


TROUP
INDEPENDENT SCHOOL DISTRICT




Financial Integrity Rating System of Texas


TROUP INDEPENDENT SCHOOL DISTRICT

SCHOOL FIRST FINANCIAL ACCOUNTABILITY REPORT
2024-2025 REPORT BASED ON 2023-2024 DATA

RATING: A=SUPERIOR




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SCHOOL FIRST

- Financial
- Integrity
- Rating
- System of
- Texas




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PURPOSE

- Originated in 1999 by SB 875 of the 76th Texas Legislature and expanded the public education accountability system in Texas to financial services.
- Designed to encourage Texas public schools to manage their financial resources better in order to provide the maximum allocation possible for direct instructional purposes.
- Disclose the quality of local management and decision-making processes.




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REPORTING

- Districts must hold public hearings to discuss ratings and district's performance under each indicator.
- Starting in 2007, certain disclosures are also required:
 - A copy of the Superintendent's Contract,
 - Reimbursements received by the superintendent and each board member,
 - Compensation received by the superintendent from an outside entity,
 - Gifts received by executive officers and board members with an economic value of \$250 or more, and
 - A dollar amount by board members for business transactions with the district.



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DETERMINATION OF RATING


A. Did the school district fail any of the critical indicators 1, 2, 3, or 4? If so, the school district's rating is **F for Substandard Achievement** regardless of points earned.

B. Determine the rating by the applicable number of points.

A = Superior Achievement	90-100
B = Above Standard Achievement	80-89
C = Meets Standard Achievement	70-79
F = Substandard Achievement	<70




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CEILING INDICATORS

Did the school district meet the criteria for any of the following ceiling indicators 4, 5, 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.

Determination of rating based on meeting ceiling criteria.	Maximum Points	Maximum Rating
Indicator 4 (Timely Payments) - School district was issued a warrant hold.	95	A = Superior Achievement
Indicator 5 (Net Position) - Total net position in the governmental activities < 0	79	C = Meets Standard Achievement
Indicator 6 (Average Change in Fund Balance) - Response to indicator is <i>No</i> .	89	B = Above Standard Achievement
Indicator 16 (PEIMS to AFR) - Response to indicator is <i>No</i> .	89	B = Above Standard Achievement
Indicator 17 (Material Weaknesses) - Response to indicator is <i>No</i> .	79	C = Meets Standard Achievement
Indicator 20 (Property Values and Tax Discussion) - Response to indicator is <i>No</i> .	89	B = Above Standard Achievement
Indicator 21 (FSP Repayment Plan) - Response to indicator is <i>Yes</i> .	70	C = Meets Standard Achievement




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TROUP ISD'S FINAL RATING FROM TEA

- Troup ISD Answered Yes to the following indicators:
 - Indicator 1, 2, 3 and 4
- The district met the criteria for the following ceiling indicators:
 - Indicator 4, 5, 6, 16, 17, 20, and 21
- Indicator #10 was not evaluated this year
- District Score: 100**
- Rating: A=Superior Achievement**



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INDICATOR #1

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?

Yes

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INDICATOR #2

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.)

Yes

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INDICATOR #3

Was the school district in compliance with the payment terms of all debt agreements at fiscal year end?

Yes



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INDICATOR #4

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?

Yes – Ceiling Passed



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INDICATOR #5

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?

TOTAL NET POSITION	10,157,364
CHANGE IN STUDENTS	-14

Ceiling Passed



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INDICATOR #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?

2020-2021 Assigned and Unassigned Fund Balances	8,759,052
2021-2022 Assigned and Unassigned Fund Balances	7,974,499
2022-2023 Assigned and Unassigned Fund Balances	8,946,700
2023-2024 Assigned and Unassigned Fund Balances	9,087,604

Mathematical Breakdown: $0.016 \geq -0.25$ Or $9,087,604 > 2,850,652.6027$

Ceiling Passed



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INDICATOR #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.

(Cash and Equivalents 9,894,912/Total Expenditures (excluding facilities construction) 12,577,770)*365=287.1449

DETERMINATION OF POINTS – Ratio					
10	8	6	4	2	0
≥ 90	$<90 \geq 75$	$<75 \geq 60$	$<60 \geq 45$	$<45 \geq 30$	<30

District Score: 10 points



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INDICATOR #8


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.

Current Assets	\$12,319,159
Current Liabilities	\$1,117,008
Mathematical Breakdown:	11.0287

**RESULT DETERMINATION REFERENCE
DETERMINATION OF POINTS**

10	8	6	4	2	0
>=3.00	<3.00 >=2.50	<2.50 >=2.00	<2.00 >=1.50	<1.50 >=1.00	<1.00

District Score: 10 points



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INDICATOR #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.

Total Revenue \$14,036,594/Total Expenditures \$13,873,176 - 1 = .0118 **Must be >= 0**
 or
 Cash & Equivalents \$10,097,123/Total Expenditures \$13,873,176 * 365 = \$265.65 **Acceptable Days Cash on Hand >= \$60**

**RESULT DETERMINATION REFERENCE
DETERMINATION OF POINTS**

10	0
>=0%	<0%

District Score: 10 points



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INDICATOR #10

- This indicator is not being evaluated.

District Score: 10 points



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INDICATOR #11

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.)

Long Term Liabilities (\$4,212,914)/ Total Assets (\$22,263,877) = .1892
 Must be <= 1 OR
 (2024 Total Students (1,074) – 2020 Total Students (1,088))/ 2020 Total Students = -.0129
 Change in Students = -20
Mathematical Breakdown: 0.205 <= 1 Or -0.0182 >= 0.07 Or -20 >= 1,000

Determination of Points					
10	8	6	4	2	0
<=0.60	>0.60 <=0.70	>0.70 <=0.80	>0.80 <=0.90	>0.90 <=1.00	>1.00

District Score: 10 points



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INDICATOR #12


What is the correlation between future debt requirements and the district's assessed property value?

(Total Local and Intermediate Sources (\$412,320)/ Total Revenue (\$479,865)) * Long Term Liabilities (\$4,212,914) * 100 / Assessed Property Value (\$542,667,897) = **.6671**

DETERMINATION OF POINTS

10	8	6	4	2	0
<= 4	> 4 <= 7	> 7 <= 10	> 10 <= 11.5	> 11.5 <= 13.5	> 13.5

District Score: 10 points



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INDICATOR #13


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.

District Administrative Cost Ratio 0.1042418882
 ADA 982.542

DETERMINATION OF POINTS

ADA Size	10	8	6	4	2	0
10,000 and Above	<= 0.0855	> 0.0855 <= 0.1105	> 0.1105 <= 0.1355	> 0.1355 <= 0.1605	> 0.1605 <= 0.1855	> 0.1855
5,000 to 9,999	<= 0.1000	> 0.1000 <= 0.1250	> 0.1250 <= 0.1500	> 0.1500 <= 0.1750	> 0.1750 <= 0.2000	> 0.2000
1,000 to 4,999	<= 0.1151	> 0.1151 <= 0.1401	> 0.1401 <= 0.1651	> 0.1651 <= 0.1901	> 0.1901 <= 0.2151	> 0.2151
500 to 999	<= 0.1311	> 0.1311 <= 0.1561	> 0.1561 <= 0.1811	> 0.1811 <= 0.2061	> 0.2061 <= 0.2311	> 0.2311
Less than 500	<= 0.2404	> 0.2404 <= 0.2654	> 0.2654 <= 0.2904	> 0.2904 <= 0.3154	> 0.3154 <= 0.3404	> 0.3404
Sparse	<= 0.3364	> 0.3364 <= 0.3614	> 0.3614 <= 0.3864	> 0.3864 <= 0.4114	> 0.4114 <= 0.4364	> 0.4364

District Score: 10 points



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INDICATOR #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.

2023-2024 Total Enrollment	1,075
2023-2024 Number of FTE Staff	183.6925
2021-2022 Total Enrollment	1,053
2021-2022 Number of FTE Staff	174.8691

Mathematical Breakdown: $-0.0281 > -0.15$ Or $22 > 0$

District Score: 10 points



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INDICATOR #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? See ranges below in the Determination of Points section.

(Actual ADA (982.542) – Projected ADA (967.656)) / Projected ADA = **.015**

ADA Size	5	0
10,000 and Above	≤ 0.07	> 0.07
5,000 to 9,999	≤ 0.10	> 0.10
1,000 to 4,999	≤ 0.20	> 0.20
500 to 999	≤ 0.25	> 0.25
Less than 500	≤ 0.30	> 0.30
Sparse	≤ 0.35	> 0.35

District Score: 5 points



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INDICATOR #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?

(Sum of Differences (17,010) / Denominator (13,889,820) = **.0012**

Mathematical Breakdown: .0012 < 0.03

Ceiling Passed



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INDICATOR #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? (The AICPA defines material weakness.)**

No Material Weakness or Going Concern reported by external auditor.

Ceiling Passed



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INDICATOR #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? (The AICPA defines material noncompliance.)

Yes

DETERMINATION OF POINTS

<div style="background-color: #e6f2ff; padding: 5px; border: 1px dashed black;">10</div>	<div style="background-color: #e6f2ff; padding: 5px; border: 1px dashed black;">0</div>
<div style="background-color: #ffe6e6; padding: 5px; border: 1px dashed black;">Yes</div>	<div style="background-color: #ffe6e6; padding: 5px; border: 1px dashed black;">No</div>

District Score: 10 points



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INDICATOR #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?

Yes

DETERMINATION OF POINTS

<div style="background-color: #e6f2ff; padding: 5px; border: 1px dashed black;">5</div>	<div style="background-color: #e6f2ff; padding: 5px; border: 1px dashed black;">0</div>
<div style="background-color: #ffe6e6; padding: 5px; border: 1px dashed black;">Yes</div>	<div style="background-color: #ffe6e6; padding: 5px; border: 1px dashed black;">No</div>

District Score: 5 points

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INDICATOR #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?

Yes

Ceiling Passed

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INDICATOR #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?

No

Ceiling Passed




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DISCLOSURES

- **Superintendent's Current Employment Contract**
 - A copy of the superintendent's contract will be posted on the District's web site for twelve months.
- **Outside compensation and/or fees received by the superintendent for professional consulting and/or personal services for twelve-month period ending August 31, 2025** (Compensation does not include business revenues generated from a family business; farming, ranching, etc., that has no relation to school district business):
 - Amount Received \$0.00



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REIMBURSEMENTS RECEIVED BY THE SUPERINTENDENT AND BOARD MEMBERS

For the Twelve-Month Period Ended August 31, 2025	Superintendent	Shane Jasper	Todd Kelly	Lisa Lewis	Homer Dickey	Ty Lindsey	Vic Bansal	Jake Howard
<u>Description of Reimbursements</u>								
Meals	\$							
Lodging								
Transportation								
Motor Fuel								
Other (Registration Fees)								
Total		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

All "reimbursements" expenses, regardless of the manner of payment, including direct pay, credit card, cash, and purchase order are to be reported. Items to be reported per category include:
 Meals – Meals consumed out of town, and in-district meals at area restaurants (outside of board meetings, excludes catered board meeting meals).
 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.



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GIFTS RECEIVED BY EXECUTIVE OFFICERS AND BOARD MEMBERS

(and First Degree Relatives, if any)
 (gifts that had an economic value of \$250 or more in the aggregate in the fiscal year)

For the Twelve-Month Period Ended August 31, 2025		Shane	Todd	Lisa	Homer	Ty	Vic	Jacob
	Superintendent	Jasper	Kelly	Lewis	Dickey	Lindsey	Bansal	Howard
Total	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Note – An executive officer is defined as the superintendent, unless the board of trustees or the district administration names additional staff under this classification for local officials.



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BUSINESS TRANSACTIONS BETWEEN SCHOOL DISTRICT AND BOARD MEMBERS

For the Twelve-Month Period Ended August 31, 2025		Shane	Todd	Lisa	Homer	Ty	Vic	Jacob
	Jasper	Kelly	Lewis	Dickey	Lindsey	Bansal	Howard	
Amounts	\$ -	\$30,216.00	\$ -	\$ -	\$ 58.50	\$ -	\$ -	

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



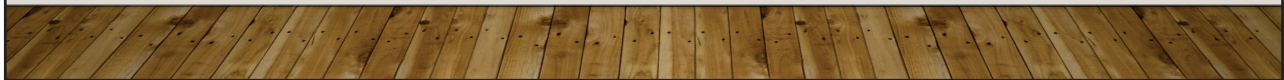
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QUESTIONS

- ❖ Paper copies of this presentation are available at tonight's board meeting, and this presentation will be posted to the district's Business & Finance Department web page of the Troup ISD website.
- ❖ Questions after the presentation can be directed to:
 - Blake Rowe, Director of Finance, 903-842-3067, blakerowe@trouplsd.org
- ❖ Thank you for your interest and support in the financial integrity of our district.



RATING YEAR **2024-2025**DISTRICT NUMBER **district #****Select An Option****Help****Home**

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2024-2025 RATINGS BASED ON SCHOOL YEAR 2023-2024 DATA - DISTRICT STATUS DETAIL

Name: TROUP ISD(212904)		Publication Level 1: 8/8/2025 12:54:09 PM	
Status: Passed		Publication Level 2: 8/8/2025 4:49:42 PM	
Rating: A = Superior Achievement		Last Updated: 8/8/2025 4:49:42 PM	
District Score: 100		Passing Score: 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>	4/23/2025 6:09:55 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>	4/23/2025 6:09:55 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>	4/23/2025 6:09:55 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>	4/23/2025 6:09:55 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 membership over 5 years of 7 percent or more or 1,000 or more students in membership, the</u>	4/23/2025 6:09:55 PM	Ceiling Passed

	<u>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>	4/23/2025 6:09:55 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>	4/23/2025 6:09:55 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>	4/23/2025 6:09:55 PM	10
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>	4/23/2025 6:09:55 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>	4/23/2025 6:09:55 PM	10
12	<u>What is the correlation between future debt requirements and the district's assessed property value?</u>	4/23/2025 6:09:55 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>	4/23/2025 6:09:55 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>	4/23/2025 6:09:55 PM	10
15	<u>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? See ranges below in the Determination of Points section.</u>	4/23/2025 6:09:55 PM	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>	4/23/2025 6:09:55 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>	4/23/2025 6:09:55 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>	4/23/2025 6:09:55 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>	4/23/2025 6:09:55 PM	5

20	<u>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?</u>	4/23/2025 6:09:55 PM	Ceiling Passed
21	<u>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?</u>	4/23/2025 6:09:55 PM	Ceiling Passed
			100 Weighted Sum
			1 Multiplier Sum
			(100 Ceiling)
			100 Score

DETERMINATION OF RATING

A.	Did the school district fail any of the critical indicators 1, 2, 3, or 4? If so, the school district's rating is F for Substandard Achievement regardless of points earned.	
B.	Determine the rating by the applicable number of points.	
	A = Superior Achievement	90-100
	B = Above Standard Achievement	80-89
	C = Meets Standard Achievement	70-79
	F = Substandard Achievement	<70
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.		
The school district receives an F 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.		

CEILING INDICATORS

Did the school district meet the criteria for any of the following ceiling indicators 4, 5, 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.		
Determination of rating based on meeting ceiling criteria.	Maximum Points	Maximum Rating
Indicator 4 (Timely Payments) - School district was issued a warrant hold.	95	A = Superior Achievement
Indicator 5 (Total Net Position) - Negative total net position and do not have 7% or more or 1.000 or more increase in growth in students in membership over 5 years.	79	C = Meets Standard Achievement

Indicator 6 (Average Change in Fund Balance) - Response to indicator is <i>No</i> .	89	B = Above Standard Achievement
Indicator 16 (PEIMS to AFR) - Response to indicator is <i>No</i> .	89	B = Above Standard Achievement
Indicator 17 (Material Weaknesses) - Response to indicator is <i>No</i> .	79	C = Meets Standard Achievement
Indicator 20 (Property Values and Tax Discussion) - Response to indicator is <i>No</i> .	89	B = Above Standard Achievement
Indicator 21 (FSP Repayment Plan) - Response to indicator is Yes.	70	C = Meets Standard Achievement

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THE **TEXAS EDUCATION AGENCY**

1701 NORTH CONGRESS AVENUE · AUSTIN, TEXAS, 78701 · (512) 463-9734

FIRST 5.15.14.0

ADDENDUM TO SUPERINTENDENT'S CONTRACT

The Board of Trustees (the "Board") of Troup Independent School District and Tammy Jones (the "Superintendent") make the following amendment to the Superintendent's Contract (the "Contract") entered into between the Board and the Superintendent on the 28th day of March, 2018, with this amendment agreed upon pursuant to Board action taken on Monday, January 13, 2025, and Monday, June 9, 2025, at duly called Board meetings.

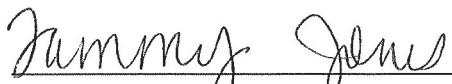
The Board and the Superintendent hereby modify Paragraph 1.1 of the Superintendent's Contract to extend the ending date of employment under the Contract to June 30, 2028.

Further, the Board and the Superintendent hereby modify Paragraph 3.1 of the Contract to reflect a salary of \$181,656.85.

This information is contained in the Minutes of the Board meetings held on January 13, 2025 and on June 9, 2025, and also evidenced in the appropriate Certified Agendas maintained by the Board for any executive session(s) during such meetings.

The Board and the Superintendent agree that there have been no oral modifications to the Superintendent's Contract. All other terms and conditions of the Contract, as amended, shall remain in full force and effect.


I have read this Addendum and agree to abide by its terms and conditions:


TAMMY JONES, SUPERINTENDENT
TROUP INDEPENDENT SCHOOL DISTRICT

7.14.2025
DATE SIGNED

BY: 
SHANE JASPER
PRESIDENT, BOARD OF TRUSTEES

7.14.2025
DATE SIGNED

ATTEST
BY: 
LISA LEWIS
SECRETARY, BOARD OF TRUSTEES

7.14.2025
DATE SIGNED

SUPERINTENDENT CONTRACT

THE STATE OF TEXAS §

COUNTY OF SMITH §

THIS CONTRACT is made and entered into by and between the Board of Trustees (the "Board") of TROUP INDEPENDENT SCHOOL DISTRICT (the "District") and TAMMY JONES (the "Interim Superintendent").

NOW THEREFORE, the Board and the Superintendent, for and in consideration of the terms hereafter established and pursuant to the authority of Chapter 21 and Section 11.201(b) of the Texas Education Code, have agreed, and do hereby agree as follows:

1. TERM

- 1.1 *Employment.* 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 three years, beginning on April 2, 2018 and ending on June 30, 2021. 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 Right of 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 contractual obligation, expectancy of continued employment, claim of entitlement, or property interest, express or implied, is created beyond the Contract term.

2. EMPLOYMENT

- 2.1 *Duties.* The Superintendent shall faithfully perform the duties of the Superintendent of Schools for the District as prescribed in the job description and/or Board policy and as may be assigned by the Board, and shall comply with all Board directives, state and federal law, District policy, rules, and regulations as they exists or may hereafter be adopted or amended. The Superintendent shall perform the duties of the Superintendent of Schools for the District with reasonable care, diligence, skill and expertise and in a thorough, prompt and efficient manner. The Superintendent agrees to devote her time, skill, labor and attention to the performance of her duties during the term of this Contract.
- 2.2 *Professional Certification and Records.* The Superintendent shall, at all times during employment by the District, hold a valid certificate required of a superintendent by the State of Texas and issued by the Texas Education Agency or the State Board for Educator Certification and all other certificates required by

law or Board policy. This Contract is conditioned on the Superintendent's providing the necessary certification and experience records, medical records, oath of office, and other records required for the personnel files or payroll purposes. Failure to provide necessary certification shall render this Contract void. Any material and intentional misrepresentation may be grounds for dismissal.

- 2.3 *Reassignment.* The Superintendent cannot be reassigned from the position of Superintendent to another position without the Superintendent's expressed written consent.
- 2.4 *Consultant Activities.* Where the Superintendent may, from time to time, undertake and/or accept remuneration for consulting services, speaking engagements, and lecturing or other professional pursuits (adjunct or affiliate professorships) outside the District (hereinafter referred to as "Consulting Services") that do not conflict or interfere with the Superintendent's professional responsibilities to the District, the Superintendent will, in each instance, notify the Board prior to performing any Consulting Service. Any such Consulting Services provided by the Superintendent under the terms and conditions of this paragraph and any remuneration for same must be consistent with state and federal law, including any law, rule, or regulation relating to conflicts of interest. No more than six such work days may be used by the Superintendent to perform such Consulting Services and these days may not occur during any crucial (as defined by the Board) time of the school year.
- 2.5 *Professional Growth.* The Board encourages continued professional growth of the Superintendent. The Superintendent may participate fully in the work of appropriate professional associations to the extent of holding office or accepting the responsibility of assignments if elected or appointed. Said participation is authorized for workshops, and for meetings for the following sponsoring organizations or agencies: Texas Association of School Administrators, American Association of School Administrators, Texas Education Agency, Texas Association of School Boards, Texas Association of Supervision and Curriculum Development, American Association of Supervision and Curriculum Development, Regional Education Service Center #7, and local community (Troup and Smith County) organizations. The District shall provide the Superintendent's annual membership dues for the Texas Association of School Administrators, American Association of School Administrators, Texas Association of Supervision and Curriculum Development, and American Association of Supervision and Curriculum Development and furnishing up to \$500.00 per year for the Superintendent to purchase professional publications.
- 2.6 *Board/Superintendent Relations.* The Board members, individually or as a body, shall promptly refer all criticisms, complaints, and suggestions to the Superintendent for resolution or study and recommendations.

- 2.7 *Attendance at Board Meetings.* Except in the instances when she is ill or absent for other reasonable cause, the Superintendent shall attend all meetings of the Board, both open to the public and closed, unless a majority of the Board determines that the Superintendent should be excluded or advance permission has been granted to the Superintendent by the Board to be absent. The Superintendent generally shall be excluded from all or a portion of those closed meetings devoted to the consideration of any matter regarding the Superintendent's employment, the Superintendent's salary and benefits, and the Superintendent's evaluation and from those closed meetings devoted to interpersonal relationships between individual Board members or where the Board is acting in its capacity as a tribunal.

3. COMPENSATION

- 3.1 *Salary.* The Superintendent's salary under this contract shall be \$125,000.00. The annual salary will be paid in equal monthly installments in accordance with the policy of the Board regarding payment of other professional staff members of the School District.
- 3.2 *Salary Adjustments.* At any time during the term of this Contract, the Board may, in its discretion, review and adjust the annual Compensation of the Superintendent. However, no such adjustment shall result in the Superintendent being paid less than the salary set forth in Section 3.1 of this Contract without the mutual consent of both parties, except that mutual consent shall not be required in the event that the Superintendent's salary is reduced pursuant to Section 3.3 of this Contract. Said compensation adjustments will be in the form of an amendment to this contract. Such adjustments will not be considered as a new contract or as an extension to this contract.
- 3.3 *Amendment/Financial Exigency.* The Board may amend the terms of this Contract, including the salary, on the basis of a financial exigency declared under Texas Education Code § 44.011 that requires a reduction in personnel.
- 3.4 *Out-of-District Travel.* Travel expenses incurred in the performance of her official duties outside the District such as meals, lodging, etc., will be paid for at the actual costs incurred by the Superintendent. Mileage outside the District will be reimbursed at the state mileage rate. For official trips outside the school district (in the Superintendent's efforts to fulfill her contract) at the discretion of the Superintendent, public conveyance may be used with the actual cost to be borne by the school district.
- 3.5 *Other Fringe Benefits.* The Superintendent will receive any other fringe benefits as provided by the Board policy for professional staff of twelve-month contracts.
- 3.6 *Vacation, Holidays, Sick Leave.* The Superintendent may observe the same legal holidays as provided by the Board policy for professional staff and will be

allowed the same number of days' vacation and sick leave as provided by Board policy for professional staff on a twelve-month contract.

- 3.7 *Reimbursement for Moving Expenses.* The District shall reimburse the Superintendent for necessary and reasonable expenses incurred in moving her family and personal possessions, to a maximum amount of \$1,250.00. The Superintendent shall provide the District with receipts, cancelled checks or credit card statements.

4. REVIEW OF PERFORMANCE AND CONSIDERATION OF SALARY

- 4.1 *Evaluation.* The Superintendent will be annually evaluated in executive (closed) session during January of each contracted year. An annual performance review will be provided by the Board for the Superintendent in executive (closed) session during June of each contract year. The evaluation results will be kept confidential. Nothing herein shall prohibit the Board or the Superintendent from sharing the content of the Superintendent's evaluation with their respective legal counsel or from using the evaluation as evidence in any nonrenewal, termination or suspension without pay proceeding.
- 4.2 *Consideration of Salary.* The salary of the Superintendent will be set each year in the January board meeting. The new salary will begin each July.

5. RENEWAL OR NON-RENEWAL

- 5.1 *Consideration of Contract.* The Board shall annually consider the Superintendent's contract each January.
- 5.2 *Renewal/Non-renewal.* Renewal or non-renewal shall be in accordance with Board policy and applicable law.

6. TERMINATION OF EMPLOYMENT

- 6.1 *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.
- 6.2 *Death/Retirement.* This Contract shall be terminated upon the death of the Superintendent or upon the Superintendent's retirement under the Teacher Retirement System of Texas.
- 6.3 *Dismissal for Good Cause.* The Board may dismiss the Superintendent and terminate this Contract or suspend the Superintendent without pay at any time for good cause as determined by the Board.

- 6.4 *Termination Procedure.* In the event that the Board terminates this Agreement for good cause, the Superintendent shall be afforded all the rights set forth in the Board's policies and state and federal law.

7. PROFESSIONAL LIABILITY

- 7.1 The District shall indemnify, defend, and hold the Superintendent harmless regarding any claims, demands, duties, actions or other legal proceedings against the Superintendent, or damages incurred by the Superintendent, including court costs and attorney's fees, in her individual or official capacity for any act or failure to act involving the exercise of judgment and discretion within the normal course and scope of her duties as Superintendent of the District, to the extent and to the limits permitted by law. This paragraph does not apply if the Superintendent is found to have materially breached this Contract, to have acted with gross negligence or with intent to violate a person's clearly established legal rights, or to have engaged in official misconduct or criminal conduct, nor does it apply to criminal investigations or proceedings. The District may, at its discretion, fulfill its obligation under this paragraph by purchasing appropriate insurance coverage for the benefit of the Superintendent or by including the Superintendent as a covered party under any insurance contract providing errors and omissions insurance coverage purchased for the protection of the Board and the professional employees of the District. However, the duty to defend, hold harmless, and indemnify the Superintendent described in this Section shall still apply to the District in the event that insurance coverage is denied by the insurance carrier and the Superintendent has not engaged in excluded conduct as described herein. The Board may retain attorneys to represent the Superintendent in any proceeding for which she could seek indemnification under this paragraph to the extent that damages are recoverable or a defense is provided under any such contract of insurance. No individual member of the Board shall be personally liable for indemnifying and defending the Superintendent under this paragraph. The District's obligation under this paragraph shall continue after the termination of this Contract for qualifying acts or failures to act occurring during the term of this Contract or any extension thereof.
- 7.2 The Board shall not be required to pay any costs of any legal proceedings in the event the Board and the Superintendent are adverse to each other in any such proceedings.
- 7.3 The Superintendent shall fully cooperate with the District in the defense of any and all demands, claims, suits, actions, and legal proceedings brought against the District. The Superintendent's obligation under this paragraph shall continue after the termination of this Contract.
- 7.5 *Resignation.* The Superintendent may leave the employment of the District at the end of the school year without penalty by filing a written resignation with the Board. The resignation must be addressed to the Board and filed no later than the

45th day before the first day of instruction of the following school year. The Superintendent may resign, with the consent of the Board, at any other time.

MISCELLANEOUS

- 8.1 *Controlling Law.* This Contract shall be governed by the laws of the State of Texas and shall be performable in Smith County, Texas. Venue of any action brought pertaining to this Contract shall be in Smith County, Texas.
- 8.2 *Amendment.* This Contract embodies the entire agreement between the parties and cannot be amended except by written agreement of the parties.
- 8.3 *Conflicts.* 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, the terms of this Contract shall take precedence over the contrary provisions of the Board's policies or any such permissive law, unless otherwise prohibited by law.
- 8.4 *Savings Clause.* In the event 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.

EXECUTED this, the 28 day of March, 2018.

TROUP INDEPENDENT SCHOOL DISTRICT

By: Shane Jasper
Shane Jasper
President, Board of Trustees

3-28-18
Date

SUPERINTENDENT

Tammy Jones
Tammy Jones

3-28-18
Date

ATTESTED:

By: Lisa Lewis
Lisa Lewis, Board Secretary

3/28/2018
Date

School FIRST Annual Financial Management Report

TROUP INDEPENDENT SCHOOL DISTRICT

Title 19 Texas Administrative Code Chapter 109, Budgeting, Accounting, and Auditing Subchapter AA, Commissioner's Rules Concerning Financial Accountability Rating System, Section 109.1001(q). Effective 8/1/2018. The template has been established to help the districts in gathering their data and presenting it at their School FIRST hearing. The template may not be all inclusive.

Superintendent's Current Employment Contract

A copy of the superintendent's current employment contract at the time of the School FIRST hearing is to be provided. In lieu of publication in the annual School FIRST financial management report, the school district may choose to publish the superintendent's employment contract on the school district's Internet site. If published on the Internet, the contract is to remain accessible for twelve months.

Reimbursements Received by the Superintendent and Board Members

For the Twelve-Month Period
Ended August 31, 2025

<u>Description of Reimbursements</u>	Superintendent	Shane Jasper	Todd Kelly	Lisa Lewis	Homer Dickey	Ty Lindsey	Vic Bansal	Jake Howard
Meals	\$							
Lodging								
Transportation								
Motor Fuel								
Other (Registration Fees)								
Total		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

All "reimbursements" expenses, regardless of the manner of payment, including direct pay, credit card, cash, and purchase order are to be reported. Items to be reported per category include:
Meals – Meals consumed out of town, and in-district meals at area restaurants (outside of board meetings, excludes catered board meeting meals).
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.

Outside Compensation and/or Fees Received by the Superintendent for Professional Consulting and/or Other Personal Services

For the Twelve-Month Period
Ended August 31, 2025

<u>Name(s) of Entity(ies)</u>	Amount Received
	\$0.00

Total	<u>\$0.00</u>
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Compensation does not include business revenues generated from a family business (farming, ranching, etc.) that has no relation to school district business.

**Gifts Received by Executive Officers and Board Members (and First Degree Relatives, if any)
(gifts that had an economic value of \$250 or more in the aggregate in the fiscal year)**

For the Twelve-Month Period
Ended August 31, 2025

	Superintendent	Shane Jasper	Todd Kelly	Lisa Lewis	Homer Dickey	Ty Lindsey	Vic Bansal	Jacob Howard
Total	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Note – An executive officer is defined as the superintendent, unless the board of trustees or the district administration names additional staff under this classification for local officials.

Business Transactions Between School District and Board Members

For the Twelve-Month Period
Ended August 31, 2025

	Shane Jasper	Todd Kelly	Lisa Lewis	Homer Dickey	Ty Lindsey	Vic Bansal	Jacob Howard
Amounts	\$ -	\$ 30,216.00	\$ -	\$ -	\$ 58.50	\$ -	\$ -

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