

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

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

Agenda

1. Call to Order
Presenter: Barrett Owens, President
2. Roll Call and Announcement by President that a quorum is present, that the meeting has been duly called, and that notice of the meeting has been duly posted for time and manner as required by law
Presenter: Barrett Owens, President
3. Closed Session, Gov't. Code 551.071-551.084. The Board May Retire into Closed Session in Accordance with the Texas Open Meetings Act
Presenter: Barrett Owens, President
 - 3.A. 551-071 For the purpose of a private consultation with its attorney only when it seeks the attorney's advice about pending or contemplated litigation or a settlement offer or on a matter in which the duty of the attorney to the Board under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the requirement for open meetings.
 - 3.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. Discussion regarding recommended employment areas to be affected by the proposed reduction in force.
 - 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

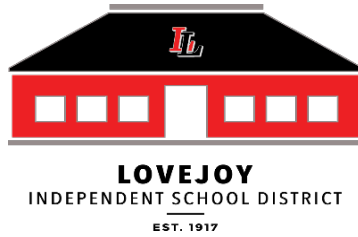
Presenter: Barrett Owens, President

5. Opening Exercise

Presenter: Barrett Owens, President

5.A. Pledges

Presenter: Courtney Halpin, Principal, Sloan Creek Intermediate School



Lovejoy Independent School District Board of Trustees

Date of Meeting	March 27, 2023
Document Title	March Pledge Leader
Presented For	☐ Board Action ☒ Report/Review Only
Supporting Documents	☒ None ☐ Attached ☐ Provided Later
Administrator Responsible	Rodricka Taylor, Coordinator for the Superintendent and Board Services

Executive Summary

The pledges will be led by Sloan Creek Intermediate School student, Damen Zemaier.

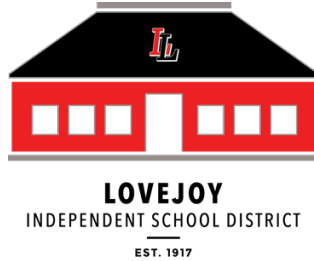
Damen Zemaier is a 6th grade student at Sloan Creek. He has attended Lovejoy ISD since 3rd grade and his sister, Hanna, also attends Sloan Creek and is in 5th grade. Damen plays baseball, football, and basketball. If you ask him what he wants to do when he gets older he will tell you something with sports or engineering. One of Damen's best qualities is that he is not shy or afraid to talk to people, hence why we chose him to lead the pledges. We are so grateful for Damen and the leadership qualities he models daily.

6. Recognitions

Presenter: Barrett Owens, President

6.A. Student Recognitions

Presenter: Kevin Parker, Executive Director of Student Services



Lovejoy Independent School District Board of Trustees

Date of Meeting	March 27, 2023
Document Title	Student Recognitions
Presented For	☐ Board Action ☒ Report/Review Only
Supporting Documents	☒ None ☐ Attached ☐ Provided Later
Administrator Responsible	Kevin Parker, Executive Director of Student Services

Executive Summary

Lovejoy ISD is proud to recognize students in the following areas for their participation and accomplishments in the State UIL Competition:

- Wrestling

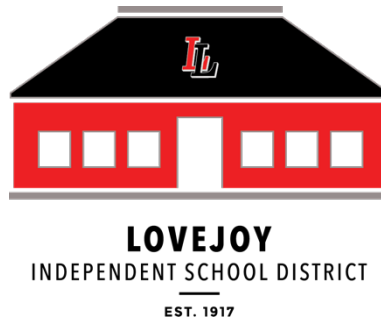
Board Priority

Priority 1

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

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

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



Public Comment Procedures

Regular Meetings

Submitting for Public Comment

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

Public comment cards must be completed in their entirety with accurate and truthful information and must designate whether the speaker is speaking on a specific agenda item. Failure to designate an agenda item relevant to the speaker's comments will result in the classification of the public comment as a non-agenda item comment, to be heard at a later time in the meeting.

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

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

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

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

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

Order of Agenda and Limitations

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

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

If at any time, in the opinion of the presiding officer, the individual speaker is attempting to address a non-agenda item in the agenda item public comment period, the presiding officer or designee may stop the speaker and defer the speaker's comments to the appropriate portion of the meeting.

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

Disruptive Behavior

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

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

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

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

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

Board's Response to Public Comment

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

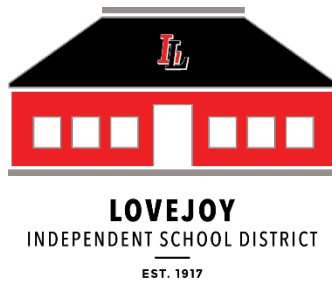
For specific complaints or concerns, speakers are encouraged to utilize the District's appropriate grievance procedures and policies set forth in Board Policies FNG (LOCAL), DGBA (LOCAL), and GF (LOCAL).

Special Meetings

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

Statement of Non-Discrimination

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



School Board Public Comments Sign In March 27, 2023

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

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

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

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

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

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

***I wish to address the Board about an agenda item on the March 27, 2023 agenda.**

I wish to speak about agenda item #_____ which is titled:

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

First and Last Name:

Address:

Phone:

Organization (if applicable):

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

Print:

Signature:

Date:

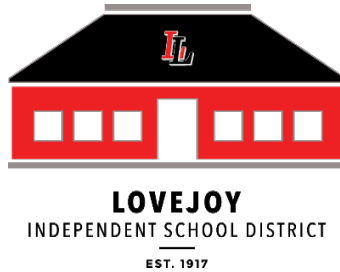
8. Invocation

Presenter: Barrett Owens, President

9. Board Notifications

9.A. Notification of Resignations

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



Lovejoy Independent School District Board of Trustees

Date of Meeting	March 27, 2023
Document Title	Notification of Resignations
Presented For	☐ Board Action ☒ Report/Review Only
Supporting Documents	☐ None ☒ Attached ☐ Provided Later
Administrator Responsible	Anna Koenig, Executive Director of Human Resources and Communications
Executive Summary	
Resignations are attached for board notification. This is not an action item.	
Fiscal Implications	
N/A	
Administrator Recommendation	
N/A	
Board Priority	
Priority 2: Culture: Legacy of Excellence Lovejoy ISD will continue to strive to be recognized as the employer of choice for educators who believe districts should be defined by a culture of superior work ethic, mission-driven behavior, continuous improvement, growth mindset, and positive relationships with students, parents, and colleagues. Lovejoy ISD team members will align their actions with our Core Values and prioritize relationships, learning collaboration, results, and fun. Lovejoy ISD will invest in a culture that	

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

Notification of Resignations- 3.27.2023

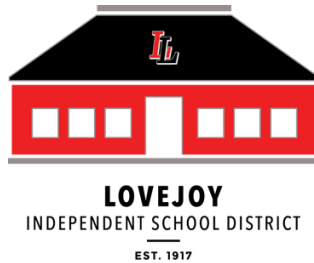
Professional Resignations			
March 27, 2023			
Name	Position	Location	Last Day
Professional Staff			
Allie-Maire Castellano	1st Grade Teacher	PES	5/27/2023
Shannon Ferguson	Art Teacher	SCIS	5/27/2023
Jacob Morales	Spanish Teacher	WSMS	5/27/2023
Regina Tomlison	English Teacher	LHS	5/27/2023

10. Consent Agenda

Presenter: Barrett Owens, President

10.A. Consider Approval of the Minutes of the February 27, 2023 Board Meeting

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



Board of Trustees Minutes of the Board Meeting Monday, February 27, 2023

A Board Meeting of the Lovejoy Independent School District Board of Trustees was held on Monday, February 27, 2023, 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 6:01PM by Board President, Barrett Owens.

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

Barrett Owens, President

All Board members were present.

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

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

Barrett Owens, President

The Board retired into Closed Session at 6:01PM 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 and deliberation with Board's attorney regarding possible recruitment and retention strategies for employees.**
 - 3.A.2. Consultation with legal counsel regarding board engagement in legislative advocacy.**
- 3.B. 551-072 For the purpose of deliberating the purchase, exchange, lease, or value of real property if deliberation in an open meeting would have a detrimental effect on the position of the District in negotiations with a third person.**
- 3.C. 551-073 For the purpose of deliberating a negotiated contract for a prospective gift donation to the District if deliberation in an open meeting would have a detrimental effect on the Board's position in negotiations with a third person.**
- 3.D. 551-074 For the purpose of deliberating the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee or to hear a complaint or charge against an officer or employee. However, the Board may not conduct a closed meeting for these purposes if the officer or employee who is the subject of the deliberation or hearing requests a public hearing.**

 - 3.D.1. Evaluation of employees.**
 - 3.D.2. Consultation and deliberation with Board's attorney regarding identified term contract employee.**
- 3.E. 551-076 For the purpose of deliberating the deployment, or specific occasions for implementation, of security personnel, devices or security audits.**
- 3.F. 551-082 For the purpose of deliberating in a case involving discipline of a public school child, or in which a complaint or charge is brought against a District employee by another employee and the complaint or charge directly results in the need for a hearing. However, the Board may not conduct a closed meeting for this purpose if the employee against whom the complaint or charge is brought makes a written request for an open hearing.**
- 3.G. 551-0821 For the purpose of deliberating a matter regarding a student if personally identifiable information about the student will necessarily be revealed by the deliberation. This exception does not apply if an open meeting about the matter is requested in writing by a parent or guardian of the student or by the student if the student has attained 18 years of age.**
- 3.H. 551-083 For the purpose of discussing or deliberating the standards, guidelines, terms or conditions the Board will follow, or will instruct its**

representative to follow, in consultation with representatives of employee groups.

3.I. 551-084 For the purpose of excluding a witness from a hearing during the examination of another witness.

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

Barrett Owens, President

5. Opening Exercise

Barrett Owens, President

The Board of Trustees returned to the Open Meeting at 7:23PM in the Library.

5.A. Pledges

Wendy Craft, Principal, Hart Elementary School

Wendy Craft, Principal of Hart Elementary School, introduced 4th grader, Luke Havens who led the Pledge of Allegiance and the Texas Pledge.

6. Recognitions

Barrett Owens, President

6.A. Staff Recognitions

Kevin Parker, Executive Director of Student Services

Kevin Parker, Executive Director of Student Services, introduced Coach Carly Littlefield and Coach Logan Kelly, who were recognized as the recipients for the Boys' and Girls' Cross-Country Texas High School (THSCA) Coach of the Year.

6.B. Introduction of New Hires

Anna Koenig, Executive Director of Human Resources and Communications

Anna Koenig, Executive Director of Human Resources and Communications, introduced our professional New Hires.

6.C. Student Recognitions

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

Kevin Parker, Executive Director of Student Services and Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction, recognized the Lovejoy High School's Swim and Dive Team for their outstanding achievement and participation in their State competition.

Kevin Parker, Executive Director of Student Services and Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction recognized our National Merit Scholars for their outstanding academic achievement.

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

Rodricka Taylor, Coordinator for the Superintendent and Board Services

There was one public comment as related to the February 27, 2023 Agenda Items:

1. Alice Robison: Stakeholder Master Scheduling.

8. Invocation

Barrett Owens, President

Board President, Barrett Owens, led the Invocation.

9. Board Notifications

9.A. Notification of New Hires

Anna Koenig, Executive Director of Human Resources and Communications

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

9.B. Notification of Resignations

Anna Koenig, Executive Director of Human Resources and Communications

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

10. Consent Agenda

Barrett Owens, President

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

Rodricka Taylor, Coordinator for the Superintendent and Board Services

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

Rodricka Taylor, Coordinator for the Superintendent and Board Services

10.C. Consider Approval of the Monthly Finance Report

Deborah Cabrera, Interim Chief Financial Officer

10.D. Consider Approval of the Innovative Course Recommendation

Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction

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

Rodricka Taylor, Coordinator for the Superintendent and Board Services

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

Deborah Cabrera, Interim Chief Financial Officer

Motion to approve the Consent Agenda. This motion made by Marvin Bobo and seconded by Jason Jaynes, Passed.
Yea: 6, Nay:0, Absent: 1

11. Consider and Act on Use of Bond Funds for Capital Assessment and Planning

Katie Kordel, Superintendent of Schools

Motion to approve the Use of Bond Funds for Capital Assessment and Planning. This motion made by Julie McLaughlin and seconded by Anne Smith, Passed.
Yea: 6, Nay:0, Absent: 1

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

Anna Koenig, Executive Director of Human Resources and Communications

Motion to approve the Senior Director of District Support Services. This motion made by Jason Jaynes and seconded by Marvin Bobo, Passed.
Yea: 6, Nay:0, Absent: 1

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

Deborah Cabrera, Interim Chief Financial Officer

Motion to approve the Resolution Authorizing the Collin Central Appraisal District Chief Appraiser or Other Employee of Appraisal District to Act as Agent in Regard to Filing a Protest Against the Comptroller's 2022 Property Value Study for Lovejoy Independent School District. This motion made by Jeff Wood and seconded by Julie McLaughlin, Passed.
Yea: 6, Nay:0, Absent: 1

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

Rodricka Taylor, Coordinator for the Superintendent and Board Services

Motion to approve the General Election Contract for Election Services and the Joint Election Order for May 6, 2023. This motion made by Jason Jaynes and seconded by Anne Smith, Passed.
Yea: 6, Nay:0, Absent: 1

15. Consider and Act on the Fiber Lease Bid

Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction

No action was taken.

16. Presentation: Celebration of Learning

Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction

Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction, provided a presentation on Celebration of Learning with Principal, Courtney Halpin and Teachers at Sloan Creek Intermediate School.

17. Budget Workshop

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

Deborah Cabrera, Interim Chief Financial Officer, Anna Koenig, Executive Director of Humans Resources and Communications and Thomas Willman, Senior Director of Financial Sustainability, provided a presentation on the Budget Workshop.

18. Presentation: Board Legislative Subcommittee Update

Barrett Owens, President

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

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

Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction

Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction, provided a presentation on the K-5 Math Instructional Materials Adoption Update.

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

Anna Koenig, Executive Director of Human Resources and Communications

Anna Koenig, Executive Director of Human Resources and Communications, provided a presentation on the Texas Teacher Evaluation and Support System.

21. Presentation: Texas Incentive Allotment (TIA)

Anna Koenig, Executive Director of Human Resources and Communications

Anna Koenig, Executive Director of Human Resources and Communications, provided a presentation on the Texas Incentive Allotment.

22. Presentation: Staff Stakeholder Master Scheduling Committee Update

Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction

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

23. Cabinet Reports

Executive Cabinet Members

The following Cabinet Members presented reports:

- Deborah Cabrera, Interim Chief Financial Officer
- Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction
- Sancy Fuller, Executive Director of Special Education and Student Support
- Anna Koenig, Executive Director of Human Resources and Communication
- Kevin Parker, Executive Director of Student Services

23.A. Finance Updates and Tax Collections

Deborah Cabrera, Interim Chief Financial Officer

23.B. PreK-12 Curriculum Writing

Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction

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

Sancy Fuller, Executive Director of Special Education and Academic Support

23.D. Alumni Information and Future Leopards

Anna Koenig, Executive Director of Human Resources and Communications

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

Kevin Parker, Executive Director of Student Services

24. Superintendent's Report

Katie Kordel, Superintendent of Schools

Katie Kordel, Superintendent of Schools, expressed her gratitude for the countless hours our teachers, district leaders and support staff have poured into Lovejoy ISD, and it does not go unnoticed.

25. 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.

26. Announcements

Barrett Owens, President

Board President Owens shared that he, along with Superintendent Kordel, Trustee Marvin Bobo, Jeff Wood and Jason Jaynes visited our State Capitol in Austin to engage with legislators including Senator Angela Paxton and Representative Candy Noble. He encouraged community members to seek and research during this time of the Legislative Session. He closed out by thanking

Superintendent Kordel along with her leadership team and the Board of Trustees for their work as we head into Spring.

27. Adjournment

Barrett Owens, President

With there being no further business, the Board adjourned at 10:22PM.

Respectfully submitted,

Anne Smith, Secretary of the Board of Trustees

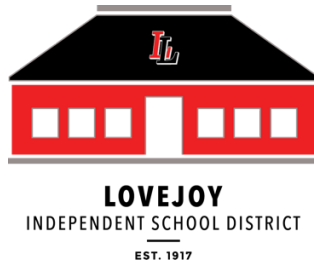
Barrett Owens, President of the Board of Trustees

**Agenda item details are filed in the Superintendent's Office with the Monday, February 27, 2023 agenda packet.*

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

10.B. Consider Approval of the Minutes of the March 20, 2023 Board Workshop

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



Board of Trustees Minutes of the Board Workshop Monday, March 20, 2023

A Board Workshop of the Lovejoy Independent School District Board of Trustees was held on Monday, March 20, 2023, beginning at 5:00 PM in the Carrie L. Lovejoy Child Development Center, located at 256 Country Club Road, Allen, Texas.

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Barrett Owens, President

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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

The Board of Trustees returned to the Open Meeting at 6:01PM in the Library.

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

Barrett Owens, President

The Board retired into Closed Session at 5:00PM 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.

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 - 3.D.1. Evaluation of employees.
 - 3.D.2. Discussion regarding reduction in force due to recommended program changes in accordance with Board Policy DFFB (LOCAL).
- 3.E. 551-076 For the purpose of deliberating the deployment, or specific occasions for implementation, of security personnel, devices or security audits.
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- 3.I. 551-084 For the purpose of excluding a witness from a hearing during the examination of another witness.
- 4. **Return to Open Meeting for Action, If Necessary, On Matters Discussed In Closed Session**
Barrett Owens, President
- 5. **Public Comments Related to March 20, 2023 Agenda Items**
Rodricka Taylor, Coordinator for the Superintendent and Board Services

There were 17 public comments permitted as related to the March 20, 2023 Agenda Items:

1. Mika Thomas – Master Scheduling.
2. Courtney Alford – Master Scheduling.
3. Courtney Anderson – Master Scheduling.
4. Stephanie Meaders – Master Scheduling.
5. Sarah Moody – Master Scheduling.
6. Terrie Cunningham – Master Scheduling.
7. Diane Frame – Master Scheduling.
8. Shelly Lander – Master Scheduling.
9. Ariel Stewart – Master Scheduling.
10. Katie Modine – Master Scheduling.
11. Sarah Roberston – Master Scheduling.
12. Nora Price – Master Scheduling.
13. Shannan Price – Master Scheduling.
14. Laine Collins – Master Scheduling.
15. Caroline Dulemba – Master Scheduling.
16. Hayden Wier – Master Scheduling.
17. Lana Jasper – Master Scheduling.

6. Consider and Act on the Director of Safety and Security

Anna Koenig, Executive Director of Human Resources and Communications

Consider and Act on the Director of Safety and Security. This Motion made by Anne Smith and Seconded by Amy Smith, Passed.

Yay: 7 No: 0 Absent: 0

7. Presentation: Master Scheduling Study Update

Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction and Anna Koenig, Executive Director of Human Resources and Communications

Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction and Anna Koenig, Executive Director of Human Resources and Communications, provided a presentation on the Master Scheduling Study Update.

8. Presentation: Technology and Instructional Materials

Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction

Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction provided a presentation on Technology and Instructional Materials.

9. Presentation: Use of Bond Funds and Capital Needs

Deborah Cabrera, Interim Chief Financial Officer

Deborah Cabrera, Interim Chief Financial Officer, provided a presentation on the Use of Bond Funds and Capital Needs.

10. Consider and Take Possible Action to Declare the Need for a Reduction in Force in Accordance with Board Policy DFFB (LOCAL)

Anna Koenig, Executive Director of Human Resources and Communications and Katie Kordel, Superintendent of Schools

Anna Koenig, Executive Director of Human Resources and Communications and Katie Kordel, Superintendent of Schools, spoke about taking possible action to Declare the Need for a Reduction in Force in Accordance with Board Policy DFFB (LOCAL).

Consider and Take Possible Action to Declare the Need for a Reduction in Force in Accordance with Board Policy DFFB (LOCAL). This Motion made by Anne Smith and Seconded by Jeff Wood, Passed.
Yay: 7 No: 0 Absent: 0

11. Announcements

Barrett Owens, President

No announcements were made.

12. Adjournment

Barrett Owens, President

With there being no further business, the Board adjourned at 8:02PM.

Respectfully submitted,

Anne Smith, Secretary of the Board of Trustees

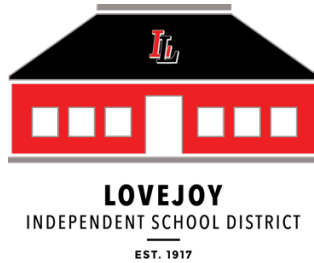
Barrett Owens, President of the Board of Trustees

**Agenda item details are filed in the Superintendent's Office with the Monday, February 27, 2023 agenda packet.*

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

10.C. Consider Approval of the Monthly Finance Report

Presenter: Deborah Cabrera, Interim Chief Financial Officer



Lovejoy Independent School District Board of Trustees

Date of Meeting	March 27, 2023
Document Title	Monthly Finance Report for February
Presented For	☒ Board Action ☐ Report/Review Only
Supporting Documents	☐ None ☒ Attached ☐ Provided Later
Administrator Responsible	Deborah Cabrera, Interim Chief Financial Officer

Executive Summary

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

Fiscal Implications

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

Administrator Recommendation

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

Board Priority

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

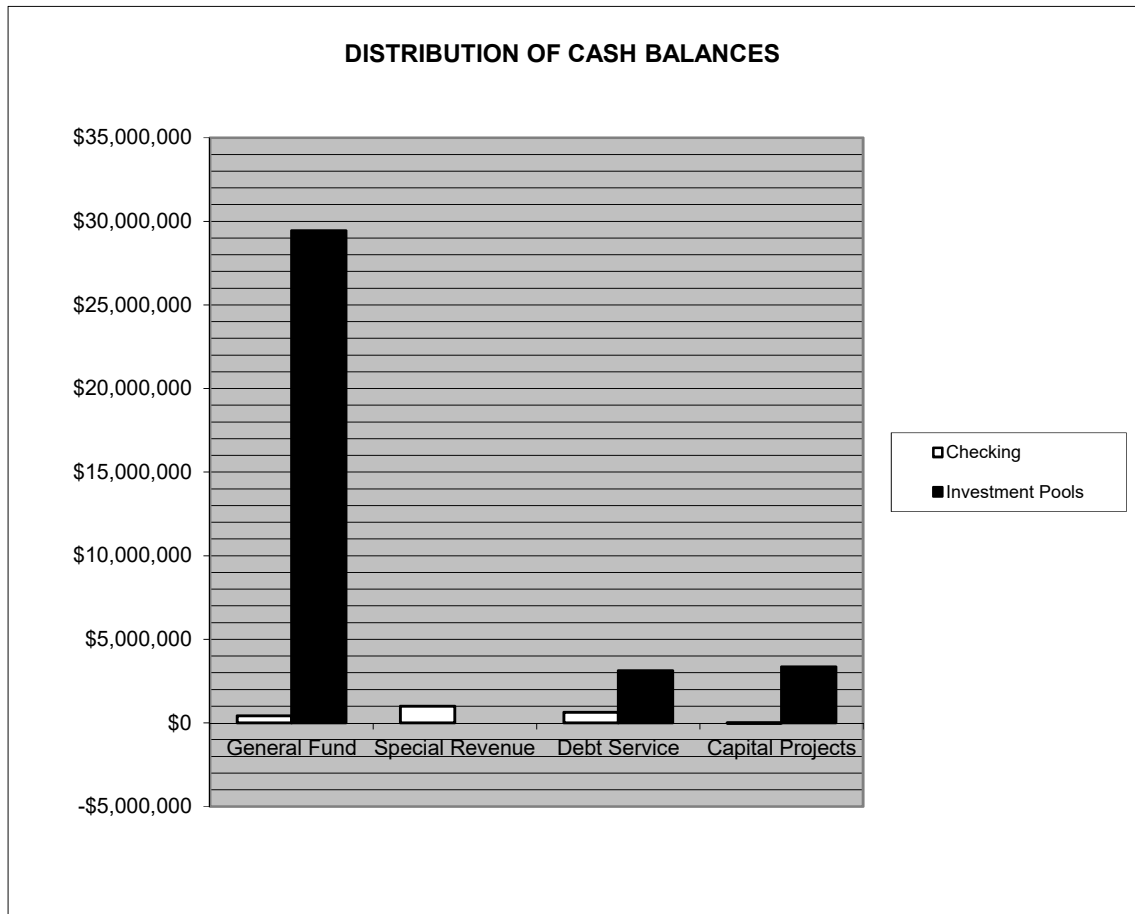
strategically balance financial decision-making with Lovejoy ISD's mission and commitment to the Lovejoy Experience. Our priority on legislative advocacy in the area of school finance will be emphasized through implementation of a Board Legislative Sub-Committee.

Priority 4: Parent and Community Partnership

Lovejoy ISD will build strong community connections and trust through effective communication with both internal and external stakeholders. Through a shared commitment to our mission and core values, we will build upon Lovejoy ISD's Legacy of Excellence. We will maintain high expectations and leverage the collective impact of the Lovejoy ISD community to ensure achievement of outcomes on behalf of students. Lovejoy ISD traditions will enable us to honor the past, celebrate the present, and provide a continuing legacy for the future. Parent and Community involvement and transparency will be prioritized as tools for continuous improvement.

Lovejoy ISD
Cash Position by Fund
February 28, 2023

	<u>Checking</u>	<u>Investment Pools</u>	<u>Total</u>
General Fund	\$422,801	\$29,447,429	\$29,870,230
Special Revenue	\$1,002,703	\$0	\$1,002,703
Debt Service	\$626,324	\$3,130,590	\$3,756,914
Capital Projects	-\$25,323	\$3,346,651	\$3,321,328
Total	\$2,026,505	\$35,924,670	\$37,951,175

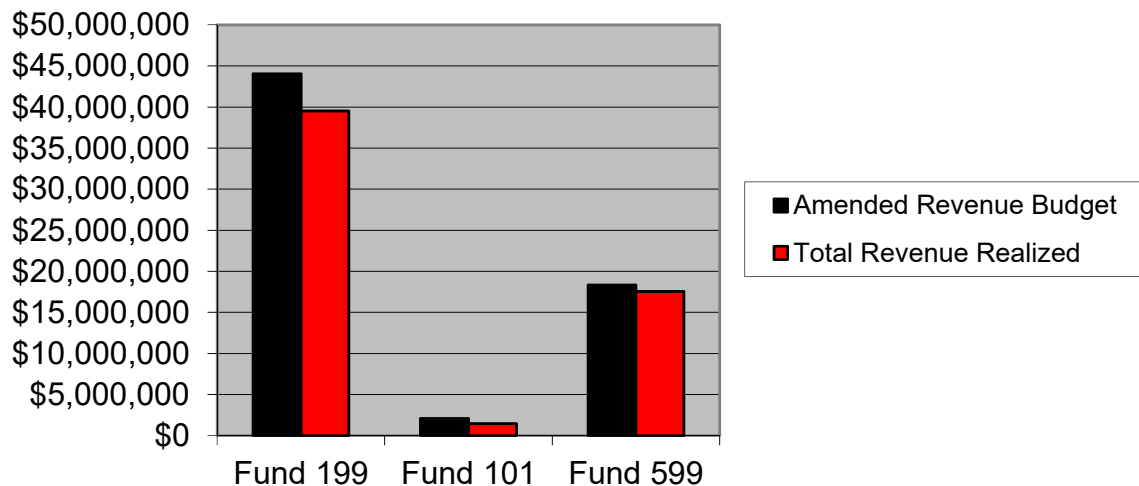


Summary of 2022-2023

Lovejoy ISD
Comparison of Major Funds Revenue Realized to Estimated Revenue
February 28, 2023

	Fund 183- 199 General Funds	Fund 101 Child Nutrition	Fund 599 Debt Service	<u>Total</u>	
Adopted Budget	\$43,416,316	\$1,942,570	\$18,304,370	\$63,663,256	5326169
% of Adopted Budget	68%	3%	29%	100%	Budget
Local Revenue	\$34,960,676	\$1,296,086	\$17,156,677	\$53,413,439	\$36,949,527
State Revenue	\$4,186,867	\$9,429	\$368,372	\$4,564,668	\$5,815,916
Federal Revenue	\$382,135	\$140,154	\$0	\$522,290	\$1,242,732
Total Revenue Realized	\$39,529,678	\$1,445,669	\$17,525,049	\$58,500,396	\$44,008,175
YTD Realized % of Approved	91%	74%	96%	92%	
Remaining Balance	\$4,510,860	\$637,836	\$779,321	\$5,928,017	

Major Funds Revenue Comparison



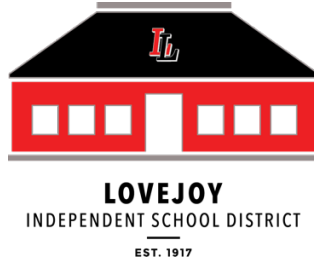
Summary of 2022-2023

Lovejoy ISD
Comparison of Budget to Actual Expenditures
February 28, 2023

	Fund 183- 199 General Funds	Fund 101 Child Nutrition	Fund 599 Debt Service	<u>Total</u>
Adopted Budget	\$41,354,591	\$1,927,023	\$18,304,370	\$61,585,984
% of Adopted Budget	67%	3%	30%	100%
Actual Expenses by Object				
6100 - Salaries and Benefits	\$22,172,654	\$591,376	\$0	\$22,764,030
6200 - Contracted and Professional Services	\$1,692,507	\$29,062	\$3,000	\$1,724,569
6300 - Supplies and Materials	\$911,513	\$532,888	\$0	\$1,444,401
6400 - Other Operating	\$701,181	\$3,848	\$0	\$705,030
6500 - Debt	\$0	\$0	\$18,272,069	\$18,272,069
6600 - Capital Outlay	\$18,421	\$0	\$0	\$18,421
Total Actual Expenditures	\$25,496,276	\$1,157,174	\$18,275,069	\$44,928,519
Actual Expenditure by Function				
11 - Instruction	\$14,478,297	\$0	\$0	\$14,478,297
12 - Library/Media	\$330,985	\$0	\$0	\$330,985
13 - Staff Development	\$584,411	\$0	\$0	\$584,411
21 - Instructional Leadership	\$151,044	\$0	\$0	\$151,044
23 - Campus Admin	\$1,565,321	\$0	\$0	\$1,565,321
31 - Guidance/Counseling	\$973,185	\$0	\$0	\$973,185
33 - Health Services	\$307,847	\$0	\$0	\$307,847
34 - Student Transportation	\$791,181	\$0	\$0	\$791,181
35 - Child Nutrition Services	\$0	\$1,157,174	\$0	\$1,157,174
36 - Extra Curricular	\$1,070,868	\$0	\$0	\$1,070,868
41 - General Administration	\$1,140,823	\$0	\$0	\$1,140,823
51 - Plant Maint & Operations	\$2,450,076	\$0	\$0	\$2,450,076
52 - Security	\$384,850	\$0	\$0	\$384,850
53 - Data Processing	\$490,100	\$0	\$0	\$490,100
61 - Community Services	\$421,657	\$0	\$0	\$421,657
71 - Debt Service	\$0	\$0	\$18,275,069	\$18,275,069
91 - Recapture	\$0	\$0	\$0	\$0
93 - Shared Services	\$18,046	\$0	\$0	\$18,046
95 - JJAEP	\$150	\$0	\$0	\$150
99 - Other Contracted Serv	\$337,435	\$0	\$0	\$337,435
Total Actual Expenditures	\$25,496,276	\$1,157,174	\$18,275,069	\$44,928,519
% Of Budget Expended	62%	56%	100%	
Standard % for this month	64%	68%	100%	
Variance from Standard %	-2%	-12%	0%	
Remaining Balance	\$15,663,940	\$915,563	\$40,601	\$16,620,104
** % of budget is calculated excluding funds for grants, special & minor project funds.				
Summary of 2022-2023				
Total Revenue Realized	\$39,529,678	\$1,445,669	\$17,525,049	\$58,500,396
Total Expenditures	\$25,496,276	\$1,157,174	\$18,275,069	\$44,928,519
Net Difference	\$14,033,402	\$288,495	(\$750,020)	\$13,571,877

10.D. Consider Approval of the External Auditor Engagement Letter

Presenter: Deborah Cabrera, Interim Chief Financial Officer



Lovejoy Independent School District Board of Trustees

Date of Meeting	March 27, 2023
Document Title	Audit Engagement for 2022-2023 Independent Financial Audit
Presented For	☒ Board Action ☐ Report/Review Only
Supporting Documents	☐ None ☒ Attached ☐ Provided Later
Administrator Responsible	Deborah Cabrera, Interim Chief Financial Officer

Executive Summary

As required by the Texas Education Code, and monitored by the Texas Education Agency, each public school district must engage independent auditors on an annual basis to perform a thorough external audit of the district's business activity, accounting, and legal compliance.

As a practice of both sound stewardship and prudent management, the district issued a Request for Qualifications (through legal advertisement and invitation) from qualified independent audit firms in 2014 and has reviewed the ongoing work annually. The contract was awarded to Hankins, Eastup, Deaton, Tony & Seay, a CPA firm located in Denton, Texas. The District has reported continuing satisfaction with the professionalism and thorough audit conducted by Carl Deaton and his team of field agents. The District has also been satisfied with the information and working relationship between the firm and the Board of Trustees and district business office staff as specific questions or issues arise during the year.

The engagement letter is attached for your review. The preliminary work for the audit will begin in late June and fieldwork begins in July. The board will be asked to adopt the Annual Financial Report in October but no later than November, as required by law, depending on completion of field work.

Fiscal Implications
The cost of the audit is budgeted annually. The firm has increased the prior year fee of \$28,500 by \$1500 to \$30,000.
Administrator Recommendation
Administration recommends approval to engage with Hankins, Eastup, Deaton, Tony & Seay to audit the 2022-2023 fiscal year for Lovejoy ISD.
Board Priority
Priority 3 Lovejoy ISD will evaluate all areas which impact the student experience. A sustained focus on continual improvement in all aspects of district services remains a constant with the continued goal of providing the highest quality of learning experiences for our students. In support of organizational health and effectiveness, Lovejoy ISD will establish a plan for short and long-term financial sustainability. We will strategically balance financial decision-making with Lovejoy ISD's mission and commitment to the Lovejoy experience. A financial assessment, identification of priorities, and intentional decision-making will support strategic financial planning. Zero-based budgeting will be utilized and transparency will be prioritized. Priority 4 Lovejoy ISD will develop stronger community connections and confidence through effective communication with both internal and external stakeholders.

Members:
AMERICAN INSTITUTE OF
CERTIFIED PUBLIC
ACCOUNTANTS
TEXAS SOCIETY OF CERTIFIED
PUBLIC ACCOUNTANTS

**HANKINS, EASTUP, DEATON,
TONN, SEAY & SCARBOROUGH**

A Limited Liability Company

CERTIFIED PUBLIC ACCOUNTANTS

902 NORTH LOCUST
P.O. BOX 977
DENTON, TX 76202-0977

TEL. (940) 387-8563
FAX (940) 383-4746

March 16, 2023

To the Board of Trustees and Management
Lovejoy Independent School District
Allen, Texas

We are pleased to confirm our understanding of the services we are to provide for Lovejoy Independent School District ("the District") for the year ended June 30, 2023.

Audit Scope and Objectives

We will audit the financial statements of the governmental activities, each major fund, and the aggregate remaining fund information, including the disclosures, which collectively comprise the basic financial statements of Lovejoy Independent School District, as of and for the year ended June 30, 2023. Accounting standards generally accepted in the United States of America (GAAP) provide for certain required supplementary information (RSI), such as management's discussion and analysis (MD&A), to supplement the District's basic financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. As part of our engagement, we will apply certain limited procedures to the District's RSI in accordance with auditing standards generally accepted in the United States of America (GAAS). These limited procedures will consist of inquiries of management regarding the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We will not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient appropriate evidence to express an opinion or provide any assurance. The following RSI is required by GAAP and will be subjected to certain limited procedures, but will not be audited:

1. Management's Discussion and Analysis.
2. Schedule of the District's Proportionate Share of the Net Pension Liability – Teacher Retirement System of Texas.
3. Schedule of District's Contributions for Pensions - Teacher Retirement System of Texas.
4. Schedule of the District's Proportionate Share of the Net OPEB Liability – Teacher Retirement System of Texas.
5. Schedule of District's Contributions for Other Post-Employment Benefits (OPEB) – Teacher Retirement System of Texas.

We have also been engaged to report on supplementary information other than RSI that accompanies the District's financial statements. We will subject the following supplementary information to the auditing procedures applied in our audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America, and we will provide an opinion on it in relation to the financial statements as a whole:

1. Schedule of expenditures of federal awards.
2. Combining statements.
3. Required TEA schedules.

The objectives of our audit are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and issue an auditor's report that includes our opinions about whether your financial statements are fairly presented, in all material respects, in conformity with U.S. generally accepted accounting principles and on the fairness of the supplementary information referred to in the second paragraph when considered in relation to the financial statements as a whole. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with auditing standards generally accepted in the United States of America and *Government Auditing Standards* will always detect a material misstatement when it exists. Misstatements, including omissions, can arise from fraud or error and are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgement of a reasonable user made based on the financial statements. The objectives also include reporting on –

- Internal control over financial reporting and compliance with laws, regulations, contracts, and award agreements, noncompliance with which could have a material effect on the financial statements in accordance with *Government Auditing Standards*.
- Internal control over compliance related to major programs and an opinion (or disclaimer of opinion) on compliance with federal statutes, regulations, and the terms and conditions of federal awards that could have a direct and material effect on each major program in accordance with the Single Audit Act Amendments of 1996 and Title 2 U.S. Code of Federal Regulations (CFR) Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* (Uniform Guidance).

Auditor's Responsibilities for the Audit of the Financial Statements and Single Audit

We will conduct our audit in accordance with GAAS; the standards for financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States; the Single Audit Act Amendments of 1996; and the provisions of the Uniform Guidance, and will include tests of accounting records, a determination of major program(s) in accordance with Uniform Guidance, and other procedures we consider necessary to enable us to express such opinions. As part of an audit in accordance with GAAS and *Government Auditing Standards*, we exercise professional judgement and maintain professional skepticism throughout the audit.

We will evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management. We will also evaluate the overall presentation of the financial statements, including the disclosures, and determine whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation. We will plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement, whether from (1) errors, (2) fraudulent financial reporting, (3) misappropriation of assets, or (4) violations of laws or governmental regulations that are attributable to the government or to acts by management or employees acting on behalf of the government. Because the determination of waste and abuse is subjective, *Government Auditing Standards* do not expect auditors to perform specific procedures to detect waste or abuse in financial audits nor do they expect auditors to provide reasonable assurance of detecting waste or abuse.

Because of the inherent limitations of an audit, combined with the inherent limitations of internal control, and because we will not perform a detailed examination of all transactions, there is an unavoidable risk that some material misstatements or noncompliance may not be detected by us, even though the audit is properly planned and performed in accordance with GAAS and *Government Auditing Standards*. In addition, an audit is not designed to detect immaterial misstatements or violations of laws or governmental regulations that do not have a direct and material effect on the financial statements or on major programs. However, we will inform the appropriate level of management of any material errors, any fraudulent financial reporting, or misappropriation of assets that come to our attention. We will also inform the appropriate level of management of any violations of laws or governmental regulations that come to our attention, unless clearly inconsequential. We will include such matters in the reports required for a Single Audit. Our responsibility as auditors is limited to the period covered by our audit and does not extend to any later periods for which we are not engaged as auditors.

We will also conclude, based on the audit evidence obtained, whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the government's ability to continue as a going concern for a reasonable period of time.

Our procedures will include tests of documentary evidence supporting the transactions recorded in the accounts, tests of the physical existence of inventories, and direct confirmation of receivables and certain assets and liabilities by correspondence with selected individuals, funding sources, creditors, and financial institutions. We will also request written representations from your attorneys as part of the engagement.

We may, from time to time and depending on the circumstances, use third-party service providers in serving your account. We may share confidential information about you with these service providers but remain committed to maintaining the confidentiality and security of your information. Accordingly, we maintain internal policies, procedures, and safeguards to protect the confidentiality of your personal information. In addition, we will secure confidentiality agreements with all service providers to maintain the confidentiality of your information and we will take reasonable precautions to determine that they have appropriate procedures in place to prevent the unauthorized release of your confidential information to others. In the event that we are unable to secure an appropriate confidentiality agreement, you will be asked to provide your consent prior to the sharing of your confidential information with the third-party service provider. Furthermore, we will remain responsible for the work provided by any such third-party service providers.

Our audit of financial statements does not relieve you of your responsibilities.

Audit Procedures – Internal Controls

We will obtain an understanding of the District and its environment, including internal control relevant to the audit, sufficient to identify and assess the risks of material misstatement of the financial statements, whether due to error or fraud, and to design and perform audit procedures responsive to those risks and obtain evidence that is sufficient and appropriate to provide a basis for our opinions. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentation, or the override of internal control. Tests of controls may be performed to test the effectiveness of certain controls that we consider relevant to preventing and detecting errors and fraud that are material to the financial statements and to preventing and detecting misstatements resulting from illegal acts and other noncompliance matters that have a direct and material effect on the financial statements. Our tests, if performed, will be less in scope than would be necessary to render an opinion on internal control and, accordingly, no

opinion will be expressed in our report on internal control issued pursuant to *Government Auditing Standards*.

As required by the Uniform Guidance, we will perform tests of controls over compliance to evaluate the effectiveness of the design and operation of controls that we consider relevant to preventing or detecting material noncompliance with compliance requirements applicable to each major federal award program. However, our tests will be less in scope than would be necessary to render an opinion on those controls and, accordingly, no opinion will be expressed in our report on internal control issued pursuant to the Uniform Guidance.

An audit is not designed to provide assurance on internal control or to identify significant deficiencies or material weaknesses. Accordingly, we will express no such opinion. However, during the audit, we will communicate to management and those charged with governance internal control related matters that are required to be communicated under AICPA professional standards, *Government Auditing Standards*, and the Uniform Guidance.

Audit Procedures – Compliance

As part of obtaining reasonable assurance about whether the financial statements are free of material misstatement, we will perform tests of the District's compliance with provisions of applicable laws, regulations, contracts, and agreements, including grant agreements. However, the objective of those procedures will not be to provide an opinion on overall compliance, and we will not express such an opinion in our report on compliance issued pursuant to *Government Auditing Standards*.

The Uniform Guidance requires that we also plan and perform the audit to obtain reasonable assurance about whether the auditee has complied with federal statutes, regulations, and the terms and conditions of federal awards applicable to major programs. Our procedures will consist of test of transactions and other applicable procedures described in the *OMB Compliance Supplement* for the types of compliance requirements that could have a direct and material effect on each of the District's major programs. For federal programs that are included in the Compliance Supplement, our compliance and internal control procedures will relate to the compliance requirements that the Compliance Supplement identifies as being subject to audit. The purpose of these procedures will be to express an opinion on the District's compliance with requirements applicable to each of its major programs in our report on compliance issued pursuant to the Uniform Guidance.

Other Services

We will also assist in preparing the financial statements, schedule of expenditures of federal awards, the related notes, and depreciation calculations of the District in conformity with accounting principles generally accepted in the United States of America and the Uniform Guidance based on information provided by you. These nonaudit services do not constitute an audit under *Government Auditing Standards* and such services will not be conducted in accordance with *Government Auditing Standards*. We will perform the services in accordance with applicable professional standards. The other services are limited to the financial statements, schedule of expenditures of federal awards, the related notes, and depreciation calculation services previously defined. We, in our sole professional judgement, reserve the right to refuse to perform any procedure or take any action that could be construed as assuming management responsibilities.

You agree to assume all management responsibilities for the financial statements, schedule of expenditures of federal awards, the related notes, depreciation calculations and any other nonaudit services we provide. You will be required to acknowledge in the management

representation letter our assistance with preparation of the financial statements, schedule of expenditures of federal awards, the related notes, and depreciation calculations and that you have reviewed and approved the financial statements, the schedule of expenditures of federal awards, the related notes, and depreciation calculations prior to their issuance and have accepted responsibility for them. Further, you agree to oversee the nonaudit services by designating an individual, preferably from senior management, with suitable skill, knowledge, or experience; evaluate the adequacy and results of those services; and accept responsibility for them.

Responsibilities of Management for the Financial Statements and Single Audit

Our audit will be conducted on the basis that you acknowledge and understand your responsibility for (1) designing, implementing, establishing and maintaining effective internal controls relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error, including internal controls over federal awards, and for evaluating and monitoring ongoing activities, to help ensure that appropriate goals and objectives are met; (2) following laws and regulations; (3) ensuring that there is reasonable assurance that government programs are administered in compliance with compliance requirements; and (4) ensuring that management and financial information is reliable and properly reported. Management is also responsible for implementing systems designed to achieve compliance with applicable laws, regulations, contracts, and grant agreements. You are also responsible for the selection and application of accounting principles; for the preparation and fair presentation of the financial statements, schedules of expenditures of federal awards, and all accompanying information in conformity with GAAP; and for compliance with applicable laws and regulations (including federal statutes), rules, and the provisions of contracts and grant agreements (including award agreements). Your responsibilities also include identifying significant contractor relationships in which the contractor has responsibility for program compliance and for the accuracy and completeness of that information.

You are also responsible for making all financial records, and related information available to us and for the accuracy and completeness of that information (including information from outside of the general and subsidiary ledgers). You are also responsible for providing us with (1) access to all information of which you are aware that is relevant to the preparation and fair presentation of the financial statements, such as records, documentation, identification of all related parties and all related-party relationships and transactions, and other matters; (2) access to personnel, accounts, books, records, supporting documentation, and other information as needed to perform an audit under the Uniform Guidance, (3) additional information that we may request for the purpose of the audit, and (4) unrestricted access to persons within the District from whom we determine it necessary to obtain audit evidence. At the conclusion of our audit, we will require certain written representations from you about the financial statements; schedule of expenditures of federal awards; federal award programs; compliance with laws, regulations, contracts, and grant agreements; and related matters.

Your responsibilities include adjusting the financial statements to correct material misstatements and confirming to us in the written representation letter that the effects of any uncorrected misstatements aggregated by us during the current engagement and pertaining to the latest period presented are immaterial, both individually and in the aggregate, to the financial statements taken as a whole.

You are responsible for the design and implementation of programs and controls to prevent and detect fraud, and for informing us about all known or suspected fraud affecting the District involving (1) management, (2) employees who have significant roles in internal control, and (3) others where the fraud could have a material effect on the financial statements. Your

responsibilities include informing us of your knowledge of any allegations of fraud or suspected fraud affecting the District received in communications from employees, former employees, grantors, regulators, or others. In addition, you are responsible for identifying and ensuring that the District complies with applicable laws, regulations, contracts, agreements, and grants. You are also responsible for taking timely and appropriate steps to remedy fraud and noncompliance with provisions of laws, regulations, contracts, and grant agreements that we report. Additionally, as required by the Uniform Guidance, it is management's responsibility to evaluate and monitor noncompliance with federal statutes, regulations, and the terms and conditions of federal awards; take prompt action when instances of noncompliance are identified including noncompliance identified in audit findings; promptly follow up and take corrective action on reported audit findings; and prepare a summary schedule of prior audit findings and a separate corrective action plan. If applicable, the summary schedule of prior audit findings should be available for our review by June 30, 2023.

You are responsible for identifying all federal awards received and understanding and complying with the compliance requirements and for the preparation of the schedule of expenditures of federal awards (including notes and noncash assistance received, and COVID-19 related concepts, such as lost revenue, if applicable) in conformity with the Uniform Guidance. You agree to include our report on the schedule of expenditures of federal awards in any document that contains and indicates that we have reported on the schedule of expenditures of federal awards. You also agree to include the audited financial statements with any presentation of the schedule of expenditures of federal awards that includes our report thereon. Your responsibilities include acknowledging to us in the written representation letter that (1) you are responsible for presentation of the schedule of expenditures of federal awards in accordance with the Uniform Guidance; (2) you believe the schedule of expenditures of federal awards, including its form and content, is fairly presented in accordance with the Uniform Guidance; (3) the methods of measurement or presentation have not changed from those used in the prior period (or, if they have changed, the reasons for such changes); and (4) you have disclosed to us any significant assumptions or interpretations underlying the measurement or presentation of the schedule of expenditures of federal awards.

You are also responsible for the preparation of the other supplementary information, which we have been engaged to report on, in conformity with GAAP. You agree to include our report on the supplementary information in any document that contains and indicates that we have reported on the supplementary information. You also agree to include the audited financial statements with any presentation of the supplementary information that includes our report thereon. Your responsibilities include acknowledging to us in the written representation letter that (1) you are responsible for presentation of the supplementary information in accordance with GAAP; (2) you believe the supplementary information, including its form and content, is fairly presented in accordance with GAAP; (3) the methods of measurement or presentation have not changed from those used in the prior period (or, if they have changed, the reasons for such changes); and (4) you have disclosed to us any significant assumptions or interpretations underlying the measurement or presentation of the supplementary information.

Management is responsible for establishing and maintaining a process for tracking the status of audit findings and recommendations. Management is also responsible for identifying and providing report copies of previous financial audits, attestation engagements, performance audits, or other studies related to the objectives discussed in the Audit Scope and Objectives section of this letter. This responsibility includes relaying to us corrective actions taken to address significant findings and recommendations resulting from those audits, attestation engagements, performance audits, or studies. You are also responsible for providing management's views on our current findings, conclusions, and recommendations, as well as your planned corrective actions for the report, and for the timing and format for providing that information.

Engagement Administration, Fees, and Other

We understand that your employees will locate any documents selected by us for testing.

At the conclusion of the engagement, we will complete the appropriate sections of the Data Collection Form that summarizes our audit findings. It is management's responsibility to submit the reporting package (including financial statements, schedule of expenditures of federal awards, summary schedule of prior audit findings, auditors' reports, and corrective action plan) along with the Data Collection Form to the federal audit clearinghouse. We will coordinate with you the electronic submission and certification. The Data Collection Form and the reporting package must be submitted within the earlier of 30 days after receipt of the auditor's reports or nine months after the end of the audit period.

We will provide copies of our reports to the District; however, management is responsible for distribution of the reports and the financial statements. Unless restricted by law or regulation, or containing privileged and confidential information, copies of our reports are to be made available for public inspection.

The audit documentation for this engagement is the property of Hankins, Eastup, Deaton, Tonn, Seay & Scarborough, L.L.C. and constitutes confidential information. However, subject to applicable laws and regulations, audit documentation and appropriate individuals will be made available upon request and in a timely manner to the Texas Education Agency or its designee, a federal agency providing direct or indirect funding, or the U.S. Government Accountability Office for purposes of a quality review of the audit, to resolve audit findings, or to carry out oversight responsibilities. We will notify you of any such request. If requested, access to such audit documentation will be provided under the supervision of Hankins, Eastup, Deaton, Tonn, Seay & Scarborough, L.L.C. personnel. Furthermore, upon request, we may provide copies of selected audit documentation to the aforementioned parties. These parties may intend, or decide, to distribute the copies or information contained therein to others, including other government agencies.

The audit documentation for this engagement will be retained for a minimum of five years after the report release date or for any additional period requested by the Texas Education Agency. If we are aware that a federal awarding agency, pass-through entity, or auditee is contesting an audit finding, we will contact the party(ies) contesting the audit finding for guidance prior to destroying the audit documentation.

Carl Deaton is the engagement partner and is responsible for supervising the engagement and signing the reports or authorizing another individual to sign them. We expect to begin our audit in July 2023 and to issue our reports no later than October 15, 2023. Our estimated fee for these services will be \$30,000. Our invoices for these fees will be rendered as work progresses and are payable on presentation. The above fee is based on anticipated cooperation from your personnel and the assumption that unexpected circumstances will not be encountered during the engagement. If significant additional time is necessary, we will discuss it with you and arrive at a new fee estimate before we incur the additional costs.

Reporting

We will issue written reports upon completion of our Single Audit. Our reports will be address to the Board of Trustees of the District. Circumstances may arise in which our report may differ from its expected form and content based on the results of our audit. Depending on the nature of these circumstances, it may be necessary for us to modify our opinion, add a separate section, or add an emphasis-of-matter or other-matter paragraph to our auditor's report, or if

necessary, withdraw from this engagement. If our opinions are other than unmodified, we will discuss the reasons with you in advance. If, for any reason, we are unable to complete the audit or are unable to form or have not formed opinions, we may decline to express opinions or issue reports, or we may withdraw from this engagement.

The *Government Auditing Standards* report on internal control over financial reporting and on compliance and other matters will state that (1) the purpose of the report is solely to describe the scope of testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance, and (2) the report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. The Uniform Guidance report on internal control over compliance will state that the purpose of the report on internal control over compliance is solely to describe the scope of testing of internal control over compliance and the results of that testing based on the requirements of the Uniform Guidance. Both reports will state that the report is not suitable for any other purpose.

We appreciate the opportunity to be of service to Lovejoy Independent School District and believe this letter accurately summarizes the significant terms of our engagement. If you have any questions, please let us know. If you agree with the terms of our engagement as described in this letter, please sign the enclosed copy and return it to us.

Very truly yours,



Hankins, Eastup, Deaton, Tonn, Seay & Scarborough, L.L.C.
Denton, Texas

RESPONSE:

This letter correctly sets forth the understanding of Lovejoy Independent School District.

Management signature:

By: _____

Title: _____

Date: _____

Board of Trustees signature:

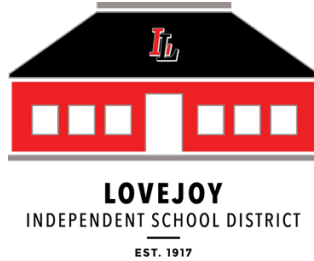
By: _____

Title: _____

Date: _____

10.E. Consider Approval of the 2022-2023 Budget Amendment #3

Presenter: Deborah Cabrera, Interim Chief Financial Officer



Lovejoy Independent School District Board of Trustees

Date of Meeting	March 27, 2023
Document Title	2022-2023 Budget Amendment #3
Presented For	☒ Board Action ☐ Report/Review Only
Supporting Documents	☐ None ☒ Attached ☐ Provided Later
Administrator Responsible	Deborah Cabrera, Interim Chief Financial Officer

Executive Summary

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

We are requesting the third budget amendment for 2022-2023. This amendment will address the General Operating Fund only. We will continue to review our revenue and expenditures compared with the original budget to recommend future amendments as needed.

Fiscal Implications

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

Administrator Recommendation

The administration recommends approval of Budget Amendment #3 for the General Operating Fund by the Board of Trustees.

Board Priority

Priority 3: Continuous Improvement and Financial Sustainability

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

Priority 4: Parent and Community Partnership

Lovejoy ISD will build strong community connections and trust through effective communication with both internal and external stakeholders. Through a shared commitment to our mission and core values, we will build upon Lovejoy ISD's Legacy of Excellence. We will maintain high expectations and leverage the collective impact of the Lovejoy ISD community to ensure achievement of outcomes on behalf of students. Lovejoy ISD traditions will enable us to honor the past, celebrate the present, and provide a continuing legacy for the future. Parent and Community involvement and transparency will be prioritized as tools for continuous improvement.

LOVEJOY ISD
2022-2023 Proposed Budget Amendment #3
Summary of Revenues & Expenditures
General Funds
(Includes funds 183,198 & 199)

General Operating Revenue

5700 - Revenues from Local and Intermediate Sources	36,973,711
5800 - State Program Revenues*	6,275,410
5900 - Federal Program Revenues	1,242,732

Total Revenue	\$ 44,491,853
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11 - Instruction	\$ 22,232,377
12 - Instructional Resources	\$ 572,831
13 - Instructional Staff Development	\$ 946,617
21 - Instructional Leadership	\$ 243,248
23 - School Administration	\$ 2,414,811
31 - Guidance & Counseling	\$ 1,746,211
33 - Health Services	\$ 431,362
34-Student Transportation	\$ 1,293,595
35 - Student Nutrition	\$ -
36 - Extra Curricular Activities	\$ 1,722,186
41 - General Administration	\$ 1,748,639
51 - Plant Maintenance & Operations	\$ 4,097,561
52 - Security	\$ 438,465
53 - Data Processing Services	\$ 711,252
61 - Community Services	\$ 784,004
81 - Construction	\$ 3,145
91 - Recapture	\$ 1,773,090
93 - Shared Service Arrangements	\$ 42,000
95 - JJAEP	\$ 5,000
99 - Other Intergovernmental Charges	\$ 337,500

Total All Functions	\$ 41,543,894
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*Budget includes TRS/Medicare Part D On-Behalf Revenue or Expenditures

Difference in Estimated Revenues & Expenditures	\$ 2,947,959
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This proposed budget amendment, for the school year 2022-2023, was adopted at a meeting of the Board of School Trustees on March 27, 2023 as evidenced in the Official School Board Minutes. I certify that budget preparation and adoption is in accordance with Chapter 44 of the Texas Education Code.

3/27/2023

President

Date

3/27/2023

Secretary

Date

Lovejoy Independent School District
General Funds (Funds 183,198 199 only)
2022-2023 Proposed Budget Amendment #3
For March 27, 2023

REVENUES

<u>Function/Description</u>	<u>June Board Approved Budget</u>	<u>Amended Budget February #2</u>	<u>Amendment #3</u>	<u>Amended Budget March 27, 2023</u>
5700 - Revenues from Local and Intermediate Sources	\$ 37,437,824	36,946,634	27,077	\$ 36,973,711
5800 - State Program Revenues	\$ 5,428,492	5,815,916	459,494	\$ 6,275,410
5900 - Federal Program Revenues	\$ 550,000	1,242,732	-	\$ 1,242,732
7900 - Other Resources	-	-	-	\$ -
Total Revenues	\$43,416,316	\$44,005,282	\$486,571	\$44,491,853

EXPENDITURES

<u>Function/Description</u>	<u>June Board Approved Budget</u>	<u>Amended Budget February #2</u>	<u>Amendment #3</u>	<u>Amended Budget March 27, 2023</u>
11 - Instruction	\$ 22,259,385	21,709,887	522,490	\$ 22,232,377
12 - Instructional Resources	\$ 572,831	572,831	-	\$ 572,831
13 - Instructional Staff Development	\$ 1,418,201	945,867	750	\$ 946,617
21 - Instructional Leadership	\$ 245,048	243,248	-	\$ 243,248
23 - School Administration	\$ 2,413,261	2,414,811	-	\$ 2,414,811
31 - Guidance & Counseling	\$ 1,764,956	1,764,961	(18,750)	\$ 1,746,211
33 - Health Services	\$ 428,562	428,862	2,500	\$ 431,362
34-Student Transportation	\$ 1,198,455	1,293,595	-	\$ 1,293,595
35 - Student Nutrition	\$ -	-	-	\$ -
36 - Extra Curricular Activities	\$ 1,708,020	1,722,186	-	\$ 1,722,186
41 - General Administration	\$ 1,717,167	1,748,639	-	\$ 1,748,639
51 - Plant Maintenance & Operations	\$ 4,049,862	4,051,561	46,000	\$ 4,097,561
52 - Security	\$ 634,191	638,465	(200,000)	\$ 438,465
53 - Data Processing Services	\$ 702,546	711,252	-	\$ 711,252
61 - Community Services	\$ 843,028	784,004	-	\$ 784,004
81 - Construction			3,145	\$ 3,145
91 - Recapture	\$ 1,014,579	1,773,090	-	\$ 1,773,090
93 - Shared Service Arrangements	\$ 42,000	42,000	-	\$ 42,000
95 - JJAEP	\$ 5,000	5,000	-	\$ 5,000
99 Other Governmental Charges	\$ 337,500	337,500	-	\$ 337,500
Total Expenditures	\$41,354,592	\$ 41,187,759	\$ 356,135	\$ 41,543,894

8911 Transfers Out	\$ -			\$ -
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Budgeted Increase (Decrease) to Fund Balance	\$2,061,724	\$2,817,523	\$130,436	\$2,947,959
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Lovejoy Independent School District
General Funds (Funds 183,198 199 only)
2022-2023 Proposed Budget Amendment #3
For March 27, 2023

<u>Explanation/Justification</u>	<u>Amount</u>
5700 Local Revenues	
JET Grant Match - PTO	\$ 24,184
Athletic Gate Receipts	\$ 2,893
	<u>\$ 27,077</u>
5800 State Revenues	
JET Grant	<u>\$ 459,494</u>
5900 Federal Revenues	
	<u>\$ -</u>
Total Revenue	<u>\$ 486,571</u>
Function 11 - Instruction:	
Additional Suburban for Student Travel	\$ 54,000
Net Transfer from/to Other Functions	\$ 15,580
Payroll Savings - Unfilled Positions	\$ (30,768)
Jet Grant Supplies and Equipment	\$ 483,678
Total Function 11	<u>\$ 522,490</u>
Function 12 - Instructional Resource:	
	<u>\$ -</u>
Total Function 12	<u>\$ -</u>
Function 13 - Instructional Staff Development:	
Transfer from Other Functions	\$ 750
Total Function 13	<u>\$ 750</u>
Function 21 - Instructional Leadership:	
	<u>\$ -</u>
Total Function 21	<u>\$ -</u>
Function 23 - School Leadership:	
	<u>\$ -</u>
Total Function 23	<u>\$ -</u>
Function 31 - Guidance/Counseling Services:	
Transfer to Function 11 for HS Graduation Expenses	\$ (18,750)
Total Function 31	<u>\$ (18,750)</u>
Function 33 - Nursing Services:	
Transfer from Other Function	\$ 2,500
Total Function 33	<u>\$ 2,500</u>
Function 34 - Transportation Services:	
	<u>\$ -</u>
Total Function 34	<u>\$ -</u>

Lovejoy Independent School District
General Funds (Funds 183,198 199 only)
2022-2023 Proposed Budget Amendment #3
For March 27, 2023

Function 35 - Food Services:		\$ -
	Total Function 35	<u><u>\$ -</u></u>
Function 36 - Cocurricular/Extracurricular:		\$ -
Replace 9 passenger Suburban used for student travel	Total Function 36	<u><u>\$ -</u></u>
Function 41 - Administration:		\$ -
	Total Function 41	<u><u>\$ -</u></u>
Function 51 - Plant Maintenance/Operations:		\$ 46,000
Replace Maintenance Van	Total Function 51	<u><u>\$ 46,000</u></u>
Function 52 - Security/Monitoring Services:		\$ (200,000)
Move Marshall salaries to Safety Grant	Total Function 52	<u><u>\$ (200,000)</u></u>
Function 53 - Technology Services:		\$ -
	Total Function 53	<u><u>\$ -</u></u>
Function 61 - Community Service:		\$ -
	Total Function 61	<u><u>\$ -</u></u>
Function 81 - Facilities Acquisition and Construction		\$ 3,145
Correct Prior Budget Amendment Transfer from Other Function	Total Function 81	<u><u>\$ 3,145</u></u>
Function 91 - Recapture		\$ -
	Total Function 91	<u><u>\$ -</u></u>
Function 93 - Shared Service Arrangements		\$ -
	Total Function 93	<u><u>\$ -</u></u>
Function 95 - Juvenile Justice Alternative Education Programs		\$ -
	Total Function 95	<u><u>\$ -</u></u>
Function 99 -Other Intergovernmental Charges		\$ -
	Total Function 99	<u><u>\$ -</u></u>
8911 - Transfers Out		\$ -
	Total Other Uses	<u><u>\$ -</u></u>
	Total Expenditure/Other Uses	<u><u>\$ 356,135</u></u>

10.F. Consider Approval of a Purchase Over \$75,000 for Robotics Equipment from the JET Grant

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



LOVEJOY
INDEPENDENT SCHOOL DISTRICT
EST. 1917

Lovejoy Independent School District Board of Trustees

Date of Meeting	March 27, 2023
Document Title	Purchase Over \$75,000 for Robotics Equipment from the JET Grant
Presented For	☒ Board Action ☐ Report/Review Only
Supporting Documents	☐ None ☒ Attached ☐ Provided Later
Administrator Responsible	Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction
Executive Summary	
The District was awarded a JET Grant through the Texas Workforce Commission. The grant includes funding for equipment to support Robotics courses. The administration is requesting approval to purchase the following: Intelitek, GP8 Cart with Curriculum Bundle - \$118,694 Plaser - Clean Room Metal Cutting Machine - \$82,615	
Fiscal Implications	
LISD will purchase from M&O and then qualify for reimbursement from the previously awarded JET Grant.	
Administrator Recommendation	
Administration requests approval to purchase the robotics equipment as attached.	
Board Priority	
Priority 1: Academics Lovejoy ISD will continue to demonstrate growth in student academic achievement as evidenced by a broad range of academic measures	

appropriate for the elementary, intermediate, middle, and high school levels. The Lovejoy ISD Graduate Profile (Intellectually Equipped, Open to the Challenges of Learning, Well-Rounded, Engaged in a Healthy Lifestyle, Fair and Respectful of Others, and Works for Justice in the Community) will become a prevalent part of all students' pursuits. Students will personify the Graduate Profile by experiencing challenging and engaging learning. Research-based instructional strategies will be strategically partnered with innovation. We will carry forward the strategic targets identified in our LOVEJOY 2030 Strategic Plan and provide students with opportunities to build Future Ready Skills.

Priority 2: Culture: Legacy of Excellence

Lovejoy ISD will continue to strive to be recognized as the employer of choice for educators who believe districts should be defined by a culture of superior work ethic, mission-driven behavior, continuous improvement, growth mindset, and positive relationships with students, parents, and colleagues. Lovejoy ISD team members will align their actions with our Core Values and prioritize relationships, learning collaboration, results, and fun. Lovejoy ISD will invest in a culture that provides exceptional learning opportunities for students and supports their development toward The Graduate Profile.

Priority 3: Continuous Improvement and Financial Sustainability

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

QUOTE

Date: Mar 21, 2023

Quotes are good for 30 Days

Quote Number: 2023-Q4675

Bid/Contract: ESC Region 7 -

VOCA2223



Lab Resources, Inc.
27905 Commercial Park Rd.
Suite 430
Tomball, TX 77375
Toll Free 888.963.2200
Local 281.516.2200
www.lab-resources.net

CUSTOMER

Josh Strickland

Lovejoy ISD

Instructor

joshua_strickland@lovejoyisd.net

SHIP TO

Lovejoy High School

2350 Estates Pkwy

Lucas, TX 75002

LINE	PART NO.	DESCRIPTION	QTY	LIST PRICE	TOTAL
1.	FS-CRP48X24	Plaser - Clean Room Metal Cutting Machine (48" x 24") Plaser CRP 48"x24" Y Travel: 1200 mm x 609 mm Affordable, Professional Alternative to a Laser for Cutting Steel and Aluminum. Fully Enclosed 110 V or 240V operation. *** Requires compressed air - Closed-Loop Hybrid Servo Control System - Downdraft grid table and ports to exhaust fumes outside or to a filtration system - Automatic torch height with Automatic voltage detection - Includes fine marking, and standard cutting consumables - Laser-like Quality Plasma system Fine Piercing to 1/4" Steel or Aluminum - Able to edge cut up to 7/8" steel and 1/2" aluminum Includes: Plaser CRP In Room Filtration System699969 **Optional in room filtration system for the Plaser CRP line Includes: S/H, Install & Training	1	\$ 82,615.00	\$ 82,615.00

Subtotal \$ 82,615.00

Tax \$ 0.00

Discount \$ 0.00

Grand Total \$ 82,615.00

Lab Resources is committed to providing fair and reasonable pricing to our customers. Unfortunately with the current unpredictable economy we can no longer guarantee pricing for more than 30 days at a time. Prices quoted outside of the 30 day guarantee are subject to change. We are happy to discuss your individual needs and will accommodate you as best we can. We appreciate your business and continued faith in us during this time.

Sales Consultant: Jill Stone Jill@lab-resources.net 214.455.5184

Thank you for your business!

If you have any questions, please contact Lauren Braband, Account & Operations Manager, LaurenB@lab-resources.net

Thank you for your business!

QUOTE

Date: Mar 22, 2023

Quotes are good for 30 Days

Quote Number: 2023-Q5094

Bid/Contract: ESC Region 7 -

VOCA2223



Lab Resources, Inc.
27905 Commercial Park Rd.
Suite 430
Tomball, TX 77375
Toll Free 888.963.2200
Local 281.516.2200
www.lab-resources.net

CUSTOMER

Josh Strickland

Lovejoy ISD

Instructor

joshua_strickland@lovejoyisd.net

SHIP TO

Lovejoy High School

2350 Estates Pkwy

Lucas, TX 75002

LINE	PART NO.	DESCRIPTION	QTY	LIST PRICE	TOTAL
1.	INK-MISC	Intelitek Intelitek GP8 Cart with Curriculum Bundle Includes: - Yaskawa Motoman GP8 Fenceless Cart - Robotic accessories for GP8 Learning programs - Annual Subscription for all Robotics Curriculum - Yaskawa Certification – Certified Yaskawa Equipment Operator Test for YRC Controller	1	\$ 105,094.00	\$ 105,094.00
2.	INK-50-0096-0000	Training at Customer Site (Days) * 4 Days to Install & Train on this equipment. Any Onsite Training (technical training or professional development) based on training programs listed above. Cost per day onsite. Minimum 2 days.	4	\$ 1,900.00	\$ 7,600.00
3.	SHIP	Shipping and Handling	1	\$ 6,000.00	\$ 6,000.00

Subtotal \$ 118,694.00

Tax \$ 0.00

Discount \$ 0.00

Grand Total \$ 118,694.00

Lab Resources is committed to providing fair and reasonable pricing to our customers. Unfortunately with the current unpredictable economy we can no longer guarantee pricing for more than 30 days at a time. Prices quoted outside of the 30 day guarantee are subject to change. We are happy to discuss your individual needs and will accommodate you as best we can. We appreciate your business and continued faith in us during this time.

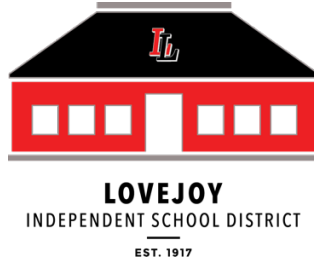
Sales Consultant: Jill Stone Jill@lab-resources.net 214.455.5184

If you have any questions, please contact Lauren Braband, Account & Operations Manager, LaurenB@lab-resources.net

Thank you for your business!

10.G. Consider Approval of a Purchase Over \$75,000 for a Suburban and Maintenance Van

Presenter: Kevin Parker, Executive Director of Student Services



Lovejoy Independent School District Board of Trustees

Date of Meeting	March 27, 2023
Document Title	Purchase Over \$75,000 for a Suburban and Maintenance Van
Presented For	☒ Board Action ☐ Report/Review Only
Supporting Documents	☐ None ☒ Attached ☐ Provided Later
Administrator Responsible	Kevin Parker, Executive Director of Student Services

Executive Summary

The administration recommends the purchase of one Chevrolet Suburban and one Chevrolet Express Maintenance Van. Inventory of our current fleet of suburbans and maintenance vehicles:

Maintenance Fleet

- 2008 Van Ford E-250 158,212 miles
- 2007 Truck Ford F-250 93,892 miles
- 2013 Van Ford E-150 68,398 miles
- 2017 Van Chevrolet Express 34,358 miles

Grounds Trucks

- 2012 Truck Ford F-250 67,335 miles
- 2015 Truck Ford F-250 49,249 miles
- 2016 Truck Chevrolet 2500 43,840 miles

Suburban Fleet

- 2005 Suburban 1 169,881 miles
- 2009 Suburban 2 145,714 miles
- 2009 Suburban 3 62,486 miles
- 2012 Suburban 4 31,544 miles

- 2012 Suburban 5 105,310 miles
- 2015 Suburban 6 84,112 miles

Suburbans are used steadily throughout the year to transport smaller groups of students to competitions and teachers to different events (150 trips this year alone). Many of these trips are beyond the DFW area. Suburbans 3 and 4 are only used by our Special Education Department and not available for general use due to being purchased with federal funds. Our maintenance fleet is aging and with the wear and tear our vans absorb, a new maintenance van is needed.

The inventory available for purchase is limited with suburbans, therefore, the need to purchase a vehicle immediately. We know of three 2023 fleet Suburbans in the state that are available. Once these are purchased, we will have to wait until January 2024 to possibly make a purchase.

Our 2008 maintenance van is in need of extensive repairs and will be taken out of service once an additional van is purchased.

These vehicles must be purchased with M&O funds as they are not eligible to be purchased with bond funds.

Fiscal Implications

Chevrolet Suburban- \$49,993.77
Chevrolet Express Van- \$45,343.25

Administrator Recommendation

Lovejoy ISD Administration is recommending approval by the Board of Trustees to purchase a suburban and maintenance van in an amount not to exceed \$100,000.

Board Priority

Priority 3

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

strategic financial planning. Zero-based budgeting will be utilized and transparency will be prioritized.



Date/Time: Mar 15, 2023 02:54 PM

Buyer: Donna Holden

Phone: C: 4697428009

Salesperson: Curry Browning

2023 Chevrolet Suburban, Body Type: B2566

Color: White, 5 Miles VIN: 1GNSCAED4PR150904

Purchase	48 Months @ 8.99%	60 Months @ 9.99%
\$ Down	Est. \$/Monthly	Est. \$/Monthly
\$0	\$1,249 - \$1,269	\$1,133 - \$1,153
\$2,000	\$1,199 - \$1,219	\$1,090 - \$1,110
\$4,000	\$1,149 - \$1,169	\$1,048 - \$1,068

MSRP/Retail	\$54,895.00
Total Savings	\$5,100.00
Selling price	\$49,795.00
Government Fee	\$51.75
Proc/Doc Fee	\$4.75
Total Taxes	\$142.27
Trade Difference	\$54,595.00
Amount Financed	\$49,993.77

X

Customer Signature

Date

X

Manager Signature

Date

With approved credit.



PRODUCT PRICING SUMMARY

TIPS USA 210907 TRANSPORTATION VEHICLES

VENDOR- 5426 LAKE COUNTRY CHEVROLET, 2152 N. WHEELER STREET JASPER, TX 75951

End User: LOVEJOY ISD #43919

Prepared by: RICK BROWN

Contact: DONNA HOLDEN

Phone: 409.659.1555

Email: donna_holden@lovejoyisd.net

Email: RBROWN.SILSBEEFLEET@GMAIL.COM

Product Description: CHEVROLET EXPRESS

Date: February 16, 2023

A. Bid Item: CG23405

A. Base Price: \$ 29,783.00

B. Factory Options

Code	Description	Bid Price	Code	Description	Bid Price
	2023 CHEVROLET EXPRESS 155"	\$ 4,310.00		EXTERIOR - WHITE	
LV1	4.3L V8 ENGINE			INTERIOR - GRAY VINYL	\$ -
M5U	8 SPEED AUTOMATIC	\$ -	ATG	REMOTE KEYLESS ENTRY	\$ 175.00
ZQ3	DRIVERS CONV PACKAGE	\$ 395.00		AM / FM RADIO	\$ -
	TILT STEERING	\$ -	NP5	LEATHER STEERING WHEEL	\$ 185.00
	CRUISE	\$ -		"TIN CAN" NO REAR GLASS	\$ -
	POWER WINDOWS / locks	\$ -	UPF	BLUETOOTH	\$ 50.00
z82	TRAILER TOW PACKAGE	\$ 280.00	UD7	REAR PARK ASSIST	\$ 295.00
	REAR VIEW CAMERA	\$ -	UFT	BLIND ZONE ALERT	\$ 395.00
Total of B. Published Options:					\$ 6,085.00

Published Option Discount (5%) \$ (190.25)

C. Unpublished Options [not to exceed 25%]

\$= 25.5 %

Description	Bid Price	Options	Bid Price
WEATHERGUARD GENERAL SERVICES PACKAGE	\$ 5,743.00		
WEATHERGUARD REFRIGERENT TANK RACK	\$ 434.00		
WEATHER GUARD LADDER RACKS	\$ 2,960.00		
		** UNIT IN STOCK **	
Total of C. Unpublished Options:			\$ 9,137.00

D. Floor Plan Interest (for in-stock and/or equipped vehicles):

\$ -

E. Lot Insurance (for in-stock and/or equipped vehicles):

\$ -

F. Contract Price Adjustment:

G. Additional Delivery Charge: 302 miles

\$ 528.50

H. Subtotal:

\$ 45,343.25

I. Quantity Ordered 1 x H =

\$ 45,343.25

J. Trade in:

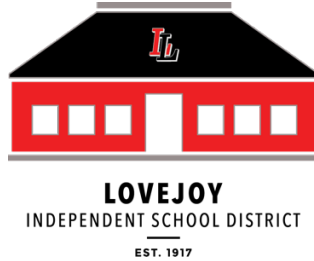
\$ -

K. Total Purchase Price

\$ 45,343.25

10.H. Consider Approval of the Fiber Lease Bid, Agreement, and Purchase

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



Lovejoy Independent School District Board of Trustees

Date of Meeting	March 27, 2023
Document Title	Fiber Lease Bid, Agreement and Purchase
Presented For	☒ Board Action ☐ Report/Review Only
Supporting Documents	☐ None ☒ Attached ☐ Provided Later
Administrator Responsible	Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction

Executive Summary

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

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

Fiscal Implications

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

Administrator Recommendation

Administration recommends approval of Unite Private Networks Fiber bid for Lease Agreement and Purchase for the 5-year fiber lease as presented.

Board Priority

Priority 3: Continuous Improvement and Financial Sustainability

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

Priority 4: Parent and Community Partnership

Lovejoy ISD will build strong community connections and trust through effective communication with both internal and external stakeholders. Through a shared commitment to our mission and core values, we will build upon Lovejoy ISD's Legacy of Excellence. We will maintain high expectations and leverage the collective impact of the Lovejoy ISD community to ensure achievement of outcomes on behalf of students. Lovejoy ISD traditions will enable us to honor the past, celebrate the present, and provide a continuing legacy for the future. Parent and Community involvement and transparency will be prioritized as tools for continuous improvement.

Wide Area Network Leasing and Services Agreement

between

Unite Private Networks, LLC

**120 W. 12th Street, Floor 11
Kansas City, MO 64105**

and

Lovejoy Independent School District

**256 County Club Road
Allen, TX 75002**

UPN ID: 31789

Dated _____

Wide Area Network Leasing and Services Agreement

This Wide Area Network Leasing and Services Agreement is entered into by and between the Lovejoy Independent School District (the “District”) and Unite Private Networks, LLC (“UPN”). The District and UPN may each hereinafter be referred to individually as a “Party” and together as the “Parties.”

Recitals

A. UPN is in the business of leasing Wide Area Network facilities (“WAN Facilities”) and providing telecommunications and Internet access services (“WAN Services”) to school districts and other customers.

B. Following a competitive bidding process, the District selected UPN as the most cost-effective provider of leased WAN Facilities and WAN Services to the District.

C. The District has received all approvals required by it to enter into this Agreement, under which UPN will lease WAN Facilities and provide WAN Services to the District.

D. The Parties previously entered into that certain Wide Area Network Leasing and Services Agreement dated January 17, 2013 (“2013 Agreement”). The 2013 Agreement is scheduled to expire on June 30, 2023 and this Agreement shall take its place effective July 1, 2023.

Agreement

NOW, THEREFORE, in consideration of the mutual covenants set forth herein and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the District and UPN agree as follows:

1. WAN Facilities and WAN Services. UPN agrees to lease WAN Facilities and provide WAN Services to the District in accordance with the terms of this Agreement, as more fully described in Schedule A attached hereto. This Agreement shall operate as a lease under applicable law. Nothing in this Agreement shall be construed to result in the transfer of title to or creation of a security interest in any part of the WAN Facilities. For clarity, UPN owns the WAN Facilities and will continue to own the WAN Facilities following the expiration or termination of this Agreement. The District disclaims any interest it may claim in UPN’s facilities, materials, equipment, fiber optic cable, and other property installed on the real property of the District. The District shall keep the WAN Facilities free from all liens. The District’s use of the WAN Facilities and WAN Services shall be limited to the District. The District may not assign, lease, or allow any other party the right to use the WAN Facilities or WAN Services without UPN’s prior written consent. Any other use shall constitute an event of default under Paragraph 11(a).

2. Agreement Term. This Agreement will have a term of five (5) years, commencing on July 1, 2023. This Agreement may be extended upon mutual agreement of UPN and the

District for three (3) five (5) year renewal periods. The total of the initial term and three optional renewal periods is twenty (20) years.

3. E-Rate Program. Upon request, UPN will work with the District to participate in the Schools and Libraries Program of the Universal Service Fund ("E-Rate Program") in an effort to maximize discounts available to the District with respect to the WAN Facilities and WAN Services. However, the District's participation in the E-Rate Program is not a condition to either Party's obligations under this Agreement.

4. Changes. Any changes to the WAN Facilities, the WAN Services, including additional services provided by UPN, will be set forth in a Statement of Understanding signed by the District and UPN.

5. Additional Sites and Upgrades. This Agreement contemplates the possibility of additional services and service upgrades during the course of this Agreement. If the District elects to add or upgrade services under this Agreement, the changes will be noted in a Statement of Understanding. All additional services and upgrades will have a term that is coterminous with this Agreement. The Parties agree that additional circuits and/or upgrades will be billed as a one-time cost for equipment installation and construction costs plus a monthly recurring charge that is commensurate with the Monthly Fees noted in Schedule C.

6. Delivery and Installation. UPN will deliver, install, configure, and maintain the WAN Facilities, and the Parties agree to coordinate and cooperate to schedule and facilitate all delivery, installation, configuration, and maintenance activities. Without limiting the generality of the foregoing, the Parties agree as follows:

(a) Staging, Storage, and Access. During the installation of the WAN Facilities, the District agrees to provide UPN (i) suitable staging and storage areas at District facilities for relevant equipment, materials, and components and (ii) access to District facilities as may be necessary to efficiently complete the installation, as reasonably determined by UPN, provided that UPN must schedule such access with the District in advance. District personnel may accompany UPN personnel during installation work at any District facility.

(b) Substitute Materials. In the event that any materials or components of or relating to the WAN Facilities are not available for timely delivery and installation, UPN may substitute materials or components of equivalent or superior functionality and performance.

(c) Site Preparation. Prior to the installation of WAN Facilities, the District will clean and otherwise prepare all installation sites and will continue to maintain those sites (but not, for clarity, the WAN Facilities) following such installation.

(d) Debris Removal. UPN will remove from installation sites all debris resulting from the installation of WAN Facilities, including moving such debris to trash

receptacles maintained by the District. The District will be responsible for trash removal from such receptacles.

(e) Landscaping. UPN will restore all landscaping disturbed by UPN's installation, maintenance, or removal activities. The District will be responsible for all landscape watering, including at restored landscaping sites.

(f) Non-WAN Facilities. The District is responsible for the installation, configuration, and maintenance of all facilities and components that are not WAN Facilities. At the District's request, UPN may install, configure, and maintain such facilities and components, subject to UPN's standard charges, terms, and conditions.

(g) Special Needs. If additional labor or materials are needed to install or maintain the WAN Facilities due to unusual site requirements or other special needs or characteristics of the District or its facilities, as reasonably determined by UPN and agreed to by the District, the District will reimburse UPN for any corresponding extra costs incurred by UPN to address those requirements, needs, or characteristics.

(h) Planning. UPN and the District will meet prior to the installation of the WAN Facilities to formulate and finalize the installation methodology and configuration design for the WAN Facilities.

(i) Deviations. If, prior to or during the installation process, UPN, in its reasonable judgment, deems it necessary or prudent to deviate from the final installation methodology and design in a material way, it will present such deviation to the District for its approval, which the District may not unreasonably withhold or delay; provided, however, that UPN reserves the right to make, without such approval, changes to fiber routing, conversions from underground to overhead or overhead to underground configuration to avoid obstructions, and other immaterial modifications.

(j) Timeline. UPN and the District agree to the installation and configuration timeline set forth in Schedule B. The District agrees to all reasonable extensions of the installation timeline necessitated by actions or inactions of the District or otherwise resulting from circumstances beyond UPN's control.

(k) Maintenance. UPN is responsible for maintaining the WAN Facilities. The District agrees to provide UPN with access to its facilities as may be necessary to perform maintenance, as reasonably determined by UPN, provided that, when practicable, such access must be scheduled with the District in advance. District personnel may accompany UPN personnel during any maintenance work at any District facility.

(l) Service Commencement Letter. Upon completion of the installation, the District will receive a Service Commencement Letter from UPN that states the WAN Services have been tested and are operational. The Service Commencement Letter will

mark the beginning of the term noted in Section 2 above and confirm that all UPN testing has been completed satisfactorily.

(m) Assigned District Personnel. The District agrees to provide an individual to escort UPN personnel or subcontractors while on District property in order for UPN to perform the installation required for the WAN Services provided under this Agreement.

7. Fees and Payment. The District will pay for the leased WAN Facilities and the WAN Services in the amounts set forth on Schedule C attached hereto and in accordance with the following:

(a) Partial Fees. In the event any fees are payable on a monthly basis (or otherwise on a regular schedule), the fee for any partial month (or other relevant period) will be pro-rated accordingly.

(b) Due Dates and Late Payment Charges. All fees will be paid no later than thirty (30) days following receipt of an invoice and fulfillment of services performed throughout the dates specified on the invoice from UPN. If any payment obligation of the District is more than thirty (30) days past due, such amount shall accrue interest from the date such payment is due until paid, including accrued interest compounded monthly, at a rate equal to one and one half percent (1.5%) per month. The District understands that the Term of this Agreement is firm and the District's obligation to make payments shall not be impacted by the District's actual usage of the WAN Services.

(c) Changes in WAN Facilities and WAN Services. If, pursuant to Section 4 above, the WAN Facilities or WAN Services are changed or upgraded, the Parties will agree on an appropriate adjustment or supplement to the fees set forth on Schedule C.

(d) Taxes and Additional Charges. All applicable taxes and fees including, but not limited to, federal, state, local use, excise, gross receipts, sales or privilege taxes, occupation taxes, duties, regulatory fees, or similar liabilities charged to or against UPN or the District because of the services furnished by UPN shall be assessed to and paid by the District. The District shall be required to provide documentation evidencing its exemption from any such taxes or fees.

(e) Billing Method. Until the District receives its Funding Commitment Decision Letter ("FCDL") from USAC, UPN will invoice under the Billed Entity Applicant Reimbursement Method ("BEAR Method"), which is the total amount before applying the District's USAC discount. Upon the District's notification to UPN of an affirmative FCDL, the District may request that UPN provide its billing method option letter to allow the District to choose its preferred method of billing. UPN will invoice the District using the BEAR Method until the District fulfills all UPN requirements to elect another USAC-approved payment method.

8. District Agreements and Acknowledgements. The District agrees as follows:

(a) Adequacy of WAN Services. The District acknowledges that the WAN Facilities and WAN Services described in Schedule A meet the District's requirements.

(b) Security. The District is responsible for providing commercially reasonable security at or on District facilities or properties where WAN Facilities are installed.

(c) Compliance with Law. UPN and the District agree that the WAN Services and WAN Facilities shall not be used in a manner that could be construed as a violation of this Agreement, laws, regulations, orders, or rules of any governmental authority having jurisdiction.

(d) District Personnel. The District will ensure that its personnel, contractors, and users are educated and trained in the proper use and operation of the WAN Facilities for the WAN Services.

(e) Space and Power. The District will provide all necessary space and power required for the installation and operation of the WAN Facilities at each District location.

(f) Authority; Non-Violation. The District represents and warrants that the execution, delivery, and performance of this Agreement does not and will not conflict with, breach, or otherwise violate any of the organizational or governing documents of the District or any agreement or instrument to which the District is a party or by which the District is bound.

(g) Insurance. The District will procure and maintain insurance policies covering all loss and damage to the WAN Facilities located at facilities under the District's control, including without limitation all materials and components located at District facilities prior to, during, or after the installation process. The District will cause such insurance policies to (i) name UPN as an additional insured, (ii) be endorsed to require at least thirty (30) days' written notice to UPN prior to the effective date of any termination of coverage, and (iii) provide that the insurer(s) will have no rights of recovery against UPN in the event of any payment of any loss or damage. Upon request by UPN, the District will provide proof of insurance meeting the requirements of this Section 8(g).

(h) Intrastate Traffic. The District certifies that for the duration of this Agreement, including renewals, the average interstate traffic (including Internet and international traffic) will constitute ten percent (10%) or less of the total traffic on the WAN Facilities provided by UPN. The District is responsible for notifying UPN if the District's average usage exceeds this 10% threshold.

9. UPN Warranties and Disclaimers. Subject to Section 17(i) below, UPN agrees as follows:

(a) Compliance with Law. UPN represents and warrants that it will comply with all applicable laws.

(b) Authority; Non-Violation. UPN represents and warrants that (i) this Agreement has been duly authorized, executed, and delivered by UPN, and (ii) the execution, delivery, and performance of this Agreement do not and will not conflict with, breach, or otherwise violate any of the organizational or governing documents of UPN or any agreement or instrument to which UPN is a party or by which UPN is bound.

(c) Non-WAN Facilities and Services. UPN makes no representation or warranty whatsoever regarding services, facilities, or components that are not provided by UPN under this Agreement.

(d) Disclaimer. UPN MAKES NO REPRESENTATION OR WARRANTY, EXPRESSED OR IMPLIED, REGARDING THE WAN FACILITIES OR WAN SERVICES AND SPECIFICALLY DISCLAIMS ANY WARRANTY, INCLUDING BUT NOT LIMITED TO ANY IMPLIED WARRANTIES OF MERCHANTABILITY AND/OR FITNESS FOR A PARTICULAR PURPOSE, AND ASSUMES NO OBLIGATION WITH RESPECT TO THE ENFORCEMENT OF ANY MANUFACTURER'S WARRANTIES AND GUARANTEES. No defect, unfitness, or other condition of WAN Facilities or WAN Services shall relieve the District of the obligation to perform any obligations under this Agreement.

10. Alterations and Attachments. The District may not make any alterations or attachments to the WAN Facilities without UPN's prior written consent. UPN shall have no maintenance or other obligations whatsoever with respect to any alterations or attachments the District makes to the WAN Facilities. If UPN provides any maintenance or other services in respect of any such alterations or attachments, UPN will provide such services subject to its standard charges, terms, and conditions. UPN is not responsible for any malfunction or performance issues related to the WAN Facilities or WAN Services, or any inability of UPN to satisfy its obligations under this Agreement, caused by, or resulting from, any action or inaction by the District. The District is solely responsible for, and agrees to indemnify UPN against, all claims and damages caused by, or resulting directly or indirectly from, any alteration or attachment made to the WAN Facilities by the District.

11. Termination. Either Party may terminate this Agreement for cause by giving written notice to the other party, and this Agreement will be terminated immediately upon such notice, as follows:

(a) By UPN. UPN may terminate this Agreement for cause in the event of (i) the District's failure or refusal to make any payment due to UPN hereunder within ten (10) days after the District receives written notice from UPN of such failure or refusal, or (ii) the District's continuing failure or refusal to perform any material obligation under this Agreement, subject to a reasonable cure period not to exceed thirty (30) days, or (iii) illegal, unethical, or other acts of the District tantamount to misconduct.

(b) By the District. The District may terminate this Agreement for cause in the event of (i) UPN's continuing failure or refusal to perform any material obligation

under this Agreement, subject to a reasonable cure period, or (ii) UPN's violation of applicable laws or regulations related to its performance under this Agreement, subject to a reasonable cure period. Reasonable cure period shall not exceed thirty (30) days without written consent of the District.

For clarity, upon the termination of this Agreement under Section 11(a), excluding any instance where funds were not appropriated to cover the services, UPN will be entitled to recover all fees that would have been payable to UPN under this Agreement for its full term. The Parties agree that such fees are to be construed as liquidated damages and not a penalty.

The Non-appropriation. District intends to remit all lease payments and other payments to UPN for the full lease term if funds are legally available. In the event District is not granted an appropriation of funds at any time during the lease term for the WAN Facilities and/or WAN Services and the non-appropriation did not result from an act or omission by District, District shall have the right to terminate the Agreement on the last day of the fiscal period for which appropriations were received, without penalty or expense to District, except as to the portion of payments for which funds shall have been appropriated and budgeted. At least thirty (30) days prior to the end of the fiscal year, the chief executive officer (or legal counsel) shall certify in writing that (a) funds have not been appropriated for the fiscal period and (b) such non-appropriation did not result from any act or failure to act by District. It is the intent of this Section that District have the continuing right to terminate this Agreement at the expiration of each of District's budget periods as set forth herein, with the effect that this Agreement and any Lease constitutes a commitment of District's current revenues only, as provided in Texas Local Government Code Section 271.903.

12. Effect of Termination or Expiration. Upon the termination or expiration of this Agreement, UPN may remove any WAN Facilities and the District agrees to cooperate in any such removal by UPN.

13. Confidential Information. Each Party acknowledges (a) that it will have access to confidential information of the other Party, (b) that such information constitutes valuable, special, and unique property of the other Party, and (c) that no right or license is granted to such Party with respect to such information, except as specifically set forth in this Agreement. Each Party agrees that it will not at any time, in any manner whatsoever, whether directly or indirectly, disclose to any person or entity, or use, any confidential information of the other Party, except as required by law or as necessary for the performance or enforcement of this Agreement. For purposes of this Agreement, the term "confidential information" means all non-public and proprietary information that is disclosed or made available, including, without limitation, the terms of this Agreement and any non-public information concerning a Party's business, operations, plans, processes, products (including related manuals and support materials), systems, marketing information, diagnostics, specifications, know-how, personnel, patrons, students, or data of any kind. Each Party will ensure that its employees and other representatives comply with the confidentiality obligations under this Agreement. Each Party agrees that it will not copy the confidential information of the other Party other than as necessary to perform under this Agreement. Upon request, or upon the termination or expiration of this Agreement, each

Confidential

Party agrees to return or destroy any confidential information of the other Party in its possession. The Parties acknowledge that remedies at law may be inadequate to protect against any actual or threatened breach of the confidentiality obligations under this Agreement, and, without prejudice to any other rights and remedies otherwise available, agree to the granting of injunctive relief without proof of actual damages. The Parties agree that this Section 13 will survive the termination or expiration of this Agreement.

14. Independent Contractor Status. Nothing contained herein may be construed as making the Parties partners or joint venturers or creating a principal and agent relationship. Neither Party has any authority to create any obligation or responsibility on behalf of, or in the name of, the other Party.

15. Background Checks. The District requires assurance that vendor and all **covered** employees, as defined under law, have completed a Department of Public Safety criminal history background check, and that there were no disqualifying hits as a result of the check. Certification must be obtained prior to each vendor's employee appearing on district property to perform services.

16. Notices. Any notice, demand, waiver, or consent under this Agreement must be in writing and delivered by electronic mail or by prepaid registered or certified mail (with return receipt requested), or by a national overnight courier service, addressed as follows:

If to UPN:

Unite Private Networks, LLC
Attn: Legal Department
120 W. 12th Street, Floor 11
Kansas City, MO 64105
legaldept@upnfiber.com

If to the District:

Lovejoy Independent School District
Attn: Technology Director
256 County Club Road
Allen, TX 75002

Copy to:

All such notices, demands, waivers, and consents will be effective upon receipt or refusal of delivery, whichever occurs first. Either party may change its address or contact information for purposes of this Section 15 by giving notice to the other party in accordance with this Section 15.

17. Force Majeure. Neither Party will be liable for the failure to fulfill its obligations under this Agreement to the extent such failure is caused by an occurrence beyond its reasonable control, including, without limitation: expropriation or confiscation of facilities, compliance with any order or decree of any governmental authority; acts of war or terrorism, floods or abnormal

severe weather; riots, rebellion, or sabotage; fires or explosions; labor disputes, strikes, or other concerted acts of workmen; accidents or other casualty; damage to fiber or facilities caused by a third party; and failures of utilities, local exchange carriers, cities, municipalities, and other political subdivision to follow laws, agreements, or contracts. Furthermore, neither Party will be liable for delays caused by the inaction of utilities, local exchange carriers, cities, municipalities, or other political subdivisions in granting access to rights of way, poles, or any other required items needed for the installation or operation of the WAN Facilities.

18. Miscellaneous.

(a) Waivers. Any failure or delay by either Party in exercising any right or remedy under this Agreement will not constitute a waiver of that right or remedy. Any waiver by either Party of any right or remedy under this Agreement must be in writing and signed by the Party waiving the right or remedy.

(b) Governing Law. The laws of Texas govern this Agreement, without regard to conflicts of law principles. This agreement is performable in the county of Collin, Texas. Venue for any litigation arising from this contract shall lie exclusively in Collin County, Texas.

(c) Entire Agreement. This Agreement, including the schedules attached hereto, constitutes the entire contract between the parties with respect to the subject matter hereof, and supersedes any and all other prior agreements or understandings, written or oral, including any and all documents exchanged between the parties in any competitive bidding process for the WAN Facilities and the WAN Services (or similar facilities and services).

(d) Amendments. Any amendment to this Agreement must be in writing and signed by both Parties.

(e) Assignment. Neither Party may assign its rights or obligations under this Agreement without the prior written consent of the other Party, which may not be unreasonably delayed or withheld. Notwithstanding the preceding sentence, UPN may, without the District's consent, (i) assign its rights and obligations under this Agreement to an affiliate, (ii) assign its right to receive payments under this Agreement to any creditor, and (iii) assign its rights and obligations under this Agreement to an entity acquiring all or substantially all of UPN's assets. Any purported assignment prohibited by this provision will be null and void.

(f) Successors and Assigns. This Agreement is binding upon and inures to the benefit of the successors and permitted assigns of the Parties.

(g) Headings. The headings contained in this Agreement are for convenience of reference only and may not be utilized in construing or interpreting this Agreement.

(h) Counterparts. This Agreement may be executed in counterparts, each of which will be deemed an original, but which together will constitute but one and the same instrument.

(i) Limitations on Damages. UPN will not be liable to the District for any indirect or consequential damages, including but not limited to lost profits or business revenue, lost business, failure to realize expected savings, lost or damaged data, other commercial or economic loss of any kind, whether or not such damages are foreseeable.

(j) Construction. This Agreement is to be construed as the joint and equal work product of the Parties and may not be interpreted more or less favorably in respect of either Party on account of its preparation or drafting.

(k) Delivery by Email Transmission. This Agreement may be delivered by electronic transmission of signed signature pages.

(l) Severability. In the event that any term or provision of this Agreement is held invalid or unenforceable by any court having jurisdiction over this Agreement, (i) the portion(s) of the Agreement ruled invalid or unenforceable and all related provisions shall be addressed by the Parties via an amendment that shall substitute valid and enforceable provisions; and (ii) it will not affect the validity or enforceability of the remaining terms and provisions of this Agreement not otherwise addressed within the amendment.

(m) Waiver of Jury Trial. Each Party waives trial by jury with respect to any dispute regarding or arising under this Agreement.

(n) Time Limit for Legal Actions. All legal action, regardless of its form, relating to or arising under this Agreement must be commenced within the requisite period of time required for such action under applicable Texas statute(s) of limitation.

(o) Dispute Resolution. Each Party agrees to work in good faith with the other party in an effort to resolve the disputed matter prior to pursuing formal legal remedies.

[Signature Page Follows]

Confidential

IN WITNESS WHEREOF, this Agreement has been executed by a duly authorized representative of each Party as of the day and year first above written.

Unite Private Networks, LLC

Authorized Signature

Name:

Title:

Lovejoy Independent School District

Authorized Signature

Name:

Title:

Schedule A – WAN Facilities and WAN Services

WAN Facilities:

Digital transmission service provided by single mode fiber optic links to all schools as noted in the WAN Services section below. All facilities will have ten (10) Gbps of transport capability.

WAN Services:

Ten (10) Gbps bandwidth capacity over single-mode fiber to the following District locations:

Circuit 1 - E-WAN (MCKZTXMN/EWA637/MCKZTXMN)			
<u>Location A</u>		<u>Location Z</u>	
Site Name	Administration Building	Site Name	Administration Building
Address	259 Country Club Rd	Address	259 Country Club Rd
	McKinney, TX 75609		McKinney, TX 75609
Circuit 2 - E-WAN (MCKZTXMN/EWA638/FRVWTXBN)			
<u>Location A</u>		<u>Location Z</u>	
Site Name	Administration Building	Site Name	Puster ES
Address	259 Country Club Rd	Address	856 Stoddard Road
	McKinney, TX 75609		Fairview, TX 75069
Circuit 3 - E-WAN (MCKZTXMN/EWA639/ALLNTXES)			
<u>Location A</u>		<u>Location Z</u>	
Site Name	Administration Building	Site Name	Hart ES
Address	259 Country Club Rd	Address	450 Country Club Road
	McKinney, TX 75609		Lucas, TX 75002

Circuit 4 - E-WAN (MCKZTXMN/EWA640/FRVWTXBM)			
<u>Location A</u>		<u>Location Z</u>	
Site Name	Administration Building	Site Name	Sloan Creek MS
Address	259 Country Club Rd	Address	440 Country Club Road
	McKinney, TX 75609		Fairview, TX 75002
Circuit 5 - E-WAN (MCKZTXMN/EWA641/LUCSTX03)			
<u>Location A</u>		<u>Location Z</u>	
Site Name	Administration Building	Site Name	Willow Springs MS
Address	259 Country Club Rd	Address	1101 West Lucas Road
	McKinney, TX 75609		Lucas, TX 75002
Circuit 6 - E-WAN (MCKZTXMN/EWA642/LUCSTXAL)			
<u>Location A</u>		<u>Location Z</u>	
Site Name	Administration Building	Site Name	Lovejoy HS
Address	259 Country Club Rd	Address	2350 Estates Parkway
	McKinney, TX 75609		Lucas, TX 75002
Circuit 7 - E-WAN (MCKZTXMN/EWA643/LUCSTXAG)			
<u>Location A</u>		<u>Location Z</u>	
Site Name	Administration Building	Site Name	Maintenance & Transportation
Address	259 Country Club Rd	Address	720 Country Club Road
	McKinney, TX 75609		Lucas, TX 75002

Schedule B – Installation Timeline

This Agreement shall commence on July 1, 2023.

Schedule C – Fees and Payment Schedule

Non-Recurring Fees

None.

Recurring Fees

Monthly lease payments of \$5,460.00 for a period of sixty (60) months beginning on July 1, 2023.

Other Fees

In accordance with Section 7(d), all applicable taxes and fees shall be paid by the District in addition to the regular charges under this Agreement unless the District provides sufficient evidence of its exempt status.

11. Presentation: Celebration of Learning

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



LOVEJOY
INDEPENDENT SCHOOL DISTRICT
EST. 1917

Lovejoy Independent School District Board of Trustees

Date of Meeting	March 27, 2023
Document Title	Celebration of Learning
Presented For	☐ Board Action ☒ Report/Review Only
Supporting Documents	☐ None ☒ Attached ☐ Provided Later
Administrator Responsible	Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction
Executive Summary	
This is an opportunity for Lovejoy ISD teachers and administrators to share and celebrate learning that is occurring in LISD classrooms each day. For the month of March, we are spotlighting the work of members from the Willow Springs Middle School team. The presentation will highlight the social studies team and the responsive actions to improve student outcomes for student performance on the 8th grade STAAR social studies test.	
Fiscal Implications	
N/A	
Administrator Recommendation	
N/A	
Board Priority	
Priority 1: Academics	

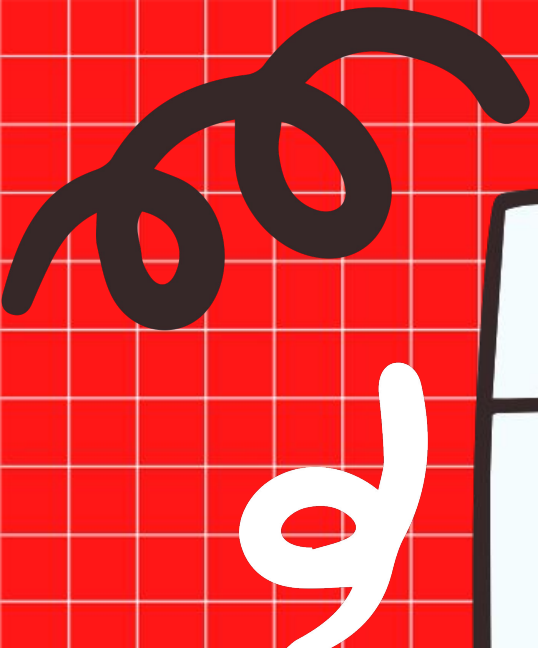
Lovejoy ISD will continue to demonstrate growth in student academic achievement as evidenced by a broad range of academic measures appropriate for the elementary, intermediate, middle, and high school levels. The Lovejoy ISD Graduate Profile (Intellectually Equipped, Open to the Challenges of Learning, Well-Rounded, Engaged in a Healthy Lifestyle, Fair and Respectful of Others, and Works for Justice in the Community) will become a prevalent part of all students' pursuits. Students will personify the Graduate Profile by experiencing challenging and engaging learning. Research-based instructional strategies will be strategically partnered with innovation. We will carry forward the strategic targets identified in our LOVEJOY 2030 Strategic Plan and provide students with opportunities to build Future Ready Skills.

Priority 2: Culture: Legacy of Excellence

Lovejoy ISD will continue to strive to be recognized as the employer of choice for educators who believe districts should be defined by a culture of superior work ethic, mission-driven behavior, continuous improvement, growth mindset, and positive relationships with students, parents, and colleagues. Lovejoy ISD team members will align their actions with our Core Values and prioritize relationships, learning collaboration, results, and fun. Lovejoy ISD will invest in a culture that provides exceptional learning opportunities for students and supports their development toward The Graduate Profile.

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



Celebration of Learning

Willow Springs Middle School
Lovejoy ISD Regular Board Meeting - March 27, 2023

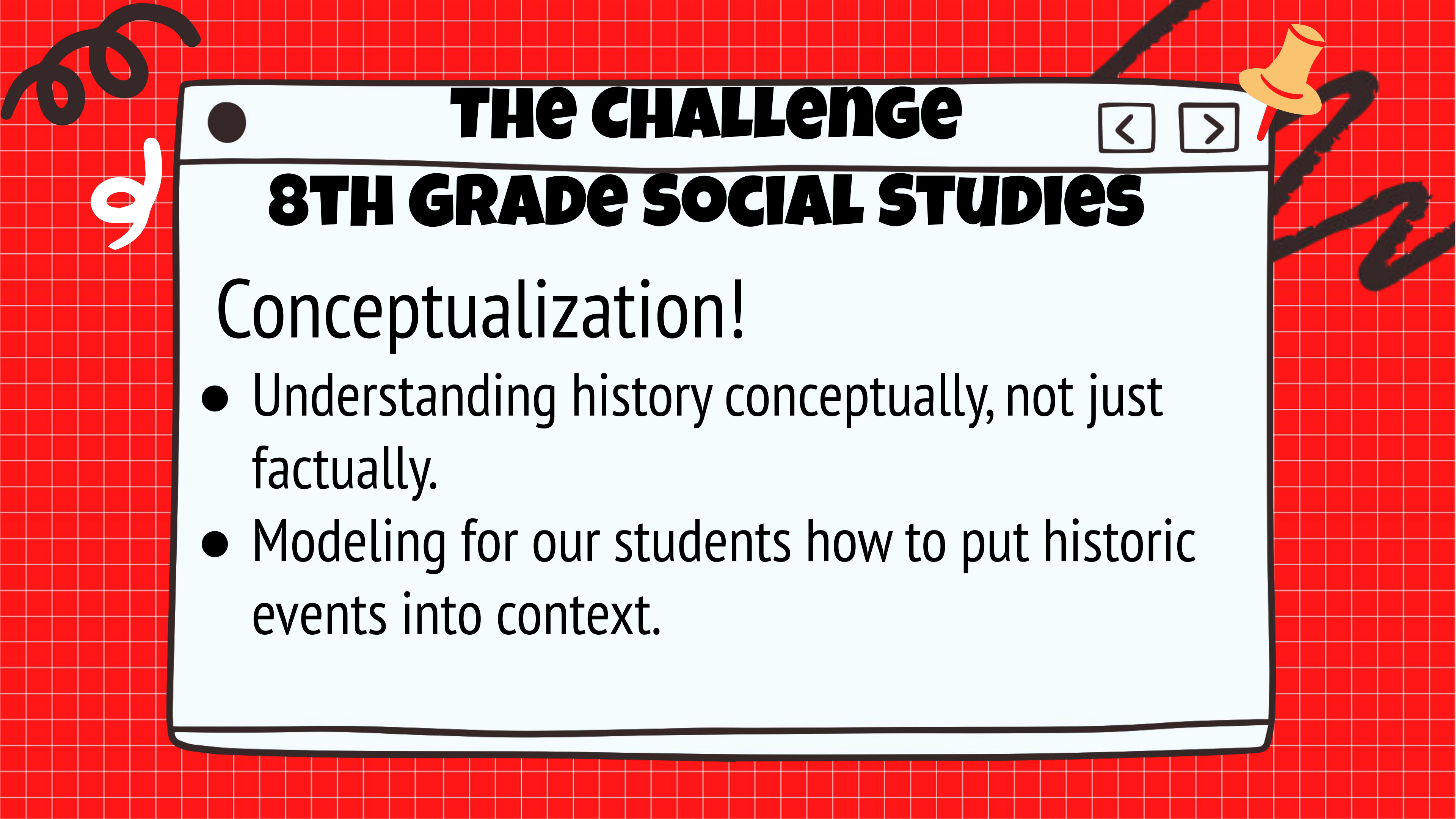




Meet our WSMS Staff

- **Paul Zuppardo**
 - Texas History
 - 1st year in Lovejoy
- **Heidi Gambrell**
 - US History/Creative Writing
 - 8th year in Lovejoy
- **Elena Widdes**
 - Specially Designed Instructional Coach





THE CHALLENGE

8TH GRADE SOCIAL STUDIES

Conceptualization!

- Understanding history conceptually, not just factually.
- Modeling for our students how to put historic events into context.

8TH GRADE SOCIAL STUDIES

RIGOR + ENGAGEMENT = RELEVANT



Era Projects

It's All About Luck

1607 | English

1607, England's chance to survive in the New World. Jamestown, the first colony ever made, sparking interest in travelers' eyes. Later, many boundaries were formed, but not all was found. Running from home, running from starvation, running from slavery, check out what happens next. It's all about Luck.

Action, Drama

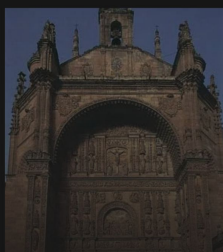


Season 1



Episode Guide

Episodes 3 and 4 provide an overview of the Colonial Region, and Representative Government and its Growth.



What's Happening?
(Use 280 Characters to describe the event From the perspective of your chosen historical figure)**6 pts**

@g.dog
October 1781
Man what a war and victory. We lost lots of good men but they died for the future. We beat the best navy!! We finally got our freedom.

Hashtags?
(How can you summarize the event in a hashtag or a series of hashtags?)**6 pts**

#victory
#bestnavy
#ripmen
#freedom

"Upload" an Image 6 pts
(what graphic, diagram, or quick sketch captures the big idea? (Include MLA Citation in Speaker notes if you choose an image from online)

Making Money
How opportunities presented themselves without the findings of gold. The Virginia House of Burgesses, people had a right to say and vote for their representatives, creating the first Representative Government. Following that, the Fundamental Orders of Connecticut created many stopping points for people to prevent countries from falling apart. Then the Mayflower Compact was created for the colonies to govern themselves. All of this contributed to our lucky 13 Colonies and have today.

Our Voice
Some things in life just aren't fair, but it's okay to have a say. By creating the Virginia House of Burgesses, people had a right to say and vote for their representatives, creating the first Representative Government. Following that, the Fundamental Orders of Connecticut created many stopping points for people to prevent countries from falling apart. Then the Mayflower Compact was created for the colonies to govern themselves. All of this contributed to our lucky 13 Colonies and have today.

Share and Retweet!
(share your tweet with another historical figure, and get him/her to "retweet" by adding one more idea)**6 pts**

@john.jones
I'm the one that beat that navy. Who's the best now????

@g.dog
2 days ago
Man what a war and victory. We lost lots of good men but they died for the future. We beat the best navy!! We finally got our freedom.

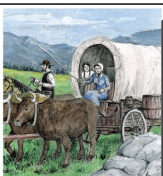
Yorktown

Into The West Instagram



Name: Jennifer Smith

Info: I am a 15 year old girl wanting to explore the wilderness and find new discoveries.



Reform Movements of the 19th Century



DOCUMENT 1: A New American Style

Prior to 1800, most American artists studied in Europe, which was still largely considered the center of the art world to learn from the artistic greats in London or Paris. Painters like Charles Wilson Peale and Gilbert Stuart traveled to London to learn from the British artist Benjamin West and later painted famous portraits of George Washington. By the mid-1830s, however, a new and distinctly American brand of painter was developing. Beginning with the Hudson River School in the 1820s, artists began painting landscape scenes of the Hudson River and later images of the American West and the life of the common man. This new style of painting had several themes that were decidedly American including a celebration of the wonder and beauty of nature and the spirit of the individual.

Use links below each painting to access an interactive version:
The Oxbow - <http://www.explorethomascole.org/tour/items/49>
Kindred Spirits - <http://www.explorethomascole.org/tour/items/109>

View from Mount Holyoke, Northampton, Massachusetts, After a Thunderstorm (The Oxbow)



Thomas Cole. Oil on canvas, 1836, 51 1/2 x 76 in. Metropolitan Museum of Art. Gift of Mrs. Russell Sage, 1908, 8.228.

Kindred



Asher B. Durand. Oil on canvas, 1840. Bridges Museum of American Art.

Questions:

1. Artists of the Romantic movement, like those of the Hudson River School, celebrated nature in their paintings. What evidence do you see in these two paintings that reflect this love of nature?
2. How would you describe the relationship between humans and nature in each of these paintings?
3. How does the following quote reflect the opinion that Cole and his contemporaries had of nature and how they painted it?
"...And to this state our western world is fast approaching; but nature is still predominant, and there are those that regret that with the improvements of cultivation the sublimity of the wilderness should pass away: for those scenes of solitude...affect the mind with a more deep toned emotion than aught which

Mar 15

After the revolution, people began to use different techniques to get their opinions out. People started to practice different religions, have new hobbies and new interests. The new movements in art, literature, and religion in the early 1800s led to the development of a uniquely American idea of culture. The changing landscapes in art, the belief of individual freedoms, and the subject matter captured in writing all became uniquely American.

The changing landscapes in art became uniquely American. Instead of painting in different countries throughout Europe, people focused on the beautiful landscapes in the United States. For example, before the 1800s Americans would travel to Europe and paint foreign landscapes. However, in the early 1800s the artists stayed in America and painted Americans and American scenes. In the document it states, "Artists began painting landscape scenes of the Hudson River and later images of the American West and the life of the common man." Instead of going elsewhere, people started to focus on America's distinctive scenery and its people.

The belief of individual freedoms in speech and religion started reflecting American culture. Government and individualism did not go hand in hand. Transcendentalism was focusing on being independent and having self-reliance. In Europe, people could not practice their own religion or freely express their beliefs. When the United States was created, people wanted to be able to have their own opinions and wanted the people to have the power, not the government. For example, Henry David Thoreau says, "I heartily accept the motto,—'That government is best which governs least;' and I should like to see it acted up to more rapidly and systematically." The culture began to reflect America when the freedom to practice religion and to speak out was celebrated.

The subject matter in literature began to capture American culture. Instead of writing about Europe and its history, people started to write about American events that would later become history in the US. In the poem of Paul Revere it says, "Listen, my children, and you shall hear Of the midnight ride of Paul Revere." The poem went on to tell history on how Paul Revere warned that the British were coming. The subject of the writing changed from other countries to the US showing our American Culture.

AP Writing

Document Analysis HIPP

Historical Context: When & where was the source created? **AND** what contemporaneous events might have influenced the viewpoint and/or message?

Intended Audience: Who might the intended audience be? **AND** how might that audience affected the content and/or message?

Purpose: Why did the author create the source? What was the purpose of the document created at this time?

Point of View: What is the author's POV **AND** what might have influenced that POV?

Source Analysis

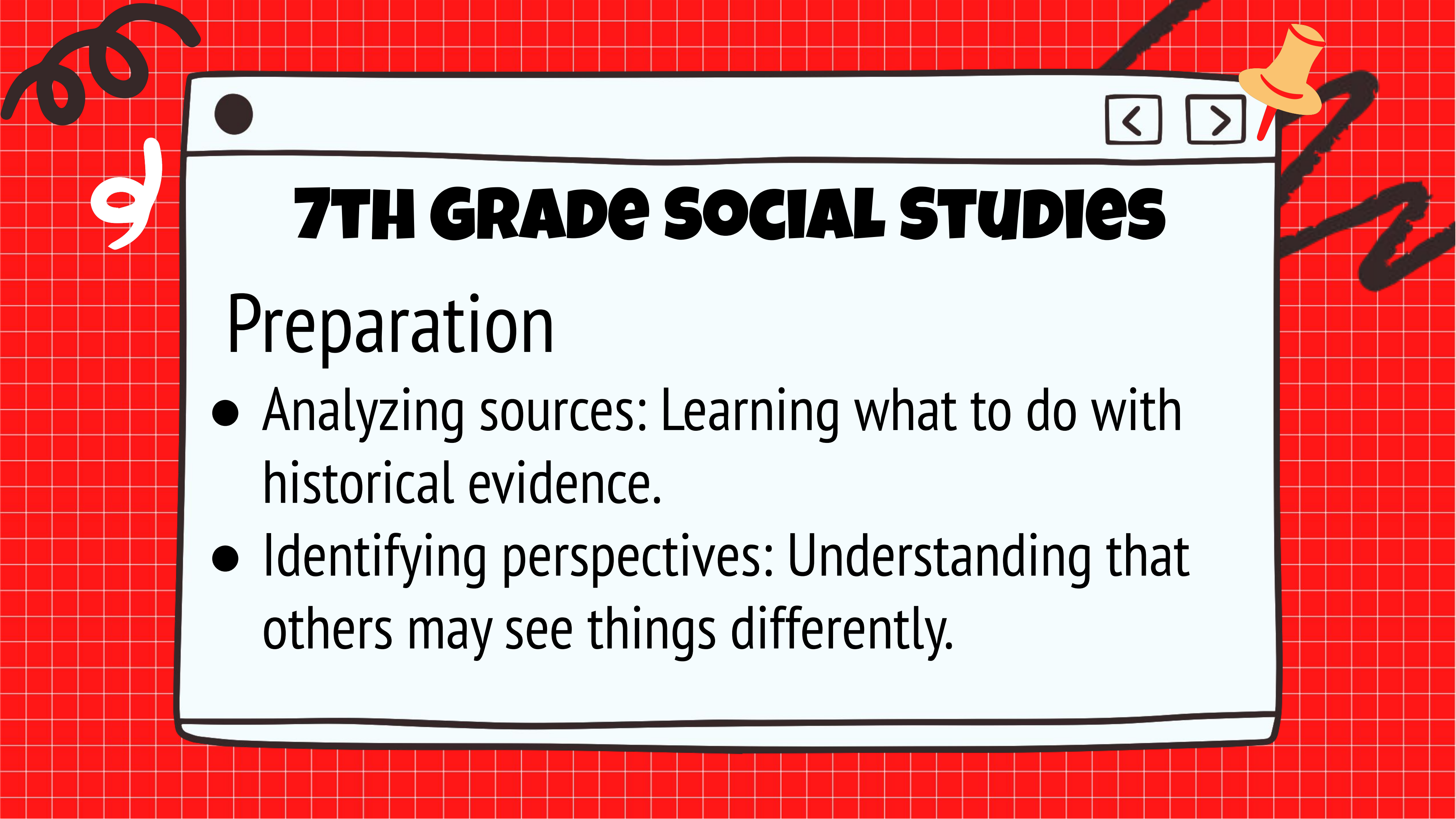


To the People of the United States.
FRIENDS AND FELLOW-CITIZENS,
THE period for a new election of a Citizen, to administer the executive government of the United States, being not far distant, and the time actually arrived, when your thoughts must be employed in designating the person, who is to be clothed with that important trust, it appears to me proper, especially as it may conduce to a more distinct expression of the public voice, that I should now apprise you of the resolution I have formed, to decline being considered among the number of those, out of whom a choice is to be made.
I beg you, at the same time, to do me the justice to be assured, that this resolution has not been taken, without a strict regard to all the considerations appertaining to the relation, which binds a dutiful citizen to his country; and that, in withdrawing the tender of service which silence in my situation might imply, I am influenced by no diminution of zeal for your future interest; no deficiency of grateful respect for your past kindness; but am supported by a full conviction that the step is compatible with both.



THE IMPACT





7TH GRADE SOCIAL STUDIES

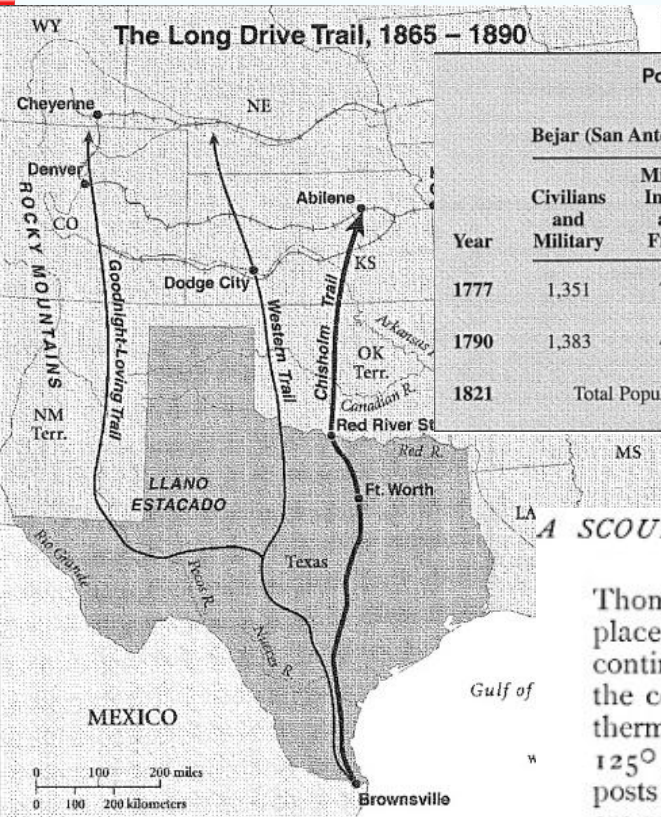
Preparation

- Analyzing sources: Learning what to do with historical evidence.
- Identifying perspectives: Understanding that others may see things differently.



Texas History

Bringing history to life!



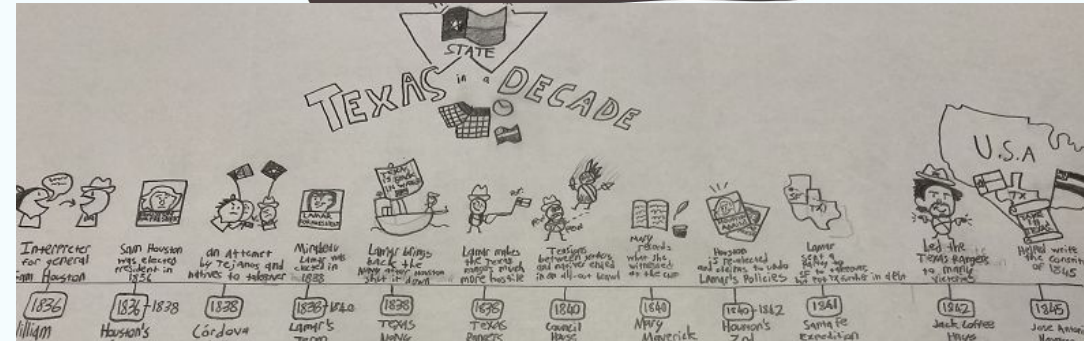
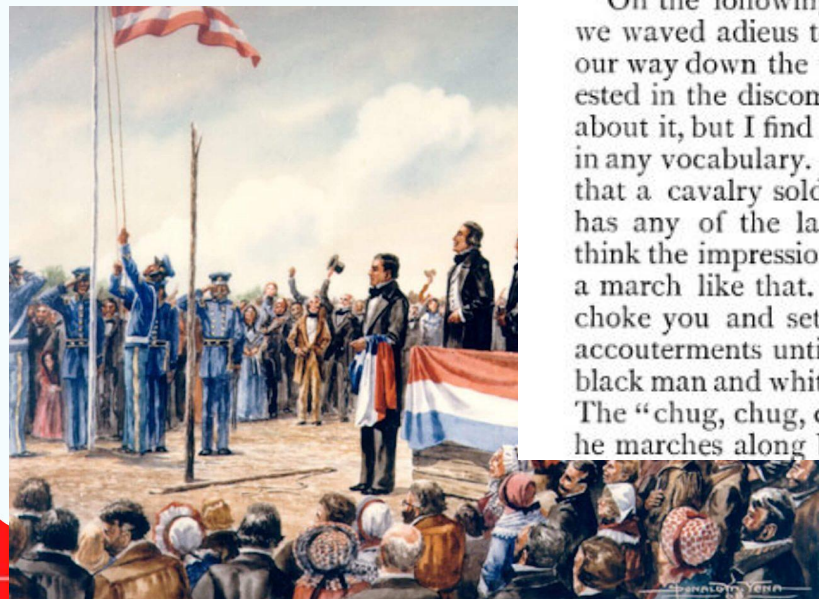
Population of Spanish Texas (1777-1821)

Year	Bejar (San Antonio)		La Bahia (Goliad)		Nacogdoches	
	Civilians and Military	Mission Indians and Friars	Civilians and Military	Mission Indians and Friars	Civilians and Military	Mission Indians and Friars
1777	1,351	709	515	181	347	0
1790	1,383	495	633	134	524	0
1821	Total Population of Texas: 3,000 (historians' estimate; no census was taken)					

A SCOUT WITH THE BUFFALO-SOLDIERS.

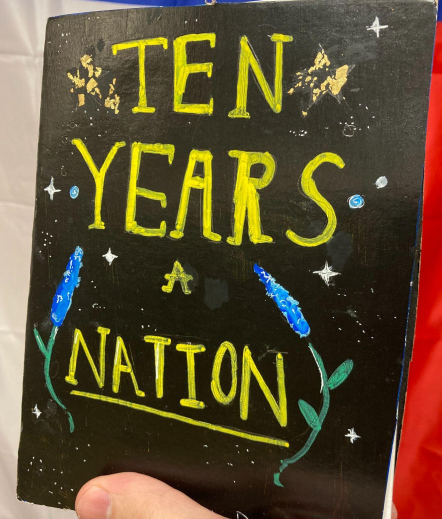
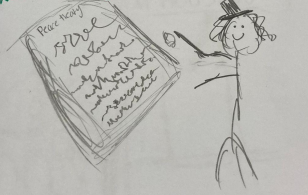
But for all that Fort Thomas is an awful spot, hotter than any other place on the crust of the earth. The siroccos continually chase each other over the desert, the convalescent wait upon the sick, and the thermometer persistently reposes at the figures 125° F. Soldiers are kept in the Gila Valley posts for only six months at a time before they are relieved, and they count the days.

On the following morning at an early hour we waved adieus to our kind friends and took our way down the valley. I feel enough interested in the discomforts of that march to tell about it, but I find that there are not resources in any vocabulary. If the impression is abroad that a cavalry soldier's life in the South-west has any of the lawn-party element in it, I think the impression could be effaced by doing a march like that. The great clouds of dust choke you and settle over horse, soldier, and accouterments until all local color is lost and black man and white man wear a common hue. The "chug, chug, chug" of your tired horse as he marches along becomes infinitely tiresome,



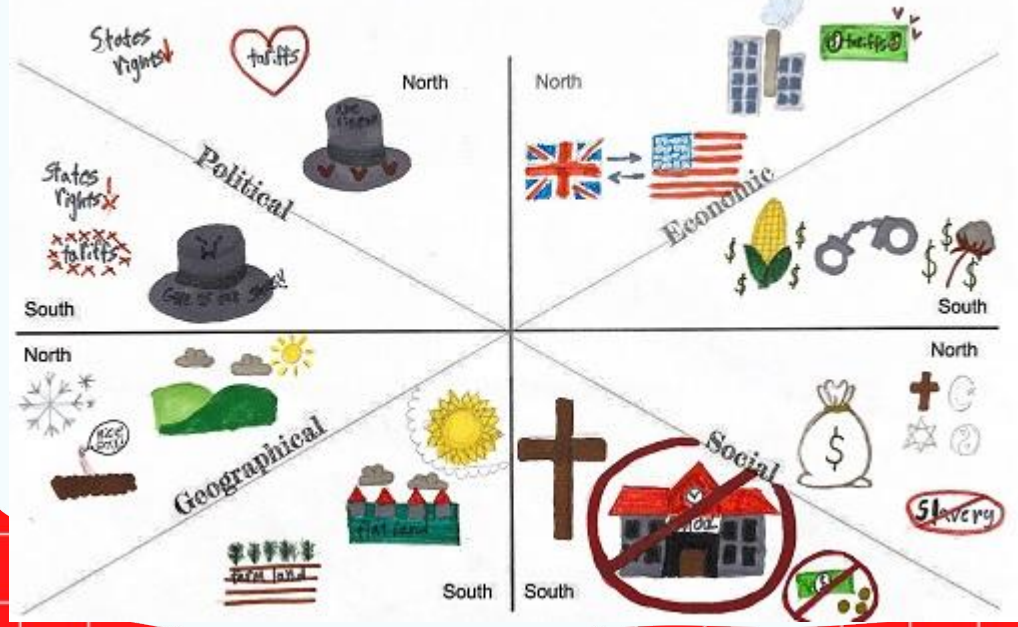
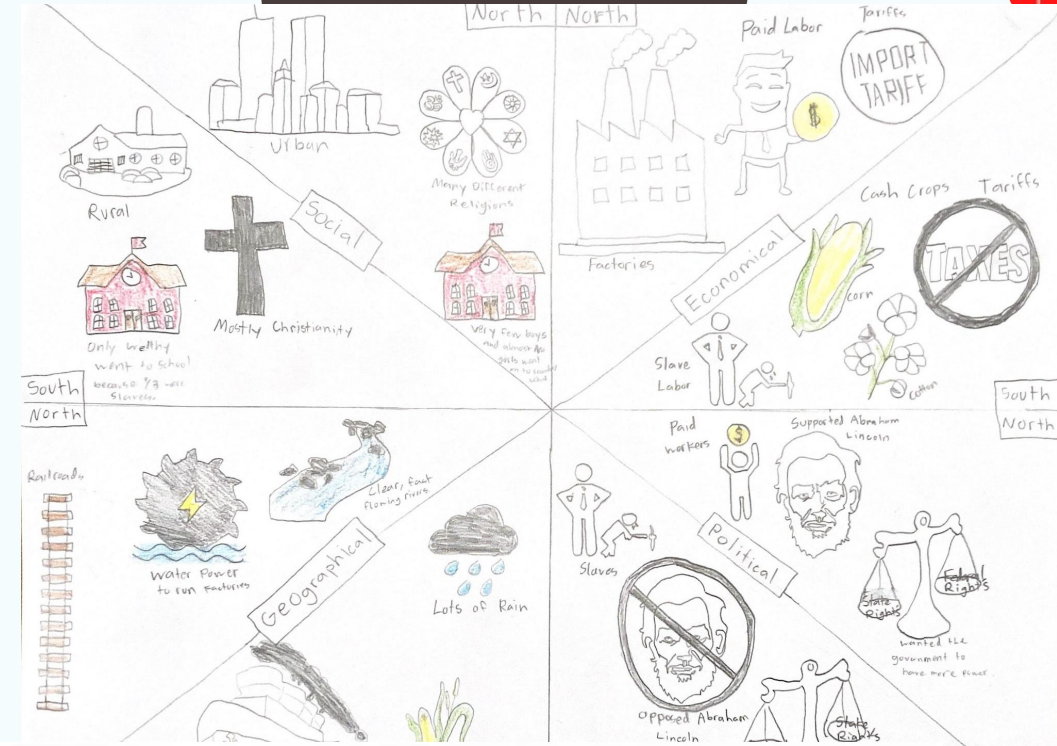
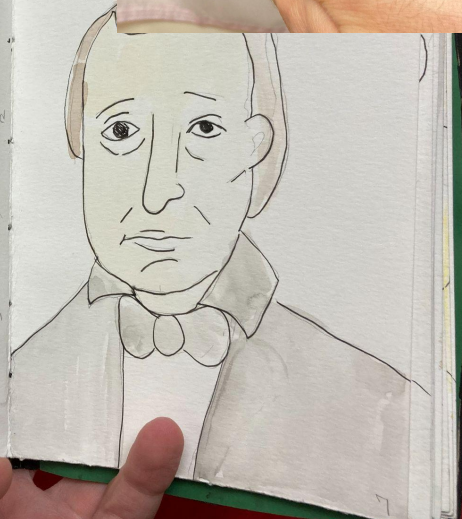
Once upon a time, a guy named Sam Houston was elected twice to serve as the president of the Republic of Texas. During his first presidency (1836-1838), Houston had to focus on forming the government.

Houston also signed a peace treaty with the Creek of the Cherokee Nation during the Texas Revolution.



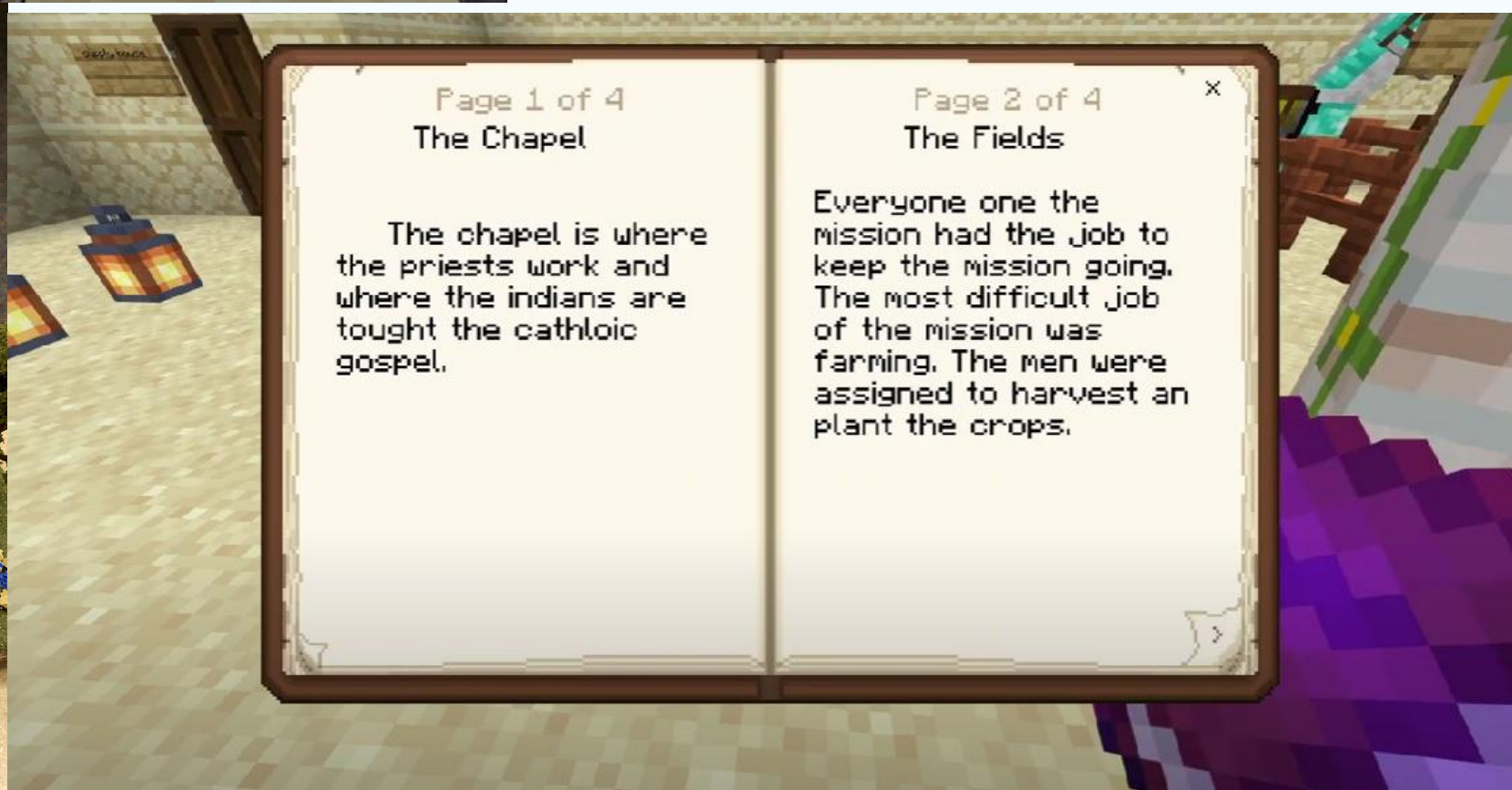
Lamar was the second president of the Republic of Texas. He was after Houston. In his term, Lamar wanted to drive out the natives, be an independent republic, and built up the army.

move of the capital... again! in Lamar's term, he moved the capital more into the frontier of Texas. This new location was called Austin.





History brought to life!





WHILE ELENA, THE SDIC ATTENDS PLANNINGS, THEY DISCUSS...



Looking at specific students' learning gaps and how to address these gaps through instructional strategies, accommodations, and modifications.



Tailoring lessons to meet the needs of ALL learners! We discuss how to scaffold and differentiate lessons to ensure success!

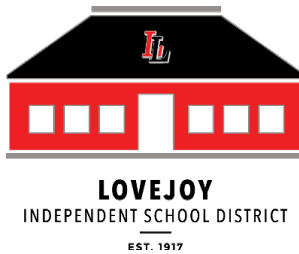
- 
- Guided instruction
 - Collaborative group work
 - Scaffolding
 - Differentiation
 - Ensuring that students are engaged
 - Facilitating the use of high quality academic language
 - The list goes on!



THANK YOU!

12. Consider and Act on Employment Agreements and Chapter 21 Contract Recommendations

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



Lovejoy Independent School District Board of Trustees

Date of Meeting	March 27, 2023
Document Title	Employment Agreements & Chapter 21 Employment Contract Recommendations
Presented For	☒ Board Action ☐ Report/Review Only
Supporting Documents	☐ None ☐ Attached ☒ Provided Later
Administrator Responsible	Anna Koenig, Executive Director of Human Resources and Communications
Executive Summary	
The approval of employment agreements and Chapter 21 contract renewals for the 2023-2024 school year is requested. A list of employees that are being recommended for employment agreements and Chapter 21 contracts will be provided for board review. The approved list will be uploaded to the public portion of the Board Book on March 28, 2023.	
Fiscal Implications	
All positions are included in 2023-2024 budget planning.	
Administrator Recommendation	
Administration recommends approval of the employee agreements and Chapter 21 employee contracts for the listed employees.	
Board Priority	
Priority 1: Academics Lovejoy ISD will continue to demonstrate growth in student academic achievement as evidenced by a broad range of academic measures appropriate for the elementary, intermediate, middle, and high school levels. The Lovejoy ISD Graduate Profile (Intellectually Equipped, Open to	

the Challenges of Learning, Well-Rounded, Engaged in a Healthy Lifestyle, Fair and Respectful of Others, and Works for Justice in the Community) will become a prevalent part of all students' pursuits. Students will personify the Graduate Profile by experiencing challenging and engaging learning. Research-based instructional strategies will be strategically partnered with innovation. We will carry forward the strategic targets identified in our LOVEJOY 2030 Strategic Plan and provide students with opportunities to build Future Ready Skills.

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2023-2024 Employee Contracts

Employee First Name	Employee Last Name	Location Name
CYNTHIA	BRONSON	Administration/C&I
Allison	Claunch	Administration/C&I
Kelly	Cowan	Administration/C&I
Mary	Mullen	Administration/C&I
KAREN	RIDDLE	Administration/C&I
DIANA	SAYLAK	Administration/C&I
Kari	Sharpe	Administration/C&I
RACHAEL	Smith	Administration/C&I
Laurie	Tinsley	Administration/C&I
Thomas	Willman	Administration/Finance & Business Services
Marcy	Hambrick	Administration/HR
Anna	Koenig	Administration/HR & Communications
Kimberly	Steiner	Administration/HR & Communications
JAMIE	ALDERSON	Administration/Special Ed & Student Support
Laura	Allen	Administration/Special Ed & Student Support
KUJTIME	COLLINS	Administration/Special Ed & Student Support
ANNE	DAY	Administration/Special Ed & Student Support
HEATHER	FISHER	Administration/Special Ed & Student Support
ANGELA	KNIGHT	Administration/Special Ed & Student Support
JAMES	LAWHORN	Administration/Special Ed & Student Support
Anjie	Lindblom	Administration/Special Ed & Student Support
REGINA	PALEY	Administration/Special Ed & Student Support
JENNIFER	STINSON	Administration/Special Ed & Student Support
LISA	TYSON	Administration/Special Ed & Student Support
Natalie	Woodward	Administration/Special Ed & Student Support
MATHEW	McCarty	Administration/Student Nutrition
Stephani	Kranz	Administration/Student Services
Kevin	Parker	Administration/Student Services
Rodricka	Taylor	Administration/Superintendent
John	Korb	Administration/Technology
COURTNEY	ALFORD	Hart Elementary School
Courtney	Anderson	Hart Elementary School
Katrina	Arabie	Hart Elementary School
MOLLY	BAKER	Hart Elementary School
CYNTHIA	BALMER	Hart Elementary School
Bree	Berry-Dozier	Hart Elementary School
ANDREW	BLOM	Hart Elementary School
Courtney	Burkhart	Hart Elementary School
Amelia	Carlson	Hart Elementary School
Kathleen	Chege	Hart Elementary School
Laine	Collins	Hart Elementary School
Nicole	Copeland	Hart Elementary School

2023-2024 Employee Contracts

Employee First Name	Employee Last Name	Location Name
Wendy	Craft	Hart Elementary School
Brittney	Crews	Hart Elementary School
Stephanie	Cunningham	Hart Elementary School
KRISTIN	DAWSON	Hart Elementary School
MARY	DETERLY-RUGGERI	Hart Elementary School
TORI	DODD	Hart Elementary School
Jennifer	Finnigan	Hart Elementary School
Emilee	Gant	Hart Elementary School
ERIN	GOFF	Hart Elementary School
Kelsie	Hebert	Hart Elementary School
Rebecca	Lacy	Hart Elementary School
Daniel	Lopez	Hart Elementary School
Morgan	McCarty	Hart Elementary School
Dayna	McCormick	Hart Elementary School
NICOLE	MILLS	Hart Elementary School
Brenda	Minix	Hart Elementary School
Tam	Mitchell	Hart Elementary School
SARAH	MOODY	Hart Elementary School
DANIELLE	NELSON	Hart Elementary School
Catherine	O'Donnell	Hart Elementary School
ASHLEIGH	Papania	Hart Elementary School
Megan	Rawlins	Hart Elementary School
Courtney	Reid	Hart Elementary School
Muryum	Saleem	Hart Elementary School
AMY	Scott	Hart Elementary School
LYNN	SHAMBAUGH	Hart Elementary School
Christopher	Smith	Hart Elementary School
AMY	SMITH	Hart Elementary School
Elizabeth	Winger	Hart Elementary School
KYLE	NELSON	LCDC
SUSAN	Patino	LCDC
Erin	Perkins	LCDC
Amanda	Puckett	LCDC
Deborah	Adams	Lovejoy High School
Regan	Aguirre	Lovejoy High School
CYNTHIA	ANDERSON	Lovejoy High School
CHERYL	ANDERSON	Lovejoy High School
AMANDA	ARRIAGA-BRAZIEL	Lovejoy High School
JOHN	BAKER	Lovejoy High School
Kathryn	Barnett	Lovejoy High School
EDWARD	BART	Lovejoy High School

2023-2024 Employee Contracts

Employee First Name	Employee Last Name	Location Name
BRANDON	BARTER	Lovejoy High School
AMANDA	BELLER	Lovejoy High School
Traci	Benson	Lovejoy High School
Augusto	Bueno	Lovejoy High School
Sarah	Caban	Lovejoy High School
Matthew	Cannon	Lovejoy High School
Maria	Carrero	Lovejoy High School
DENEEN	CHRISTIAN	Lovejoy High School
Mikel	Collins	Lovejoy High School
NATALIE	COONROD	Lovejoy High School
BRUCE	DILLOW	Lovejoy High School
THERESA	DOLLINGER	Lovejoy High School
Brooke	Donovan	Lovejoy High School
Riley	Donovan	Lovejoy High School
AMY	DRESSER	Lovejoy High School
ALEJANDRO	DURAN	Lovejoy High School
JASEN	EAIRHEART	Lovejoy High School
TERRY	EDER (RETIREE)	Lovejoy High School
NAOMI	EMORY	Lovejoy High School
KELLIE	ENGLISH	Lovejoy High School
John	Fee	Lovejoy High School
Melissa	Fletcher	Lovejoy High School
PAMELA	FORD	Lovejoy High School
CAROL	FOSTER	Lovejoy High School
Kevin	Francis	Lovejoy High School
CRYSTAL	GADDIE	Lovejoy High School
JARED	GLAZE	Lovejoy High School
Richard	Goff	Lovejoy High School
Kristi	Green	Lovejoy High School
Ryan	Gros	Lovejoy High School
Nesrine	Hajji	Lovejoy High School
Anastasia (Tasha)	Hallam	Lovejoy High School
Travis	Hallam	Lovejoy High School
Kristin	Hart	Lovejoy High School
Mary Jo	Hedland	Lovejoy High School
Kyle	Herrema	Lovejoy High School
PAUL	HEUER	Lovejoy High School
Zachary	Hevron	Lovejoy High School
Alex	Holloway	Lovejoy High School
DIRK	HORST	Lovejoy High School
Brandon	Jackson	Lovejoy High School

2023-2024 Employee Contracts

Employee First Name	Employee Last Name	Location Name
JESSICA	JACOBS	Lovejoy High School
Jason	Johns	Lovejoy High School
IAN	KEEBLE	Lovejoy High School
BillieJean	Kelsey	Lovejoy High School
ANN	KING	Lovejoy High School
Jodi	Laboret	Lovejoy High School
Jayson	Lavender	Lovejoy High School
Ryan	Ledford	Lovejoy High School
Shawn	Lewis	Lovejoy High School
CARLY	Littlefield	Lovejoy High School
Casey	Littlefield	Lovejoy High School
CHASITY	LYNCH	Lovejoy High School
JOSE	MADRID	Lovejoy High School
JESSICA	MARKOVICH	Lovejoy High School
Kelly	Martin	Lovejoy High School
Tamara	Mauthe	Lovejoy High School
Jacob	Mayfield	Lovejoy High School
John Brice	MCCASLAND	Lovejoy High School
Michelle	McClelland	Lovejoy High School
Michael	Montague	Lovejoy High School
Jenna	Morrison	Lovejoy High School
JIM	MOSELEY	Lovejoy High School
MICHAEL	MOTSNEY	Lovejoy High School
Fernando	Ocampo	Lovejoy High School
Kevin	Park	Lovejoy High School
EVA	PEARL	Lovejoy High School
Elyse	Pollard	Lovejoy High School
KARYN	PRINCE	Lovejoy High School
Natalie	Puckett	Lovejoy High School
Caleb	Reynolds	Lovejoy High School
Lauren	Rivera	Lovejoy High School
Carrie	Robbins	Lovejoy High School
Zachary	Ross	Lovejoy High School
Christopher	Ross	Lovejoy High School
Sarah	Seedle	Lovejoy High School
JEFFREY	SEIDEL	Lovejoy High School
AKILA	SHANMUGAM	Lovejoy High School
Clarissa	Shirley	Lovejoy High School
Jacklyn	Simone	Lovejoy High School
Andrew	Smith	Lovejoy High School
CRYSTAL	SMITH	Lovejoy High School

2023-2024 Employee Contracts

Employee First Name	Employee Last Name	Location Name
FREEMAN	STALLINGS	Lovejoy High School
Joshua	Strickland	Lovejoy High School
Sarah	Thrash	Lovejoy High School
JENNIFER	VANHOOK	Lovejoy High School
Reagan	Varnell	Lovejoy High School
TANIA	VAUGHN	Lovejoy High School
SHELLY	WIGGINS	Lovejoy High School
Vincent	Williams	Lovejoy High School
Monica	Wilson	Lovejoy High School
MARY	WINKLER	Lovejoy High School
Theodore	Wolf	Lovejoy High School
Rose	Young	Lovejoy High School
Travis	Zambiasi	Lovejoy High School
John	Zellar	Lovejoy High School
Kelley	Alvarez	Puster Elementary School
BRITTANY	BUAAS	Puster Elementary School
Paige	Christiansen	Puster Elementary School
Jennifer	Connelly	Puster Elementary School
Lauren	Cook	Puster Elementary School
TERRIE	CUNNINGHAM	Puster Elementary School
Keely	Diekemper	Puster Elementary School
Caroline	Dulemba	Puster Elementary School
Steven	Emory	Puster Elementary School
COLLEEN	EVERETT	Puster Elementary School
Diane	Frame	Puster Elementary School
ANGELIA	GEORGE	Puster Elementary School
JENNIFER	GRALL	Puster Elementary School
Makenzi	Grant	Puster Elementary School
Heather	Hamil	Puster Elementary School
REBECCA	HARPER	Puster Elementary School
Holly	Haynes	Puster Elementary School
ALISON	HEALEY	Puster Elementary School
CAROLYN	HICKS	Puster Elementary School
Eric	Hill	Puster Elementary School
Lana	Jasper	Puster Elementary School
MILES	KNIGHT	Puster Elementary School
SHELLEY	LANDER	Puster Elementary School
KATHRYN	LEBER	Puster Elementary School
Crystal	Lusk	Puster Elementary School
TONYA	MALOTT	Puster Elementary School
Amy	Matteucci	Puster Elementary School

2023-2024 Employee Contracts

Employee First Name	Employee Last Name	Location Name
KATHRYN	Modine	Puster Elementary School
SARA JANE	MUETH	Puster Elementary School
Madison	Murphy	Puster Elementary School
CARLA	PARKER	Puster Elementary School
MELANY	PORTER	Puster Elementary School
SHANNON	PRICE	Puster Elementary School
SARAH	ROBERTSON	Puster Elementary School
Grace	Silva	Puster Elementary School
Jennifer	Slenk	Puster Elementary School
ANNA	SMITH	Puster Elementary School
ARIEL	STEWART	Puster Elementary School
LEAH	VELA	Puster Elementary School
Kara	Watson	Puster Elementary School
LAURA	ALOTAIBI	Sloan Creek Intermediate School
Matthew	Bolinger	Sloan Creek Intermediate School
SUNNY	BRADSHAW	Sloan Creek Intermediate School
Jennifer	Busse	Sloan Creek Intermediate School
Kirsten	Cermak	Sloan Creek Intermediate School
CHELSEA	CHADWICK	Sloan Creek Intermediate School
STEPHANIE	CHANEY	Sloan Creek Intermediate School
Deborah	Cox	Sloan Creek Intermediate School
KURT	DOTY	Sloan Creek Intermediate School
KELSEY	DRUMMOND	Sloan Creek Intermediate School
Thalita	Dufrene	Sloan Creek Intermediate School
KATHLEEN	HALE	Sloan Creek Intermediate School
Courtney	Halpin	Sloan Creek Intermediate School
LAUREN	HAYES	Sloan Creek Intermediate School
Laura	Heiser	Sloan Creek Intermediate School
COURTNEY	HOLLAND	Sloan Creek Intermediate School
Jorge	Jacquez	Sloan Creek Intermediate School
Jonathan	Jamar	Sloan Creek Intermediate School
BRENDA	JOHNSON	Sloan Creek Intermediate School
LOGAN	KELLY	Sloan Creek Intermediate School
MICHELLE	KIMBROUGH	Sloan Creek Intermediate School
Jason	Klotz	Sloan Creek Intermediate School
Allan	Kueth	Sloan Creek Intermediate School
GRANT	KUNEMAN	Sloan Creek Intermediate School
Bailey	Lavinsky	Sloan Creek Intermediate School
Ashley	Massay	Sloan Creek Intermediate School
ERIN	MCCLINTICK	Sloan Creek Intermediate School
Samantha	McLaughlin	Sloan Creek Intermediate School

2023-2024 Employee Contracts

Employee First Name	Employee Last Name	Location Name
SHEILAH	MCTEE	Sloan Creek Intermediate School
DALLENA	NASH	Sloan Creek Intermediate School
Michelle	New	Sloan Creek Intermediate School
Charlotte	Puckett	Sloan Creek Intermediate School
RYAN	ROHLMEIER	Sloan Creek Intermediate School
CHARLES	SMITH	Sloan Creek Intermediate School
Rachel	Spears	Sloan Creek Intermediate School
YASMINE	TOPCHIK	Sloan Creek Intermediate School
Cynthia	Tucker	Sloan Creek Intermediate School
Sarah	Villanueva	Sloan Creek Intermediate School
JENNIFER	WATERS	Sloan Creek Intermediate School
Elena	Widdes	Sloan Creek Intermediate School
Patricia	Wilkins	Sloan Creek Intermediate School
AIMEE	Wisdom	Sloan Creek Intermediate School
MARTHA	BALL	Willow Springs Middle School
DEANNA	BELLOWS	Willow Springs Middle School
KELLEY	BERNHARD	Willow Springs Middle School
LAURA	Bishop Rogers	Willow Springs Middle School
JAMES	BOYD	Willow Springs Middle School
Margaret	Bychkowski	Willow Springs Middle School
COURTNEY	CLABORN	Willow Springs Middle School
Christine	Clewell	Willow Springs Middle School
Kelly	Collins	Willow Springs Middle School
Taylor	Davis	Willow Springs Middle School
Caitlin	Eldredge	Willow Springs Middle School
Viviana	Espinoza	Willow Springs Middle School
Darrell	Evans	Willow Springs Middle School
HEIDI	GAMBRELL	Willow Springs Middle School
Laci	Garza	Willow Springs Middle School
September	Giese	Willow Springs Middle School
Tiffany	Glover	Willow Springs Middle School
Lindsey	Goeders	Willow Springs Middle School
Kirby	Hulme	Willow Springs Middle School
JACOB	HUNTER	Willow Springs Middle School
AIMEE	HUNTER	Willow Springs Middle School
Ashley	Johnson	Willow Springs Middle School
Rachael	Kowalski	Willow Springs Middle School
Joseph	Miller	Willow Springs Middle School
CAREY	Miller	Willow Springs Middle School
Ashley	Morgan	Willow Springs Middle School
Christopher	Murphy	Willow Springs Middle School

2023-2024 Employee Contracts

Employee First Name	Employee Last Name	Location Name
ALLISON	NOVICKE	Willow Springs Middle School
JENNIFER	PEREZ	Willow Springs Middle School
CHRISTINA	PERSON	Willow Springs Middle School
Janice	Porter	Willow Springs Middle School
Rene	Restau	Willow Springs Middle School
TAMARA	SAKUDA	Willow Springs Middle School
Ashley	Smith	Willow Springs Middle School
BARBARA	SMITH	Willow Springs Middle School
AMY	SNODGRASS	Willow Springs Middle School
Jennifer	Still	Willow Springs Middle School
CARMEN	VIZCAINO	Willow Springs Middle School
Joseph	Washburn	Willow Springs Middle School
Brett	Whitehead	Willow Springs Middle School
William	Whitling	Willow Springs Middle School
Misty	Wright	Willow Springs Middle School
WILLIAM	Yaeger	Willow Springs Middle School
Beverly	Zetsche	Willow Springs Middle School
Paul	Zuppardo	Willow Springs Middle School

*Non-Chapter 21
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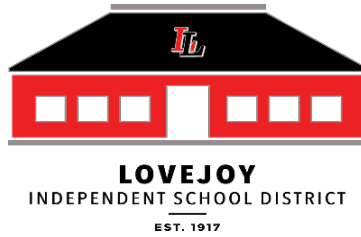
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13. Consider and take Possible Action to Adopt the Recommendations of the Superintendent Regarding the Employment Areas Affected by a Reduction in Force Due to Program Changes

Presenter: Anna Koenig, Executive Director of Human Resources and Communications and Katie Kordel, Superintendent of Schools



Lovejoy Independent School District Board of Trustees

Date of Meeting	March 27, 2023
Document Title	Reduction in Force: Program Change (Board Policy DFFB LOCAL)
Presented For	☒ Board Action ☐ Report/Review Only
Supporting Documents	☐ None ☐ Attached ☒ Provided Later
Administrator Responsible	Anna Koenig, Executive Director of Human Resources and Communications Katie Kordel, Superintendent
Executive Summary	
The administration is recommending a Reduction in Force: Program Change (Board Policy DFFB (LOCAL)). The programmatic changes would be directly related to areas or departments across the District that can become more efficient with fewer staff members or that are currently overstaffed. The program changes would not be related to individual employees. When determining impacted areas the board would follow Board Policy DFFB (LOCAL) These changes would allow the district to reallocate funds while maximizing student opportunities. Eight positions would be impacted by the RIF: Program Change.	
Fiscal Implications	
The district would be saving approximately \$300,000 in salaries.	
Administrator Recommendation	

On March 20, 2023 the Board of Trustees declared the necessity of a reduction in force: program change. The following areas are recommended for a reduction in force, program change:

- a. Special Education - Executive Director Position
- b. Fine Arts - District Fine Arts Director
- c. Fine Arts - Willow Springs Middle School Choir Teacher
- d. Athletics - 1 Full-time Wrestling Coach/Teacher
- e. Counseling - 1 Counselor at Sloan Creek Intermediate School
- f. Curriculum & Instruction - Instructional Coach
- g. Physical Therapist Part -Time Position (Program Change: Moving from current half-time position to full-time position)
- h. Dyslexia Therapist Part - Time Position (Program Change: Moving from current half-time position to full-time position)

Board Priority

Priority 2: Culture: Legacy of Excellence

Lovejoy ISD will continue to strive to be recognized as the employer of choice for educators who believe districts should be defined by a culture of superior work ethic, mission-driven behavior, continuous improvement, growth mindset, and positive relationships with students, parents, and colleagues. Lovejoy ISD team members will align their actions with our Core Values and prioritize relationships, learning collaboration, results, and fun. Lovejoy ISD will invest in a culture that provides exceptional learning opportunities for students and supports their development toward the Graduate Profile.

Priority 3: Continuous Improvement and Financial Sustainability

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

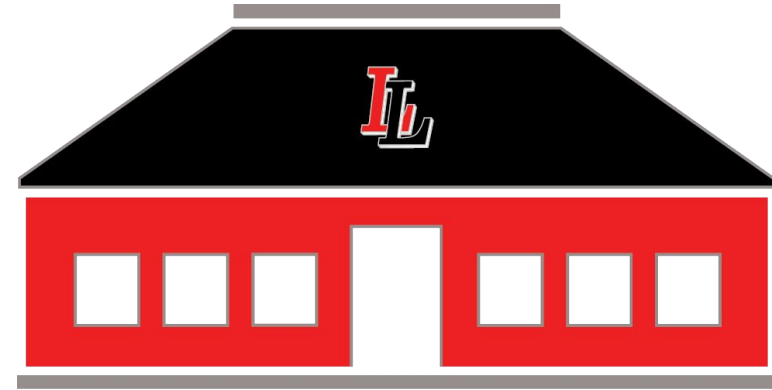
Reduction in Force: Program Change

ANNA KOENIG

Executive Director of HR & Communications

March 27, , 2023

Board Meeting



LOVEJOY
INDEPENDENT SCHOOL DISTRICT

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Current Challenges



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



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



**Respond to
Funding
Challenges**

LOVEJOY 2030

Strategic Plan

	Financial Sustainability	
Strategic Target 7.2	Lovejoy ISD will develop and implement intentional staffing efficiencies.	
	Strategy	Key Indicators
Strategy 7.2.1	Utilize staffing guidelines in staffing determinations and development of master schedules.	Development of staffing guidelines Review master schedules to determine alignment with staffing guidelines
Strategy 7.2.2	Review contract days, job descriptions, and compensation before filling vacant positions.	Establish and implement a standard position review process Review staffing and compensation against comparison districts
Strategy 7.2.3	Review master schedules for each campuses and departments and consider all options including, but not limited to firm class registration deadlines, travel times, balance teacher workloads, block scheduling, class size, etc.	Analysis of master schedules to determine implementation of staffing guidelines vs actual results

2022-2023 Budget Development

01

Assessment of Current State

- Capacity Assessment
- Updated Demographic Study
- Staffing Efficiency Study

02

Development of Three Year Budget Projection

03

Formation of Community-Based Financial Sustainability Committee

- Recommended Consideration of VATRE

04

Board Set Budget Priorities

1. Restore Fund Balance
2. Employee Compensation
3. Attendance
4. Enrollment

05

Zero-Based Budgeting

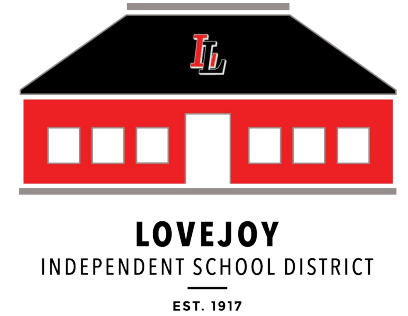
- Achieved \$300,000 in additional efficiencies

06

Implementation of Financial Efficiency Measures

- ~600 employees ('21-'22) to ~520 in ('22-'23)
- \$1.3 Million in staffing & program efficiencies
- \$178,500 from other cost savings projects
- Put \$2.4 Million in fund balance at the end of '21-'22

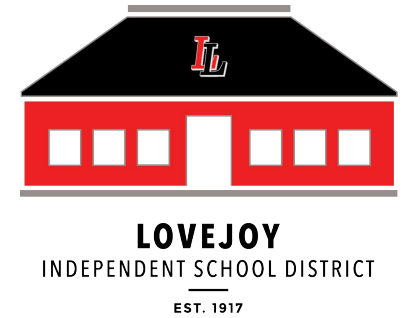
Actions taken in 2022-2023



- Staffing Efficiencies through Attrition
- VATRE
- Zero-Based Budgeting for 2023-2024
- Master Scheduling Committee
- Demography & Student Projection Review
- Review Campus Master Schedules
- Review Department Responsibilities

***Non-exhaustive list of actions**

Staffing Efficiencies

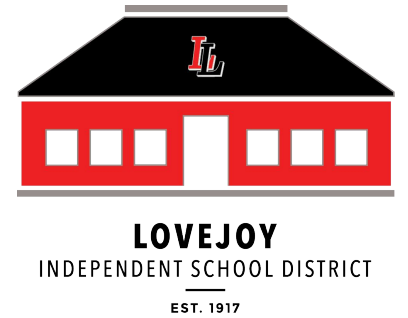


School Year	Total Staff
2018/2019*	637
2019/2020	640
2020/2021*	620
2021/2022	600
2022/2023**	530

Please note that staffing numbers can fluctuate based on the number of open positions at the time data is gathered.

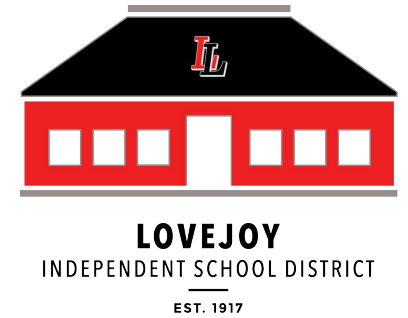
*Reduction in Force: Program Changes
** Reduction through attrition

BOARD POLICY DFFB (LOCAL)



This policy shall apply when a reduction in force due to a program change requires the nonrenewal of a term contract. A program change may be due to, for example, a redirection of resources; efforts to improve efficiency; a change in enrollment; a lack of student response to particular course offerings; legislative revisions to programs; or a reorganization or consolidation of two or more individual schools, departments, or school districts.

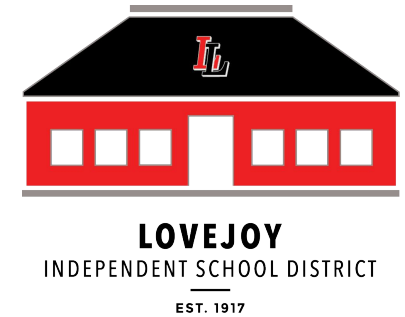
BOARD POLICY DFFB (LOCAL)



Definitions used in this policy are as follows:

- "Program change" shall mean any elimination, curtailment, or reorganization of a program, department, school operation, or curriculum offering, including, for example, a change in curriculum objectives; a modification of the master schedule; the restructuring of an instructional delivery method; or a modification or reorganization of staffing patterns in a department, on a particular campus, or District-wide.
- "Nonrenewal" shall mean the termination of a term contract at the end of the contract period.

BOARD POLICY DFFB (LOCAL)



The Superintendent or designee shall apply the following criteria to the employees within an affected employment area when a program change will not result in the nonrenewal of all staff in the employment area. **The criteria are listed in the order of importance and shall be applied sequentially to the extent necessary to identify the employees who least satisfy the criteria and therefore are subject to the reduction in force.** For example, if all necessary reductions can be accomplished by applying the first criterion, it is not necessary to apply the second criterion, and so forth.

1. Qualifications for Current or Projected Assignment: Certification, multiple or composite certifications, bilingual certification, licensure, endorsement, and/or specialized or advanced content-specific training or skills for the current or projected assignment.
2. Performance: Effectiveness, as reflected by:

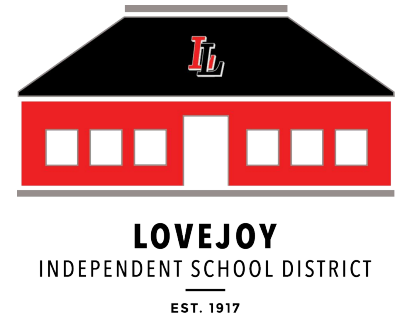
The most recent formal appraisal and, if available, consecutive formal appraisals from more than one year [see DNA]; and

Any other written evaluative information, including disciplinary information, from the last 36 months.

If the Superintendent or designee at his or her discretion decides that the documented performance differences between two or more employees are too insubstantial to rely upon, he or she may proceed to apply the remaining criteria in the order listed below.

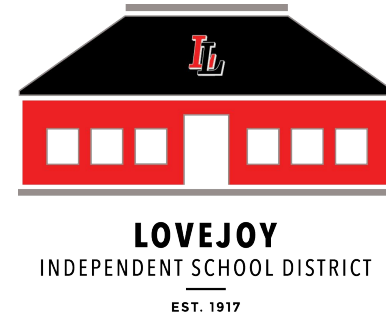
1. Extra Duties: Currently performing an extra-duty assignment, such as department or grade-level chair, band director, athletic coach, or activity sponsor.
2. Professional Background: Professional education and work experience related to the current or projected assignment.
3. Seniority: Length of service in the District, as measured from the employee's most recent date of hire.

BOARD POLICY DFFB (LOCAL)



An employee who has received notice of proposed nonrenewal may apply for available positions for which he or she wishes to be considered. The employee is responsible for reviewing posted vacancies, submitting an application, and otherwise complying with District procedures.

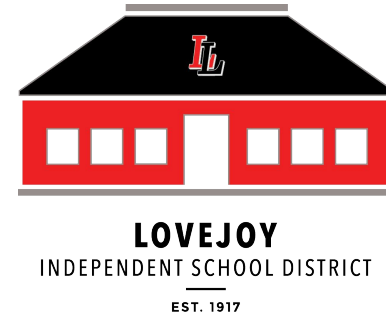
Programs Impacted



- a. Special Education - Executive Director Position
- b. Fine Arts - District Fine Arts Director
- c. Fine Arts - Willow Springs Middle School Choir Teacher
- d. Athletics - 1 Full-time Wrestling Coach/Teacher
- e. Counseling - 1 Counselor at Sloan Creek Intermediate School
- f. Curriculum & Instruction - Instructional Coach
- g. Physical Therapist Part -Time Position (Program Change: Moving from current half-time position to full-time position)
- h. Dyslexia Therapist Part - Time Position (Program Change: Moving from current half-time position to full-time position)

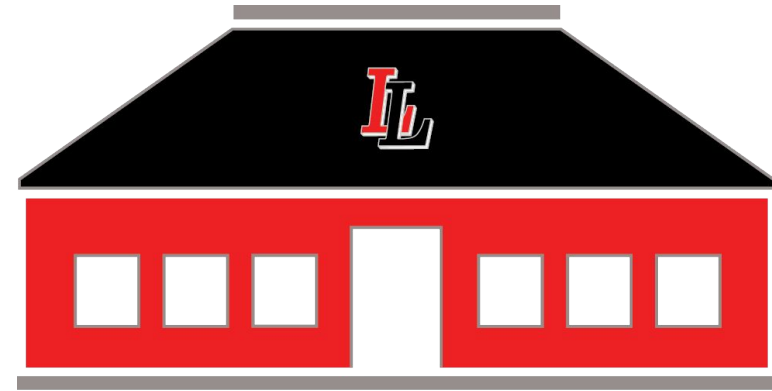
***Priority Hiring will be given to any individual that is qualified and applies to a specific position.**

Restructure



- Director of Special Education
- District Fine Arts Coordinator
- One Choir Teacher that will serve SCIS & WSMS
- Part-Time Assistant Wrestling Coach
- One Counselor at Sloan Creek Intermediate School
- Multi-Tiered System of Supports (MTSS) Position at Hart ES and Puster ES
- Full Time Physical Therapist
- Full Time Dyslexia Therapist

Recommendation:
Reduction in
Force: Program
Change



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Thank You

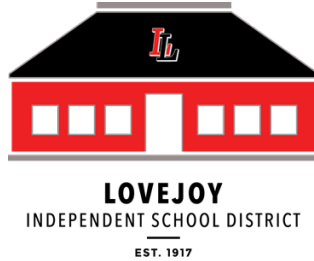


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14. Consider and Act on the Use of Bond Funds and Capital Needs

Presenter: Deborah Cabrera, Interim Chief Financial Officer and Dr. Laurie Tinsley,
Assistant Superintendent of Curriculum and Instruction



Lovejoy Independent School District Board of Trustees

Date of Meeting	March 27, 2023
Document Title	Use of Bond Funds and Capital Needs
Presented For	☒ Board Action ☐ Report/Review Only
Supporting Documents	☐ None ☒ Attached ☐ Provided Later
Administrator Responsible	Deborah Cabrera, Interim Chief Financial Officer Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction

Executive Summary

At the March 20, 2023 Board Workshop, the district shared with the Board a list of capital needs that the administration was recommending to be purchased from the \$2,770,000 remaining from the \$5M Bond Series 2021 issue. Tonight, the administration is asking for the Board to officially approve those requests. A recap of those items is attached.

Fiscal Implications

The approval of this item will obligate the remainder of the \$5,000,000 2021 Series Bond Funds for the attached projects.

Administrator Recommendation

Approval of the Use of Bond Funds and Capital Needs as presented by the Administration to the Board of Trustees.

Board Priority

Priority 3: Continuous Improvement and Financial Sustainability
Lovejoy ISD will evaluate all areas which impact the student experience. A sustained focus on continuous improvement in all aspects of district services remains a commitment with the goal of providing the highest quality of learning experiences for our students. In support of organizational health and effectiveness, Lovejoy ISD will continue to

prioritize planning for short and long-term financial sustainability. We will strategically balance financial decision-making with Lovejoy ISD's mission and commitment to the Lovejoy Experience. Our priority on legislative advocacy in the area of school finance will be emphasized through implementation of a Board Legislative Sub-Committee.

Priority 4: Parent and Community Partnership

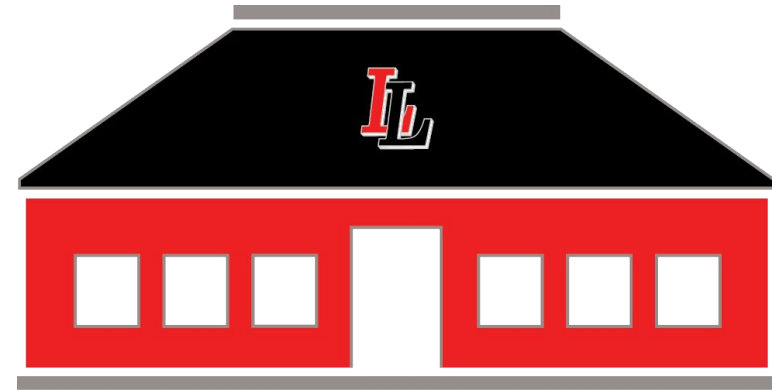
Lovejoy ISD will build strong community connections and trust through effective communication with both internal and external stakeholders. Through a shared commitment to our mission and core values, we will build upon Lovejoy ISD's Legacy of Excellence. We will maintain high expectations and leverage the collective impact of the Lovejoy ISD community to ensure achievement of outcomes on behalf of students. Lovejoy ISD traditions will enable us to honor the past, celebrate the present, and provide a continuing legacy for the future. Parent and Community involvement and transparency will be prioritized as tools for continuous improvement.

Use of Bond Funds and Capital Needs

Debbie Cabrera – Interim CFO

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

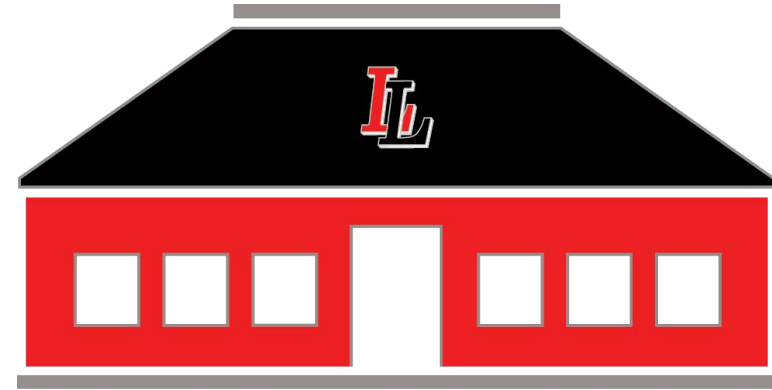
March 27, 2023
Board Meeting



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Capital Needs



LOVEJOY
INDEPENDENT SCHOOL DISTRICT

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Recommended Use of Remaining \$2.77M Series 2021 Bond Funds

Instructional Materials – not to exceed \$450,000

Technology Infrastructure and Equipment – not to exceed \$1,500,000

Technology Software - new ERP for Finance/Payroll/HR and Powerschool Upgrade - not to exceed \$308,000

Cafeteria Tables – Sloan Creek not to exceed \$80,000

Football Helmets – not to exceed \$125,000

Custodial Equipment – not to exceed \$220,000

Maintenance Equipment – not to exceed \$40,000

Formal Needs Assessment – Building Life Cycle Updates HVAC and Roofs - \$47,000

Commits \$2,770,000

Technology - \$1,480,000

REFLECTS GAPS IDENTIFIED - TECHNOLOGY INVENTORY

PreK-12 Common Area Audio Visual Enhancements - \$500,000

PreK-12 Student Devices - \$360,000 (2 years)

PreK-12 Staff Devices - \$400,000 (tiered refresh)

PreK-12 Infrastructure Refresh - \$220,000 (security servers, access points)

Staff Devices

We have determined 412 staff members that require a laptop based on executive feedback.

The District plans to purchase 450 laptops in order to have devices available for efficient repair and replacement for the next 4 years.

Device specifications will be similar to the following:

- Device: Windows PC Laptop
- Processor: I5 Processor
- Memory: 8-16GB Ram
- Storage: 512 GB SSD
- Ports: Network Jack / HDMI ports
- Screen: 14" + Screen

Student Devices

The bond request is currently for 2 years (we will be pursuing 850 devices each year).

Device specifications will be similar to the following:

- Device: Chromebook
- Processor: AMD 3015Ce Processor (1.20 GHz, up to 2.30 GHz Max Boost, 2 Cores, 4 Threads, 4 MB Cache)
- Operating System: Chrome OS
- Display: 11.6" HD (1366 x 768) antiglare, 250 nits
- Memory: 4GB DDR4 (1600 MHz)
- Battery: Up to 10 hours* 47Wh (MM18)

Instructional Materials

REFLECTS GAPS IDENTIFIED - INSTRUCTIONAL MATERIALS INVENTORY
\$432,600

Language Arts (K-2, English 4) - \$18,600

Math K-5 - \$58,500

Science Equipment K-12 - \$60,000

CTE- \$20,500

Assessment Resources K-12 - \$248,700

Advanced Placement - \$300

Electives Courses - \$5,000

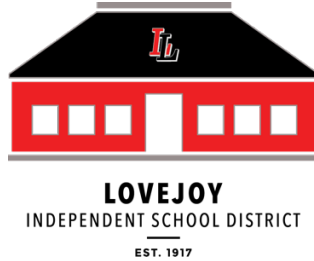
Instructional Materials Resource Manager System - \$21,000 (Initial Setup)



THANK YOU

15. Presentation: Master Scheduling Study Recommendations

Presenter: Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction
and Anna Koenig, Executive Director of Human Resources and Communications



Lovejoy Independent School District Board of Trustees

Date of Meeting	March 27, 2023
Document Title	Master Scheduling Recommendations
Presented For	☐ Board Action ☒ Report/Review Only
Supporting Documents	☐ None ☒ Attached ☐ Provided Later
Administrator Responsible	Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction
Executive Summary	
As we engage in the 2023-2024 school year planning and budget development, we have three challenges facing our District. • Teacher and Staff Retention, Recruitment, and Support • Funding Challenges • Maintaining Our Legacy of Excellence A Staff Stakeholder Master Scheduling Committee was formed to study 5 scheduling models because our master schedule model has an impact on the educational experience of our students, the budget, and teacher planning time. The study included the 7 period day, 8 period day, block schedule, 4 day student school week and additional staff planning days. The study included multiple opportunities for staff and parent engagement and feedback. Recommended changes to the current 2023-2024 student calendar that include additional teacher extended planning days will be presented.	
Fiscal Implications	
N/A	
Administrator Recommendation	

N/A

Board Priority

Priority 1: Academics

Lovejoy ISD will continue to demonstrate growth in student academic achievement as evidenced by a broad range of academic measures appropriate for the elementary, intermediate, middle, and high school levels. The Lovejoy ISD Graduate Profile (Intellectually Equipped, Open to the Challenges of Learning, Well-Rounded, Engaged in a Healthy Lifestyle, Fair and Respectful of Others, and Works for Justice in the Community) will become a prevalent part of all students' pursuits. Students will personify the Graduate Profile by experiencing challenging and engaging learning. Research-based instructional strategies will be strategically partnered with innovation. We will carry forward the strategic targets identified in our LOVEJOY 2030 Strategic Plan and provide students with opportunities to build Future Ready Skills.

Priority 2: Culture: Legacy of Excellence

Lovejoy ISD will continue to strive to be recognized as the employer of choice for educators who believe districts should be defined by a culture of superior work ethic, mission-driven behavior, continuous improvement, growth mindset, and positive relationships with students, parents, and colleagues. Lovejoy ISD team members will align their actions with our Core Values and prioritize relationships, learning collaboration, results, and fun. Lovejoy ISD will invest in a culture that provides exceptional learning opportunities for students and supports their development toward The Graduate Profile.

Priority 3: Continuous Improvement and Financial Sustainability

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

Priority 4: Parent and Community Partnership

Lovejoy ISD will build strong community connections and trust through effective communication with both internal and external

stakeholders. Through a shared commitment to our mission and core values, we will build upon Lovejoy ISD's Legacy of Excellence. We will maintain high expectations and leverage the collective impact of the Lovejoy ISD community to ensure achievement of outcomes on behalf of students. Lovejoy ISD traditions will enable us to honor the past, celebrate the present, and provide a continuing legacy for the future. Parent and Community involvement and transparency will be prioritized as tools for continuous improvement.

MASTER SCHEDULING STUDY RECOMMENDATIONS

Laurie Tinsley, EdD

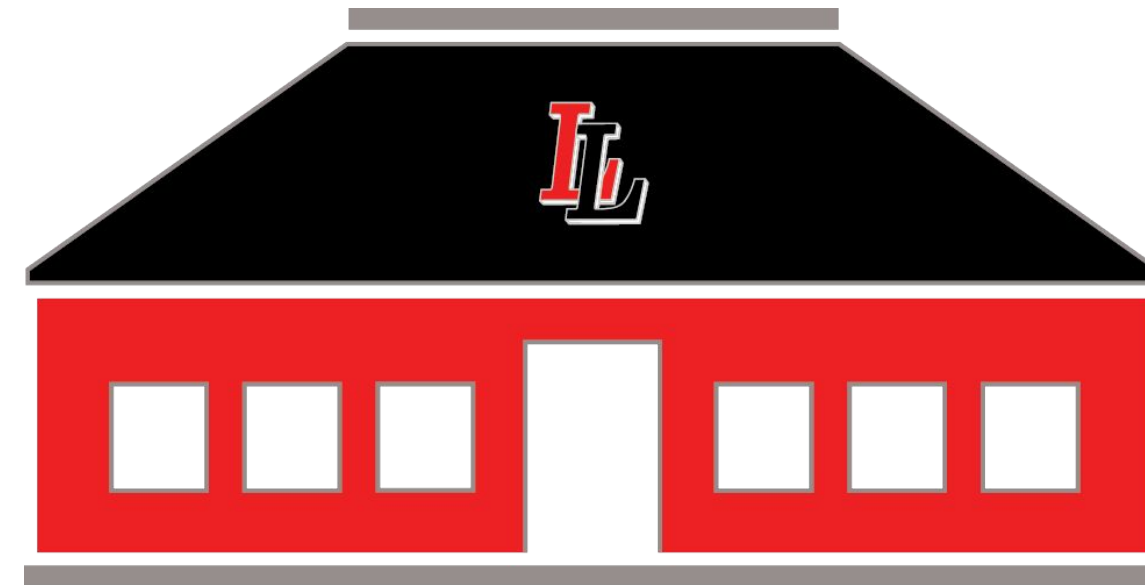
Assistant Superintendent of Curriculum and
Instruction

Anna Koenig

Executive Director Human Resources and
Communications

March 27, 2023

Board Meeting



LOVEJOY
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What is Our WHY ?

Respond to Funding
Challenges



Retain Legacy of
Excellence for LISD
Students

Teacher/Staff
Retention, Recruitment
and Support

7 Period Day
LHS and WSMS

8 Period Day
LHS and WSMS

Block Schedule
LHS and WSMS

**4 Day Student
Instructional
Week**

**Additional Staff
Planning Days**

Study Included Opportunities for Input and Review

- Staff Stakeholder Master Scheduling Committee
 - *January 2023-March 2023*
- Staff Information Meetings (Campus Team Huddles)
 - *March 13-23, 2023*
- Parent Information Meetings
 - *March 1, 2023 and March 22, 2023*
- Lovejoy ISD Financial Sustainability Committee and Lovejoy 2030 Strategic Planning Committee
 - *March 16, 2023 and March 23, 2023*
- Updates Lovejoy ISD School Board Workshop and Regular Meetings
 - *December 12, 2023 Board Meeting*
 - *January 9, 2023 Board Workshop*
 - *February 14, 2023 Board Workshop*
 - *February 27, 2023 Board Meeting*
 - *March 20, 2023 Board Workshop*
 - *March 27, 2023 Board Meeting*
- FAQ Released
 - *March 3, 2023 Connect with Katie*
- Staff/Parent Surveys
 - *February 1-8, 2023*
 - *March 17-22, 2023*
- Information Shared Connect with Katie
 - *March 3, 2023*
- Accessibility by Administration for Staff/Parent Phone Calls, Emails and Meetings
- PTO Roundtable
 - *February 6, 2023*
- PTO Council Meeting
 - *February 8, 2023*

HOW?
**Retain Legacy
of Excellence
for LISD
Students**



Classroom Teacher

High quality teachers are strongly linked to student achievement, significantly increasing high school graduation rates, college completion rates, and salary earnings.

Charles Butt Foundation Report 2022

HOW?
**Respond to
Revenue
Challenges**



- 3 of the 5 models do not indicate a substantial savings for the District (8 Period Day, 4 Day Student Instructional Week, Additional Staff Planning Days)
- 1 of the 5 models would most likely incur significant costs for the District (Block Schedule)
- 1 of the 5 models would most likely decrease costs for the District (7 Period Day)

7 Period Day
LHS and WSMS

8 Period Day
LHS and WSMS

Block Schedule
LHS and WSMS

**4 Day Student
Instructional
Week**

**Additional Staff
Planning Days**

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

**Organizational
Culture**

Foster supportive
learning environment

**Teacher Training
and
Opportunities
for Growth**

Increase Overall Compensation Supports

- Competitive Salaries
- Healthcare Insurance
- Monetary Incentives - Hard to Fill Positions

**Provide Access to and Support for High
Quality Instructional Materials**

**Demonstrate Respect and
Value for Teacher Time**

- Master Scheduling
- Analysis of Staffing Models
- Monitor teacher time demands and feedback to inform leadership for decision making

Challenges with Staff/Teacher Recruitment and Retention



HOME

BUC-ee's
Car Wash Manager
Melissa
3 Weeks PTO - Use it, cash it, roll it
Medical + Dental + Vision
401k 100% Match up to 6%

\$125,000 Join Our Team - Great Opportunities To Grow Your Career!



9.98 MILES
190 E. Stacy Rd.
Allen, TX 75002

 **Starting wage: \$17.00/hour**
Earn Up to \$20.50/hour

Teacher Salary Scale
Princeton ISD 2022-2023

Step	Base Salary	Initial Signing & Annual Returning Bonus Paid as a lump sum in September	Total Salary
0	\$54,000	\$2,000	\$56,000
1	\$54,500	\$2,000	\$56,500
2	\$55,000	\$2,000	\$57,000
3	\$55,500	\$2,000	\$57,500
4	\$56,000	\$2,000	\$58,000




ENHANCED TEACHER COMPENSATION FEATURES FOR 2023-24
\$61,000 STARTING TEACHER PAY
6% MINIMUM RAISE
FOR CURRENT MISD TEACHERS
NEW ATTENDANCE INCENTIVE PAY
CARE CLINIC FREE COUNSELING SERVICES
MESQUITE EMPLOYEE HEALTH CENTER CLINIC & PHARMACY
STAY PAY (\$5,000)
PAYMENT FOR UNUSED STATE SICK, LOCAL SICK, LOCAL PERSONAL AND STATE PERSONAL LEAVE DAYS UPON RETIREMENT
HIGH-NEED AREA STIPENDS:
BILINGUAL \$4,000 - SPED SELF-CONTAINED \$3,000
SPED TEACHER \$2,000
ETIP: UP TO \$12,000 ANNUALLY



Join Our
Allen ISD
TEAM!

1 Competitive Salary
2022-2023 Starting Teacher Salary with Zero Years of Experience \$58,000!
Entry Level Pay \$14/\$15 per hour!



Anna ISD
2022-2023 Pay Plan
Teachers, Nurses (RN), Librarians
\$54,500 Starting, 3.1% Average Raise for Teachers

23-24 SCHOOL YEAR
4-DAY WORK WEEK

Years of Experience	New Hire Salary
0	\$54,500
1	\$54,800
2	\$55,000
3	\$55,200
4	\$55,400
5	\$55,600
6	\$56,000
7	\$56,600
8	\$57,200

10-Month Hiring Salary Range
\$54,500 - \$65,904

The salaries listed are based on 10-month employment for the 2022-2023 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

\$1,500 Master's Degree Stipend

Certified	ELEMENTARY SCHOOL	Bilingual Teacher - 23-24 School Year	00005672	03/01/2023	District Wide
Certified	ELEMENTARY SCHOOL	Special Education Teacher ECSE (23-24 School Year)	00005671	03/01/2023	Lawson Early Childhood
Certified	ELEMENTARY SCHOOL	Instructional Coach (2023-2024 School Year Pool)	00005653	02/08/2023	District Wide
Certified	ELEMENTARY SCHOOL	Elementary Bilingual Instructional Coach (2023-2024 School Year Pool)	00005652	02/08/2023	District Wide
Certified	ELEMENTARY SCHOOL	Media Resource Specialist - 23-24 School Year	00005676	03/01/2023	Webb Elementary
Certified	ELEMENTARY SCHOOL	Art Teacher	00005670	02/28/2023	Glen Oaks Elementary
Certified	ELEMENTARY SCHOOL	Special Education Teacher - Dev Social Skills	00005661	02/21/2023	Edlins Elementary
Certified	ELEMENTARY SCHOOL	Teacher 1st Grade	00005715	03/20/2023	Vega Elementary
Certified	ELEMENTARY SCHOOL	Bilingual Special Education Teacher - Resource	00005709	03/20/2023	Malvern Elementary
Certified	ELEMENTARY SCHOOL	Teacher - 4th Grade	00005708	03/20/2023	Malvern Elementary
Certified	ELEMENTARY SCHOOL	Bilingual Teacher - 2nd Grade	00005707	03/20/2023	Malvern Elementary
Certified	ELEMENTARY SCHOOL	Teacher - Kindergarten	00005706	03/20/2023	Malvern Elementary
Certified	ELEMENTARY SCHOOL	Teacher - 4th Grade (ELAR/SS)	00005705	03/20/2023	Caldwell Elementary
Certified	ELEMENTARY SCHOOL	Teacher - 2nd Grade	00005704	03/20/2023	Caldwell Elementary
Certified	ELEMENTARY SCHOOL	Teacher - 1st Grade	00005703	03/20/2023	Caldwell Elementary
Certified	ELEMENTARY SCHOOL	Special Education Teacher - STC	00005702	03/20/2023	McClure Elementary
Certified	ELEMENTARY SCHOOL	Bilingual Teacher - 4th Grade	00005713	03/20/2023	Vega Elementary
Certified	ELEMENTARY SCHOOL	Bilingual Teacher - 4th Grade	00005712	03/20/2023	Finch Elementary
Certified	ELEMENTARY SCHOOL	Special Education Teacher - FAC	00005700	03/17/2023	Glen Oaks Elementary
Certified	ELEMENTARY SCHOOL	Music Teacher (2023-2024 School Year)	00005662	03/14/2023	McGowan Elementary
Certified	ELEMENTARY SCHOOL	Special Education Teacher - FAC	00005650	10/13/2022	McClure Elementary
Certified	ELEMENTARY SCHOOL	Teacher - Fine Arts	00005596	11/30/2022	Valley Creek Elementary
Certified	ELEMENTARY SCHOOL	Media Resource Specialist	00005632	01/12/2023	Bennett Elementary
Certified	ELEMENTARY SCHOOL	Teacher (Various Grades) 2023-2024 School Year	00005602	12/01/2022	Frazier Elementary
Certified	HIGH SCHOOL	Journalism Teacher/Yearbook Advisor	00005593	11/30/2022	McKinney North High School
Certified	HIGH SCHOOL	Special Education Teacher - STC	00005570	11/01/2022	McKinney High School
Certified	HIGH SCHOOL	Assistant Band Director - High School (23-24 School Year)	00005546	01/30/2023	McKinney High School
Certified	HIGH SCHOOL	Tech Theatre/Assistant Theatre Director (23-24 School Year)	00005635	01/17/2023	McKinney Boyd High School
Certified	HIGH SCHOOL	Campus Athletic Trainer and Sports Medicine Teacher	00005612	12/06/2022	McKinney North High School
Certified	HIGH SCHOOL	Special Education Teacher-Resource Inclusion MATH	00005610	12/06/2022	McKinney North High School
Certified	HIGH SCHOOL	Audio/Video Broadcast Teacher	00005697	03/16/2023	McKinney North High School
Certified	HIGH SCHOOL	Head Girls Softball Coach	00005688	03/13/2023	McKinney Boyd High School
Certified	HIGH SCHOOL	Head Girls Basketball Coach	00005686	03/02/2023	McKinney Boyd High School
Certified	HIGH SCHOOL	Assistant Choir Director - HS (23-24 School Year)	00005661	02/06/2023	McKinney Boyd High School
Certified	HIGH SCHOOL	Math Teacher - High School (2023-2024 School Year)	00005684	03/01/2023	District Wide
Certified	HIGH SCHOOL	Science Teacher - High School (2023-2024 School Year)	00005683	03/01/2023	District Wide
Certified	HIGH SCHOOL	Social Studies Teacher - High School (2023-2024 School Year)	00005682	03/01/2023	District Wide
Certified	HIGH SCHOOL	ELAR Teacher - High School (2023-2024 School Year)	00005681	03/01/2023	District Wide
Certified	MIDDLE SCHOOL	Math Teacher - Middle School (2023-2024 School Year)	00005680	03/01/2023	District Wide
Certified	MIDDLE SCHOOL	Science Teacher - Middle School (2023-2024 School Year)	00005679	03/01/2023	District Wide
Certified	MIDDLE SCHOOL	Social Studies Teacher - Middle School (2023-2024 School Year)	00005678	03/01/2023	District Wide
Certified	MIDDLE SCHOOL	ELAR Teacher - Middle School (2023-2024 School Year)	00005677	03/01/2023	District Wide
Certified	MIDDLE SCHOOL	Theater Teacher (23-24 School Year)	00005662	02/22/2023	Cookhill Middle School
Certified	MIDDLE SCHOOL	Social Studies Teacher-Boys Coach MS	00005664	03/16/2023	Dowell Middle School
Certified	MIDDLE SCHOOL	Girls Coach-CTE Elective Teacher	00005693	03/15/2023	Cookhill Middle School
Certified	MIDDLE SCHOOL	Special Education Teacher - STC (2023-2024)	00005698	03/16/2023	Johnson Middle School
Certified	MIDDLE SCHOOL	Girls Athletic Coordinator and PE	00005722	03/21/2023	Faubion Middle School
Certified	MIDDLE SCHOOL	Special Education Teacher - Resource	00005721	03/21/2023	Dowell Middle School
Certified	MIDDLE SCHOOL	Boys Coach/Teacher (Math, Science or ELAR)	00005728	03/22/2023	Johnson Middle School

Compensation Efforts to Address Teacher/Staff Recruitment and Retention

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

Lovejoy ISD Efforts to Address Teacher/Staff Recruitment and Retention

- Proposed Increased Compensation for All Staff
- Proposed Increase in District Benefits Contribution
- Reevaluate Supplemental Benefit Options
- Acquisition of High Quality Instructional Materials and Technology Devices
- Exploration of Opportunities for Protected Time for Teacher Planning and Preparation
- Opportunities for School and District Decision Making
 - Curriculum Vertical Teams
 - Curriculum and Instruction Advisory and Planning Teams
 - Superintendent/Teacher Council
 - Staff Stakeholder Committees
 - Stay Interviews
 - District and Campus Improvement Teams
 - Teacher Evaluation System Advisory Committee
- High Quality Professional Development
- Teacher Autonomy and Encourage Creative Teaching Practices
- Staff Appreciation and Recognition
- Out of District Employee Student Transfer Program
- Parent/Community Partnerships
- Creative Teacher/Staff Recruitment Strategies
- School Safety & Personal Safety Devices
- Host & Attend Career/Job Fair

7 Period Day
LHS and WSMS

8 Period Day
LHS and WSMS

Block Schedule
LHS and WSMS

**4 Day Student
Instructional
Week**

**Additional Staff
Planning Days**

Extended Teacher Planning Days

WHAT?

Allows teachers flexible time to plan and work during their contract time and support a greater level work/life balance

HOW?

- Adjust 2023-2024 School Calendar to reflect Extended Teacher Planning Days
- No impact to current 2023-2024 school calendar start date, end date and holidays
 - Change 7 student instructional days to Extended Teacher Planning Days
 - Extend school day for students an estimated 10 - 20 minutes
- Backup the days to current school holidays as possible to impact student attendance
- Reduce number of early release days and repurpose as Extended Teacher Planning Days
- Repurpose some of the existing Professional Development Days to Extended Teacher Planning Days

IMPACT?

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

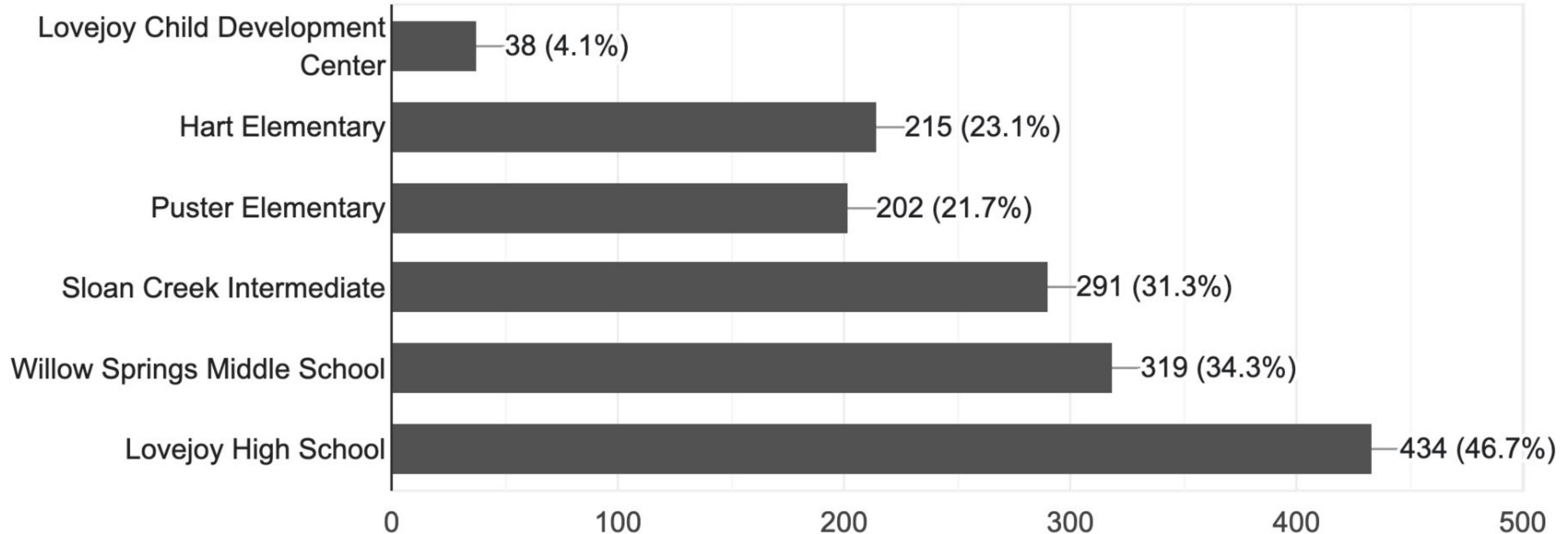
Opportunity for Feedback and Input

Additional Staff Planning Days

Survey Available for Staff and Parents
March 17- March 22



March 2023 Parent Survey Results

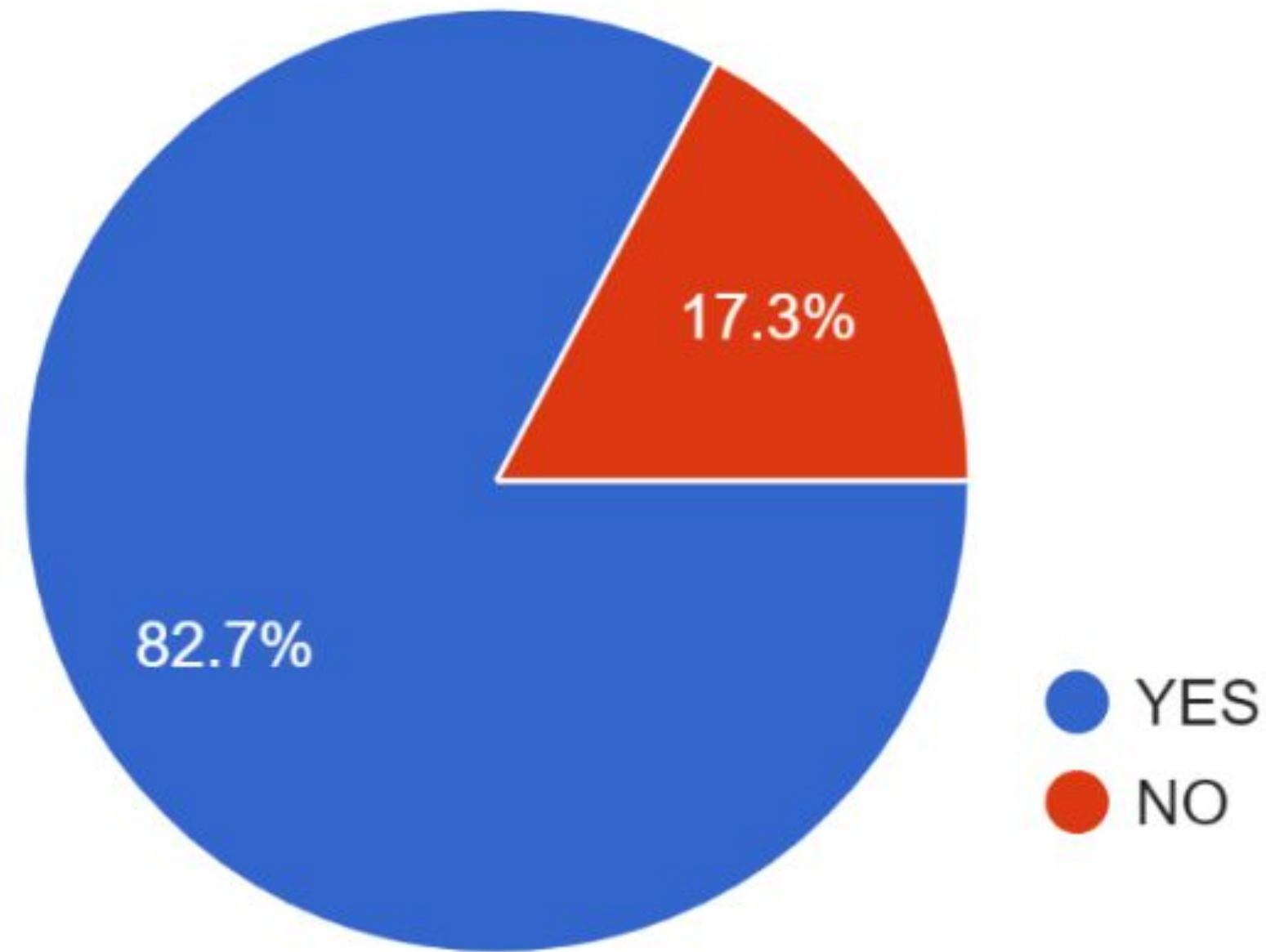


March 2023

Parent Survey Results

**I agree with adding
extended teacher planning
days to the school calendar
to support teacher/staff
recruitment and retention
efforts in Lovejoy ISD.**

**Yes - 769
No - 161**

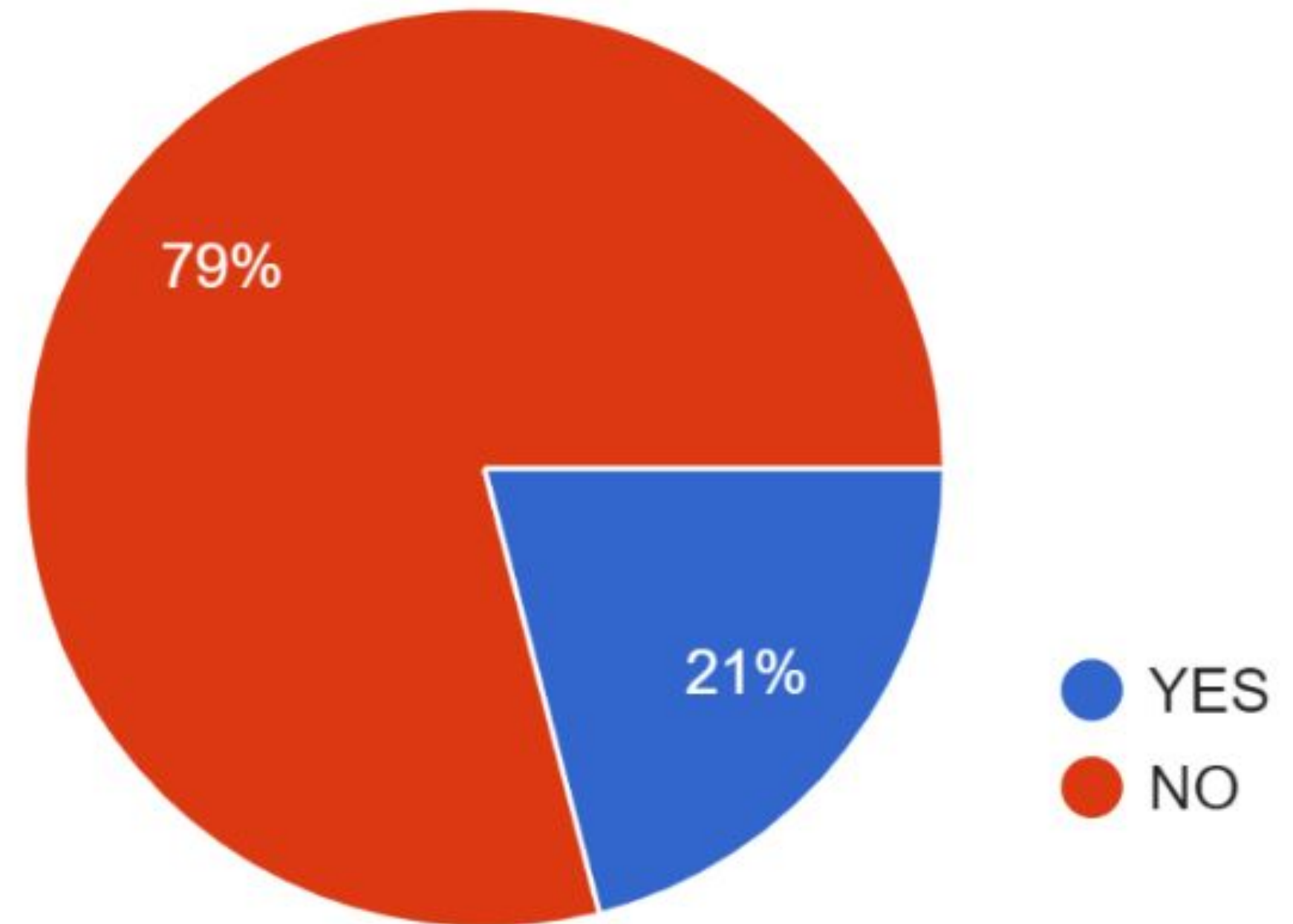


March 2023 Parent Survey Results

If the school calendar is revised to reflect the addition of extended teacher planning days, I would be interested in registering my student for childcare and/or student enrichment camps for the additional student holidays added to the calendar for a reasonable cost.

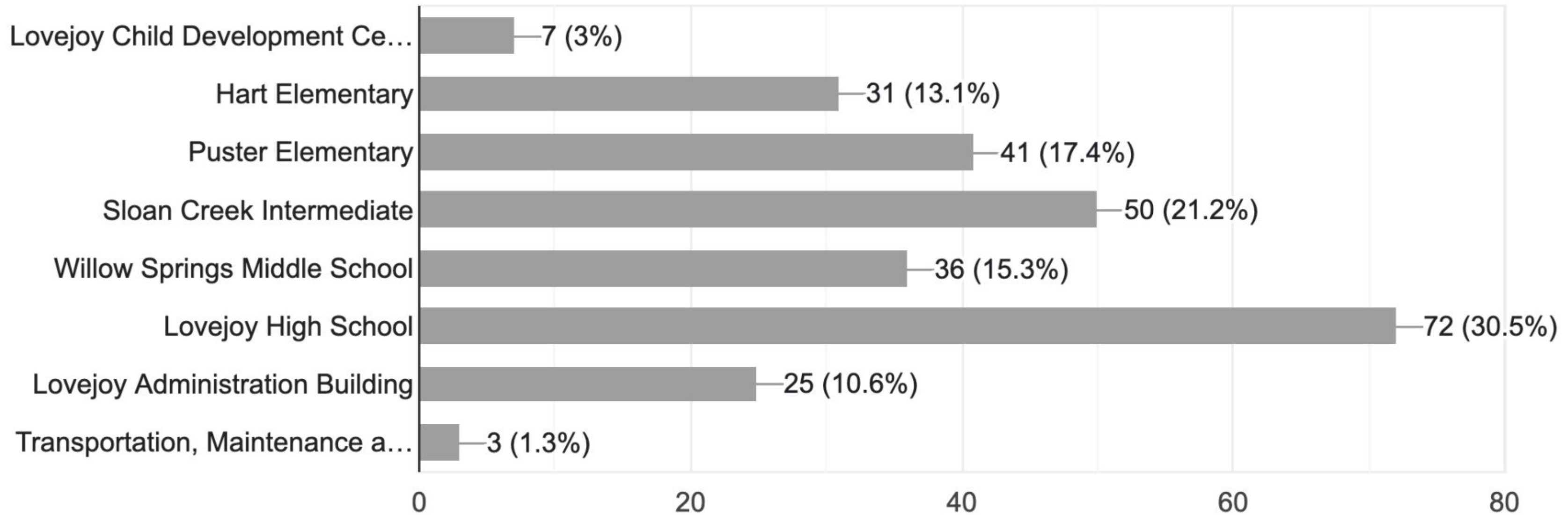
Yes - 195

No - 735



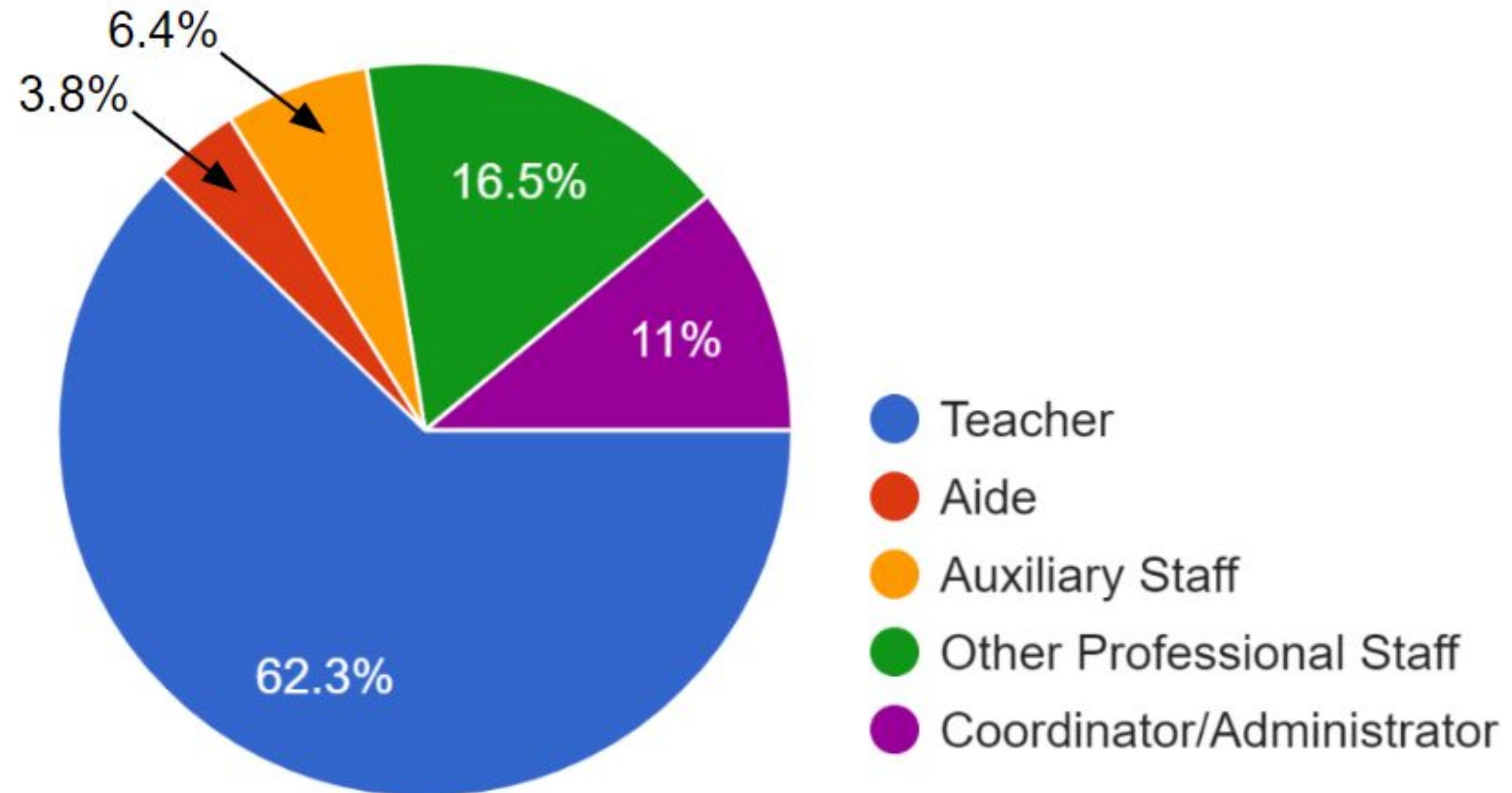
March 2023 Staff Survey Results

I serve as a staff member at:



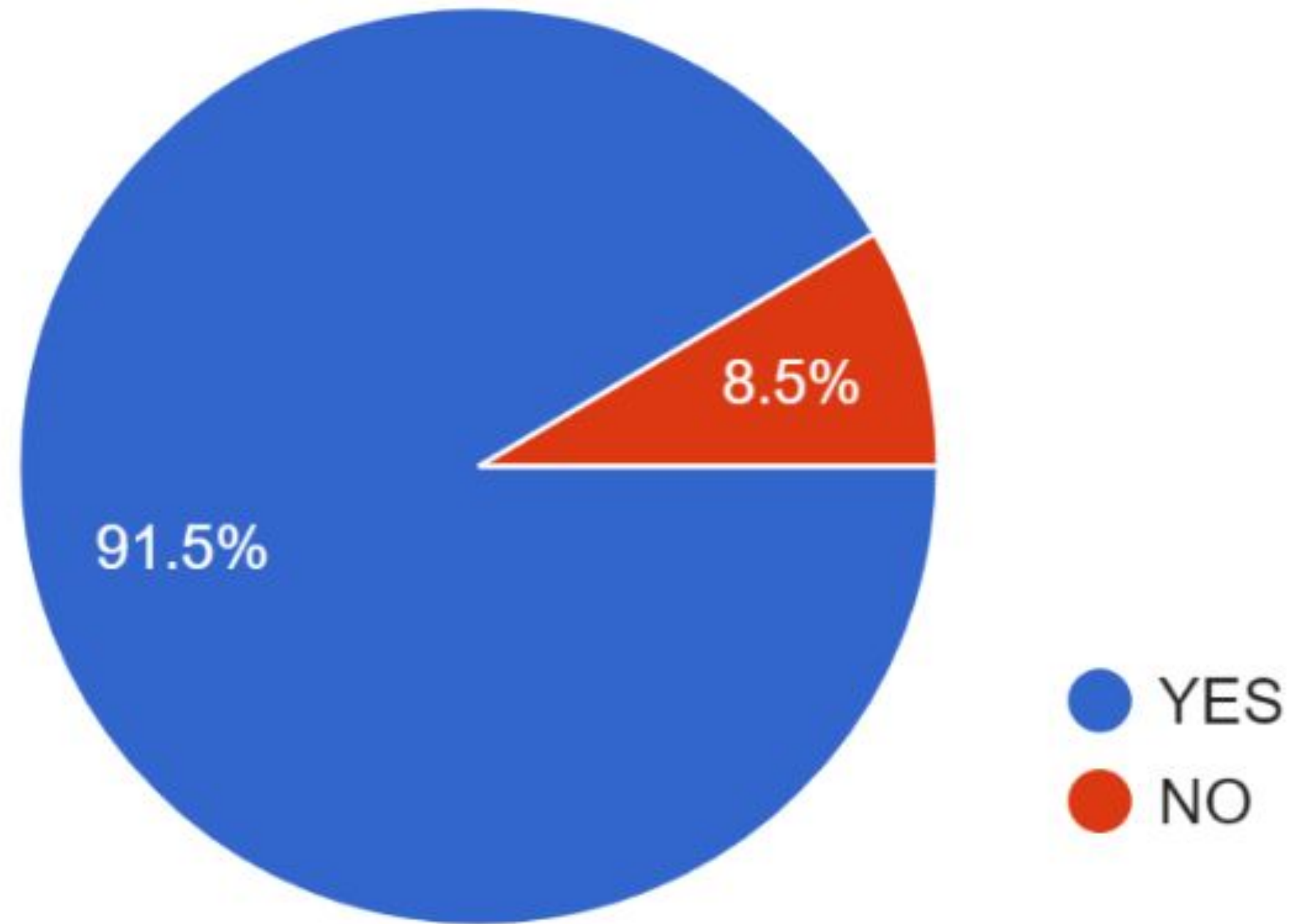
March 2023 Staff Survey Results

My position is:



March 2023 Staff Survey Results

**I agree with adding
extended teacher planning
days to the school calendar
to support teacher/staff
recruitment and retention
efforts in Lovejoy ISD.**



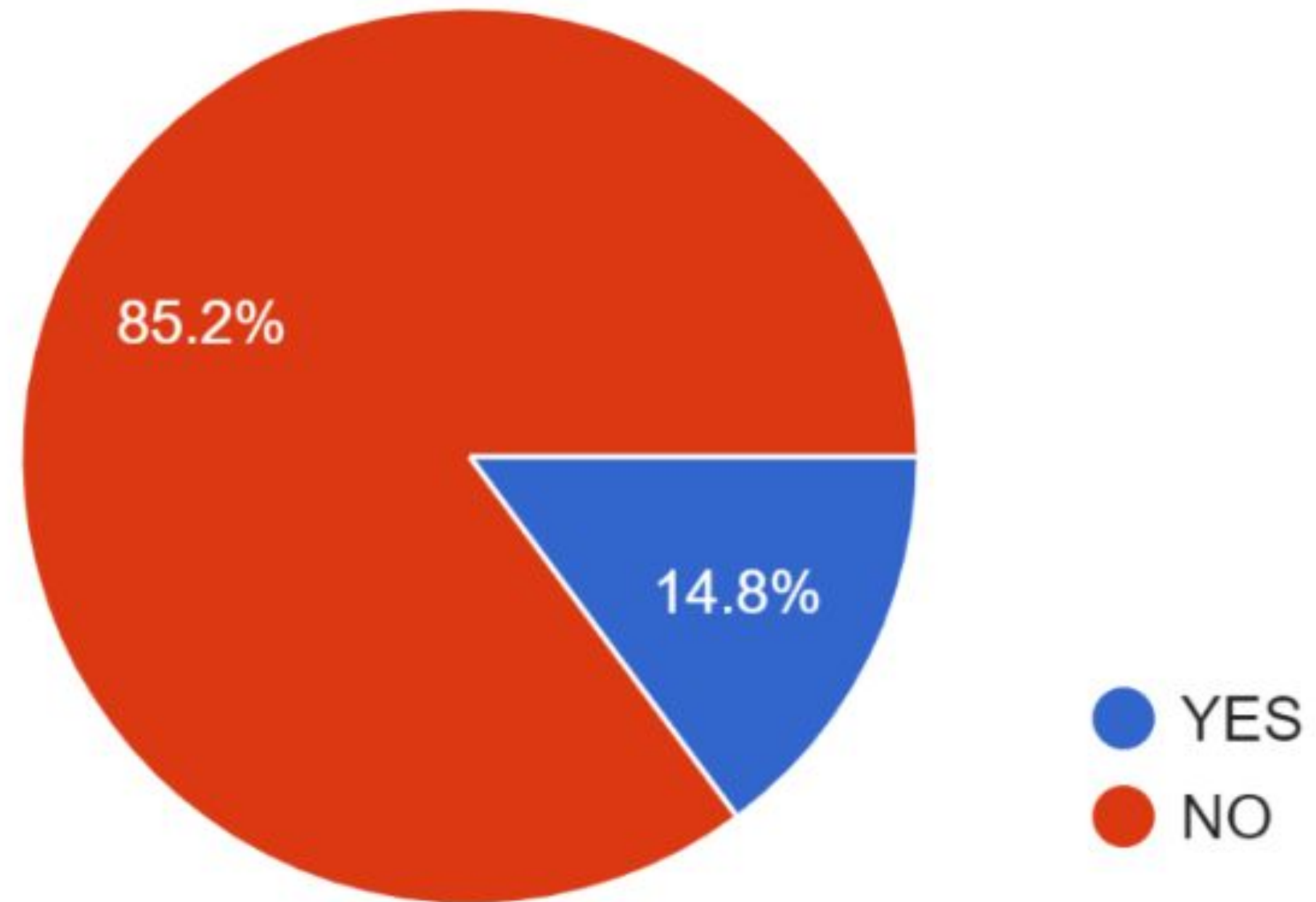
**YES - 209
NO - 12**

March 2023 Staff Survey Results

If the school calendar is revised to reflect the addition of extended teacher planning days, I would be interested in registering my student for childcare and/or student enrichment camps for the additional student holidays added to the calendar for a reasonable cost.

Yes - 201

No - 35



Survey Feedback/Input Considerations

- Add minutes to beginning and end of school day
- Consider November 1st as an extended teacher planning day
- Additional minutes to the school day be utilized for tutorials, remediation, interventions, enrichment
- Provide affordable childcare options for families
- Expectations for staff with implementation of extended teacher planning days

Systems to Monitor Student Achievement

- Enhance assessment resources and student achievement monitoring tools
 - MTSS
 - Student Growth Assessment System
- Broaden access to high quality instructional materials/resources
- Professional Development - Targets Student Growth Measures
- Enhance technology to allow for efficiencies and timely response to students requiring intervention

FEEDBACK

Financial Sustainability Committee and LOVEJOY 2030 Committee

Recommendations to Respond to Teacher/Staff Recruitment and Retention Efforts

STAFF APPRECIATION

- Respect for teachers
- Recognition from staff/admin
- Staff appreciation/celebration events

COMPENSATION

- Salary
- Benefits
- Stipends for Hard to Fill Positions

TEACHER AUTONOMY AND SUPPORT

- MTSS/Intervention Support
- Creative Teaching

CONTINUED FOCUS ON CULTURE

- Teacher Voice and Input

CREATIVE TEACHER/STAFF RECRUITMENT EFFORTS

- Parent and Community Involvement
- Safety and Security Measures
- Grow Your Own
- Marketing - Promote Qualities of District

PARTNERSHIPS

- Lovejoy Education Foundation
- Local Colleges
- Businesses
- Parent Volunteers

RESOURCES

- High Quality Instructional Materials
- Technology

TIME FOR PLANNING AND PREPARATION

- Creative Calendars to Support Planning Days
- Protected for Planning

TEACHER STAFF RETENTION STRATEGIES

- Balance Workloads
- Protected Time
- Incentives for Longevity of Service to the District (Compensation)
- Targeted and Purposeful Professional Development

School Calendar Requirements

- House Bill (HB) 2610, passed by the 84th Texas Legislature, amended the Texas Education Code (TEC), §25.081. The bill struck the language requiring 180 days of instruction and replaced this language with language requiring school districts and charter schools to provide at least 75,600 minutes of instruction, including intermissions and recess.
- All instructional time (classroom minutes), from the first instructional bell to the last instructional bell, counts toward the 75,600 operational minutes requirement. This includes recess and in-class breakfast.
- Average Daily Attendance ADA, is calculated based on the number of days present each six weeks divided by the number of days taught. Each calendar day represents one day taught, regardless of the number of minutes of instruction that occurred that day.
- Teachers are employed under a 10 month contract provide a minimum of 187 days of service.

Recommendations

Master Scheduling Study

Maintain the 8 Period Day - LHS, WSMS

Revise the 2023-2024 School Calendar to Reflect Extended Staff Planning Days

Calendar Comparisons

Calendar	Total # Instructional Days	Minutes Needed to Achieve Required 75,600 Minutes	Total Increase Daily Minutes PES/HES/SCIS	Total Increase Daily Minutes WSMS	Total Increase Daily Minutes LHS	Total Teacher Extended Planning Days
2023-2024 Approved Student Calendar	171	435	0	0	0	0
Proposed Revised Calendar Including Extended Teacher Planning Days	164	455	20	15	10	12 Total Convert: 3 Professional Development Days 2 Bad Weather Makeup Days 7 Instructional Days to Student Holidays

PROJECTED IMPACT - SCHOOL DAY START AND END TIMES

HART ELEMENTARY PUSTER ELEMENTARY

Current 7:55 AM - 3:10 PM

Reflects Addition Extended Teacher Planning Days 7:50 AM - 3:25 PM

SLOAN CREEK INTERMEDIATE

Current 7:40 AM - 2:55 PM

Reflects Addition Extended Teacher Planning Days 7:40 AM - 3:15 PM

WILLOW SPRINGS

Current 8:45 AM - 4:05 PM

Reflects Addition Extended Teacher Planning Days 8:35 AM - 4:10 PM

LOVEJOY HIGH SCHOOL

Current 8:45 AM - 4:20 PM

Reflects Addition Extended Teacher Planning Days 8:40 AM - 4:25 PM

Draft 2023-2024 School Calendar Proposed Revision

Draft 2023-2024 School Calendar Proposed Revision
Like Format Version

Comparisons to Approved 2023-2024 School Calendar

Convert 7 Instructional Days to Extended Teacher Planning Days

- September 1
- September 29
- November 1
- December 15
- February 2
- April 1
- May 10

Convert 3 Professional Development Days to Extended Teacher Planning Days

- November 17
- February 19
- February 20

Adjust Bad Weather Makeup Days to March 8 and April 19

Utilize as extended teacher planning days unless bad weather makeup days are required.

Convert 2 of 3 Early Release Days to Extended Teacher Planning Days

Part of 7 instructional days converted to extended teacher planning days

Additional Considerations 2023-2024 School Calendar

September 8 - Leopard Friday

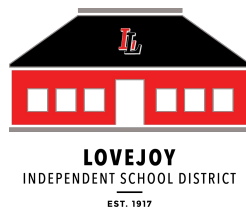
- Early Release Day for LHS only to allow for setup and preparation (LHS only or all campuses?)

Lovejoy High School Early Release Days - Final Exam Schedule

- December 11, 12, 13, 14
- May 21, 22, 23, 24



Discussion,
Feedback, and
Questions



Lovejoy Independent School District

Draft 2023-2024 Student Calendar Proposed Revision

JULY 2023						
S	M	T	W	T	F	S
						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					

AUGUST 2023						
S	M	T	W	T	F	S
		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		

SEPTEMBER 2023						
S	M	T	W	T	F	S
					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

OCTOBER 2023						
S	M	T	W	T	F	S
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				

NOVEMBER 2023						
S	M	T	W	T	F	S
			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		
DECEMBER 2023						
S	M	T	W	T	F	S
					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						
JANUARY 2024						
S	M	T	W	T	F	S
	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			
FEBRUARY 2024						
S	M	T	W	T	F	S
				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		
MARCH 2024						
S	M	T	W	T	F	S
					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						
APRIL 2024						
S	M	T	W	T	F	S
	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				
MAY 2024						
S	M	T	W	T	F	S
			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	
JUNE 2024						
S	M	T	W	T	F	S
						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 Phone Numbers	
Lovejoy Administration	(469) 742-8000
Lovejoy Child Development Center	(469) 742-8196
Hart Elementary School	(469) 742-8200
Puster Elementary School	(469) 742-8300
Sloan Creek Intermediate School	(469) 742-8400
Willow Springs Middle School	(469) 742-8500
Lovejoy High School	(469) 742-8700

Regular School Hours	
Elementary Schools	7:50 AM - 3:25 PM
Intermediate School	7:40 AM - 3:15 PM
Middle School	8:35 AM - 4:10 PM
High School	8:40 AM - 4:25 PM
Early Release School Hours	
Elementary Schools	7:50 AM - 12:00 PM
Intermediate School	7:40 AM - 11:50 AM
Middle School	8:35 AM - 12:45 PM
High School	8:40 AM - 1:05 PM

Calendar Key	
	Student Holiday
	Early Release (LHS Only)
	Early Release (All Students)
	Bad Weather Makeup Day
	Graduation
	Grading Period Begins / Ends



Lovejoy ISD

Draft 2023-2024 School Calendar Proposed Revision

JULY 2023						
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					

AUGUST 2023						
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		
Aug 9: 1st Day of School/Beginning of 1st Grading Period						

SEPTEMBER 2023						
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
Sept 1: Non-Instructional Day/Teacher Planning Day Sept 4: Labor Day Sept 8: LHS Early Release/Leopard Friday Sept 29: Non-Instructional Day/Teacher Planning Day						

OCTOBER 2023						
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				
Oct 6: End of 1st Grading Period Oct 9-13: Fall Break Oct 16: Beginning of 2nd Grading Period						

NOVEMBER 2023						
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		
Nov 1: Non-Instructional Day/Teacher Planning Day Nov 16: Student Holiday/Staff PD Day Nov 17: Non-Instructional Day/Teacher Planning Day Nov 20-24: Thanksgiving Break						

DECEMBER 2023						
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						
Dec 11-14: LHS Early Release Dec 15: Non-Instructional Day/Teacher Planning Day/ End of 2nd Grading Period Dec 18-Jan 3: Winter Break						

JANUARY 2024						
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			
Jan 1-3: Winter Break Jan 2-3: Student Holiday/Staff PD Day Jan 4: Beginning of 3rd Grading Period Jan 15: MLK Day						

FEBRUARY 2024						
Su	Mo	Tu	We	Th	Fr	Sa
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18	19	20	21	22	23	24
25	26	27	28	29		
Feb 2: Non-Instructional Day/Teacher Planning Day Feb 19-20: Non-Instructional Day/Teacher Planning Day						

MARCH 2024						
Su	Mo	Tu	We	Th	Fr	Sa
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17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						
Mar 8: Non-Instructional Day/Teacher Planning Day/ Bad Weather Makeup Day/ End of 3rd Grading Period Mar 11-15: Spring Break Mar 18: Beginning of 4th Grading Period Mar 29: Student/Teacher Holiday						

APRIL 2024						
Su	Mo	Tu	We	Th	Fr	Sa
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7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				
Apr 1: Non-Instructional Day/Teacher Planning Day Apr 19: Non-Instructional Day/Teacher Planning Day/Bad Weather Makeup Day						

MAY 2024						
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12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	
May 10: Non-Instructional Day/Teacher Planning Day May 21-23: Early Release (LHS Only) May 24: Early Release All Students/End of 4th Grading Period May 25: Graduation						

JUNE 2024						
Su	Mo	Tu	We	Th	Fr	Sa
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16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

NON-INSTRUCTIONAL DAY/ TEACHER PLANNING DAYS

Sept 1 & 29
Nov 1 & 17
Dec 15
Feb 2, 19 & 20
March 8
April 1 & 19
May 10

HOLIDAYS

Sept 4: Labor Day
Oct 9-13: Fall Break
Nov 16: Student Holiday
Nov 20-24: Thanksgiving Break
Dec 18-Jan 3: Winter Break
Jan 15: MLK Day
Feb 19-20: Student Holiday
Mar 11-15: Spring Break
Mar 29: Student/Teacher Holiday

EARLY RELEASE (ALL STUDENTS)

May 24

EARLY RELEASE (LHS ONLY)

Sept 8
Dec 11-13
May 21-23

GRADUATION

May 25

BAD WEATHER MAKEUP DAYS

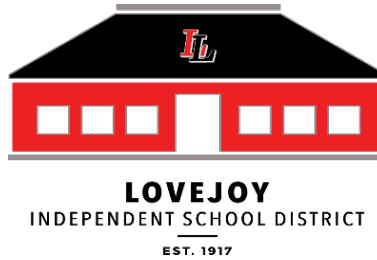
March 8
April 19

○ Grading Period Begins/Ends

◇ Staff Development Days

16. Consider and take Possible Action on the 2023/2024 School Calendar Revisions and Recommendations

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



Lovejoy Independent School District Board of Trustees

Date of Meeting	March 27, 2023
Document Title	Consider and Take Possible Action on the 2023/2024 School Calendar Revisions and Recommendations
Presented For	☒ Board Action ☐ Report/Review Only
Supporting Documents	☐ None ☒ Attached ☐ Provided Later
Administrator Responsible	Kevin Parker, Executive Director of Student Services Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction

Executive Summary

Administration recommends that the Lovejoy ISD Board of Trustees consider adoption of the revised 2023-2024 school calendar as presented. The calendar revision includes extended staff planning days to assist with the District's challenge of teacher/staff recruitment and retention. Through a study of master scheduling models with opportunities for input from staff and parent stakeholders, extended teacher planning time is recommended.

The rationale for consideration of adopting a revised calendar at this time, is strategic timing related to Spring teacher/staff retention and recruitment efforts.

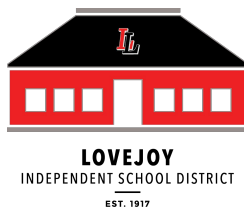
The attached proposed revised calendar is the result of stakeholder input gained through surveys, informational meetings, and stakeholder committees. Please note that we have provided the same proposed revised calendar in two formats. One contains the details on where the

additional teacher planning days fall. The other format is the proposed revised student calendar shown in the more familiar format.
Fiscal Implications
N/A
Administrator Recommendation
Administration recommends adoption of the revised 2023-2024 School Calendar as presented.
Board Priority
Priority 1: Academics Lovejoy ISD will continue to demonstrate growth in student academic achievement as evidenced by a broad range of academic measures appropriate for the elementary, intermediate, middle, and high school levels. The Lovejoy ISD Graduate Profile (Intellectually Equipped, Open to the Challenges of Learning, Well-Rounded, Engaged in a Healthy Lifestyle, Fair and Respectful of Others, and Works for Justice in the Community) will become a prevalent part of all students' pursuits. Students will personify the Graduate Profile by experiencing challenging and engaging learning. Research-based instructional strategies will be strategically partnered with innovation. We will carry forward the strategic targets identified in our LOVEJOY 2030 Strategic Plan and provide students with opportunities to build Future Ready Skills. Priority 2: Culture: Legacy of Excellence Lovejoy ISD will continue to strive to be recognized as the employer of choice for educators who believe districts should be defined by a culture of superior work ethic, mission-driven behavior, continuous improvement, growth mindset, and positive relationships with students, parents, and colleagues. Lovejoy ISD team members will align their actions with our Core Values and prioritize relationships, learning collaboration, results, and fun. Lovejoy ISD will invest in a culture that provides exceptional learning opportunities for students and supports their development toward The Graduate Profile. Priority 3: Continuous Improvement and Financial Sustainability Lovejoy ISD will evaluate all areas which impact the student experience. A sustained focus on continuous improvement in all aspects of district

services remains a commitment with the goal of providing the highest quality of learning experiences for our students. In support of organizational health and effectiveness, Lovejoy ISD will continue to prioritize planning for short and long-term financial sustainability. We will strategically balance financial decision-making with Lovejoy ISD's mission and commitment to the Lovejoy Experience. Our priority on legislative advocacy in the area of school finance will be emphasized through implementation of a Board Legislative Sub-Committee.

Priority 4: Parent and Community Partnership

Lovejoy ISD will build strong community connections and trust through effective communication with both internal and external stakeholders. Through a shared commitment to our mission and core values, we will build upon Lovejoy ISD's Legacy of Excellence. We will maintain high expectations and leverage the collective impact of the Lovejoy ISD community to ensure achievement of outcomes on behalf of students. Lovejoy ISD traditions will enable us to honor the past, celebrate the present, and provide a continuing legacy for the future. Parent and Community involvement and transparency will be prioritized as tools for continuous improvement.



Lovejoy Independent School District

Draft 2023-2024 Student Calendar Proposed Revision

JULY 2023						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
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AUGUST 2023						
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SEPTEMBER 2023						
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OCTOBER 2023						
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NOVEMBER 2023						
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DECEMBER 2023						
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JANUARY 2024						
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FEBRUARY 2024						
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MARCH 2024						
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APRIL 2024						
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MAY 2024						
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JUNE 2024						
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District Phone Numbers	
Lovejoy Administration	(469) 742-8000
Lovejoy Child Development Center	(469) 742-8196
Hart Elementary School	(469) 742-8200
Puster Elementary School	(469) 742-8300
Sloan Creek Intermediate School	(469) 742-8400
Willow Springs Middle School	(469) 742-8500
Lovejoy High School	(469) 742-8700

Regular School Hours	
Elementary Schools	7:50 AM - 3:25 PM
Intermediate School	7:40 AM - 3:15 PM
Middle School	8:35 AM - 4:10 PM
High School	8:40 AM - 4:25 PM
Early Release School Hours	
Elementary Schools	7:50 AM - 12:00 PM
Intermediate School	7:40 AM - 11:50 AM
Middle School	8:35 AM - 12:45 PM
High School	8:40 AM - 1:05 PM

Calendar Key	
	Student Holiday
	Early Release (LHS Only)
	Early Release (All Students)
	Bad Weather Makeup Day
	Graduation
	Grading Period Begins / Ends



Lovejoy ISD

Draft 2023-2024 School Calendar Proposed Revision

JULY 2023						
Su	Mo	Tu	We	Th	Fr	Sa
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30	31					

AUGUST 2023						
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13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		
Aug 9: 1st Day of School/Beginning of 1st Grading Period						

SEPTEMBER 2023						
Su	Mo	Tu	We	Th	Fr	Sa
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17	18	19	20	21	22	23
24	25	26	27	28	29	30
Sept 1: Non-Instructional Day/Teacher Planning Day Sept 4: Labor Day Sept 8: LHS Early Release/Leopard Friday Sept 29: Non-Instructional Day/Teacher Planning Day						

OCTOBER 2023						
Su	Mo	Tu	We	Th	Fr	Sa
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22	23	24	25	26	27	28
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Oct 6: End of 1st Grading Period Oct 9-13: Fall Break Oct 16: Beginning of 2nd Grading Period						

NOVEMBER 2023						
Su	Mo	Tu	We	Th	Fr	Sa
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19	20	21	22	23	24	25
26	27	28	29	30		
Nov 1: Non-Instructional Day/Teacher Planning Day Nov 16: Student Holiday/Staff PD Day Nov 17: Non-Instructional Day/Teacher Planning Day Nov 20-24: Thanksgiving Break						

DECEMBER 2023						
Su	Mo	Tu	We	Th	Fr	Sa
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17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						
Dec 11-14: LHS Early Release Dec 15: Non-Instructional Day/Teacher Planning Day/ End of 2nd Grading Period Dec 18-Jan 3: Winter Break						

JANUARY 2024						
Su	Mo	Tu	We	Th	Fr	Sa
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28	29	30	31			
Jan 1-3: Winter Break Jan 2-3: Student Holiday/Staff PD Day Jan 4: Beginning of 3rd Grading Period Jan 15: MLK Day						

FEBRUARY 2024						
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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		
Feb 2: Non-Instructional Day/Teacher Planning Day Feb 19-20: Non-Instructional Day/Teacher Planning Day						

MARCH 2024						
Su	Mo	Tu	We	Th	Fr	Sa
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APRIL 2024						
Su	Mo	Tu	We	Th	Fr	Sa
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14	15	16	17	18	19	20
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MAY 2024						
Su	Mo	Tu	We	Th	Fr	Sa
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JUNE 2024						
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16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

NON-INSTRUCTIONAL DAY/ TEACHER PLANNING DAYS

Sept 1 & 29
Nov 1 & 17
Dec 15
Feb 2, 19 & 20
March 8
April 1 & 19
May 10

HOLIDAYS

Sept 4: Labor Day
Oct 9-13: Fall Break
Nov 16: Student Holiday
Nov 20-24: Thanksgiving Break
Dec 18-Jan 3: Winter Break
Jan 15: MLK Day
Feb 19-20: Student Holiday
Mar 11-15: Spring Break
Mar 29: Student/Teacher Holiday

EARLY RELEASE (ALL STUDENTS)

May 24

EARLY RELEASE (LHS ONLY)

Sept 8
Dec 11-13
May 21-23

GRADUATION

May 25

BAD WEATHER MAKEUP DAYS

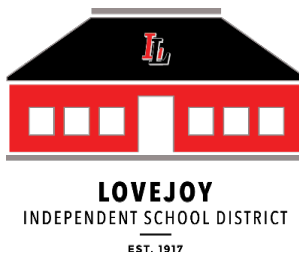
March 8
April 19

○ Grading Period Begins/Ends

◇ Staff Development Days

17. Budget Workshop #5

Presenter: Deborah Cabrera, Interim Chief Financial Officer and Thomas Willman,
Senior Director of Financial Sustainability



Lovejoy Independent School District Board of Trustees

Date of Meeting	March 27, 2023
Document Title	Budget Workshop #5
Presented For	☐ Board Action ☒ Report/Review Only
Supporting Documents	☐ None ☒ Attached ☐ Provided Later
Administrator Responsible	Deborah Cabrera, Interim Chief Financial Officer Thomas Willman, Senior Director of Financial Sustainability
Executive Summary	
Administration will provide Budget Workshop update #5 for review of the current year budget projections and development of the 2023-2024 budget. Budget Workshops are designed to support development of the 2023-2024 budget for Board approval in June.	
Fiscal Implications	
Ongoing development of 2023-2024 budget.	
Administrator Recommendation	
N/A: Report Only	
Board Priority	
Priority 3: Continuous Improvement and Financial Sustainability Lovejoy ISD will evaluate all areas which impact the student experience. A sustained focus on continuous improvement in all aspects of district services remains a commitment with the goal of providing the highest quality of learning experiences for our students. In support of organizational health and effectiveness, Lovejoy ISD will continue to prioritize planning for short and long-term financial sustainability. We will strategically balance financial decision-making with Lovejoy ISD's mission and commitment to the Lovejoy Experience. Our priority on	

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

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Lovejoy ISD will build strong community connections and trust through effective communication with both internal and external stakeholders. Through a shared commitment to our mission and core values, we will build upon Lovejoy ISD's Legacy of Excellence. We will maintain high expectations and leverage the collective impact of the Lovejoy ISD community to ensure achievement of outcomes on behalf of students. Lovejoy ISD traditions will enable us to honor the past, celebrate the present, and provide a continuing legacy for the future. Parent and Community involvement and transparency will be prioritized as tools for continuous improvement.

2023-2024 Budget Development Workshop #5

DEBORAH CABRERA

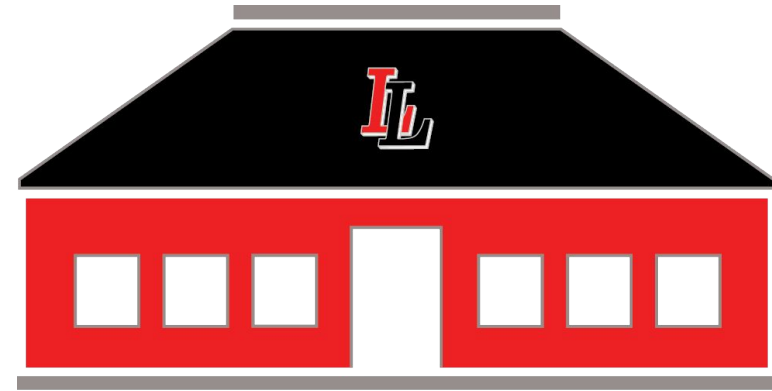
Interim Chief Financial Officer

THOMAS WILLMAN

Sr Director of Financial Sustainability

March 27, 2023

Board Meeting

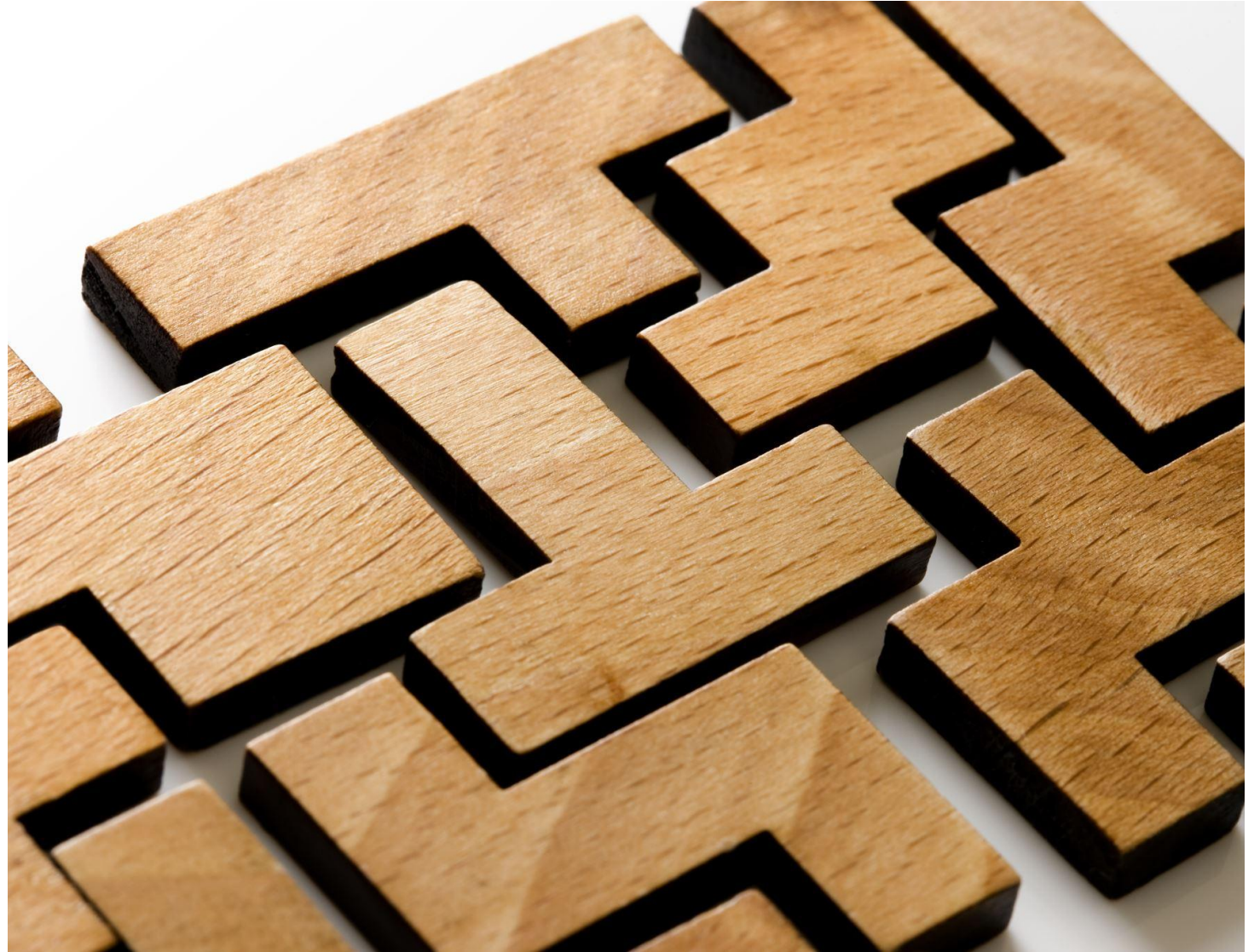


LOVEJOY
INDEPENDENT SCHOOL DISTRICT

EST. 1917

Today's Goals

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



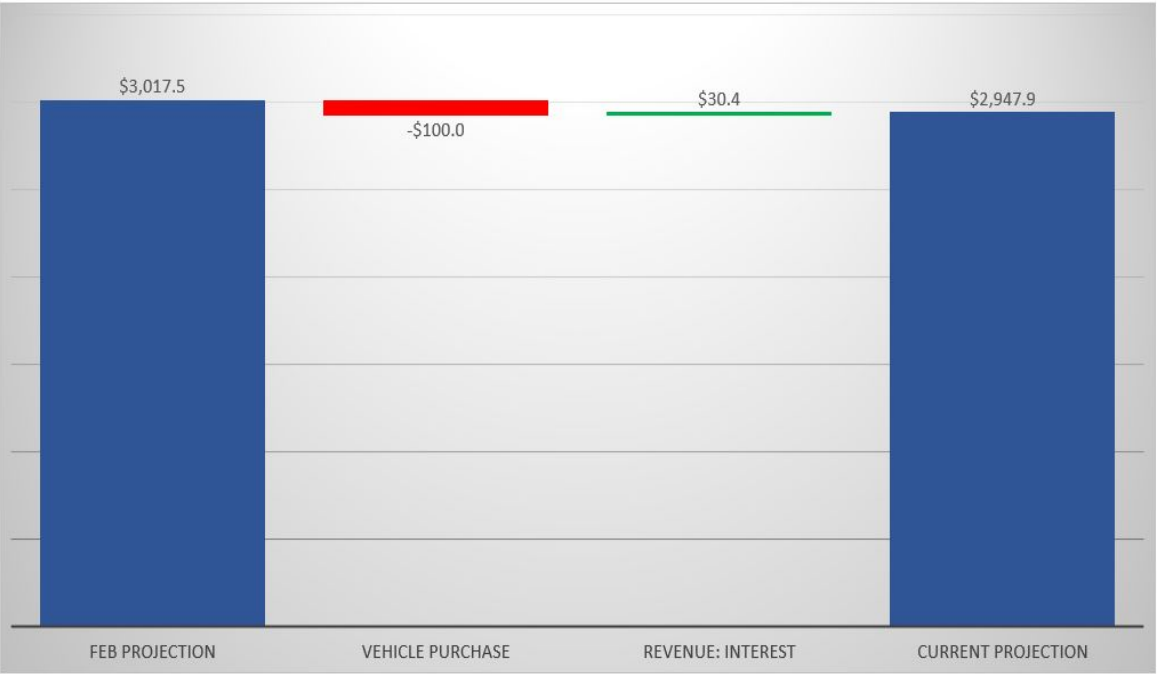
Projections

Current and 2023-2024

2022-23 Budget Projection Comparison: Change from January 23

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

Change in projection to net contribution to fund balance



Projected year end net contribution to fund balance

	Revenue	Expenses	Net
Board Amended FY23 Budget	\$ 43,588,199	\$ (41,712,481)	\$ 1,875,718
Lovejoy Scholars (one-time)	\$ 234,084		\$ 234,084
Transportation (one-time)	\$ 35,292		\$ 35,292
Facilities Rental (recurring partial)	\$ 68,783		\$ 68,783
Salary Donations (one-time)	\$ 17,450		\$ 17,450
TexPool Interest	\$ 188,689		\$ 188,689
Security and Safety Grant	\$ 200,000		\$ 200,000
State Aid resulting from prelim T2 Values	\$ (27,493)	\$ (174,288)	\$ (201,781)
Salary Savings (one-time)		\$ 629,724	\$ 629,724
Purchasing of Surbuban and Maintenance Van		\$ (100,000)	\$ (100,000)
FY23 Projected Year end	\$ 44,305,004	\$ (41,357,045)	\$ 2,947,959

Current Challenges



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



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



**Respond to
Funding
Challenges**

Contextual Factors



Declining Enrollment

Reengagement with
Demographer



Legislative Session



Increased Property Values

2023 - 2024 Budget Priorities Proposal

Fund Balance

Employee Compensation

Attendance

Enrollment

2023-2024 Budget Development

M&O BUDGET ASSUMPTIONS



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

Budget Considerations and Financial Impact

Scaling of Staff due to declining enrollment

Expense Savings
\$127,282

Program Restructuring: Elimination and Reorganization of Positions

Savings
\$371,800

Additional Staffing Needs

Annual expenditures of
~\$582,000

Medical Contribution

Annual increase of ~\$180,000

Compensation: Stipends, Scale, Market Adjustment

Annual increase of ~\$283,000

Lovejoy Scholar Tuition

Annual revenue of ~\$1,000,000

2023-2024 Budget Development

3-year Enrollment Projection Update



DISTRICT ENROLLMENT PROJECTIONS: RESIDENT STUDENTS ONLY

Projected Net Growth	Low Scenario	Moderate Scenario	High Scenario
3-Year	-146	-81	28
5-Year	-217	-126	51
10-Year	-351	-170	153
5-Yr. Ann. Avg.	-1.1%	-0.6%	0.2%
10-Yr Ann. Avg	-0.9%	-0.4%	0.4%



2023-2024 Budget Development

5-year Financial Model

5-Year Financial Model - Current Statute BA=\$6,160

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

<i>Projection as of 3/24/2023</i>	FINAL ACTUAL		PROJECTED BUDGETS		
	FY22	FY23	FY24	FY25	FY26
Student Enrollment	4,384	4,210	4,105	4,018	3,857
Increase/(Decrease)		(174)	(105)	(88)	(161)
Average Daily Attendance (ADA) (Actual, '21-'22 TPAR was 4,173)	4,099	4,020	3,922	3,839	3,685
Attendance Rate	94.4%	95.5%	95.5%	95.5%	95.5%
State Certified Property Value ("T2" value) @ \$40K Exemption	\$ 3,099,539,061	\$ 3,569,852,514	\$ 3,819,742,190	\$ 4,087,124,143	\$ 4,373,222,833
% Increase Property Value	7.6%	15.2%	7.0%	7.0%	7.0%
Maintenance & Operations (M&O) Tax Rate	\$ 1.0050	\$ 0.9429	\$ 0.9170	\$ 0.9016	\$ 0.8865
Interest & Sinking (I&S) Tax Rate	\$ 0.5000	\$ 0.5000	\$ 0.5000	\$ 0.5000	\$ 0.5000
Total Tax Rate	\$ 1.5050	\$ 1.4429	\$ 1.4170	\$ 1.4016	\$ 1.3865
Excess Revenue (Recapture)	\$ 349,644	\$ 1,773,090	\$ 3,333,819	\$ 5,675,012	\$ 8,195,407
Total Revenue/Other Resources	\$ 43,345,301	\$ 44,268,081	\$ 44,567,061	\$ 46,314,596	\$ 47,694,958
Total Expenditures/Other Uses	\$ 40,937,777	\$ 41,320,122	\$ 45,216,089	\$ 48,511,838	\$ 51,597,367
Net Surplus/(Deficit)	\$ 2,407,524	\$ 2,947,959	\$ (649,028)	\$ (2,197,242)	\$ (3,902,409)
Beginning Fund Balance	\$ 8,514,942	\$ 10,922,466	\$ 13,870,425	\$ 13,221,397	\$ 11,024,155
Ending Fund Balance	\$ 10,922,466	\$ 13,870,425	\$ 13,221,397	\$ 11,024,155	\$ 7,121,746
Day of Operating Expenses in Fund Balance	103	129	112	87	53
Rev/Exp +/- to get to 75 Days of Op Ex in Fund Balance	\$ -	\$ -	\$ -	\$ -	\$ (3,009,566)
Rev/Exp +/- to get to 90 Days of Op Ex in Fund Balance	\$ -	\$ -	\$ -	\$ 379,902	\$ 5,035,829
Rev Inc/Exp dec to get to 120 Days of Op Ex in Fund Balance	\$ 1,820,920	\$ -	\$ 915,562	\$ 4,181,255	\$ 9,088,353

Additional Fee Considerations

Athletics and Fine Arts Extracurricular Fees

\$/Student	2023-2024	2024-2025	2025-2026
\$100	\$237,600	\$233,820	\$223,920
\$250	\$594,000	\$584,550	\$559,800
\$500	\$1,188,000	\$1,169,100	\$1,119,600

Transportation Fees (Current Fees \$350)

\$/Ride Increase	2023-2024	2024-2025	2025-2026
\$50	\$141,160	\$130,000	\$108,760
\$100	\$207,805	\$195,250	\$171,355
\$150	\$274,450	\$260,500	\$233,950

5-Year Financial Model - HB11 BA=\$6,210 (\$50 increase)

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

Projection as of 3/24/2023	FINAL ACTUAL		PROJECTED BUDGETS				
	FY22	FY23	FY24	FY25	FY26		
Student Enrollment	4,384	4,210	4,105	4,018	3,857		
Increase/(Decrease)		(174)	(105)	(88)	(161)		
Average Daily Attendance (ADA) (Actual, '21-'22 TPAR was 4,173)	4,099	4,020	3,922	3,839	3,685		
Attendance Rate	94.4%	95.5%	95.5%	95.5%	95.5%		
State Certified Property Value ("T2" value) @ \$40K Exemption	\$ 3,099,539,061	\$ 3,569,852,514	\$ 3,819,742,190	\$ 4,087,124,143	\$ 4,373,222,833		
% Increase Property Value	7.6%	15.2%	7.0%	7.0%	7.0%		
Maintenance & Operations (M&O) Tax Rate	\$ 1.0050	\$ 0.9429	\$ 0.9165	\$ 0.9011	\$ 0.8860		
Interest & Sinking (I&S) Tax Rate	\$ 0.5000	\$ 0.5000	\$ 0.5000	\$ 0.5000	\$ 0.5000		
Total Tax Rate	\$ 1.5050	\$ 1.4429	\$ 1.4165	\$ 1.4011	\$ 1.3860		
Excess Revenue (Recapture)	\$ 349,644	\$ 1,773,090	\$ 3,083,383	\$ 5,427,809	\$ 7,950,902		
Total Revenue/Other Resources	\$ 43,345,301	\$ 44,037,645	\$ 44,547,095	\$ 46,293,226	\$ 47,672,768		
Total Expenditures/Other Uses	\$ 40,937,777	\$ 41,220,122	\$ 44,965,453	\$ 48,264,422	\$ 51,352,641		
Net Surplus/(Deficit)	\$ 2,407,524	\$ 2,817,523	\$ (418,358)	\$ (1,971,196)	\$ (3,679,873)		
Beginning Fund Balance	\$ 8,514,942	\$ 10,922,466	\$ 13,739,989	\$ 13,321,631	\$ 11,350,435		
Ending Fund Balance	\$ 10,922,466	\$ 13,739,989	\$ 13,321,631	\$ 11,350,435	\$ 7,670,562		
Day of Operating Expenses in Fund Balance	103	128	114	90	57		
Rev/Exp +/- to get to 75 Days of Op Ex in Fund Balance	\$ -	\$ -	\$ -	\$ -	\$ (2,410,464)		
Rev/Exp +/- to get to 90 Days of Op Ex in Fund Balance	\$ -	\$ -	\$ -	\$ -	\$ 4,426,669		
Rev Inc/Exp dec to get to 120 Days of Op Ex in Fund Balance	\$ 1,820,920	\$ -	\$ 732,927	\$ 3,773,632	\$ 8,459,080		

Legislative Session

88th Legislative Updates

Bill Number	Purpose	Potential Financial Impact
HB 1672	Raise Basic Allotment (BA) to \$6,700 and allows the legislature to set the inflation-adjusted BA via appropriation	Estimated increase in revenue = ~\$247,000 and reduction in recapture = \$2.6m. Current requirement to allocate 30% in compensation = ~\$1.1 m resulting in an additional \$300K of salary increase
HB882 and SB88	Raise Basic Allotment (BA) to \$7,075 and index basic allotment to annual inflation rate going forward	Estimated increase in revenue = ~\$1.7 m and reduction in recapture = \$3.0m. Current requirement to allocate 30% in compensation = ~\$1.6 m resulting in an additional ~\$900K of salary increase
SB 263 & HB 348	Relating to use of average enrollment instead of average daily attendance for purposes of public school finance system	Estimated increase in revenue = \$1.3 m assuming BA remains the same
HB 1052	Use of average enrollment for SPED allotment	TBD
HB 11	Increase the basic allotment by \$50 per ADA and 50% of the increase is applied towards teacher pay	Estimated net increase to Fund balance in 2023-24 is \$215,000
SB 8	Parental rights, education savings account program, requires approval of education service providers, prohibits charging for transfer students, and outlines inter-district transfer criteria	Potential Impact of -\$2.4 million due to transfer program criteria
SB 418	Prohibits charging for transfer students and outlines inter-district transfer criteria	Potential Impact of -\$2.4 million due to transfer program criteria

Basic Allotment Sensitivity Analysis

Increasing the basic allotment funding is a possible result coming from the Legislative session. The basic allotment represents the per pupil in ADA funding in a general setting. This chart represents the three proposed bills that have been filed and does not consider an annual inflationary increase. This takes into consideration the additional salary requirements proposed in HB 11 increasing from 30% to 50%. This does not consider any additional required spend that may result from the legislative session

HB11 (\$6,210)			
	FY24	FY25	FY26
NET ANNUAL FUND BALANCE CONTRIBUTION	\$ (418,358)	\$ (1,971,196)	\$ (3,679,873)
TOTAL FUND BALANCE	\$ 13,321,631	\$ 11,350,435	\$ 7,670,562
TOTAL DAYS OF FUND BALANCE	112	87	53
CHANGE TO NET ANNUAL FUND BALANCE CONTRIBUTION	\$ 230,670	\$ 226,046	\$ 222,536
CHANGE FOR CURRENT FUND BALANCE	\$ 100,234	\$ 326,280	\$ 548,816
CHANGE FOR CURRENT DAYS OF FUND BALANCE	-	-	-

HB1672 (\$6,700)			
	FY24	FY25	FY26
NET ANNUAL FUND BALANCE CONTRIBUTION	\$ 1,041,329	\$ (567,030)	\$ (2,370,261)
TOTAL FUND BALANCE	\$ 14,781,319	\$ 14,214,289	\$ 11,844,027
TOTAL DAYS OF FUND BALANCE	131	117	91
CHANGE TO NET ANNUAL FUND BALANCE CONTRIBUTION	\$ 1,690,357	\$ 1,630,212	\$ 1,532,147
CHANGE FOR CURRENT FUND BALANCE	\$ 1,559,921	\$ 3,190,134	\$ 4,722,281
CHANGE FOR CURRENT DAYS OF FUND BALANCE	19	30	38

HB882 and SB88 (\$7,075)			
	FY24	FY25	FY26
NET ANNUAL FUND BALANCE CONTRIBUTION	\$ 1,787,491	\$ 148,086	\$ (1,733,294)
TOTAL FUND BALANCE	\$ 15,527,481	\$ 15,675,566	\$ 13,942,273
TOTAL DAYS OF FUND BALANCE	135	131	109
CHANGE TO NET ANNUAL FUND BALANCE CONTRIBUTION	\$ 2,436,519	\$ 2,345,328	\$ 2,169,115
CHANGE FOR CURRENT FUND BALANCE	\$ 2,306,083	\$ 4,651,411	\$ 6,820,526
CHANGE FOR CURRENT DAYS OF FUND BALANCE	23	44	56

2023-24 Budget Planning Next Steps

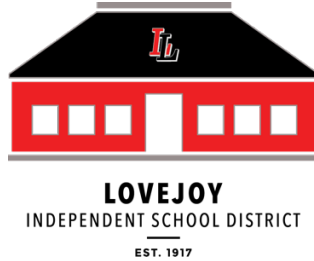
- **April 24, 2023 Regular Board Meeting**
 - **Budget Workshop #6**
 - **88th Legislative Session Updates**
 - **Contracts - Second Round**
- **May 22, 2023 Regular Board Meeting**
 - **Budget Workshop #7**
 - **88th Legislative Session Updates**
- **May 29, 2023 88th Legislative General Session Ends**
- **June 19, 2023 Regular Board Meeting**
 - **Adoption of Compensation Plan**
 - **2023-2024 Budget Adoption**
- **September 2023 Regular Board Meeting**
 - **Adopt Tax Rate**



THANK YOU

18. Presentation: Partnership with My Community Credit Union

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



Lovejoy Independent School District Board of Trustees

Date of Meeting	March 27, 2023
Document Title	Partnership with My Community Credit Union
Presented For	☐ Board Action ☒ Report/Review Only
Supporting Documents	☐ None ☒ Attached ☐ Provided Later
Administrator Responsible	Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction

Executive Summary

We are excited to share the development of a business partnership that will enhance student opportunity. Administration and LHS staff have been working with My Community Credit Union (MCCU) to establish a student-run financial center at Lovejoy High School. The partnership supports financial literacy and college and career readiness for Lovejoy High School students.

Available space has been identified that can support the implementation of this student learning model. The administration also believes there will be opportunities to enhance financial literacy K-12 with the addition of the program.

In addition, MCCU is committed to serving as a business/corporate sponsor to enhance LISD student and staff opportunities. The presentation provides an overview of the objectives of the partnership and intended outcomes for students.

Fiscal Implications

N/A

Administrator Recommendation

N/A

Board Priority

Priority 1: Academics

Lovejoy ISD will continue to demonstrate growth in student academic achievement as evidenced by a broad range of academic measures appropriate for the elementary, intermediate, middle, and high school levels. The Lovejoy ISD Graduate Profile (Intellectually Equipped, Open to the Challenges of Learning, Well-Rounded, Engaged in a Healthy Lifestyle, Fair and Respectful of Others, and Works for Justice in the Community) will become a prevalent part of all students' pursuits. Students will personify the Graduate Profile by experiencing challenging and engaging learning. Research-based instructional strategies will be strategically partnered with innovation. We will carry forward the strategic targets identified in our LOVEJOY 2030 Strategic Plan and provide students with opportunities to build Future Ready Skills.

Priority 2: Culture: Legacy of Excellence

Lovejoy ISD will continue to strive to be recognized as the employer of choice for educators who believe districts should be defined by a culture of superior work ethic, mission-driven behavior, continuous improvement, growth mindset, and positive relationships with students, parents, and colleagues. Lovejoy ISD team members will align their actions with our Core Values and prioritize relationships, learning collaboration, results, and fun. Lovejoy ISD will invest in a culture that provides exceptional learning opportunities for students and supports their development toward The Graduate Profile.

Priority 3: Continuous Improvement and Financial Sustainability

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

Priority 4: Parent and Community Partnership

Lovejoy ISD will build strong community connections and trust through effective communication with both internal and external stakeholders. Through a shared commitment to our mission and core values, we will build upon Lovejoy ISD's Legacy of Excellence. We will maintain high

expectations and leverage the collective impact of the Lovejoy ISD community to ensure achievement of outcomes on behalf of students. Lovejoy ISD traditions will enable us to honor the past, celebrate the present, and provide a continuing legacy for the future. Parent and Community involvement and transparency will be prioritized as tools for continuous improvement.

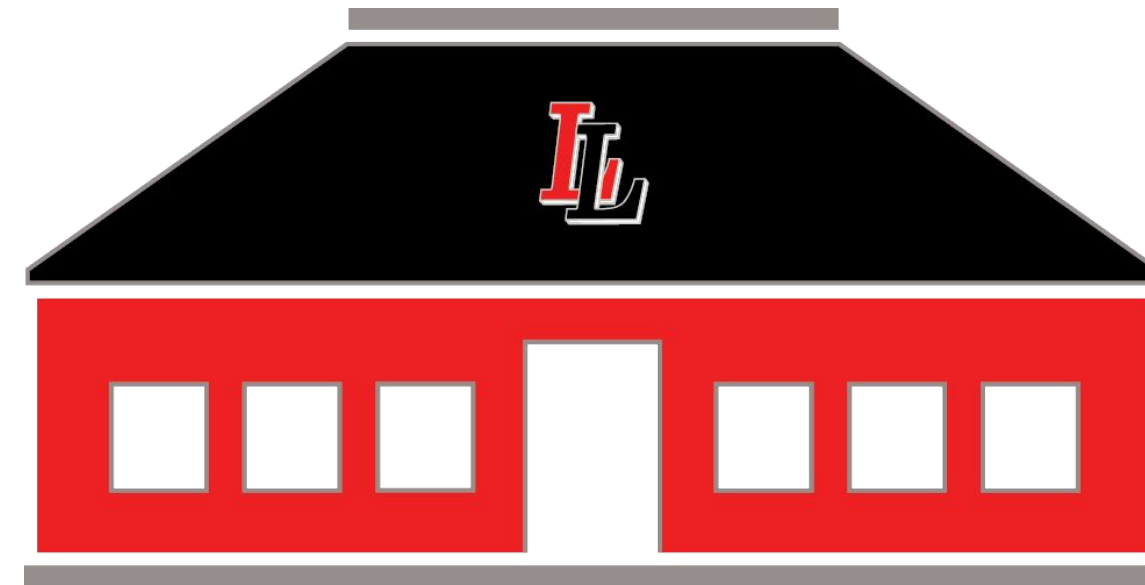
Partnership: My Community Credit Union

Laurie Tinsley, EdD

Assistant Superintendent of Curriculum and
Instruction

March 27, 2023

Board Meeting



LOVEJOY
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Proposed Partnership with My Community Credit Union (MCCU)

Lovejoy 2030



Teaching and Learning

- Lovejoy ISD will enhance student learning by providing increased opportunities for enriching or exploratory experiences.

Future Ready

- Lovejoy ISD will provide educational opportunities for students to develop soft skills necessary for post -graduate success and entering the workforce.

Legacy of Excellence

- Lovejoy ISD will promote an engaged community with partnerships that promote the investment of time and resources.
- Lovejoy ISD will enhance programs to prepare students for post-graduate success.
- Lovejoy ISD will further our legacy of excellence through connection, communication, celebration, and community.



Level 1	Principles of Business, Marketing, and Finance Money Matters Business Information Management I/Lab
Level 2	Accounting I Banking and Financial Services Financial Mathematics
Level 3	Accounting II Financial Analysis Insurance Operations
Level 4	Securities and Investments Practicum in Business Management Practicum in Entrepreneurship Career Preparation I

HIGH SCHOOL/INDUSTRY CERTIFICATION	CERTIFICATE/LICENSE*	ASSOCIATE'S DEGREE	BACHELOR'S DEGREE	MASTER'S/DOCTORAL PROFESSIONAL DEGREE
QuickBooks Certified User	Certified Management Accountant	Real Estate	Accounting	Financial Accounting
Microsoft Office Specialist or Expert - Excel	Certified Internal Auditor	Financial, General	Financial, General	Business Administration
Certified Insurance Service Representative	Certified Income Specialist	Financial Planning and Services	Financial Planning and Services	Financial Planning
	Certified Public Accountant	Certified Income Specialist	Certified Income Specialist	

Additional industry-based certification information is available on the TEA CTE website. For more information on postsecondary options for this program of study, visit TXCTE.org.

Occupations	Median Wage	Annual Openings	% Growth
Accountants and Auditors	\$71,469	14,436	22%
Loan Officers	\$68,598	2,419	19%
Personal Financial Advisors	\$86,965	1,861	52%
Administrative Service Managers	\$96,138	2,277	21%
Insurance Underwriters	\$66,206	594	14%

WORK BASED LEARNING AND EXPANDED LEARNING OPPORTUNITIES	
Exploration Activities:	Work Based Learning Activities:
Business Professionals of America (BPA) Future Business Leaders of America (FBLA) DECA	Internship with local accounting firm Microsoft Office Specialist (MOS) certifications

The Accounting and Financial Services program of study teaches CTE learners how to examine, analyze, and interpret financial records. Through this program of study, students will learn the skills necessary to perform financial services, prepare financial statements, interpret accounting records, give advice, or audit and evaluate statements prepared by others. This program of study will also introduce students to mathematical modeling tools.

COURSE INFORMATION

COURSE NAME	SERVICE ID	PREREQUISITES (PREQ) COREQUISITES (CREQ)	Grade
Principles of Business, Marketing, and Finance	13011200 (1 credit)	None	9-11
Money Matters	13016200 (1 credit)	None	9-12
Business Information Management I/Lab	13011400 (1 credit) 13011410 (2 credits)	None	9-12
Accounting I	13016600 (1 credit)	None	10-12
Banking and Financial Services	13016300 (.5 credit)	None	10-12
Financial Mathematics	13018000 (1 credit)	PREQ: Algebra I	10-12
Accounting II	13016700 (1 credit)	PREQ: Accounting I	11-12
Financial Analysis	13016800 (1 credit)	PREQ: Accounting I	11-12
Insurance Operations	13016500 (1 credit)	None	10-12
Securities and Investments	13016400 (1 credit)	None	10-12
Practicum in Business Management	13012200 (2 credits) 13012205 (3 credits) 13012210 (2 credits) 13012215 (3 credits)	None	11-12
Practicum in Entrepreneurship	N1303425 (2 credits)	None	11-12
Career Preparation I	12701300 (2 credits) 12701305 (3 credits)	None	11-12

Proposed Partnership with My Community Credit Union (MCCU)

Where We Are

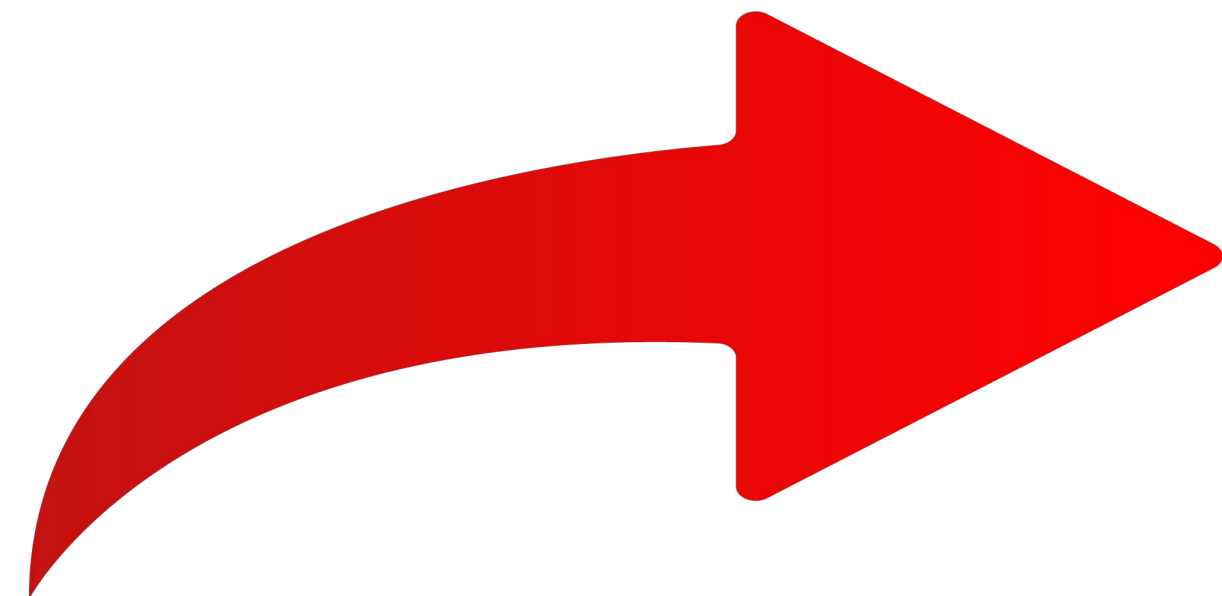


- Designated a centralized space to house the MCCU branch
- Designing a plan for a level 4 course/practicum experience for students for the 2024-25 school year
- Partnering with FSI, Financial Supermarket Inc. to design and build the MCCU branch in LHS
- Curating high quality resources to support financial literacy education in K-12
- Partnering with LHS College Career & Military Readiness Counselor

Proposed Partnership with My Community Credit Union (MCCU)

Where We Are Going

- Corporate Sponsorship with MCCU
- Debit Card Design Contest - specially designed debit card for Lovejoy students, staff, and community
- Reality Fairs for students
- Scholarship opportunities for seniors
- Teacher recognition program
- Financial Literacy Education for all students K-12





LOVEJOY

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Discussion,
Feedback, and
Questions

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



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Lovejoy Independent School District Board of Trustees

Date of Meeting	March 27, 2023
Document Title	Board Legislative Subcommittee Update
Presented For	☐ Board Action ☒ Report/Review Only
Supporting Documents	☐ None ☒ Attached ☐ Provided Later
Person Responsible	Barrett Owens, Board President
Executive Summary	
The Board Legislative Subcommittee will share an update on the 88th Legislative Session.	
Fiscal Implications	
The legislative priorities address concerns regarding state funding.	
Administrator Recommendation	
N/A	
Board Priority	
Priority 1: Academics Lovejoy ISD will continue to demonstrate growth in student academic achievement as evidenced by a broad range of academic measures appropriate for the elementary, intermediate, middle, and high school levels. The Lovejoy ISD Graduate Profile (Intellectually Equipped, Open to the Challenges of Learning, Well-Rounded, Engaged in a Healthy Lifestyle, Fair and Respectful of Others, and Works for Justice in the Community) will become a prevalent part of all students' pursuits.	

Students will personify the Graduate Profile by experiencing challenging and engaging learning. Research-based instructional strategies will be strategically partnered with innovation. We will carry forward the strategic targets identified in our LOVEJOY 2030 Strategic Plan and provide students with opportunities to build Future Ready Skills.

Priority 2: Culture: Legacy of Excellence

Lovejoy ISD will continue to strive to be recognized as the employer of choice for educators who believe districts should be defined by a culture of superior work ethic, mission-driven behavior, continuous improvement, growth mindset, and positive relationships with students, parents, and colleagues. Lovejoy ISD team members will align their actions with our Core Values and prioritize relationships, learning collaboration, results, and fun. Lovejoy ISD will invest in a culture that provides exceptional learning opportunities for students and supports their development toward The Graduate Profile.

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

Priority 4: Parent and Community Partnership

Lovejoy ISD will build strong community connections and trust through effective communication with both internal and external stakeholders. Through a shared commitment to our mission and core values, we will build upon Lovejoy ISD's Legacy of Excellence. We will maintain high expectations and leverage the collective impact of the Lovejoy ISD community to ensure achievement of outcomes on behalf of students. Lovejoy ISD traditions will enable us to honor the past, celebrate the present, and provide a continuing legacy for the future. Parent and Community involvement and transparency will be prioritized as tools for continuous improvement.

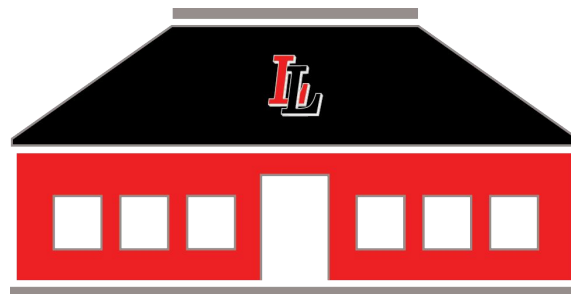
Priority 5: Safety and Security

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

Board Legislative Subcommittee Update

March 27, 2023

Regular Board Meeting



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Legislative Subcommittee Update: March 2023

- Completed since Prior Update

- Continued review of Bills filed for the 88th session
 - 1307 Public Education Bills filed
 - (The last day to file bills for this session was March 10th)
- Legislative Subcommittee meeting with Raise Your Hand Texas to gauge current legislative trends impacting public schools
- Launch Board of Trustees Legislative Webpage

- Coming Up

- Continued monitoring of bills exiting committee and potential impacts to Lovejoy ISD.
- Communication of key opportunities for our Lovejoy community to get involved
- Coordinate visit(s) to Austin to advocate for Lovejoy ISD legislative priorities

Update: 2023 Texas Legislative Calendar

Key Date	Milestone	Status
January 9	Comptroller releases Biennial Revenue Estimate (BRE), which forms the basis of the state budget.	The 88th Legislature will have a record \$188.2B in projected revenue to spend, inclusive of a roughly \$32.7B budget surplus from the prior state budget.
January 10	First day of the 88th Legislative Session	The House elected Dade Phelan (R-Beaumont) as Speaker. The Senate elected Kelly Hancock (R-North Richland Hills) as Pro Tempore.
End of Jan / Early Feb	Senate and House committee assignments released	Both the House and Senate have named Education Committee members. Our local Representative, Candy Noble, was named to the Ways and Means Committee, and our local Senator, Angela Paxton, was named to the Education Committee.
March 10	60-day deadline for bill filing	Update 3/27: The last day to file bills has now passed. Over 1300 bills potentially impacting public education were filed during the 88th legislative session.
Mar 10-May 29	Advocacy for Bills that support Lovejoy ISD legislative priorities.	Update 3/27: Analysis of select bills potentially impacting Lovejoy ISD included here, and will continue through remainder of the legislative session.
May 29	Sine Day = Last day of the 88th Legislative Session	

Education Bill Tracker: Transfer Student Programs

SB 418 - Relates to out of district transfer students

- Key Components
 - Mandates acceptance criteria priorities and lottery system for availability of seats not utilized by in-district students
 - Prohibits charging tuition to help narrow the existing gap in state funding versus the actual cost of education
- Concern for Lovejoy ISD
 - Limits ability to offer enrollment to children of our teachers/staff
 - **Reduction of revenue** from tuition-based transfer program of approximately \$2.4 million that currently supports other district programs
 - Potential elimination of the Scholar Program due to constraints imposed by this legislation preventing our district's ability to cover educational costs

Education Bill Tracker: Education Savings Accounts

SB 8- Omnibus “Parental Rights Bill”, including a School Voucher Program

- Concern for Lovejoy ISD
 - Contemplates using public taxpayer funds meant for public education for private schools. **Ultimately reduces funding for Texas public schools;**
 - **Lack of accountability for public funds**, curriculum and evaluation of student performance;
 - Limited eligibility clearly meant to drive students from public education to private schools and add to declining enrollments;
 - Short term “hold harmless” for districts under 22,000 enrollment;
 - Contains public school transfer student restrictions similar to SB 418 (Potential -\$2.4 million impact due to transfer program criteria)

Education Bill Tracker by Legislative Priority:

#1 Adequately Fund Public Schools

Legislative Priority	Applicable Bills
Increase the Basic Allotment and adjust annually for inflation	● SB 88 & HB 882 - Raise Basic Allotment to \$7,075 plus annual inflation adjustment ● HB 2393 - Increase the Basic Allotment by \$200 (~\$6,360) ● HB 1107 - Raise the Basic Allotment to \$6,500 plus annual inflation adjustment. Minimum 3% annual increase. ● HB 1672 - Raise the Basic Allotment to \$6,700 plus annual inflation adjustment ● HB 3700 - Raise the Basic Allotment to \$8,684 plus annual inflation adjustment ● HB 2842 - Requires the legislature to set the Basic Allotment to ensure the state pays for at least 50% of the cost of public education
Base School Funding on Enrollment rather than Attendance	● SB 263 & HB 348 - Adjust the School Funding formula to be based on average enrollment instead of average daily attendance. ● HB 31, HB 135, HB 1376, HB 2841, SB 2301 (Companion Bills) ● HB 1052 - Use of average enrollment for SPED allotment
Relieve Unfunded Mandates	[No bills filed]

Education Bill Tracker by Legislative Priority:

#2 Address the Cost and Transparency of Recapture

Legislative Priority	Applicable Bills
Address the projected exponential growth of recapture	While not directly addressing the calculation of recapture, bills increasing the Basic Allotment will keep more tax dollars local, and bills increasing the homeowners exemption will decrease taxpayers overall tax burden. Additionally the general appropriations bills (HB1 & SB1) increase the yield on golden pennies, which will reduce our recapture amount.
Convert additional “golden pennies”	HB 2377 - Increases the number of golden pennies from 8 to 10
Ensure recapture dollars are used specifically for public education	[No bills filed]
Transparency on property tax bills regarding amount of revenue taken from schools for recapture	[No bills filed]

Education Bill Tracker by Legislative Priority:

#3 Provide Resources to Recruit & Retain Teachers

Legislative Priority	Applicable Bills
Provide additional state funding for educator compensation	• While not directly addressing an additional state funded salary increase, some of the bills proposed to increase the Basic Allotment include specifications on use of funds for teacher raises. • HB 100 - Increases minimum salary schedule for teachers and nurses (ex: \$63k minimum for a teacher with 10 yrs experience and a certificate) • HB 11 - Increases the minimum salary schedule based on experience and certification (ex: \$63k minimum for a teacher with 5 yrs experience and a certificate). Requires additional mandated trainings to be compensated. • SB 9 - Discusses a teacher pay increase, however amount is unspecified
Provide additional state funding for TRS	• HB 600 - One time cost of living adjustment, annual COLA beginning in 2029 up to 2%, increases member contributions to TRS to 9% from 8.25%.
Create and support incentive programs for Texans who serve public school students	• SB 588 - Creates a temporary educator certification program for military service members and first responders. • We did not identify any bills that are directly on point to incentivizing educators to enter and remain in the profession.

Education Bill Tracker by Legislative Priority:

#4 Increase Funding for Safety, Security and Mental Health

Legislative Priority	Applicable Bills
Increase the school safety allotment	● HB 3 - Increases school safety allotment to \$10 per ADA (adjusted up when basic allotment increases); provides \$15,000 per campus. Requires armed security officer at every campus ● SB 30 - Appropriates \$600M to the TEA for School Safety initiatives ● HB 13 - Requires active shooter preparedness plan, establishes grant to offset infrastructure costs, sets the school safety allotment to \$100 per student. However, requires use of specific vendors.
Provide additional student support and mental health funding	● SB 948 - Creates a mental health allotment of \$100,000 per school district ● HB 13 - Provides funds for certain district employees to complete mental health training

Education Bill Tracker by Legislative Priority:

#5 Preserve Local Control

Legislative Priority	Applicable Bills
Allow school bond or VATRE ballot language to clearly inform voters of what the measure seeks to accomplish	[No bills filed]

Education Bill Tracker: Other Bills to Watch

Bill Number	Purpose	Impact to Lovejoy ISD
SB 38 & HB 342	Requires school districts to provide full day pre-k for 4 year olds; does not provide additional funding to deliver program	Unfunded mandate ; would require Lovejoy ISD reduce funding from current programs to comply, and to eliminate pre-k tuition that we currently collect to offset costs.
SB 9	Teacher Bill of Rights	Unfunded mandate ; Omnibus bill which calls for an unspecified increase in teacher salary, with additional unspecified increase for school districts with less than 22,000 students; some recruiting/retention allotments and TRS reimbursement for teachers who retired. Bill makes no appropriation, so impact is unknown.

Our Representatives

SENATE DISTRICT 8

Senator Angela Paxton

Capitol Office: 3E.2

Capitol Phone: 512-463-0108

Capitol Address: PO Box 12068, Capitol
Station, Austin TX 78711

Email: angela.paxton@senate.texas.gov

Committees: State Affairs - Vice Chair

Education

Finance

Local Government

Nominations



HOUSE DISTRICT 89

Representative Candy Noble

Capitol Office: E1.414

Capitol Phone: 512-463-0186

Capitol Address: PO Box 2910,
Austin TX 78768

Email: candy.noble@house.texas.gov

Committees: Human Services

Ways & Means





THANK YOU

20. Cabinet Reports

Presenter: Executive Cabinet Members

20.A. Deborah Cabrera, Finance - Finance Updates and 2022 Tax Collections

Presenter: Deborah Cabrera, Interim Chief Financial Officer

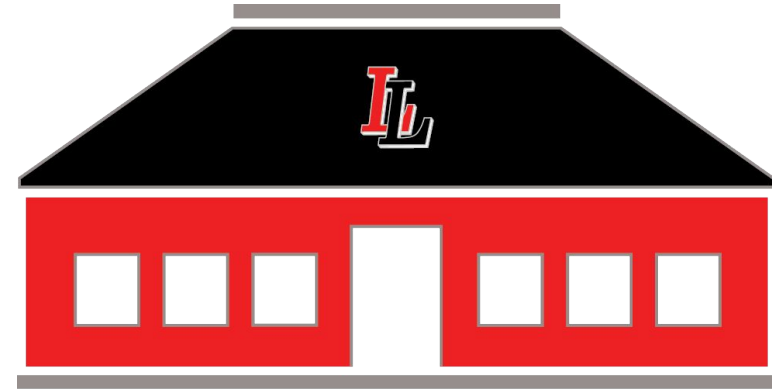
Finance Cabinet Report

DEBORAH CABRERA

Interim Chief Financial Officer

March 27, 2023

Board Meeting



LOVEJOY
INDEPENDENT SCHOOL DISTRICT

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Finance Updates

- ❑ Historically we have spent 64% of the General Fund budget through February, currently we are at 62%.
- ❑ ~\$5.4M in base tax collections in February for the General Fund and earned more TexPool interest revenue than the current \$251K budget by \$28K.
- ❑ ~\$2.8M in base tax collections in February for the Debt Service Fund and earned \$32K in interest revenue for the month.
- ❑ At the end of February we have 266 days cash on hand.

2022 TAX COLLECTIONS as of 2/28/2023

	Current Year	% Collections	Prior Year	% Collections
Base M&O + I&S	\$49.1M	98.15%	\$44.2M	94.97%
Original 2022 Tax levy	\$ 50,015,398			
Supplements/Adjustments	\$ 1,314,765			
Revised Tax Levy	\$ 51,330,163			
Remaining Levy	\$ 2,239,098			
February 2022 Collections	\$ 8.2 M	(Ice storm impact)		



THANK YOU

20.B. Dr. Laurie Tinsley, Curriculum and Instruction - Summer Enrichment Opportunities

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

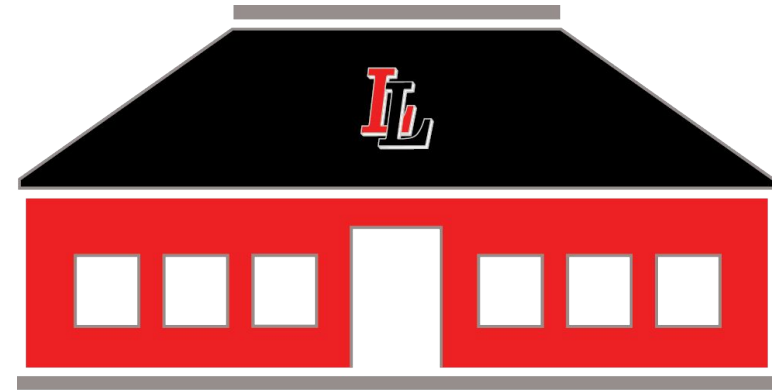
Curriculum and Instruction Cabinet Report

DR. LAURIE TINSLEY

Assistant Superintendent of Curriculum and
Instruction

March 27, 2023

Board Meeting



LOVEJOY
INDEPENDENT SCHOOL DISTRICT

EST. 1917

Summer Enrichment Opportunities

WHO

Students entering
Pre-kindergarten
through completed
8th grade

WHEN

9:00am - 12:00pm

1:00pm - 4:00pm

June 5-8

June 12-15

June 19-22

July 10-13

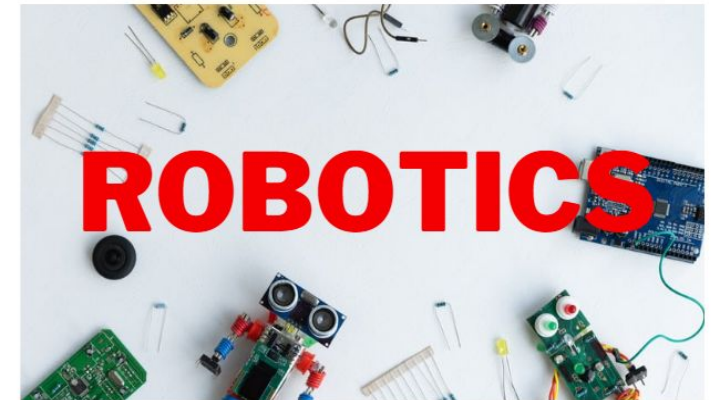
WHY

Supports academic
growth

Develops skills such as
teamwork and
communication

Provides opportunities
for students to develop
new interests

Summer Enrichment Opportunities



Summer Enrichment Opportunities

Registration begins April 11th

Information coming soon in Connect with Katie,
on the LISD website, and on
LISD social media.



THANK YOU

20.C. Sancy Fuller, Special Education and Student Support - Special Olympics,
Behavior Training with STAR, Dyslexia Parent Night and Upcoming Events
Presenter: Sancy Fuller, Executive Director of Special Education and Academic
Support

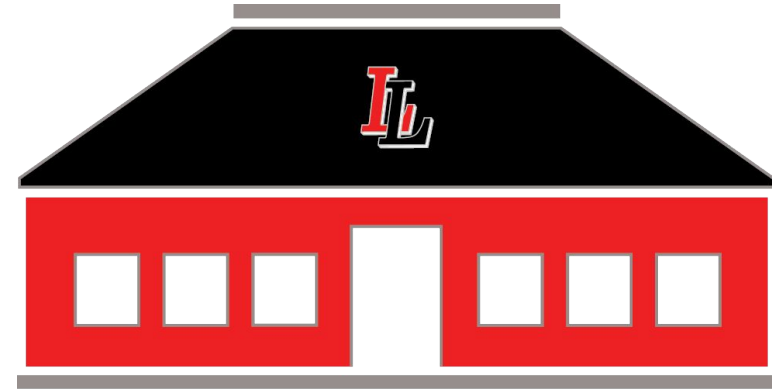
Special Education Cabinet Report

Sancy Fuller

Executive Director of Special Education and
Academic Support

Board Meeting

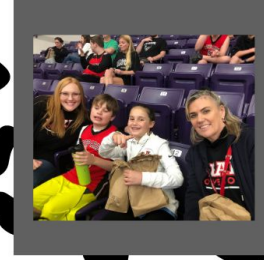
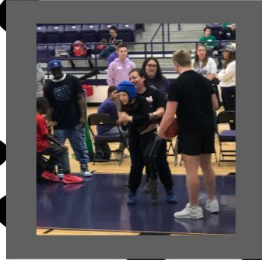
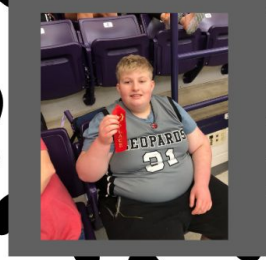
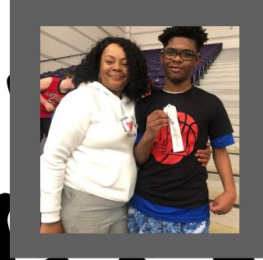
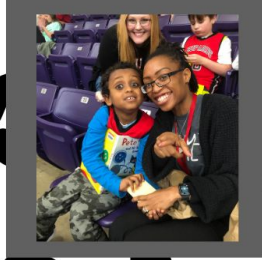
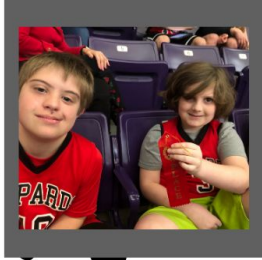
March 27, 2023



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Special Olympics: Basketball- *(March 2nd Anna ISD)*



Behavior Training with Star Autism:



Supporting Students with ASD in General Education Settings

Session Topics

- Access to Online Learning Modules
- Learning Characteristics of Students with ASD and Other Developmental Disabilities
- Effective Behavioral Strategies to Address Challenging Behavior
- Setting up School Routines for Success
- Environmental and Visual Supports in the Classroom
- Q and A

Any staff who work in a general education environment and support students with development disabilities and Autism Spectrum Disorder are recommended to attend.

Each campus is receiving 3 whole campus trainings addressing these topics (2 are complete!).

Feedback has been positive! Great discussions are happening around setting expectations and having procedures and visuals. Structure and student engagement are KEY!

Teacher Feedback: Training with Star Autism



Supporting Students with ASD in General Education Settings

“The STAR Autism program has been a truly helpful resource in helping me work with students by identifying their individual baselines through Discrete Trial and Pivotal Response Training assessments. Deeana Meade has been a great mentor to me in helping me through modeling the use of the STAR program guide. I'm very thankful that our district has this program in place to help our students who have significant developmental needs. I look forward to becoming more and more familiar with this program as I see the positive results in our students. Thank you so much!”

- Kyle Nelson (Special Education Teacher-LCDC)

“Since receiving the two trainings and consultations on the STAR Autism curriculum, I have seen growth in myself as an instructor, and in my students. The structured approach to learning has helped me refine the way I present new materials and concepts to my students. They respond well to the predictable pattern of the DT lessons, and are showing more consistent progress toward skill mastery. The assessment helped me target gaps in their knowledge, and we are working to teach those needed skills. The variety of lessons and activities available on the website have allowed for fresh and new activities monthly, and give the students a well rounded experience.”

- Amy Matteucci (Special Education Teacher- PES)

Look What's Happening on Campuses!



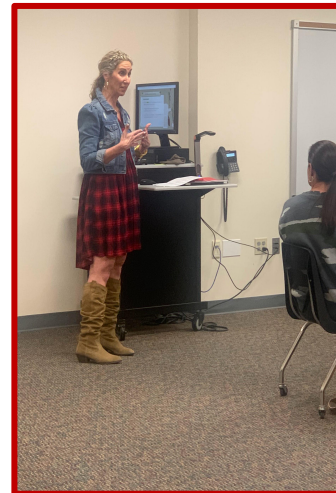
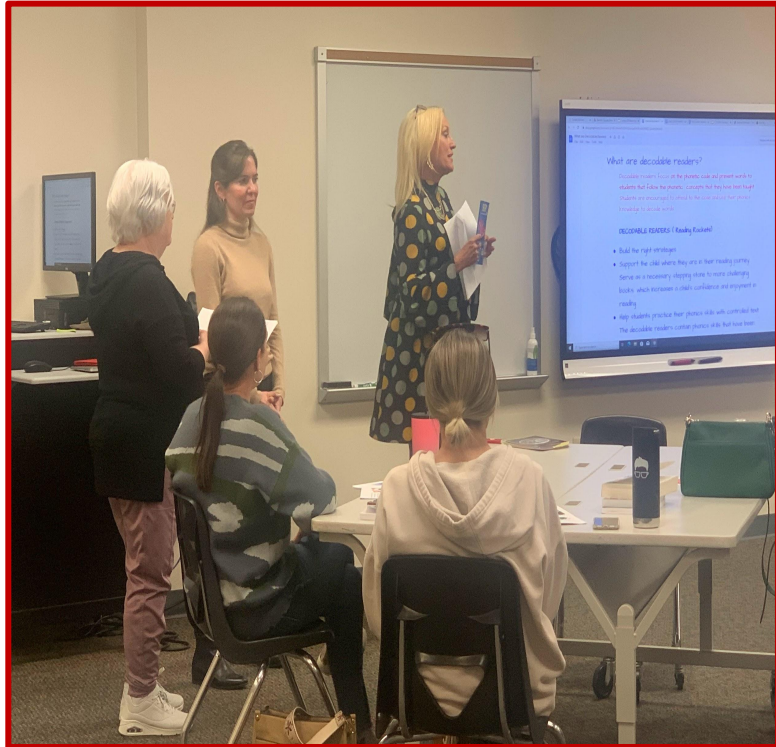
Supporting Students with ASD in General Education Settings



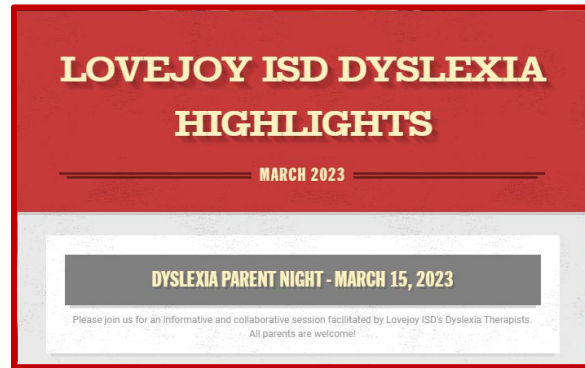
Star Autism Support in ACTION!!!!

Dyslexia: Connecting Home and School

Dyslexia Parent Night- On March 15th, Lovejoy ISD's Dyslexia Team Hosted a Parent Education Night



Dyslexia: Connecting Home and School



Monthly Dyslexia Highlights Newsletter - Now sent in email
and linked within the Parent Special Education Newsletter

Look What's Happening on Campuses!



Our Take Flight groups are enjoying the decodable texts provided by the Invest in Excellence Foundation Grant, as they apply their new learning!



Look What's Happening on Campuses!



Puster 3rd grade teachers, Shannon Price and Colleen Everett, do an amazing job collaborating with Case Manager, Crystal Lusk, and SDIC, Dayna McCormick, to make sure to set all students up for success based on their individual needs.



Ms. Bernal comes to school every day with a positive attitude and a servant heart. She has a love of learning and an even bigger love for kids!



Hart's Music Therapists are absolute rockstars. Their calm, kind, and consistent demeanor is exactly what students need during music therapy. They have worked all year to build relationships with students, and their service is truly fascinating to witness.



Mrs. Morelli has a passion for supporting all kids. She is constantly working hard to make sure her students are receiving exactly what they need and how they need it.

Upcoming Events: Connecting Home and School

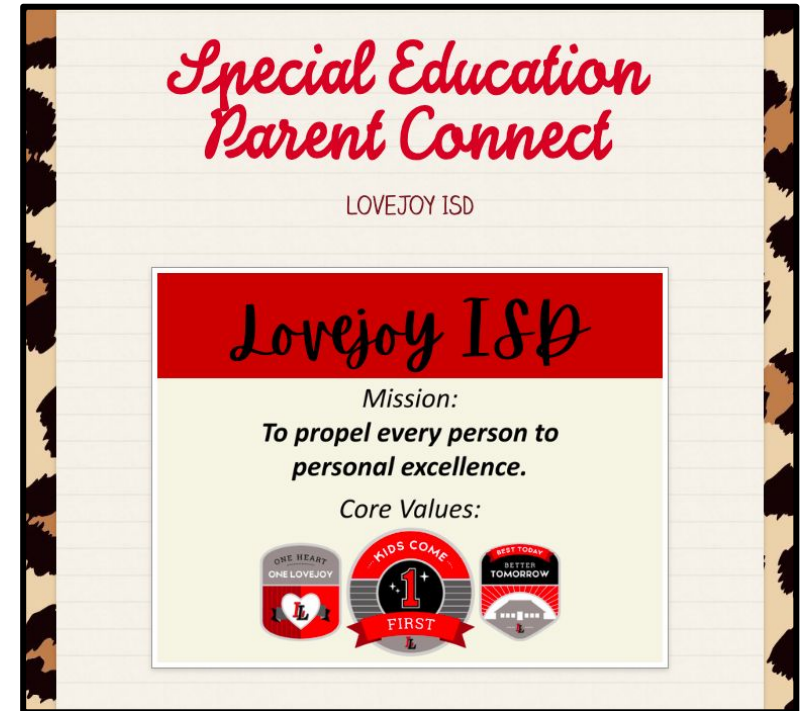
PACT PARENT TRAINING:

March 28, 2023: Assertiveness and Communication

April 13, 2023: Transition

SPECIAL EDUCATION ADVISORY MEETING:

March 29, 2023





THANK YOU

20.D. Anna Koenig, Human Resources and Communications - Branding Efforts and Upcoming Events

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

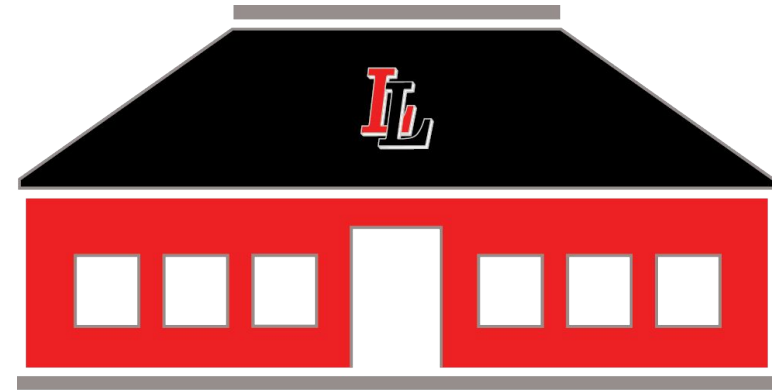
Human Resources and Communications Cabinet Report

ANNA KOENIG

Executive Director of Human Resources &
Communications

March 27, 2023

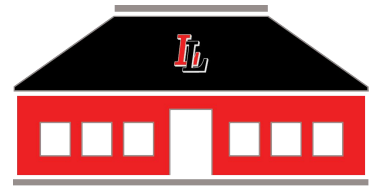
Board Meeting



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Recruiting Efforts



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LOVEJOY INDEPENDENT SCHOOL DISTRICT
259 COUNTRY CLUB ROAD, ALLEN, TX 75002
WWW.LOVEJOYISD.NET



TEAM LOVEJOY

All We Need is You!

JOIN LOVEJOY ISD!



Hello!



In Lovejoy, we believe that an exceptional culture is defined by meaningful relationships, on-going learning, collaboration, working together to achieve results, and having a ton of fun along the way. We have an unparalleled sense of community and connection centered on creating excellent student experiences.

The Texas Education Agency ranked Lovejoy ISD the top district in the state in 2022. Lovejoy takes great pride in having exemplary academic and award-winning extracurricular programs while maintaining a small-town feel. This has made us a premier district sought out by families across the nation.

Lovejoy ISD is a uniquely special place where you will thrive. We cannot wait to have you on Team Lovejoy!

Lovejoy Proud,
Katie Kordel
Superintendent of Schools
Lovejoy Independent School District

LOVEJOY DISTRICT PROFILE



- Located in a North Dallas suburb; central to world class shopping, restaurants, and activities
- Serving 4200+ students Pre-K to 12th Grade
- 6 Campuses: Early Childhood, 2 Elementary (K-4), Intermediate (5-6), Middle (7-8), and High School (9-12)

LOVEJOY LEGACY OF EXCELLENCE

- Top Ranked Texas Public School District: 99/100 Texas Education (TEA) Rating in 2022
- Top 1% Best High School: US News & World Reports
- #1 Best District in Collin County by Niche in 2022
- #2 (5A) Lone Star Cup in 2022
- Top STEM High School by Newsweek
- Best Communities for Music Education (all years)
- 274 Advanced Placement (AP) Scholars in 2022
- 107 Academic All-State Honors Athletes in 2022
- 9 x UIL State Volleyball Champions: 2008, 2009, 2010, 2011, 2012, 2014, 2019, 2020, 2021
- UIL State Girls Cross Country Champions: 2022, 2023
- 2022 Gatorade National Volleyball Player of the Year
- 2022 Presidential Scholar in the Arts



Information to Share



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CLASS OF 2036

Kindergarten Round-Up

Sneak Peak Rescheduled

April 25 , 2023

Puster & Hart Elementary

CALLING ALL FUTURE LEOPARDS:

2022-2023

Lovejoy ISD
Kindergarten
ROUND-UP



Lovejoy Residents



Transfer Applications

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

Thank You



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20.E. Kevin Parker, Student Services - Fine Arts, Security Grants, Campus Door Access and Fentanyl Factor

Presenter: Kevin Parker, Executive Director of Student Services

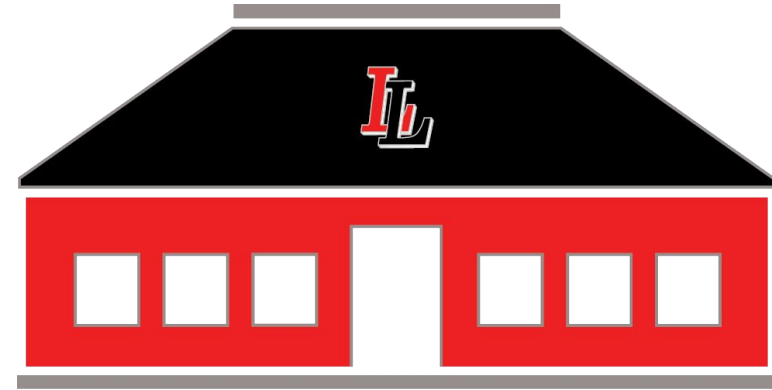
Student Services Cabinet Report

Kevin Parker

Executive Director of Student Services

March 27, 2023

Board Meeting



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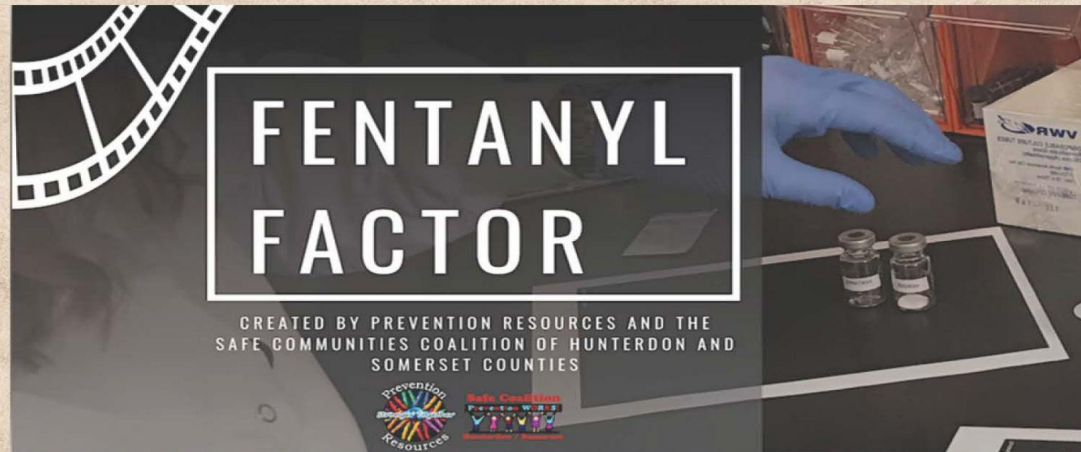
Student Services

One Act Play Advancing

- Competed in Bi-District Competition on Wednesday, March 22 **ADVANCING**
- Area competition in Wednesday, March 29 at Tyler Junior College
- Congratulations to our theater students and Ms. Brewster!!

Security Grants Update

- Silent Panic Alert Technology (SPAT) Grant- \$9,523 **AWARDED**
- School Safety Standards Grant- \$265,466 **AWARDED**



Please join us for a community viewing of Fentanyl Factor followed by a Q & A with various experts on the dangers of fentanyl. Fentanyl Factor highlights the alarming increase of accidental overdose deaths due to fentanyl being mixed into marijuana and fake pills which often contain lethal doses of fentanyl and kill quickly. Our panel of professionals will help us better understand how teens are finding pills on social media, why it's especially a crisis in Texas and most importantly how we can protect ourselves and our families.

Who should attend? Content will be appropriate for parents and teens
When? Wednesday, March 29, 2023 from 6:00 - 7:00
Where? Lovejoy High School Lecture Hall

Please RSVP via EventBrite.



Thanks to Safe Communities Coalition of Hunterdon and Somerset Counties for producing this documentary and to Documentary Events for their assistance in organizing this event.



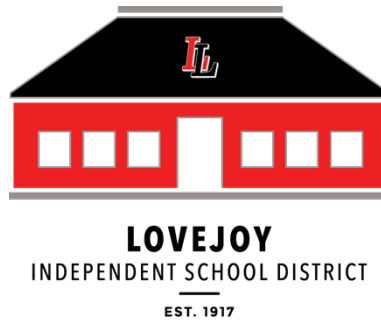
THANK YOU

21. Superintendent's Report

Presenter: Katie Kordel, Superintendent of Schools

22. 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.

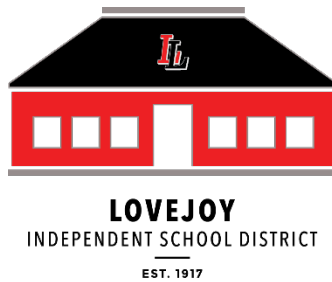
For specific complaints or concerns, speakers are encouraged to utilize the District's appropriate grievance procedures and policies set forth in Board Policies FNG (LOCAL), DGBA (LOCAL), and GF (LOCAL).

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 March 27, 2023

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

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

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

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

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

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

***I wish to address the Board about a non-agenda item on the March 27, 2023 agenda.**

I wish to speak about agenda item #_____ which is titled:

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

First and Last Name:

Address:

Phone:

Organization (if applicable):

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

Print:

Signature:

Date:

23. Announcements

Presenter: Barrett Owens, President

24. Adjournment

Presenter: Barrett Owens, President