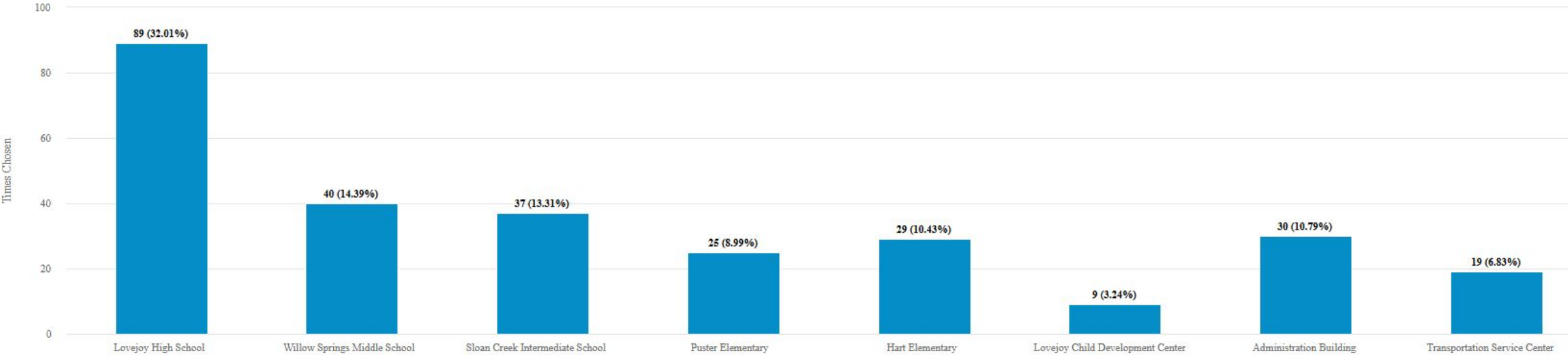
Number of responses: 278



# Lovejoy Staff Survey - Fall 2024

## What is your home campus or location?

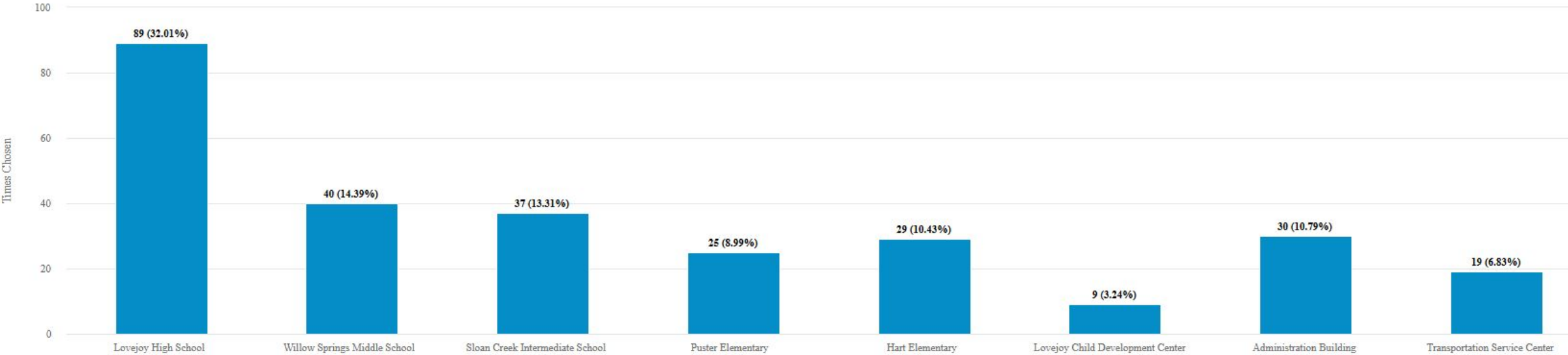
Number of responses: 278



# Lovejoy Staff Survey - Fall 2024

## What is your home campus or location?

Number of responses: 278



15. Consider and Act on the 2025-2026 School Calendar

**Presenter:** Anna Koenig, Executive Director of Human Resources and Communications  
and Dr. Travis Zambiasi, Executive Director of Student Services



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## Lovejoy Independent School District Board of Trustees

<b>Date of Meeting</b>	December 16, 2024
<b>Document Title</b>	Consider and Act on the 2025-2026 District Student Calendar
<b>Presented For</b>	X Board Action      Report/Review Only
<b>Supporting Documents</b>	None    X Attached    Provided Later
<b>Administrator Responsible</b>	Anna Koenig, Executive Director of Human Resources and Communications  Travis Zambaisi Executive Director of Human Resources and Communications
<b>Executive Summary</b>	
The 2025-2026 Lovejoy ISD student school calendar will be presented to the Board of Trustees for consideration of adoption.	
<b>Fiscal Implications</b>	
No fiscal implications.	
<b>Administrator Recommendation</b>	
The district recommends adopting the 2025-2026 District Student Calendar.	
<b>District Priority</b>	
<b>Priority 1:</b> Lovejoy ISD students will live our Legacy of Excellence by learning at high levels and graduating life ready.	

**Priority 2:** Lovejoy ISD will value employees as our greatest asset in serving students.

**Priority 3:** Lovejoy ISD will prioritize community, connection, and communication.

**Priority 4:** Lovejoy ISD will strategically plan for the safety and security of students and staff, financial sustainability, and effective operations.

# 2025-2026 District Student Calendar

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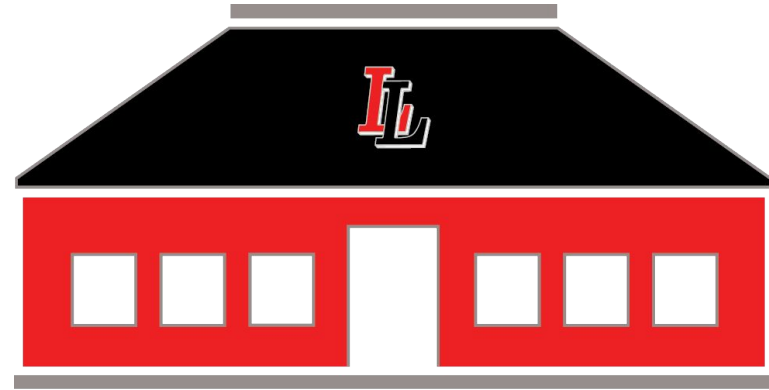
## **ANNA KOENIG**

Executive Director of Human Resources and  
Communications

## **DR. TRAVIS ZAMBIASI**

Executive Director of Student Services

**December 16, 2024**  
**Board Meeting**



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# Developing the School Calendar

## Requirements

- 75,600 Instructional Minutes
- 2 Bad Weather Make-up Days
- 187 Teacher Contract Calendar Days (TEC Code Section 21.401)
- Student Attendance Accounting Handbook (SAAH) Requirements
  - Examples
    - Required CTE Minutes/Funding for Scholars
    - 5 Teacher Professional Development Days - Must occur after the first day of instruction and before the last day of instruction



# Developing the School Calendar

## Considerations

- Similar to the 2024-2025 District Student Calendar
- 45 Days Prior to the First Day of Instruction
- Collin County College
  - Spring Break - March 16-22
  - Spring Holiday - April 3-5
- Balancing Semesters
  - Fall 80 Days
  - Spring 84 Days
- Graduation - May 23, 2026
- Feedback Opportunities



# Developing the School Calendar

## Process of Calendar Development

1. Create draft student calendars.
2. Review of draft calendars by Cabinet, Principals and District Leadership.
3. Draft calendar revised with suggested updates.
4. Draft calendar shared with Board of Trustees at November 18th Board Meeting with options.
5. Gather Feedback through district meetings and email correspondence.
  - a. District Improvement Team (DIT) (11/20)
  - b. Teacher/Superintendent Connection Council (12/3)
  - c. PTO Roundtable (12/3)
  - d. Campus Staff Meetings(12/2-12/10)
6. Draft calendar revised with suggested updates.
7. Revised draft calendar reviewed to meet mandatory requirements (minutes, teacher days, etc.).
8. Revised draft calendar shared with District Cabinet, Principals and District Leadership.
9. Final draft calendar shared shared with Board of Trustees at December 16, 2025 Board Meeting.



**DRAFT LOVEJOY INDEPENDENT SCHOOL DISTRICT**

**164 STUDENT CALENDAR  
2025-2026 School Year**

**July 2025 - 4**

Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		
						0

**August 2025 - 21**

Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						16

**September 2025 - 21**

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				
						19

**October 2025 - 18**

Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
						18

**November 2025 - 16**

Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						13

**December 2025 - 15**

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
						14

**January 2026 - 19**

Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
						17

**February 2026 - 19**

Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
						18

**March 2026 - 16**

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
						15

**April 2026 - 20**

Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		
						19

**May 2026 - 17**

Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						15

**June 2026 -**

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

# 2025-2026 District Student Calendar

- First Day of School - August 7
- Full Week of Fall - October 13-17
- Leopard Friday - October 24
- Last Day of School - May 22
- Graduation May 23

**Calendar Key**

	Student Holiday
	Bad Weather Day
	School Day
	Graduation
	LHS Early Dismissal
	Early Dismissal for All

# DRAFT LOVEJOY INDEPENDENT SCHOOL DISTRICT

## 164 STUDENT CALENDAR 2025-2026 School Year

**July 2025 - 4**

Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		
						0

**August 2025 - 21**

Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						16

**September 2025 - 21**

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				
						19

**October 2025 - 18**

Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
						18

**November 2025 - 16**

Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						13

**December 2025 - 15**

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
						14

**January 2026 - 19**

Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31
						17

**February 2026 - 19**

Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
						18

**March 2026 - 16**

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			
						15

**April 2026 - 20**

Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		
						19

**May 2026 - 17**

Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						15

**June 2026 -**

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

# District Feedback

- Mid-week start date
- Maximizing Instructional time
  - August 29
  - November 21
  - December 19
- Full Week of Fall Break - October 13-17
- Five Teacher Professional Development Days
  - September 2
  - November 3
  - January 5
  - January 6
  - February 12
- Eight Teacher Planning Days



THANK YOU

16. Consider and Act on the Director of Business Services

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



**LOVEJOY**  
INDEPENDENT SCHOOL DISTRICT  
EST. 1917

## Lovejoy Independent School District Board of Trustees

<b>Date of Meeting</b>	December 16, 2024
<b>Document Title</b>	Consider and Act on the Director of Business Services
<b>Presented For</b>	X Board Action      Report/Review Only
<b>Supporting Documents</b>	X None      Attached      Provided Later
<b>Administrator Responsible</b>	Thomas Willman, Chief Financial Officer



### Executive Summary

Administration recommends that Amber Pennell be approved as the Director of Business Services. With over nineteen years of experience in Texas School Finance as the current CFO in Celina ISD and previously Farmersville and Whitewright ISD, Amber brings a wealth of knowledge in accounting, budgeting, planning, and audit preparation and support. Amber's expertise and leadership will be instrumental in budget development and implementing operating efficiencies within the Business Services office.

Ms. Pennell holds a BS in Accounting from Texas A&M - Commerce (2001) and a TASBO - Registered Texas School Business Administrator (RTSBA) certification.

### Fiscal Implications

This position is part of the current budget and unfilled.

### Administrator Recommendation

Administration is making a recommendation to approve Amber Pennell as the new Director of Business Services.

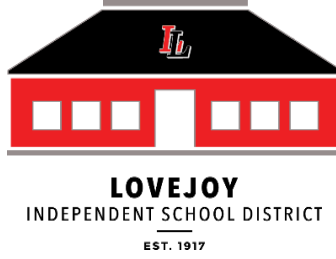
### **Board Priority**

**Priority 2:** Lovejoy ISD will value employees as our greatest asset in serving students.

**Priority 4:** Lovejoy ISD will strategically plan for the safety and security of students and staff, financial sustainability, and effective operations.

17. Consider and Act on the School Marshal Resolution

**Presenter:** Kyle Pursifull, Executive Director of District Support Services



## Lovejoy Independent School District Board of Trustees

<b>Date of Meeting</b>	December 16, 2024
<b>Document Title</b>	School Marshal Resolution
<b>Presented For</b>	X Board Action    Report/Review Only
<b>Supporting Documents</b>	None   X Attached    Provided Later
<b>Administrator Responsible</b>	Kyle Pursifull, Executive Director of District Support Services
<b>Executive Summary</b>	
<p>The Administration recommends consideration be given to act on the School Marshal Resolution for Phil Anderton. The updated resolution will be pending Marshal Anderton’s successful completion of the required 80 hour School Marshal Course. He is projected to successfully complete all course requirements by Tuesday, December 17, 2024.</p>	
<b>Fiscal Implications</b>	
N/A	
<b>Administrator Recommendation</b>	
<p>Recommend approval of the following Motion:  <i>“I move to approve the attached resolution regarding school marshal (Phil Anderton) as written.”</i></p>	
<b>District Priority</b>	
<p><b>Priority 1:</b> Lovejoy ISD students will live our Legacy of Excellence by learning at high levels and graduating life ready.</p> <p><b>Priority 2:</b> Lovejoy ISD will value employees as our greatest asset in serving students.</p>	

**Priority 3:** Lovejoy ISD will prioritize community, connection, and communication.

**Priority 4:** Lovejoy ISD will strategically plan for the safety and security of students and staff, financial sustainability, and effective operations.

# RESOLUTION

## Authorization Pursuant to CKC (LOCAL) Policy

**WHEREAS**, the Lovejoy ISD Board of Trustees has adopted policy CKC (LOCAL), related to emergency plans and security measures; and

**WHEREAS**, policy CKC (LOCAL) requires the Board of Trustees to take specific action to authorize school administrators/employees to possess certain firearms on school property, at school-sponsored or -sanctioned events, and at school board meetings; and

**WHEREAS**, Phil Anderton has demonstrated to the Board of Trustees that he/she will meet all training and licensing requirements established by the State of Texas and policy CKC (LOCAL) to carry a concealed/open carry (duty belt) handgun in accordance with state law by January 6, 2025;

**Whereas**, state law requires an armed individual on each campus, and in furtherance of compliance with state law as quickly as possible, the Board approves Phil Anderton as an individual who may possess certain firearms under CKC (LOCAL) subject to completion of all training requirements and verification by District administration of successful completion of all training requirements outlined by state law and CKC (LOCAL); now

### **THEREFORE, BE IT RESOLVED**

**THAT**, by virtue of this Resolution, Phil Anderton is specifically authorized to be in possession of a concealed/open carry (duty belt) handgun on school property, at school-sponsored or -sanctioned events, and at school board meetings subject to completion of all training requirements and verification by District administration of successful completion of all training requirements outlined by state law and CKC (LOCAL); and be it further **RESOLVED**

**THAT** Phil Anderton is authorized to use this weapon in his/her best judgment and discretion for the purpose of protecting students, staff, and others lawfully on school property in emergency situations at school or school events, including invasion of the schools by an armed outsider, hostage situations, students who are armed and posing a direct threat of physical harm to themselves or to others, acts of terrorism and related criminal activity, and similar circumstances subject to completion of all training requirements and verification by District administration of successful completion of all training requirements outlined by state law and CKC (LOCAL); and be it further **RESOLVED**

**THAT** this Resolution be filed and maintained with the official records of Lovejoy ISD and a true and correct copy of this Resolution also be maintained in the personnel records of the authorized individual and that Phil Anderton maintain a true and correct

copy of this Resolution in his/her possession and on his/her person at all times that he/she is in possession of a concealed/open carry handgun on school property, at school-sponsored or -sanctioned events, and at school board meetings.

APPROVED BY A VOTE OF \_\_ TO \_\_ ON \_\_\_\_\_, 2024.

\_\_\_\_\_  
Board President

\_\_\_\_\_  
Board Secretary

18. Open a Public Hearing on the Financial Accountability Rating - School FIRST  
**Presenter:** Barrett Owens, President

**I wish to address the Board in reference to the Public Hearing on the  
FIRST Rating for the December 16, 2024 Board of Trustees Meeting**

**Public Hearing Regarding t\ YFIRST Rating for the December 16, 2024 Board of  
Trustees Meeting**

**First and Last Name:**

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**Address:**

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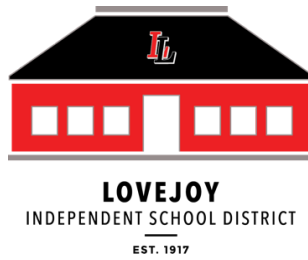
**Phone:**

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**Organization (if applicable):**

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19. Public Hearing: Financial Accountability Rating - School FIRST  
**Presenter:** Thomas Willman, Chief Financial Officer



## Lovejoy Independent School District Board of Trustees

<b>Date of Meeting</b>	December 16, 2024
<b>Document Title</b>	Public Hearing: Financial Accountability Rating - School FIRST
<b>Presented For</b>	Board Action    X Report/Review Only
<b>Supporting Documents</b>	None    X Attached    Provided Later
<b>Administrator Responsible</b>	Thomas Willman, Chief Financial Officer



### Executive Summary

**FIRST** is the acronym for **Financial Integrity Rating System of Texas**, the state's school financial accountability rating system. **FIRST** ensures that Texas public schools are held accountable for the quality of their financial management practices and that they improve those practices. The system is designed to encourage Texas public schools to manage their financial resources better to provide the maximum allocation possible for direct instructional purposes.

The primary goal of the rating is to achieve quality performance in managing the school district's financial resources. The **FIRST** system assigns a financial accountability rating to school districts from one of the following four scores:

**A** = Superior                      **B** = Above Standard    **C** = Meets Standard  
**F** = Substandard

The financial management report to be distributed at the public hearing, per Title 19 TAC Chapter 109.001, will include the following five disclosure items:

1. Superintendent's current contract (at the time of the hearing)
2. Reimbursements, in any form, received by the Superintendent and Board Members
3. Outside compensation and/or fees received by the Superintendent for professional consulting

4. Gifts received by the executive officers and board members exceeding \$250
5. Business transactions between school board members and the school district

School districts are required to distribute the financial management report and hold a public hearing on it at a district facility within two months of receiving the final financial accountability rating. As required, we have provided notice of the hearing in the newspaper before holding the meeting. We will also have copies of the report ready to hand out at the hearing and will post them on the District website.

Lovejoy ISD has been issued an “Above Standard Achievement” rating for 2023-2024 (based on the 2022-2023 fiscal year data), scoring 88 out of 100 possible points. In the prior year, the district received a score of 86 and a rating of “Above Standard Achievement.”

#### **Fiscal Implications**

There are no immediate fiscal implications. Rating remained at “Above Standard Achievement” with 2022-2023 data.

#### **Administrator Recommendation**

The Administration recommends that the Board of Trustees conduct a public hearing and allow for public comments.

#### **District Priority**

**Priority 3:** Lovejoy ISD will prioritize community, connection, and communication.

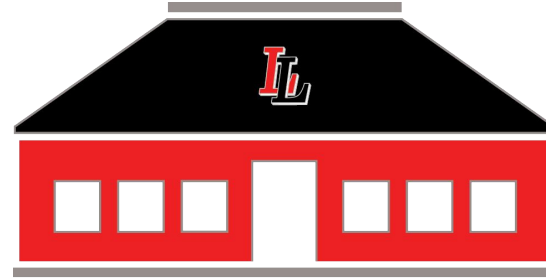
**Priority 4:** Lovejoy ISD will strategically plan for the safety and security of students and staff, financial sustainability, and effective operations.

# Public Hearing: Financial Accountability Rating - School FIRST

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**Thomas Willman**  
Chief Financial Officer

**December 16, 2024**  
Board Meeting



**LOVEJOY**  
INDEPENDENT SCHOOL DISTRICT  
EST. 1917



**SCHOOL FIRST**

**FINANCIAL INTEGRITY RATING  
SYSTEM OF TEXAS  
2023-2024 RATING BASED ON  
2022-2023 SCHOOL YEAR DATA**



# What is School FIRST and What is its Purpose?



School FIRST is a financial **accountability** rating system that holds school districts accountable for the quality of their financial management practices.

School FIRST is designed to encourage Texas public school to manage their financial resources better to provide the **maximum allocation** possible for **direct instructional purposes**.

School FIRST is a tool that creates **transparency** and discloses the **quality** of local management and decision-making processes that the school district uses concerning the financial resources the school district receives.



# REPORTING REQUIREMENTS

- School district must prepare and distribute an annual financial management report
- Public hearing to provide an opportunity for comment on the report



# INDICATORS AND RATINGS



## Indicators

- Critical
- Solvency
- Financial Competence

## 4 Ratings

- A = Superior Achievement
- B = Above Standard Achievement
- C = Meets Standard Achievement
- F = Substandard Achievement



# DISTRICT RATINGS



## 2023-2024 Rating Year and Beyond

# of indicators	21
Ratings:	Points:
A – Superior	90 - 100
B – Above Standard	80 - 89
C – Meets Standard	70 - 79
F – Substandard	0 - 69 Or Failed Critical Indicators



# CRITICAL INDICATORS



#	Indicator Description	2022-23 Data
1	Was the <b>complete annual financial report (AFR) and data submitted to the TEA</b> within 30 days of the November 27 or January 28 deadline depending on the school district's fiscal year end date of June 30 or August 31, respectively?	Yes
2	Was there an <b>unmodified opinion in the AFR</b> on the financial statements as a whole and was it free of any instances of material weakness in internal controls over financial reporting?	Yes
3	Was the school district in <b>compliance with the payment terms of all debt</b> agreements at fiscal year end?	Yes
4	Did the school district make <b>timely payments</b> to the Teachers Retirement System (TRS), Texas Workforce Commission (TWC), Internal Revenue Service (IRS), and other <b>governmental agencies</b> ?	Yes
5	Was the total unrestricted <b>net asset balance</b> (Net of the accretion of interest for capital appreciation bonds) in the governmental activities column in the Statement of Net Assets <b>greater than zero</b> ?	Yes

# SOLVENCY INDICATORS



#	Indicator Description	2022-23 Data
6	Was the average change in (assigned and unassigned) fund balances over 3 years less than a 25 percent decrease or did the current year's assigned and unassigned fund balances exceed 75 days of operational expenditures? (If the school district fails indicator 6, the maximum points and highest rating that the school district may receive is 89 points, B = Above Standard Achievement.)	Ceiling Passed
7	Was the number of days of cash on hand and current investments in the general fund for the school district sufficient to cover operating expenditures (excluding facilities acquisition and construction)? See ranges below in the Determination of Points section.	10/10
8	<b>Was the measure of current assets to current liabilities ratio for the school district sufficient to cover short-term debt?</b>	4/10
9	Did the school district's general fund revenues equal or exceed expenditures (excluding facilities acquisition and construction)? If not, was the school district's number of days of cash on hand greater than or equal to 60 days? See ranges below in the Determination of Points section.	10/10
10	Did the school district average less than a 10 percent variance (90% to 110%) when comparing budgeted revenues to actual revenues for the last 3 fiscal years?	N/A

# SOLVENCY INDICATORS



#	Indicator Description	2022-23 Data
11	<b>*Was the ratio of long-term liabilities to total assets for the school district sufficient to support long-term solvency? (If the school district's increase of students in membership over 5 years was 7 percent or more, then the school district automatically passes this indicator.)</b>	4/10
12	What is the correlation between future debt requirements and the district's assessed property value?	10/10
13	Was the school district's administrative cost ratio equal to or less than the threshold ratio?	10/10
14	Did the school district not have a 15 percent decline in the students to staff ratio over 3 years (total enrollment to total staff)? (If the student enrollment did not decrease, the school district will automatically pass this indicator.)	10/10

# COMPETENCE INDICATORS



#	Indicator Description	2022-23 Data
15	Was the school district's ADA within the allotted range of the district's biennial pupil projection(s) submitted to TEA? If the district did not submit pupil projections to TEA, did it certify TEA's projections?	N/A
16	Did the comparison of Public Education Information Management System (PEIMS) data to like information in the school district's AFR result in a total variance of less than 3 percent of all expenditures by function?	Ceiling Passed
17	Did the external independent auditor report that the AFR was free of any instance(s) of material weaknesses in internal controls over financial reporting and compliance for local, state, or federal funds and free from substantial doubt about the school district's ability to continue as a going concern?	Ceiling Passed
18	Did the external independent auditor indicate the AFR was free of any instance(s) of material noncompliance for grants, contracts, and laws related to local, state, or federal funds?	10/10

# COMPETENCE INDICATORS



#	Indicator Description	2022-23 Data
19	Did the school district post the required financial information on its website in accordance with Government Code, Local Government Code, Texas Education Code, Texas Administrative Code and other statutes, laws and rules that were in effect at the school district's fiscal year end?	5/5
20	Did the school district's administration and school board members discuss any changes and/or impact to local, state, and federal funding at a board meeting within 120 days before the district adopted its budget?	Ceiling Passed
21	Did the school district receive an adjusted repayment schedule for more than one fiscal year for an over-allocation of Foundation School Program (FSP) funds because of a financial hardship?	Ceiling Passed

# 2023-2024 District Status



## Financial Information is based on the 2022-2023 Fiscal Year

- Name: Lovejoy ISD (043919)
- Rating: **B – Above Standard Achievement**
- Indicators Answered YES: 4 Indicators Answered NO: 0
- Summation of Indicators 6–21: **88**

## 2022-2023 District Status Detail - Financial Information is based on the 2021-2022 Fiscal Year

- Name: Lovejoy ISD (043919)
- Rating: **B – Above Standard Achievement**
- Indicators Answered YES: 4 Indicators Answered NO: 0
- Summation of Indicators 6–20: **86**

# REQUIRED DISCLOSURES

- ❑ Superintendent's **current employment contract** (included with report)
- ❑ Summary schedule of **total reimbursements/expenditures** received by the superintendent and each board member (included with report)
- ❑ Summary schedule of **compensation and/or fees received** by the superintendent in exchange for professional consulting and/or other personal services (**NONE**)
- ❑ Summary schedule of the **dollar amount of gifts** that had an economic value of \$250 or more (**NONE**)
- ❑ Summary schedule of the dollar amount by board member for the aggregate amount of **business transactions with the school district** (**NONE**)



# SUPERINTENDENT & BOARD EXPENDITURES



<b>For the Twelve-Month Period Ended June 30, 2023</b>	Katie Kordel Superintendent	Barrett Owens Board Member	Amy Smith Board Member	Anne Smith Board Member	Marvin Bobo Board Member
Summary of:					
Meals					
Lodging	\$3,471.94	\$1,754.12	\$1,573.77		
Transportation	\$559.93				
Motor Fuel					
Other	\$1,550.00	\$485.00	\$1,485.00	\$550.00	\$1,520.00
<b>Total:</b>	<b>\$5,581.87</b>	<b>\$2,239.12</b>	<b>\$3,058.77</b>	<b>\$550.00</b>	<b>\$1,520.00</b>

<b>For the Twelve-Month Period Ended June 30, 2023</b>	Jeff Wood Board Member	Jason Jaynes Board Member	Julie McLaughlin Board Member	Mark Wheelis Board Member	
Summary of:					
Meals					
Lodging	\$1,733.62	\$1,773.27	\$1,512.49	\$450.12	
Transportation					
Motor Fuel					
Other	\$1,550.00	\$1,550.00	\$1,515.00	\$485.00	
<b>Total:</b>	<b>\$3,283.62</b>	<b>\$3,323.27</b>	<b>\$3,027.49</b>	<b>\$935.12</b>	<b>\$0.00</b>



**THANK YOU**

# LOVEJOY ISD

Monday, December 16, 2024



# FIRST

## Hearing and Annual

## Financial Report

## Fiscal Year

## 2022-2023

User: Thomas Willman  
User Role: District

RATING YEAR **2023-2024** DISTRICT NUMBER **district #** **Select An Option** **Help** **Home**  
**Log Out**



Financial Integrity Rating System of Texas

### 2023-2024 RATINGS BASED ON SCHOOL YEAR 2022-2023 DATA - DISTRICT STATUS DETAIL

<b>Name:</b> LOVEJOY ISD(043919)	<b>Publication Level 1:</b> 8/8/2024 6:33:40 PM
<b>Status:</b> Passed	<b>Publication Level 2:</b> 8/8/2024 6:33:40 PM
<b>Rating:</b> B = Above Standard Achievement	<b>Last Updated:</b> 8/20/2024 1:34:47 PM
<b>District Score:</b> 88	<b>Passing Score:</b> 70

#	Indicator Description	Updated	Score
1	<u>Was the complete annual financial report (AFR) and data submitted to the TEA within 30 days of the November 27 or January 28 deadline depending on the school district's fiscal year end date of June 30 or August 31, respectively?</u>	4/19/2024 6:25:56 PM	Yes
2	<u>Was there an unmodified opinion in the AFR on the financial statements as a whole? (The American Institute of Certified Public Accountants (AICPA) defines unmodified opinion. The external independent auditor determines if there was an unmodified opinion.)</u>	4/19/2024 6:25:56 PM	Yes
3	<u>Was the school district in compliance with the payment terms of all debt agreements at fiscal year end? (If the school district was in default in a prior fiscal year, an exemption applies in following years if the school district is current on its forbearance or payment plan with the lender and the payments are made on schedule for the fiscal year being rated. Also exempted are technical defaults that are not related to monetary defaults. A technical default is a failure to uphold the terms of a debt covenant, contract, or master promissory note even though payments to the lender, trust, or sinking fund are current. A debt agreement is a legal agreement between a debtor (= person, company, etc. that owes money) and their creditors, which includes a plan for paying back the debt.)</u>	4/19/2024 6:25:56 PM	Yes
4	<u>Did the school district make timely payments to the Teachers Retirement System (TRS), Texas Workforce Commission (TWC), Internal Revenue Service (IRS), and other government agencies? (If the school district received a warrant hold and the warrant hold was not cleared within 30 days from the date the warrant hold was issued, the school district is considered to not have made timely payments and will fail critical indicator 4. If the school district was issued a warrant hold, the maximum points and highest rating that the school district may receive is 95 points, A = Superior Achievement, even if the issue surrounding the initial warrant hold was resolved and cleared within 30 days.)</u>	4/19/2024 6:25:56 PM	Yes Ceiling Passed
			1 Multiplier Sum
5	<u>Was the total net position in the governmental activities column in the Statement of Net Position (net of accretion of interest for capital appreciation bonds, net pension liability, and other post-employment benefits) greater than zero? (If it is not, the maximum points and highest rating that the school district may receive is 79 points, C = Meets Standard Achievement, unless the school district has an increase of students in membership over 5 years of 7 percent or more or 1,000 or more students in membership. If the school district has an increase of students in</u>	4/19/2024 6:25:56 PM	Ceiling Passed

	<u>membership over 5 years of 7 percent or more or 1,000 or more students in membership, the maximum points and highest rating that the school district may receive is 89 points, B = Above Standard Achievement.)</u>		
6	<u>Was the average change in (assigned and unassigned) fund balances over 3 years less than a 25 percent decrease or did the current year's assigned and unassigned fund balances exceed 75 days of operational expenditures? (If the school district fails indicator 6, the maximum points and highest rating that the school district may receive is 89 points, B = Above Standard Achievement.)</u>	4/19/2024 6:25:56 PM	Ceiling Passed
7	<u>Was the number of days of cash on hand and current investments in the general fund for the school district sufficient to cover operating expenditures (excluding facilities acquisition and construction)? See ranges below in the Determination of Points section.</u>	4/19/2024 6:25:56 PM	10
8	<u>Was the measure of current assets to current liabilities ratio for the school district sufficient to cover short-term debt? See ranges below in the Determination of Points section.</u>	4/19/2024 6:25:56 PM	4
9	<u>Did the school district's general fund revenues equal or exceed expenditures (excluding facilities acquisition and construction)? If not, was the school district's number of days of cash on hand greater than or equal to 60 days? See ranges below in the Determination of Points section.</u>	4/19/2024 6:25:56 PM	10
10	This indicator is not being evaluated.		10
11	<u>Was the ratio of long-term liabilities to total assets for the school district sufficient to support long-term solvency? (If the school district's increase of students in membership over 5 years was 7 percent or more or 1,000 or more students in membership, then the school district passes this indicator.)</u>	4/19/2024 6:25:56 PM	4
12	<u>What is the correlation between future debt requirements and the district's assessed property value?</u>	8/20/2024 1:34:47 PM	10
13	<u>Was the school district's administrative cost ratio equal to or less than the threshold ratio? See ranges below in the Determination of Points section.</u>	8/20/2024 1:34:47 PM	10
14	<u>Did the school district not have a 15 percent decline in the students to staff ratio over 3 years (total enrollment to total staff)? If the student enrollment did not decrease, the school district will automatically pass this indicator.</u>	4/19/2024 6:25:56 PM	10
15	This indicator is not being evaluated.		5
16	<u>Did the comparison of Public Education Information Management System (PEIMS) data to like information in the school district's AFR result in a total variance of less than 3 percent of all expenditures by function? (If the school district fails indicator 16, the maximum points and highest rating that the school district may receive is 89 points, B = Above Standard Achievement.)</u>	4/19/2024 6:25:56 PM	Ceiling Passed
17	<u>Did the external independent auditor report that the AFR was free of any instance(s) of material weaknesses in internal controls over financial reporting and compliance for local, state, or federal funds and free from substantial doubt about the school district's ability to continue as a going concern? (The AICPA defines material weakness.) (If the school district fails indicator 17, the maximum points and highest rating that the school district may receive is 79 points, C = Meets Standard Achievement.)</u>	4/19/2024 6:25:56 PM	Ceiling Passed
18	<u>Did the external independent auditor indicate the AFR was free of any instance(s) of material noncompliance for grants, contracts, and laws related to local, state, or federal funds? (The AICPA defines material noncompliance.)</u>	4/19/2024 6:25:56 PM	10
19	<u>Did the school district post the required financial information on its website in accordance with Government Code, Local Government Code, Texas Education Code, Texas Administrative Code and other statutes, laws and rules that were in effect at the school district's fiscal year end?</u>	4/19/2024 6:25:56 PM	5

20	<a href="#">Did the school district's administration and school board members discuss any changes and/or impact to local, state, and federal funding at a board meeting within 120 days before the district adopted its budget?</a>	4/19/2024 6:25:56 PM	Ceiling Passed
21	<a href="#">Did the school district receive an adjusted repayment schedule for more than one fiscal year for an over-allocation of Foundation School Program (FSP) funds because of a financial hardship?</a>	4/19/2024 6:25:56 PM	Ceiling Passed
			88 Weighted Sum
			1 Multiplier Sum
			(100 Ceiling)
			88 Score

### DETERMINATION OF RATING

<b>A.</b>	Did the school district fail any of the critical indicators 1, 2, 3, or 4? If so, the school district's rating is <b>F for Substandard Achievement</b> regardless of points earned.	
<b>B.</b>	Determine the rating by the applicable number of points.	
	<b>A = Superior Achievement</b>	90-100
	<b>B = Above Standard Achievement</b>	80-89
	<b>C = Meets Standard Achievement</b>	70-79
	<b>F = Substandard Achievement</b>	<70
<p><b>No Rating = A school district receiving territory that annexes with a school district ordered by the commissioner under TEC 13.054, or consolidation under Subchapter H, Chapter 41. No rating will be issued for the school district receiving territory until the third year after the annexation/consolidation.</b></p> <p>The school district receives an <b>F</b> if it scores below the minimum passing score, if it failed any critical indicator 1, 2, 3, or 4, if the AFR or the data were not both complete, or if either the AFR or the data were not submitted on time for FIRST analysis.</p>		

### CEILING INDICATORS

<p>Did the school district meet the criteria for any of the following <b>ceiling indicators</b> 4, 6, 16, 17, 20, or 21? If so, the school district's applicable maximum points and rating are disclosed below. Please note, an F = Substandard Achievement Rating supersedes any rating earned as the result of the school district meeting the criteria of a ceiling indicator.</p>		
<b>Determination of rating based on meeting ceiling criteria.</b>	<b>Maximum Points</b>	<b>Maximum Rating</b>
<b>Indicator 4</b> (Timely Payments) - School district was issued a warrant hold.	95	A = Superior Achievement
<b>Indicator 6</b> (Average Change in Fund Balance) - Response to indicator is <i>No</i> .	89	B = Above Standard Achievement

<b>Indicator 16</b> (PEIMS to AFR) - Response to indicator is <i>No</i> .	89	B = Above Standard Achievement
<b>Indicator 17</b> (Material Weaknesses) - Response to indicator is <i>No</i> .	79	C = Meets Standard Achievement
<b>Indicator 20</b> (Property Values and Tax Discussion) - Response to indicator is <i>No</i> .	89	B = Above Standard Achievement
<b>Indicator 21</b> (FSP Repayment Plan) - Response to indicator is <i>Yes</i> .	70	C = Meets Standard Achievement

Home Page: [Financial Compliance | Texas Education Agency](#) | Send comments or suggestions to [FinancialAccountability@tea.texas.gov](mailto:FinancialAccountability@tea.texas.gov)

**THE TEXAS EDUCATION AGENCY**  
 1701 NORTH CONGRESS AVENUE · AUSTIN, TEXAS, 78701 · (512) 463-9734

FIRST 5.15.7.0

# Disclosure Reports



- 1. Superintendent Current Contract**
- 2. Reimbursements to Superintendent & School Board Members**
- 3. Outside Compensation/Fees received by Superintendent**
- 4. Gifts received by Executive Officers & School Board Members**
- 5. Business Transactions with School Board Members**

## SUPERINTENDENT’S EMPLOYMENT CONTRACT

THE STATE OF TEXAS     §  
  §     KNOW ALL MEN BY THESE PRESENTS:  
COUNTY OF COLLIN     §

THIS SUPERINTENDENT’S EMPLOYMENT CONTRACT (“Contract”) is made and entered into effective the 4th day of March, 2024, by and between the Board of Trustees (the “Board”) of the LOVEJOY INDEPENDENT SCHOOL DISTRICT (the “District”) and KATHERINE KORDEL (the “Superintendent”).

### W I T N E S E T H:

NOW, THEREFORE, the Board and the Superintendent, for and in consideration of the terms hereinafter established and pursuant to Chapter 11, Subchapters D and E, Section 11.201 and Chapter 21, Subchapter E of the Texas Education Code, have agreed, and do hereby agree, as follows:

#### I. Term

1.1 **Term.** The Board, by and on behalf of the District, does hereby employ the Superintendent, and the Superintendent does hereby accept employment as Superintendent of Schools for the District for a term of five (5) years commencing on July 1, 2024, and ending on June 30, 2029. The District may, by action of the Board, and with the consent and approval of the Superintendent, extend the term of this Contract as permitted by state law.

1.2 **No Tenure.** The Board has not adopted any policy, rule, regulation, law, or practice providing for tenure. No right of tenure is created by this Contract. No property interest, express or implied, is created in continued employment beyond the Contract term.

#### II. Employment

2.1 **Duties.** The Superintendent is the chief executive of the District and shall faithfully perform the duties of the Superintendent of Schools for the District as prescribed in state law, the job description, and as may be lawfully assigned by the Board, and shall comply with all lawful Board directives, state and federal law, District policy, rules, and regulations as they exist or may hereafter be amended. Specifically, it shall be the duty of the Superintendent to recommend for employment all professional employees of the District subject to the Board’s approval. It shall be the further duty of the Superintendent to employ all other personnel consistent with the Board’s policies. It shall be the further duty of the Superintendent to direct, assign, reassign, and evaluate all of the employees of the District consistent with Board policies and federal and state law. It shall be the further duty of the Superintendent to organize, reorganize, and arrange the staff of the District, and to develop and establish administrative regulations, rules, and procedures which the Superintendent

deems necessary for the efficient and effective operation of the District consistent with the Board's lawful directives, the Board's policies, and state and federal law. It shall be the further duty of the Superintendent to accept all resignations of employees of the District consistent with the Board's policies, except the Superintendent's resignation, which must be accepted by the Board. The Superintendent shall perform the duties of the Superintendent of Schools for the District with reasonable care, diligence, skill, and expertise. All duties assigned to the Superintendent by the Board shall be appropriate to and consistent with state law and the professional role and responsibility of the Superintendent.

**2.2 Professional Certification.** The Superintendent shall at all times during the term of this Contract, and any renewal or extension thereof, hold and maintain a valid certificate required of a superintendent by the State of Texas and issued by the State Board for Educator Certification or the Texas Education Agency and any other certificates required by law.

**2.3 Reassignment.** The Superintendent cannot be reassigned from the position of Superintendent to another position without the Superintendent's express written consent.

**2.4 Board Meetings.** The Superintendent shall attend all meetings of the Board, both public and closed, with the exception of those closed meetings devoted to the consideration of any action or lack of action on the Superintendent's Contract, or the Superintendent's evaluation, or for purposes of resolving conflicts between individual Board members, or when the Board is acting in its capacity as a tribunal, or when the Board and Superintendent mutually agree. In the event of illness or Board-approved absence, the Superintendent's designee shall attend such meetings. In accordance with section 11.051(a-1) of the Education Code, the Board shall provide the Superintendent an opportunity to provide verbal or written recommendation(s) and/or information as to each of the items of business considered and voted on by the Board at each Board meeting.

**2.5 Criticisms, Complaints, and Suggestions.** The Board, individually and collectively, shall refer in a timely manner all substantive criticisms, complaints, and suggestions called to the Board's attention by employees, students, or members of the public to the Superintendent for review and appropriate action. The Superintendent will either refer such matter(s): (a) to the appropriate District employee or shall investigate such matter(s) and shall within a reasonable time inform the Board of the results of such efforts; or, (b) to the appropriate complaint resolution procedure as established by District Board policies. Substantive complaints include, without limitation, allegations of possible wrongdoing by staff and/or students, complaints of possible criminal behavior by staff and/or students, and complaints about personnel which, if true, would require action by the Superintendent and/or administration. The Board retains the right to investigate complaints about the Superintendent. The Superintendent shall refer all substantive complaints from staff and/or third parties regarding a Board member to the Board President for review and action. If the complaint is about the Board President, the Superintendent shall refer the complaint to the next most senior non-implicated Board officer.

**2.6 Indemnification.** To the extent permitted by applicable law, including, but not limited to Texas Civil Practice & Remedies Code Chapter 102, the District does hereby agree to defend, hold harmless, and indemnify Superintendent from any and all demands, claims, suits, actions, judgments, expenses and attorneys' fees incurred in any legal proceedings brought against Superintendent in the Superintendent's individual or official capacity as Superintendent of the District, providing the incident(s), which is (are) the basis of any such demand, claim, suits, actions, judgments, expenses and attorneys' fees, arose or does arise in the future from an act or omission of Superintendent as an employee of the District, acting within the course and scope of Superintendent's employment with the District; excluding, however, any such demand, claim, suits, actions, judgments, expenses and attorneys' fees for those claims or any causes of action where it is determined that Superintendent committed official misconduct, or committed a willful or wrongful act or omission, or an act or omission constituting gross negligence, or acted in bad faith; and excluding any costs, fees, expenses or damages that would be recoverable or payable under an insurance contract, held either by the District or by Superintendent. The District's obligation to indemnify does not apply to criminal investigations or criminal proceedings. The selection of Superintendent's legal counsel shall be with the mutual agreement of Superintendent and the District if such legal counsel is not also District's legal counsel. A legal defense may be provided through insurance coverage, in which case Superintendent's right to agree to legal counsel provided for her will depend on the terms of the applicable insurance contract. To the extent this Section 2.6 exceeds the authority provided and limitations imposed by Texas Civil Practice & Remedies Code, Chapter 102, it shall be construed and modified accordingly. The provisions of this Section 2.6 shall survive the termination of this Contract.

During the Term of this Contract, the Superintendent agrees to fully cooperate with the District in the defense of any and all demands, claims, suits, actions, and legal proceedings brought against the District, regardless of whether the Superintendent is named as a party. Contingent on the Superintendent's providing such full cooperation, the District shall reimburse the Superintendent's reasonable, related expenses, including travel and lodging expenses.

After this Contract has been terminated, the Superintendent agrees to reasonably cooperate with the District in the defense of any and all demands, claims, suits, actions, and legal proceedings brought against the District, regardless of whether the Superintendent is named as a party. The District shall reimburse Superintendent for her documented reasonable and necessary out-of-pocket expenses, plus reimbursement of any salary lost by Superintendent by virtue of her taking time off from her then current employment to assist the District at its request. If the Superintendent is not employed, the District shall compensate her at the daily rate provided under this Contract. Requests for assistance from Superintendent with respect to such matters shall be made through the Board of Trustees' President, any successor superintendent, and/or legal counsel for the District, and the amount to be reimbursed to Superintendent shall be mutually agreed upon in advance. The Superintendent's availability and consultation, under the terms and conditions of this Section, will be subject to any reasonable request for consultation not interfering with the Superintendent's then-current employment.

## 2.7. **Non-Solicitation.**

(a) In consideration of, among other things, access to District's Business Relationships and goodwill, the Superintendent shall not, directly, during the Term and for one (1) year following termination (the "Non-Solicitation Period"), solicit for hire any Person who is an employee of the District.

(b) Superintendent acknowledges that Superintendent's obligations under this provision are a material inducement and condition to District entering into this Contract. Superintendent and District acknowledge and agree that the restrictions set forth on this provision are reasonable as to time, geographic area and scope of activity and do not impose a greater restraint than is necessary to protect the goodwill and other business interests of District, and Superintendent agrees that District is justified in believing the foregoing.

(c) In the event of a violation of this provision, District may pursue such remedies as it might have at law or in equity, and all remedies shall be cumulative.

(d) Superintendent agrees that any claim or cause of action Superintendent may have or assert against District shall not be a defense to the validity or enforcement of the covenants and agreements in this provision.

## **III. Compensation and Benefits**

3.1 **Salary.** The District shall provide the Superintendent with an annual salary in the sum of TWO HUNDRED TWENTY THOUSAND and NO/100 Dollars (\$220,000.00), which amount shall be increased each year by an amount equal to a percentage mutually agreeable to the Board and the Superintendent; provided that the Superintendent's annual performance evaluation by the District's Board of Trustees reflects "Proficient/Meets Expectations." This annual salary rate shall be paid to the Superintendent in equal installments consistent with the Board's policies.

3.2 **Salary Adjustments.** At any time during the term of this Agreement and any extension thereof, the Board may, in its discretion, review and adjust the salary of the Superintendent, but in no event will the Superintendent be paid an annual base salary less than the annual base salary set forth in Section 3.1 of this Agreement, unless mutually agreed to in writing by the Board and the Superintendent. Beginning July 1, 2025, and for each contract year thereafter during the term of this Agreement and any extension thereof, the Superintendent's annual base salary shall be increased by at least the average percentage increase that the Board approves for the District's fulltime classroom teachers for each corresponding school year. In such event, the parties agree to provide their best efforts and reasonable cooperation to execute a new contract incorporating the adjusted salary.

**3.3 Vacation, Non-Contract Hours, Legal Holidays, and Personal Leave.** In accordance with District/Board Policies and procedures, the Superintendent will be entitled to earn and use the following leave benefits as provided to employees on two hundred twenty-six (226) day administrator contracts (“226 Day Administrators”): non-contract hours designated each school year of the term of this Contract (“Non-Contract Hours”); leave for legal holidays; and personal leave (state and/or local days) (“Personal Leave”).

In addition to Non-Contract Hours, leave for legal holidays, and Personal Leave, the Superintendent may take, at the Superintendent's choice, fifteen (15) District business days of vacation annually (“Vacation Days”), the days to be taken in a single period or at different times, in accordance with District/Board Policies. Vacation Days shall accrue on July 1<sup>st</sup> of each year during the term of this Contract. Vacation Days taken by the Superintendent will be taken at such time or times as will not substantially interfere, as determined by the Board, with the performance of the Superintendent's duties as set forth in this Contract. At the end of each year of the term (June 30<sup>th</sup>) of this Contract, the District shall pay in a lump sum to the Superintendent any accrued but unused Vacation Days, up to a maximum of ten (10) days paid each year, at the Superintendent's daily rate of pay, as of the payment date. The daily rate shall be calculated by dividing the Superintendent's TRS creditable compensation by 226. Accrued but unused vacation days that are not cashed out in accordance with this section 3.3 are “use it or lose it” and will not accrue and/or “roll over” to the next year of the term of this Contract. All Vacation Days taken under this provision shall be entered and submitted by the Superintendent in accordance with District/Board policies and procedures.

**3.4 Insurance.** The District shall pay the same premiums for hospitalization/major medical/health insurance, including dental and vision insurance, coverage for the Superintendent as for other administrative employees, pursuant to the group health plan(s) provided by the District for its administrative employees.

**3.5 Professional Growth.** The Superintendent shall devote the Superintendent's time, attention, and energy to the direction, administration, and supervision of the District. The Board, however, encourages the continued professional growth of the Superintendent through the Superintendent's active attendance at and participation in appropriate professional meetings at the local, regional, state and national levels. The Board shall encourage the use of data and information sources, and shall encourage the participation of the Superintendent in pertinent education seminars and courses offered by public or private institutions or by educational associations, as well as the participation in informational meetings with those individuals whose particular skills, expertise, or backgrounds would serve to improve the capacity of the Superintendent to perform the Superintendent's professional responsibilities for the District. The District shall pay the Superintendent's membership dues to up to four (4) state and national professional education associations. The District shall pay for other memberships necessary to maintain and improve the Superintendent's professional skills, as approved by the Board. The District shall bear the reasonable cost and expense for registration, travel, meals, lodging, and other related expenses for such attendance and membership.

**3.5.1 Executive Coaching.** In addition to the Board's encouragement of the continued professional growth of the Superintendent through the Superintendent's active attendance at and participation in appropriate professional meetings at the local, regional, state and national levels, the Board shall encourage the Superintendent to participate in meetings with individuals whose particular skills, expertise, or backgrounds would serve to improve the capacity of the Superintendent to perform the Superintendent's professional responsibilities for the District. In its encouragement of the Superintendent to grow professionally, the Board shall, during the term of this Contract including any extensions thereof, pay for the cost of the Superintendent's participation in the TASA Executive Coach Program.

**3.6 Civic Activities.** The Board encourages the Superintendent to become a member of, and participate in, community and civic affairs, including the chamber of commerce, civic clubs, governmental committees, and educational organizations. The Board concludes that such participation will serve a legitimate purpose related to the educational mission of the District. The Superintendent may hold offices or accept responsibilities in these professional organizations, provided that such responsibilities do not interfere with the performance of her duties as Superintendent. Prior to engaging in these activities, the Superintendent will notify the Board in writing of the activity. The Board will notify the Superintendent if the activity presents a conflict or interferes with the performance of her duties as Superintendent. The District shall reimburse the Superintendent for the cost of membership in all local civic organizations in which the Superintendent participates and related travel outside of the District, subject to advance Board approval.

**3.7 Writing, Teaching, Advising, Speaking, and Consulting Activities.** The Superintendent shall be permitted to undertake writing, teaching, advising, and speaking activities, provided that these activities (i) do not interfere with the performance of her duties as Superintendent, (ii) so long as such activities do not give rise to a real or potential conflict of interest, and (iii) the Superintendent shall use weekends, holidays, vacation days and/or personal leave days when participating in such activities. Notwithstanding the foregoing, the Superintendent may not receive any financial benefit for personal services performed for any business entity that conducts or solicits business with the District and shall not undertake or engage in any services, consulting or other outside activities for other entities for which she receives a financial benefit without prior approval from the Board, as required by the Texas Education Code, Section 11.201(e). For purposes of this subsection, the receipt of reimbursement for a reasonable expense is not considered a financial benefit.

**3.8 Expenses.** The District shall pay or reimburse the Superintendent for reasonable expenses incurred by the Superintendent in the continuing performance of the Superintendent's duties under this Contract. The District agrees to pay the actual and incidental costs incurred by the Superintendent for travel. Such actual or incidental costs may include, but are not limited to, gasoline, hotels and accommodations, meals, rental car, and other expenses incurred in the performance of the business of the District. Reimbursement of expenses by the District on behalf of the Superintendent shall comply with all procedures and documentation requirements in accordance with Board policies.

3.9 **Technology.** The District shall provide a laptop computer, iPad and other such devices as deemed appropriate by the Board for the Superintendent's business and personal use, at the sole cost and expense of the District. The Superintendent may, in the Superintendent's discretion, purchase a new replacement laptop computer at the District's expense every two years during the term of this Contract for the advantages offered by the then current laptop computer technology. The Superintendent understands that information stored in her cell phone, computer or other device is subject to public disclosure if such information is related to the public business of the School District or to her duties as Superintendent. Notwithstanding the location of personal data on the cell phone, computer or other device, whether owned by the District or Superintendent, the parties agree that any personal or private information of the Superintendent contained on such devices shall be deemed private and the Superintendent's sole property; provided it shall be the responsibility of the Superintendent to assert, and to bear any costs of asserting, privacy or other confidentiality privileges or rights as to any such data or information.

3.10 **Annual Physical Examination.** The Superintendent shall undergo an annual physical examination performed by a licensed physician mutually acceptable to the Board and the Superintendent. The examination will determine the Superintendent's continuing physical fitness to fulfill the duties and responsibilities of the position and may include laboratory analysis of blood, urine, stress, EKG and other procedures as deemed appropriate by the licensed physician. The health care professional who performs the examination shall submit confidential reports to the Board regarding the Superintendent's fitness to perform the essential functions of the job. These reports will be maintained as confidential medical records to the extent permitted by law. The District shall pay all costs of the examination.

3.11 **Supplement for Taxes.** The District shall supplement the Superintendent's salary by an amount equal to the Superintendent's portion of her Medicare payroll taxes ("Taxes"), if applicable, during the term of this Contract, including any extensions thereof. This additional salary supplement shall be paid to the Superintendent in regular monthly payroll installments and shall be reported as creditable compensation by the District for purposes of TRS, to the extent permitted by TRS.

3.12 **Longevity Pay.** In order to encourage continuity of leadership in the District, the District wishes to provide additional compensation to the Superintendent as a reward for reaching certain longevity goals. These longevity payments shall be paid as follows: For each year the Superintendent is employed with the District, beginning July 1, 2024, the District shall pay the Superintendent, as additional compensation for longevity, an additional five percent (5%) of her monthly salary per month for twelve months beginning on July 1, 2024 and on each July 1<sup>st</sup> thereafter during the term of this Contract. The additional compensation described in this section 3.12 shall be paid to the Superintendent in regular monthly payroll installments, shall be treated as additional compensation paid for longevity as described in the Title 34 Texas Administrative Code Section 25.21.(c)(3)

and shall be reported as “creditable compensation” by the District for purposes of TRS, to the extent permitted by TRS.

**3.13 Texas Teacher Retirement System.** For performance of Superintendent duties, the District shall supplement the Superintendent’s salary by an amount equal to the Superintendent’s portion of the member contribution to the Texas Teacher Retirement System (“TRS”) during the Term of this Contract, including any extensions thereof. This salary supplement shall include both the retirement and TRS-Care parts of the TRS member contribution, as applicable but shall not be limited by Internal Revenue Code (IRC) §401(a)(17)(A). In other words, for purposes of calculating the amount of supplemental salary under this section, the supplemental salary shall be calculated as if the Superintendent entered the TRS System prior to September 1, 1996. This additional salary supplement for services rendered shall be paid to the Superintendent in regular monthly payroll installments and shall be reported as “creditable compensation” by the District for purposes of TRS, to the extent permitted by TRS.

3.14

**Supplemental Retirement Plan Contribution.** Annually during the Term of this Agreement, beginning July 1, 2024, the District shall add to the Salary of the Superintendent the amount of fifty percent (50%) of the annual maximum voluntary contribution allowable under Section 402(g) of the Internal Revenue Code (the "Code") for both a 403(b) and 457(b) Plan, at the beginning of the Contract year, as indexed, including the age 50 catch-up, if applicable ("Additional Salary"). One-twelfth of this Additional Salary amount shall be paid as a monthly salary deferral contribution, at the election of the Superintendent, to a plan established by the District under Section 403(b) and/or Section 457(b) of the Code. In the event the Superintendent executes a salary deferral agreement in accordance with the requirements of Sections 403(b) and/or 457(b) of the Code in at least the amount of the Additional Salary, the Additional Salary shall be paid as a salary deferral contribution ("Salary Deferral Contribution"). Under and pursuant to applicable Internal Revenue Service rules the Superintendent shall have the option to elect to receive the Additional Salary in cash rather than as a Salary Deferral Contribution. All such Salary Deferral Contributions contemplated herein shall be paid to a plan that is (i) established by the District under Section 403(b) and/or Section 457(b) of the Code; and (ii) available to all TRS members employed by the District. Such plans shall include investments as allowed under Sections 403(b), 403(b)(7) and/or 457(b) of the Code, respectively, and the investments for the Superintendent's accounts shall be solely at her discretion. The Superintendent shall always be 100% vested in her account under the 403(b) and/or 457(b) plan. The Salary Deferral Contributions contemplated herein shall be treated as salary deferrals under the Code and shall be reported as creditable compensation by the District for purposes of the TRS to the extent permitted by TRS. No payments under this Section shall be made after the Superintendent's employment terminates. To the extent that anything in this Section conflicts with federal or state requirements for deferred compensation or requirements of the applicable plan, then such requirements shall control over the language in this Section.

**3.15 Payment of Tuition Expenses – Doctoral Degree.** As an incentive to the Superintendent to obtain her doctoral degree, the District shall reimburse the Superintendent for tuition costs associated with obtaining her doctoral degree up to a maximum annual amount of eight thousand and no dollars (\$8,000.00). The Superintendent shall document all expenses with receipts, cancelled checks, or credit card statements and the District shall reimburse the Superintendent for all such documented expenses, within thirty (30) days of the District's receipt of such documented expenses. If the Superintendent resigns from her employment with the District pursuant to section 7.5 of this Contract prior to three (3) years from the date of payment under this provision, the Superintendent will reimburse the District any amounts paid in the 3 years prior to resignation from the District.

#### **IV. Annual Performance Goals**

**4.1 Development of Goals.** The Superintendent shall submit to the Board a preliminary list of goals for the District and Superintendent each year for the Board's consideration and adoption. The Superintendent and the Board shall then meet, and the Board shall approve or revise the list of goals. The Superintendent shall submit to the Board for its approval a plan to implement the goals. The Superintendent and the Board shall meet biannually to assess the goals and may adjust or revise the goals either by action of the Board or upon recommendation of the Superintendent and approval of the Board. The goals approved by the Board shall at all times be reduced to writing ("District Goals") and shall be among the criteria on which the Superintendent's performance is reviewed and evaluated. The District Goals approved by the Board shall be specific, definitive and measurable, to the extent feasible. The Board agrees to work with and support the Superintendent in achieving the District Goals.

#### **V. Review of Performance**

**5.1 Time and Basis of Evaluation.** The Board shall evaluate and assess in writing the performance of the Superintendent at least once each year during the term of this Contract. The Board's evaluation and assessment of the Superintendent shall be reasonably related to the duties of the Superintendent as outlined in the Superintendent's job description and shall be based on the District's progress towards accomplishing the District Goals.

**5.2 Confidentiality.** Unless the Superintendent expressly requests otherwise in writing, the evaluation of the Superintendent shall at all times be conducted in executive session and shall be considered confidential to the extent permitted by law. Nothing herein shall prohibit the Board or the Superintendent from sharing the content of the Superintendent's evaluation with their respective legal counsel.

**5.3 Evaluation Format and Procedures.** The evaluation format and procedure shall be in accordance with the Board's policies and state and federal law. In the event that the Board determines that the performance of the Superintendent is unsatisfactory in any respect, it shall describe in writing, in reasonable detail, specific instances of unsatisfactory

performance. The evaluation shall include recommendations as to areas of improvement in all instances where the Board deems performance to be unsatisfactory. A copy of the written evaluation shall be delivered to the Superintendent. The Superintendent shall have the right to make a written response to the evaluation within thirty (30) days of receipt of the written evaluation from the board. That response shall become a permanent attachment to the evaluation in the Superintendent's personnel file. Within sixty (60) days of the delivery of the written evaluation to the Superintendent, the Board shall meet with the Superintendent to discuss the evaluation. The Board shall devote a portion of, or all of, one executive session annually to a discussion of the working relationship between the Superintendent and the Board. In the event the Board deems that the evaluation instrument, format, and/or procedure is to be modified by the Board and such modifications would require new or different performance expectations, such modifications must be adopted with input from the Superintendent and the Superintendent shall be provided a reasonable period of time to demonstrate such expected performance before being evaluated.

## **VI. Extension or Nonrenewal of Employment Contract**

6.1 **Extension/Nonrenewal.** Extension and/or nonrenewal shall be in accordance with Board policy, Texas Education Code Chapter 21, Subchapter E, and applicable law.

## **VII. Termination of Employment Contract**

7.1 **Mutual Agreement.** This Contract may be terminated by the mutual agreement of the Superintendent and the Board in writing upon such terms and conditions as may be mutually agreed upon.

7.2 **Retirement or Death.** This Contract shall be terminated upon the retirement or death of the Superintendent.

7.3 **Dismissal for Good Cause.** The Board may dismiss the Superintendent during the term of the Contract for good cause. The term "good cause" is defined as follows:

- (a) Failure to fulfill duties or responsibilities as set forth under the terms and conditions of this Contract;
- (b) Incompetence or inefficiency in the performance of required or assigned duties as documented by evaluations, supplemental memoranda, or other written communication from the Board; provided, however, the terms and conditions of this paragraph shall not justify good cause unless the Board has provided the Superintendent a reasonable opportunity to remediate any incompetency or inefficiency, which is capable of remediation;
- (c) Insubordination or failure to comply with lawful written Board directives;
- (d) Failure to comply with the Board's policies or the District's administrative regulations;

- (e) Neglect of duties;
- (f) Drunkenness or excessive use of alcoholic beverages;
- (g) Illegal use of drugs, hallucinogens, or other substances regulated by the Texas Controlled Substances Act;
- (h) Conviction of a felony or crime involving moral turpitude;
- (i) Failure to meet the District's standards of professional conduct including, but not limited to the standards outlined in Board Policies DH (LEGAL), DH (LOCAL) and DH (EXHIBIT);
  
- (k) Failure to comply with reasonable District professional development requirements regarding advanced course work or professional development;
- (l) Disability, not otherwise protected by law, that impairs performance of the required duties of the Superintendent;
- (m) Immorality, which is conduct the Board determines is not in conformity with the accepted moral standards of the community encompassed by the District. Immorality is not confined to sexual matters, but includes conduct inconsistent with rectitude or indicative of corruption, indecency, or depravity;
- (n) Assault on an employee or student;
- (o) Knowingly falsifying records or documents related to the District's activities;
- (p) Conscious misrepresentation of facts to the Board or other District officials in the conduct of the District's business;
- (q) Failure to fulfill requirements for superintendent certification; or
- (r) Any other reason constituting "good cause" under Texas law.

**7.4 Termination Procedure.** In the event that the Board proposes to terminate or terminates this Contract for "good cause," the Superintendent shall be afforded all the rights as set forth in the Board's policies and state and federal law.

**7.5 Resignation of Superintendent.** The Superintendent may leave the employment of the District at the end of a school year without penalty by filing a written resignation with the Board. The resignation must be addressed to the Board and filed not later than the 45th day before the first day of instruction of the following year. The Superintendent may resign with the consent of the Board at any other time.

**7.5 Suspension.** In accordance with Texas Education Code Chapter 21, the Board may suspend the Superintendent without pay during the term of this Contract for good cause as determined by the Board.

## **VIII. Miscellaneous**

**8.1 Controlling Law.** This Contract shall be governed by the laws of the State of Texas and shall be performable in Collin County, Texas, unless otherwise provided by law.

8.2 **Complete Agreement.** This Contract embodies the entire agreement between the parties hereto and cannot be varied except by written agreement of the undersigned parties, except as expressly provided herein. The Parties agree that each Party has relied on its own judgment in executing this Agreement and that it has not relied on the statements and representations of the other Party. Each Party acknowledges and represents that they are knowledgeable in the business matters that are the subject of this Contract.

8.3 **Conflicts.** In the event of a breach of this Agreement, the Parties shall have all remedies available at law or in equity. In the event of any conflict between the terms, conditions, and provisions of this Contract and the provisions of the Board's policies, or any permissive state or federal law, then, unless otherwise prohibited by law, the terms of this Contract shall take precedence over the contrary provisions of the Board's policies or any such permissive law during the term of the Contract.


8.4 **Savings Clause.** In the event any one or more of the provisions contained in this Contract shall, for any reason, be held to be invalid, illegal, or unenforceable, such invalidity, illegality, or unenforceability shall not affect any other provision thereof, and this Contract shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein. All existing agreements and contracts, both verbal and written, between the parties hereto regarding the employment of the Superintendent for the term stated herein have been superseded by this Contract, and this Contract constitutes the entire agreement between the parties unless amended pursuant to the terms of this Contract.

8.5 **Costs and Attorneys' Fees.** Each Party shall bear her or its own costs and attorneys' fees in connection with this Contract. Each Party agrees that it was represented by legal counsel or that it voluntarily chose not to seek legal counsel.

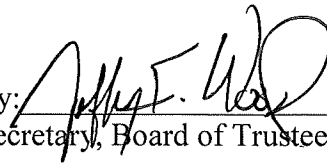
8.6 **Construction of Terms/Headings.** This Contract shall be deemed drafted equally by all Parties hereto. The language of all parts of this Contract shall be construed as a whole according to its fair meaning, and any presumption or principle that the language herein is to be construed against any Party shall not apply. Headings in this Contract are for the convenience of the Parties and are not intended to be used in construing this document.

8.7 **Acknowledgments.** The Parties further acknowledge that they have carefully read this Contract, that they have consulted with their attorneys prior to executing this Contract, that they have had an opportunity for review of it by their attorneys, that they fully understand its final and binding effect, that the only promises made to them to sign this Contract are those stated above and that they are signing this Contract voluntarily. The Parties also acknowledge that signatures obtained via e-mail, scan, or facsimile are sufficient to execute this Contract. The Parties agree that an electronic signature is the legally binding equivalent to a handwritten signature, and has the same validity and meaning as a handwritten signature.

LOVEJOY INDEPENDENT SCHOOL DISTRICT

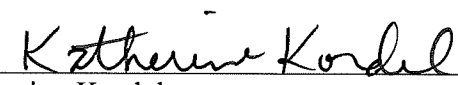
By:   
President, Board of Trustees

ATTEST:

By:   
Secretary, Board of Trustees

Executed this 4<sup>th</sup> Day of March, 2024.

SUPERINTENDENT

By:   
Katherine Kordel

Executed this 4<sup>th</sup> Day of March, 2024.

**Lovejoy ISD**  
**Financial Management Report**  
**2022-2023 Fiscal Year**



**Disclosure # 2**

2. Reimbursements Received by the Superintendent and Board Members for Fiscal Year 2023.

For the Twelve-Month Period Ended June 30, 2023	Katie Kordel Superintendent	Barrett Owens Board Member	Amy Smith Board Member	Anne Smith Board Member	Marvin Bobo Board Member
Summary of:					
Meals					
Lodging	\$3,471.94	\$1,754.12	\$1,573.77		
Transportation	\$559.93				
Motor Fuel					
Other	\$1,550.00	\$485.00	\$1,485.00	\$550.00	\$1,520.00
<b>Total:</b>	<b>\$5,581.87</b>	<b>\$2,239.12</b>	<b>\$3,058.77</b>	<b>\$550.00</b>	<b>\$1,520.00</b>

For the Twelve-Month Period Ended June 30, 2023	Jeff Wood Board Member	Jason Jaynes Board Member	Julie McLaughlin Board Member	Mark Wheelis Board Member	
Summary of:					
Meals					
Lodging	\$1,733.62	\$1,773.27	\$1,512.49	\$450.12	
Transportation					
Motor Fuel					
Other	\$1,550.00	\$1,550.00	\$1,515.00	\$485.00	
<b>Total:</b>	<b>\$3,283.62</b>	<b>\$3,323.27</b>	<b>\$3,027.49</b>	<b>\$935.12</b>	<b>\$0.00</b>

**Note:** The spirit of the rule is to capture all "reimbursements" for fiscal year 2023, regardless of the manner of payment, including direct pay, credit card, cash, and purchase order. Reimbursements to be reported per category include:

**Meals** – Meals consumed off the school district's premises, and in-district meals at area restaurants (excludes catered meals for board meetings).

**Lodging** - Hotel charges.

**Transportation** - Airfare, car rental (can include fuel on rental), taxis, mileage reimbursements, leased cars, parking and tolls.

**Motor fuel** – Gasoline.

**Other** - Registration fees, telephone/cell phone, internet service, fax machine, and other reimbursements (or on-behalf of) to the superintendent and board member not defined above.

**Lovejoy ISD**  
**Financial Management Report**  
**2022-2023 Fiscal Year**



**Disclosure #3**

3. Outside Compensation and/or Fees Received by the Superintendent for Professional Consulting and/or Other Personal Services in Fiscal Year 2023.

<b>For the Twelve-Month Period Ended June 30, 2023</b>	Katie Kordel
Name of Entity(ies)	
Amount	\$0.00
<b>Total</b>	<b>\$0.00</b>

**Note:** Compensation does not include business revenues from the superintendent's livestock or agricultural-based activities on a ranch or farm. Report gross amount received (do not deduct business expenses from gross revenues). Revenues generated from a family business that have no relationship to school district business are not to be disclosed.

**Lovejoy ISD**  
**Financial Management Report**  
**2022-2023 Fiscal Year**



**Disclosure #4**

4. Gifts Received by the Executive Officer(s) and Board Members (and First Degree Relatives, if any) in Fiscal Year 2023.

For the Twelve-Month Period Ended June 30, 2023	Katie Kordel Superintendent	Barrett Owens Board Member	Amy Smith Board Member	Anne Smith Board Member	Marvin Bobo Board Member
Amount	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total:	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

For the Twelve-Month Period Ended June 30, 2023	Jeff Wood Board Member	Jason Jaynes Board Member	Julie McLaughlin Board Member	Mark Wheelis Board Member
Amount	\$0.00	\$0.00	\$0.00	\$0.00
Total:	\$0.00	\$0.00	\$0.00	\$0.00

**Note:** An executive officer is defined as the superintendent, unless the board of trustees or the district administration names additional staff under this classification. Gifts received by first degree relatives, if any, will be reported under the applicable school official.

**Lovejoy ISD**  
**Financial Management Report**  
**2022-2023 Fiscal Year**



**Disclosure #5**

5. Business Transactions Between School District and Board Members for Fiscal Year 2023.

For the Twelve-Month Period Ended June 30, 2023	Barrett Owens Board Member	Amy Smith Board Member	Anne Smith Board Member	Marvin Bobo Board Member
<b>Amount</b>	\$0.00	\$0.00	\$0.00	\$0.00
<b>Total:</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>

For the Twelve-Month Period Ended June 30, 2023	Jeff Wood Board Member	Jason Jaynes Board Member	Julie McLaughlin Board Member	Mark Wheelis Board Member
<b>Amount</b>	\$0.00	\$0.00	\$0.00	\$0.00
<b>Total:</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>

**Note:** The summary amounts reported under this disclosure are not to duplicate the items reported in the summary schedule of reimbursements received by board members.

20. Close a Public Hearing on the Financial Accountability Rating - School FIRST  
**Presenter:** Barrett Owens, President

**I wish to address the Board in reference to the Public Hearing on the  
FIRST Rating for the December 16, 2024 Board of Trustees Meeting**

**Public Hearing Regarding the YFIRST Rating for the December 16, 2024 Board of  
Trustees Meeting**

**First and Last Name:**

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**Address:**

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**Phone:**

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**Organization (if applicable):**

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21. Cabinet Reports

**Presenter:** Executive Cabinet Members

21.A. Curriculum and Instruction - Progress Monitoring

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

# Curriculum and Instruction Cabinet Report

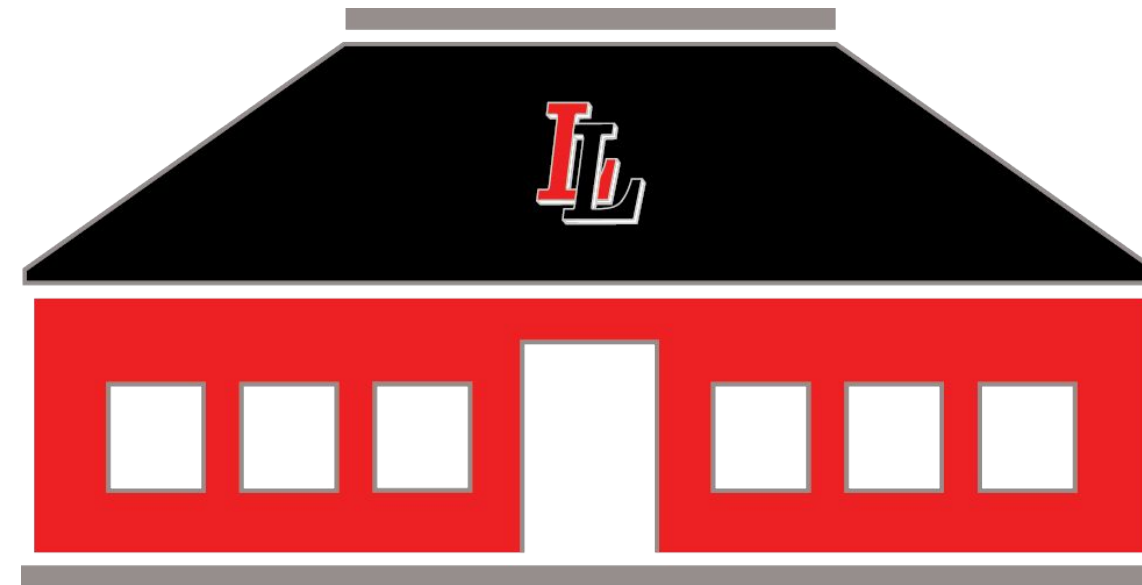
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**DR. LAURIE TINSLEY**

Assistant Superintendent of Curriculum and  
Instruction

**December 16, 2024**

Board Meeting



**LOVEJOY**  
INDEPENDENT SCHOOL DISTRICT  

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Every LISD Student is  
Expected to Achieve at  
High Levels

WE ARE LOVEJOY

# PROGRESS MONITORING STUDENT ACHIEVEMENT

## STRATEGY

*(included in district and campus improvement plans)*

Collaborative teams of teachers will develop **common formative assessments** and utilize **progress monitoring tools** to monitor student progress toward mastery of grade level priority standards.



# Lovejoy ISD Balanced Assessment System

More

Low

**Summative Assessments**  
(STAAR, AP, PSAT, SAT, ACT, TSIA, Certification Exams, EOC Exams)

**Interim Assessments**  
(MAP, District Benchmarks, Semester Exams, mClass, DRA)

**Formative Assessments**  
(Checks for Understanding, Common Formative Assessments (CFA), Unit Assessments)

# of standards assessed

Direct impact on student learning

Less

High

## Formative Assessments

Formative assessments are “spot checks” that are administered frequently and provide feedback in a timely manner to determine where students are in their learning. This allows teachers to adjust their instructional strategies and resources to meet students’ needs.

Assessment	Created By	Purpose	# of Standards Assessed	Frequency
Checks for Understanding (Pk-12)	Classroom teacher	To evaluate if students learned the content delivered in a lesson and adjust instructional plans in the moment	1 to 3	Daily
Common Formative Assessments (Pk-12)	Team created	To evaluate if students learned the content delivered in a lesson or at the end of a unit, and adjust instructional plans or spiral previously taught content back again.	1 to 5	Weekly
Unit Assessments (K-12)			3 to 7	End of Unit

## Interim Assessments

Interim assessments are periodic assessments that occur on a regular cycle (e.g., fall, winter, and spring). These assessments monitor progress toward end-of-year goals and identify students or curricular areas needing additional attention.

Assessment	Created By	Purpose	Standards Assessed	Frequency
MAP Growth (K-12)	NWEA	To evaluate students' achievement in reading, language, math, and science and to track growth over time.	Test adapts to student responses	BOY, MOY, EOY (3)
District Benchmarks (K-12)	Curriculum and Instruction Team	A brief assessment used to communicate expectations for learning, plan curriculum and instruction, monitor and evaluate instructional and/or program effectiveness, and predict future performance in reading, math, science, and social studies.	5 to 10 (Priority Standards)	Fall and Spring (2)
Semester Exams (7-12)	Teachers with C & I review	A measure of student achievement which evaluates student learning. Counts towards the student's final grade.	10 to 12 (Priority and Supporting Standards)	End of each semester (2)
mClass (K-2) and Circle Progress Monitoring (PK)	Amplify & CLI	To screen for students who may be at risk and in need of intervention in foundational reading skills.	Foundational Reading Skills	BOY, MOY, EOY (3)
Developmental Reading Assessments (K-6)	Pearson	To evaluate a student's instructional or independent reading level, fluency, and comprehension.	Literacy Skills and Behaviors	BOY, MOY, EOY (3)

# Summative Assessments

These assessments are used to show how much students have learned at the completion of a course. These include state tests, college readiness exams, and exams that typically take place at the end of a semester or the school year.

<b>Assessment</b>	<b>Examples</b>	<b>Purpose</b>	<b>Standards Assessed</b>	<b>Frequency</b>
Semester Exams (7-12)	Semester Courses	A measure of student achievement which evaluates student learning. Counts towards the student's final grade. Created by teachers with C&I review.	10 to 12 Priority and Supporting Standards	End of semester (Fall 1, Spring 1)
State (3-11) and College Board Exams (9-12)	STAAR/EOC, Advanced Placement Exams	General achievement measure that fulfills state requirements and demonstrates progress.	State Standards (TEKS) and College Board Objectives	EOY (1)
College Readiness Exams (9-12)	PSAT, SAT, ACT, TSIA	Measure a high school student's readiness for college, and provide colleges with one common data point that can be used to compare all applicants.	College and Career Readiness Standards	Multiple offerings
Certification Exams and End of Course Exams (10-12)	IBCs, PLTW EOC Exams	To certify students in the area of study by demonstrating successful completion of all requirements defined by the certifying entity.	Dependent upon the exam	EOY (1)



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**QUESTIONS?**



21.B. Finance - Tax Collection and Student Nutrition Updates  
**Presenter:** Thomas Willman, Chief Financial Officer

# Finance Cabinet Report

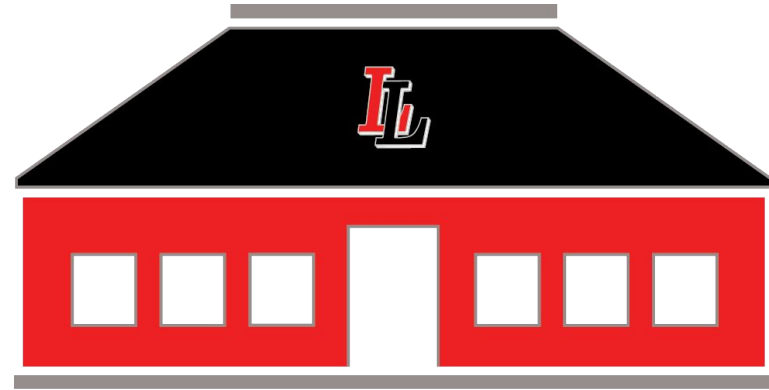
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**THOMAS WILLMAN**

Chief Financial Officer

**December 16, 2024**

Board Meeting



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INDEPENDENT SCHOOL DISTRICT  

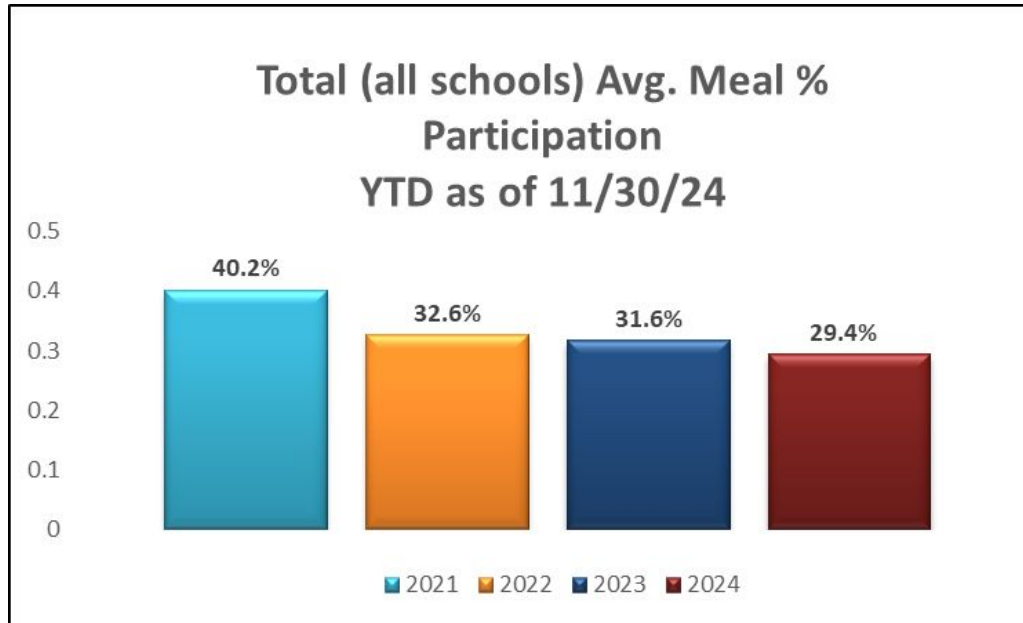
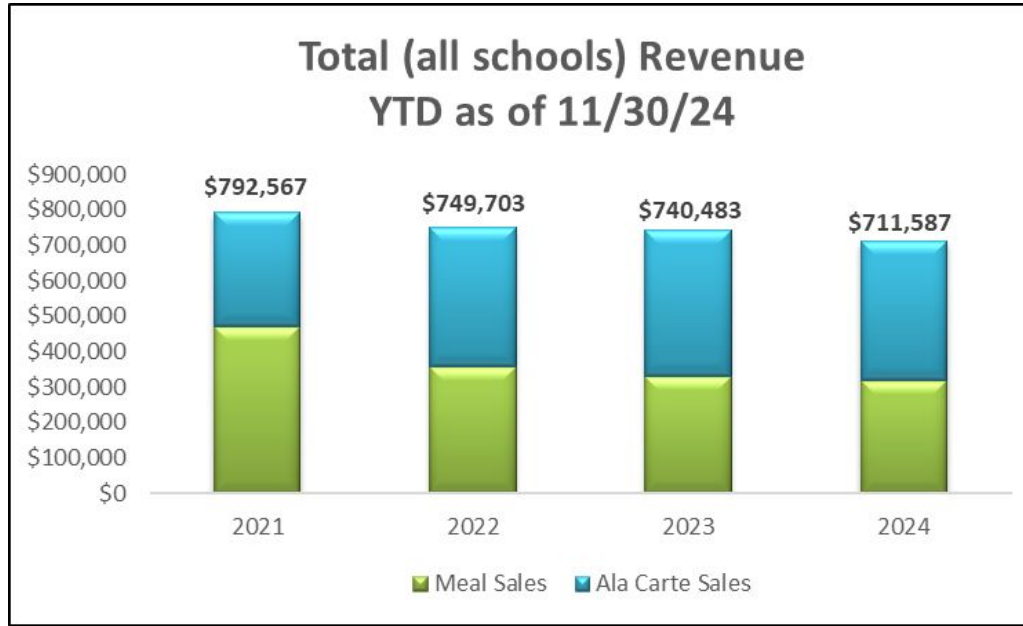
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# Finance Updates

- ❑ At the end of November we have 131 days cash on hand in the General Fund.
- ❑ ~\$1.2 million in base tax collections in November for the General Fund and earned \$53K in interest revenue for the month.
- ❑ ~\$394K in base tax collections in November for the Debt Service Fund and earned \$2.3K in interest revenue for the month.

# Student Nutrition Updates





**THANK YOU**

21.C. Human Resources and Communications - Guest Educators Update

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

# Human Resources & Communications Cabinet Report

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**ANNA KOENIG**

Executive Director of Human  
Resources and Communications

**DECEMBER 16, 2024**

Board Meeting



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# Guest Educator Updates

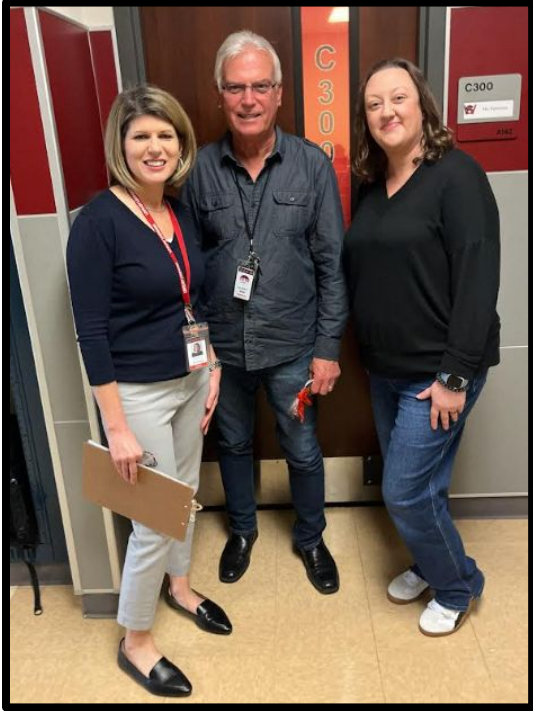
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100 Guest Educators  
77 Special Education Trained (\$120 Rate)

## Guest Educator Fill Rates for Teachers & Aides

August 10, 2023 - December 7, 2023	76%
August 8, 2024 - December 6, 2024	84%

# Guest Educator Recognition Day November 22, 2024





THANK YOU

21.D. District Support Services - Maintenance and Safety & Security

**Presenter:** Kyle Pursifull, Executive Director of District Support Services

# District Support Services Cabinet Report

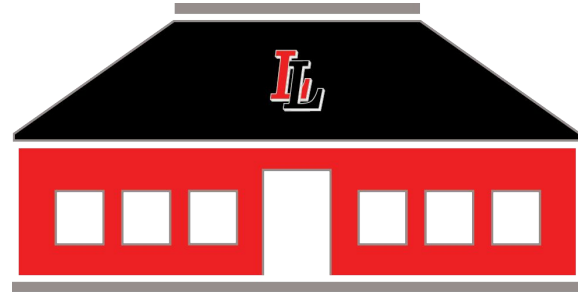
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**Kyle Pursifull**

Executive Director of District Support Services

**December 16, 2024**

Board Meeting



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# Maintenance Update

Operational and safety/security related items that we are currently working to address. These items will be funded utilizing a portion of the \$200,000 bond funds that were approved during the October Board Meeting.

- Providing electricity to the Softball and Baseball Batting Cages at LHS (\$12,000)
- Repairs on 8 faulty seams in the Pool Bubble material (\$8,500)
- Complete a comprehensive inspection of all bleachers at Leopard Stadium and address identified areas of need (\$16,000)
- Repairs to the track surface at Leopard Stadium including reinstallation of the Pole Vault Box at the Indoor Practice Facility (\$8,200)

# Safety & Security Update

Last Thursday, December 12, Lovejoy ISD Drone Operators and Lucas Fire Department personnel participated in a joint training exercise hosted by Palidin at the Lucas Fire Department.

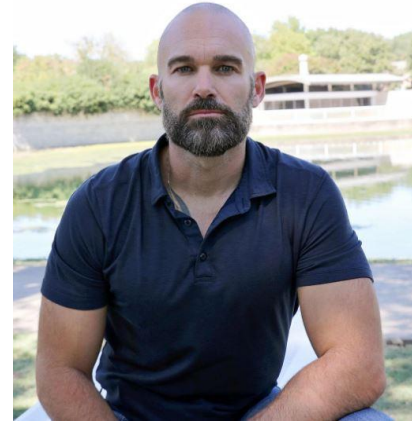
The training topics included FAA guidelines, Visual Observer guidelines, Drone as a First Responder software reviews, and Operational Flights.



# Safety & Security Update

Lovejoy ISD is proud to announce Phil Anderton as School Marshal for Willow Springs Middle School.

Prior to accepting the role of School Marshal, Mr. Anderton spent 20 years in the United States Navy, where he retired honorably after serving our nation. During his time in the Navy, he worked as a Lead Drill Instructor, Disaster Preparedness Officer and a Anti-Terrorism/Force Protection Officer. He currently serves as the Assistant Head of Security for his church in Mckinney, TX as a volunteer.



Mr. Anderton graduated from the University of Laverne in 2020 with a Bachelor of Science Degree in Organizational Management. He also earned his Master Training Specialist designation from the Naval Education Training Command in 2012.

Mr. Anderton lives in the Lovejoy community with his wife and two children, and are proud Lovejoy Leopards.



THANK YOU

21.E. Student Services - Fine Arts and Athletics Community Service Update  
**Presenter:** Dr. Travis Zambiasi, Executive Director of Student Services

# Student Services Cabinet Report

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**Dr. Travis Zambiasi**  
Executive Director of Student Services

**December 16, 2024**  
Board Meeting



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# Fine Arts: Community Service & Partnerships

- **December 7th:**
- Choir Participated in the Heritage Ranch Parade
- **December 11th:**
- Orchestra performed in the ballroom at Heritage Ranch
- **December 13th:**
- Choir performed at the DoubleTree in Richardson
- **December 13th:**
- Majestics performed in the ballroom at Heritage Ranch
- **December 16th:**
- Choir Performing at LISD Board Meeting
- **December 19th:**
- LHS Jazz Ensemble at LISD Admin.

# Athletics: Community Service & Partnerships

- Heritage Ranch Parade Participation: 12-7-24
- **Lovejoy Baseball & Girls Track**





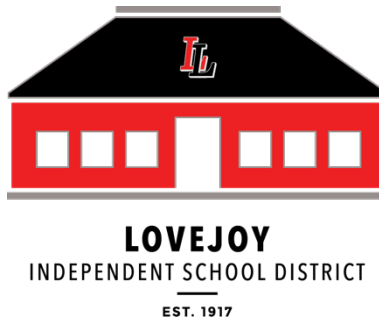
THANK YOU

22. Superintendent's Report

**Presenter:** Katie Kordel, Superintendent

23. 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.

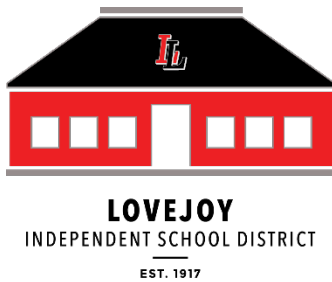
For specific complaints or concerns, speakers are encouraged to utilize the District's appropriate grievance procedures and policies set forth in Board Policies FNG (LOCAL), DGBA (LOCAL), and GF (LOCAL).

### **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 December 16, 2024**

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

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

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

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

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

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

**\*I wish to address the Board about a non-agenda item on the December 16, 2024 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 and Campus(es) your student(s) attend (if applicable):**

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

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**Print:**

**Signature:**

**Date:**

24. Announcements

**Presenter:** Barrett Owens, President

25. Adjournment

**Presenter:** Barrett Owens, President