

Agenda of Special

The Board of Trustees El Campo Independent School District

A Special of the Board of Trustees of El Campo Independent School District will be held November 19, 2013, beginning at 6:45 PM in the Boardroom, 700 W. Norris, El Campo, TX 77437.

The subjects to be discussed are as listed below.

1. Call to Order/Opening Prayer/Pledge of Allegiance
 2. Adjournment
 3. Public Hearing
 - A. Public Hearing - Financial Management Report 2013 School FIRST Rating 2
-

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E. Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting.

The notice for this meeting was posted in compliance with the Texas Open Meeting Act on November 15, 2013 at 2:00 p.m.

For the Board of Trustees

ECISD FINANCIAL MANAGEMENT PERFORMANCE REPORT

2013 School FIRST Rating

Submitted November 19, 2013

ECISD PUBLIC MEETING

Prepared by David Bright,
Assistant Superintendent for Finance

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**NOTICE OF PUBLIC MEETING
TO DISCUSS
El Campo Independent School District's
2013 Schools FIRST
(Financial Integrity Rating System of Texas)
Accountability Rating**

**El Campo Independent School District will hold
a public meeting at 6:45 pm, November 19, 2013,
in the ECISD Board Room, 700 W. Norris, El Campo, Texas.**

**The purpose of this meeting is to discuss the
El Campo Independent School District
2013 Schools FIRST Rating
which is based on an analysis of staff and student
data reported for the 2011-2012 school year, and
budgetary and actual financial data for the 2012
fiscal year ending August 31, 2012.**

FIRST RATING FOR FISCAL YEAR **2010-2011** ▾ **Select An Option** ▾ [Help](#)
[Home](#)



Financial Integrity Rating System of Texas

**OVERALL STATISTICS
2010-2011 STATUS COUNTS**

Status	Count	% Total	Enrollment	% Total Enrollment
Passed	1,008	97.96 %	4,721,785	98.81 %
Failed	21	2.04 %	56,903	1.19 %
Total	1,029	100.00 %	4,778,688	100.00 %

2010-2011 RATING COUNTS

Ratings	Count	% Total	Enrollment	% Total Enrollment
Superior Achievement	900	87.46 %	4,573,892	95.71 %
Above Standard Achievement	86	8.36 %	137,676	2.88 %
Standard Achievement	22	2.14 %	10,217	0.21 %
Substandard Achievement	21	2.04 %	56,903	1.19 %
Total	1,029	100.00 %	4,778,688	100.00 %

2010-2011 ALL RESULTS BY INDICATOR

Indicator	Result	Count	% of Districts	Enrollment	% Total Enrollment
1	Yes	1025	99.61 %	4769322	99.80 %

	No	4	0.39 %	9366	0.20 %
2	Yes	1023	99.42 %	4750362	99.41 %
	No	6	0.58 %	28326	0.59 %
3	Yes	1029	100.00 %	4778688	100.00 %
	No	0	0.00 %	0	0.00 %
4	Yes	1020	99.13 %	4769041	99.80 %
	No	9	0.87 %	9647	0.20 %
5	Yes	1026	99.71 %	4760732	99.62 %
	No	3	0.29 %	17956	0.38 %
6	Yes	984	95.63 %	4509801	94.37 %
	No	45	4.37 %	268887	5.63 %
7	5	868	84.35 %	4326389	90.54 %
	4	142	13.80 %	422076	8.83 %
	3	16	1.55 %	16219	0.34 %
	2	1	0.10 %	6625	0.14 %
	1	1	0.10 %	7173	0.15 %
	0	1	0.10 %	206	0.00 %
8	5	1003	97.47 %	4700161	98.36 %
	0	26	2.53 %	78527	1.64 %
9	5	636	61.81 %	4214645	88.20 %
	4	139	13.51 %	197212	4.13 %

	3	87	8.45 %	144082	3.02 %
	2	63	6.12 %	106823	2.24 %
	1	37	3.60 %	54764	1.15 %
	0	67	6.51 %	61162	1.28 %
10	5	1008	97.96 %	4576692	95.77 %
	0	21	2.04 %	201996	4.23 %
11	5	1023	99.42 %	4764396	99.70 %
	0	6	0.58 %	14292	0.30 %
12	5	1021	99.22 %	4769505	99.81 %
	0	8	0.78 %	9183	0.19 %
13	5	1028	99.90 %	4778519	100.00 %
	0	1	0.10 %	169	0.00 %
14	5	1027	99.81 %	4777661	99.98 %
	0	2	0.19 %	1027	0.02 %
15	5	983	95.53 %	4723952	98.85 %
	0	46	4.47 %	54736	1.15 %
16	5	945	91.84 %	4647349	97.25 %
	4	46	4.47 %	101888	2.13 %
	3	18	1.75 %	25033	0.52 %
	2	7	0.68 %	2168	0.05 %
	1	7	0.68 %	1664	0.03 %

	0	6	0.58 %	586	0.01 %
17	5	707	68.71 %	4065585	85.08 %
	4	118	11.47 %	440892	9.23 %
	3	77	7.48 %	174970	3.66 %
	2	55	5.34 %	52434	1.10 %
	1	24	2.33 %	15673	0.33 %
	0	48	4.66 %	29134	0.61 %
18	5	1007	97.86 %	4690514	98.15 %
	2	1	0.10 %	791	0.02 %
	0	21	2.04 %	87383	1.83 %
19	5	1028	99.90 %	4777830	99.98 %
	0	1	0.10 %	858	0.02 %
20	5	1005	97.67 %	4707998	98.52 %
	0	24	2.33 %	70690	1.48 %

2010-2011 ANSWERS BY INDICATOR

Indicator	Yes	No	5	4	3	2	1	0	Total
1	1025	4	x	x	x	x	x	x	1029
2	1023	6	x	x	x	x	x	x	1029
3	1029	x	x	x	x	x	x	x	1029
4	1020	9	x	x	x	x	x	x	1029
5	1026	3	x	x	x	x	x	x	1029
6	984	45	x	x	x	x	x	x	1029

7	x	x	868	142	16	1	1	1	1029
8	x	x	1003	x	x	x	x	26	1029
9	x	x	636	139	87	63	37	67	1029
10	x	x	1008	x	x	x	x	21	1029
11	x	x	1023	x	x	x	x	6	1029
12	x	x	1021	x	x	x	x	8	1029
13	x	x	1028	x	x	x	x	1	1029
14	x	x	1027	x	x	x	x	2	1029
15	x	x	983	x	x	x	x	46	1029
16	x	x	945	46	18	7	7	6	1029
17	x	x	707	118	77	55	24	48	1029
18	x	x	1007	x	x	1	x	21	1029
19	x	x	1028	x	x	x	x	1	1029
20	x	x	1005	x	x	x	x	24	1029

Last Updated: Monday, September 17, 2012 2:16:24 PM

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FIRST RATING FOR FISCAL YEAR 2010-2011 Select An Option Help
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Financial Integrity Rating System of Texas

2010-2011 DISTRICT STATUS DETAIL

Name: BOLING ISD(241901)	Publication Level 1: 6/28/2012 12:33:14 PM
Status: Passed	Publication Level 2: 9/20/2012 3:18:39 PM
Rating: Superior Achievement	Last Updated: 9/20/2012 3:18:39 PM
District Score: 70	Passing Score: 52

#	Indicator Description	Updated	Score
1	<u>Was The Total Fund Balance Less Nonspendable and Restricted Fund Balance Greater Than Zero In The General Fund?</u>	6/15/2012 4:42:24 PM	Yes
2	<u>Was the Total Unrestricted Net Asset Balance (Net of Accretion of Interest on Capital Appreciation Bonds) In the Governmental Activities Column in the Statement of Net Assets Greater than Zero? (If the District's 5 Year % Change in Students was 10% more)</u>	6/15/2012 4:42:24 PM	Yes
3	<u>Were There No Disclosures In The Annual Financial Report And/Or Other Sources Of Information Concerning Default On Bonded Indebtedness Obligations?</u>	6/15/2012 4:42:25 PM	Yes
4	<u>Was The Annual Financial Report Filed Within One Month After November 27th or January 28th Deadline Depending Upon The District's Fiscal Year End Date (June 30th or August 31st)?</u>	6/15/2012 4:42:25 PM	Yes
5	<u>Was There An Unqualified Opinion in Annual Financial Report?</u>	6/15/2012 4:42:25 PM	Yes

6	<u>Did The Annual Financial Report Not Disclose Any Instance(s) Of Material Weaknesses In Internal Controls?</u>	6/15/2012 4:42:25 PM	Yes
			1 Multiplier Sum
7	<u>Was The Three-Year Average Percent Of Total Tax Collections (Including Delinquent) Greater Than 98%?</u>	6/15/2012 4:42:26 PM	5
8	<u>Did The Comparison Of PEIMS Data To Like Information In Annual Financial Report Result In An Aggregate Variance Of Less Than 3 Percent Of Expenditures Per Fund Type (Data Quality Measure)?</u>	6/15/2012 4:42:26 PM	5
9	<u>Were Debt Related Expenditures (Net Of IFA And/Or EDA Allotment) < \$350.00 Per Student? (If The District's Five-Year Percent Change In Students = Or > 7%, Or If Property Taxes Collected Per Penny Of Tax Effort > \$200,000 Per Student)</u>	6/15/2012 4:42:26 PM	5
10	<u>Was There No Disclosure In The Annual Audit Report Of Material Noncompliance?</u>	6/15/2012 4:42:27 PM	5
11	<u>Did The District Have Full Accreditation Status In Relation To Financial Management Practices? (e.g. No Conservator Or Monitor Assigned)</u>	6/15/2012 4:42:27 PM	5
12	<u>Was The Aggregate Of Budgeted Expenditures And Other Uses Less Than The Aggregate Of Total Revenues, Other Resources and Fund Balance In General Fund?</u>	6/15/2012 4:42:27 PM	5
13	<u>If The District's Aggregate Fund Balance In The General Fund And Capital Projects Fund Was Less Than Zero, Were Construction Projects Adequately Financed? (To Avoid Creating Or Adding To The Fund Balance Deficit Situation)</u>	6/15/2012 4:42:28 PM	5
14	<u>Was The Ratio Of Cash And Investments To Deferred Revenues (Excluding Amount Equal To Net Delinquent Taxes Receivable) In The General Fund Greater Than Or Equal To 1:1? (If Deferred Revenues Are Less Than</u>	6/15/2012 4:42:28 PM	5

	<u>Net Delinquent Taxes Receivable)</u>		
15	<u>Was The Administrative Cost Ratio Less Than The Threshold Ratio?</u>	6/15/2012 4:42:28 PM	5
16	<u>Was The Ratio Of Students To Teachers Within the Ranges Shown Below According To District Size?</u>	6/15/2012 4:42:28 PM	5
17	<u>Was The Ratio Of Students To Total Staff Within the Ranges Shown Below According To District Size?</u>	6/15/2012 4:42:29 PM	5
18	<u>Was The Decrease In Undesignated Unreserved Fund Balance < 20% Over Two Fiscal Years?(If Total Revenues > Operating Expenditures In The General Fund,Then District Receives 5 Points)</u>	6/15/2012 4:42:29 PM	5
19	<u>Was The Aggregate Total Of Cash And Investments In The General Fund More Than \$0?</u>	6/15/2012 4:42:29 PM	5
20	<u>Were Investment Earnings In All Funds (Excluding Debt Service Fund and Capital Projects Fund) Meet or Exceed the 3-Month Treasury Bill Rate?</u>	6/15/2012 4:42:30 PM	5
			70 Weighted Sum
			1 Multiplier Sum
			70 Score

DETERMINATION OF RATING

A.	Did The District Answer ' No ' To Indicators 1, 2, 3 Or 4? OR Did The District Answer ' No ' To Both 5 and 6? If So, The District's Rating Is Substandard Achievement .
B.	Determine Rating By Applicable Range For summation of the indicator scores (Indicators 7-20)
	Superior Achievement 64-70

Above Standard Achievement	58-63
Standard Achievement	52-57
Substandard Achievement	<52

INDICATOR 16 & 17 RATIOS

Indicator 16	Ranges for Ratios		Indicator 17	Ranges for Ratios	
	Low	High		Low	High
District Size - Number of Students Between			District Size - Number of Students Between		
< 500	7	22	< 500	5	14
500-999	10	22	500-999	5.8	14
1000-4999	11.5	22	1000-4999	6.3	14
5000-9999	13	22	5000-9999	6.8	14
=> 10000	13.5	22	=> 10000	7.0	14

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FIRST RATING FOR FISCAL YEAR 2011-2012 ▾ Select An Option ▾

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FIRST

Financial Integrity Rating System of Texas

**OVERALL STATISTICS
2011-2012 STATUS COUNTS**

Status	Count	% Total	Enrollment	% Total Enrollment
Passed	1,015	98.64 %	4,806,432	99.64 %
Failed	14	1.36 %	17,410	0.36 %
Total	1,029	100.00 %	4,823,842	100.00 %

2011-2012 RATING COUNTS

Ratings	Count	% Total	Enrollment	% Total Enrollment
Superior Achievement	909	88.34 %	4,627,929	95.94 %
Above Standard Achievement	87	8.45 %	163,708	3.39 %
Standard Achievement	19	1.85 %	14,795	0.31 %
Substandard Achievement	14	1.36 %	17,410	0.36 %
Total	1,029	100.00 %	4,823,842	100.00 %

2011-2012 ALL RESULTS BY INDICATOR

Indicator	Result	Count	% of Districts	Enrollment	% Total Enrollment
1	Yes	1025	99.61 %	4814620	99.81 %

	No	4	0.39 %	9222	0.19 %
2	Yes	1026	99.71 %	4822753	99.98 %
	No	3	0.29 %	1089	0.02 %
3	Yes	1029	100.00 %	4823842	100.00 %
	No	0	0.00 %	0	0.00 %
4	Yes	1024	99.51 %	4816884	99.86 %
	No	5	0.49 %	6958	0.14 %
5	Yes	1028	99.90 %	4823795	100.00 %
	No	1	0.10 %	47	0.00 %
6	Yes	998	96.99 %	4620562	95.79 %
	No	31	3.01 %	203280	4.21 %
7	5	889	86.39 %	4550561	94.33 %
	4	122	11.86 %	242225	5.02 %
	3	14	1.36 %	14922	0.31 %
	2	2	0.19 %	8231	0.17 %
	1	1	0.10 %	7685	0.16 %
	0	1	0.10 %	218	0.00 %
8	5	1017	98.83 %	4816403	99.85 %
	0	12	1.17 %	7439	0.15 %
9	5	620	60.25 %	4223772	87.56 %
	4	136	13.22 %	209474	4.34 %

	3	90	8.75 %	144745	3.00 %
	2	66	6.41 %	118040	2.45 %
	1	40	3.89 %	66531	1.38 %
	0	77	7.48 %	61280	1.27 %
10	5	995	96.70 %	4606277	95.49 %
	0	34	3.30 %	217565	4.51 %
11	5	1025	99.61 %	4802931	99.57 %
	0	4	0.39 %	20911	0.43 %
12	5	1021	99.22 %	4728298	98.02 %
	0	8	0.78 %	95544	1.98 %
13	5	1029	100.00 %	4823842	100.00 %
14	5	1027	99.81 %	4815397	99.82 %
	0	2	0.19 %	8445	0.18 %
15	5	954	92.71 %	4733912	98.14 %
	0	75	7.29 %	89930	1.86 %
16	5	985	95.72 %	4786815	99.23 %
	4	22	2.14 %	30941	0.64 %
	3	4	0.39 %	2150	0.04 %
	2	6	0.58 %	2590	0.05 %
	1	4	0.39 %	282	0.01 %
	0	8	0.78 %	1064	0.02 %
17					

	5	819	79.59 %	4464070	92.54 %
	4	82	7.97 %	260156	5.39 %
	3	53	5.15 %	61137	1.27 %
	2	23	2.24 %	13996	0.29 %
	1	20	1.94 %	17329	0.36 %
	0	32	3.11 %	7154	0.15 %
18	5	1007	97.86 %	4698779	97.41 %
	3	1	0.10 %	1076	0.02 %
	0	21	2.04 %	123987	2.57 %
19	5	1025	99.61 %	4822363	99.97 %
	0	4	0.39 %	1479	0.03 %
20	5	1008	97.96 %	4791992	99.34 %
	0	21	2.04 %	31850	0.66 %

2011-2012 ANSWERS BY INDICATOR

Indicator	Yes	No	5	4	3	2	1	0	Total
1	1025	4	x	x	x	x	x	x	1029
2	1026	3	x	x	x	x	x	x	1029
3	1029	x	x	x	x	x	x	x	1029
4	1024	5	x	x	x	x	x	x	1029
5	1028	1	x	x	x	x	x	x	1029
6	998	31	x	x	x	x	x	x	1029
7	x	x	889	122	14	2	1	1	1029

8	x	x	1017	x	x	x	x	12	1029
9	x	x	620	136	90	66	40	77	1029
10	x	x	995	x	x	x	x	34	1029
11	x	x	1025	x	x	x	x	4	1029
12	x	x	1021	x	x	x	x	8	1029
13	x	x	1029	x	x	x	x	x	1029
14	x	x	1027	x	x	x	x	2	1029
15	x	x	954	x	x	x	x	75	1029
16	x	x	985	22	4	6	4	8	1029
17	x	x	819	82	53	23	20	32	1029
18	x	x	1007	x	1	x	x	21	1029
19	x	x	1025	x	x	x	x	4	1029
20	x	x	1008	x	x	x	x	21	1029

Last Updated: Thursday, September 12, 2013 6:27:59 PM

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FIRST RATING FOR FISCAL YEAR

2011-2012

Select An Option

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FIRST

Financial Integrity Rating System of Texas

2011-2012 DISTRICT STATUS DETAIL

Name: EL CAMPO ISD(241903)	Publication Level 1: 6/21/2013 3:05:18 PM
Status: Passed	Publication Level 2: 9/12/2013 6:29:59 PM
Rating: Superior Achievement	Last Updated: 9/12/2013 6:29:59 PM
District Score: 69	Passing Score: 52

#	Indicator Description	Updated	Score
1	<u>Was The Total Fund Balance Less Nonspendable and Restricted Fund Balance Greater Than Zero In The General Fund?</u>	4/26/2013 6:13:03 PM	Yes
2	<u>Was the Total Unrestricted Net Asset Balance (Net of Accretion of Interest on Capital Appreciation Bonds) In the Governmental Activities Column in the Statement of Net Assets Greater than Zero? (If the District's 5 Year % Change in Students was 10% more)</u>	4/26/2013 6:13:03 PM	Yes
3	<u>Were There No Disclosures In The Annual Financial Report And/Or Other Sources Of Information Concerning Default On Bonded Indebtedness Obligations?</u>	4/26/2013 6:13:03 PM	Yes
4	<u>Was The Annual Financial Report Filed Within One Month After November 27th or January 28th Deadline Depending Upon The District's Fiscal Year End Date (June 30th or August 31st)?</u>	4/26/2013 6:13:03 PM	Yes
5	<u>Was There An Unqualified Opinion in Annual Financial Report?</u>	4/26/2013 6:13:04 PM	Yes

6	<u>Did The Annual Financial Report Not Disclose Any Instance(s) Of Material Weaknesses In Internal Controls?</u>	4/26/2013 6:13:04 PM	Yes
			1 Multiplier Sum
7	<u>Was The Three-Year Average Percent Of Total Tax Collections (Including Delinquent) Greater Than 98%?</u>	4/26/2013 6:13:04 PM	5
8	<u>Did The Comparison Of PEIMS Data To Like Information In Annual Financial Report Result In An Aggregate Variance Of Less Than 3 Percent Of Expenditures Per Fund Type (Data Quality Measure)?</u>	4/26/2013 6:13:05 PM	5
9	<u>Were Debt Related Expenditures (Net Of IFA And/Or EDA Allotment) < \$350.00 Per Student? (If The District's Five-Year Percent Change In Students = Or > 7%, Or If Property Taxes Collected Per Penny Of Tax Effort > \$200,000 Per Student)</u>	4/26/2013 6:13:05 PM	4
10	<u>Was There No Disclosure In The Annual Audit Report Of Material Noncompliance?</u>	4/26/2013 6:13:05 PM	5
11	<u>Did The District Have Full Accreditation Status In Relation To Financial Management Practices? (e.g. No Conservator Or Monitor Assigned)</u>	4/26/2013 6:13:05 PM	5
12	<u>Was The Aggregate Of Budgeted Expenditures And Other Uses Less Than The Aggregate Of Total Revenues, Other Resources and Fund Balance In General Fund?</u>	4/26/2013 6:13:06 PM	5
13	<u>If The District's Aggregate Fund Balance In The General Fund And Capital Projects Fund Was Less Than Zero, Were Construction Projects Adequately Financed? (To Avoid Creating Or Adding To The Fund Balance Deficit Situation)</u>	4/26/2013 6:13:06 PM	5
14	<u>Was The Ratio Of Cash And Investments To Deferred Revenues (Excluding Amount Equal To Net Delinquent Taxes Receivable) In The General Fund Greater Than Or Equal To 1:1? (If Deferred Revenues Are Less Than</u>	4/26/2013 6:13:06 PM	5

	<u>Net Delinquent Taxes Receivable)</u>		
15	<u>Was The Administrative Cost Ratio Less Than The Threshold Ratio?</u>	4/26/2013 6:13:07 PM	5
16	<u>Was The Ratio Of Students To Teachers Within the Ranges Shown Below According To District Size?</u>	4/26/2013 6:13:07 PM	5
17	<u>Was The Ratio Of Students To Total Staff Within the Ranges Shown Below According To District Size?</u>	4/26/2013 6:13:07 PM	5
18	<u>Was The Decrease In Undesignated Unreserved Fund Balance < 20% Over Two Fiscal Years?(If Total Revenues > Operating Expenditures In The General Fund,Then District Receives 5 Points)</u>	4/26/2013 6:13:08 PM	5
19	<u>Was The Aggregate Total Of Cash And Investments In The General Fund More Than \$0?</u>	4/26/2013 6:13:08 PM	5
20	<u>Were Investment Earnings In All Funds (Excluding Debt Service Fund and Capital Projects Fund) Meet or Exceed the 3-Month Treasury Bill Rate?</u>	4/26/2013 6:13:08 PM	5
			69 Weighted Sum
			1 Multiplier Sum
			69 Score

DETERMINATION OF RATING

A.	Did The District Answer ' No ' To Indicators 1, 2, 3 Or 4? OR Did The District Answer ' No ' To Both 5 and 6? If So, The District's Rating Is Substandard Achievement .
B.	Determine Rating By Applicable Range For summation of the indicator scores (Indicators 7-20)
	Superior Achievement 64-70

Above Standard Achievement	58-63
Standard Achievement	52-57
Substandard Achievement	<52

INDICATOR 16 & 17 RATIOS

Indicator 16	Ranges for Ratios		Indicator 17	Ranges for Ratios	
	Low	High		Low	High
District Size - Number of Students Between			District Size - Number of Students Between		
< 500	7	22	< 500	5	14
500-999	10	22	500-999	5.8	14
1000-4999	11.5	22	1000-4999	6.3	14
5000-9999	13	22	5000-9999	6.8	14
=> 10000	13.5	22	=> 10000	7.0	14

Audit Home Page: [School Financial Audits](#) | Send comments or suggestions to schoolaudits@tea.state.tx.us

THE **TEXAS EDUCATION AGENCY**

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

School FIRST Annual Financial Management Report

EL CAMPO ISD

Title 19 Texas Administrative Code Chapter 109, Budgeting, Accounting, and Auditing Subchapter AA, Commissioner's Rules Concerning Financial Accountability Rating System, Section 109.1005. Amended to be effective 2/3/11. The template has been established to help the districts in gathering their data and presenting it at their School FIRST hearing. The template may not be all inclusive.

Superintendent and Board Members

Superintendent:	Mark Pool
Board Member 1:	Tommy Turner
Board Member 2:	Kristi David
Board Member 3:	James Russel
Board Member 4:	David Hodges
Board Member 5:	JJ Croix
Board Member 6:	Cecil Davis
Board Member 7:	Ralph Novosad
Board Member 8:	Melissa Erwin

Superintendent's Current Employment Contract

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

Reimbursements Received by the Superintendent and Board Members

For the Twelve-Month Period
 Ended August 31, 2012

Description of Reimbursements	Board								
	Superintendent	Member 1	Member 2	Member 3	Member 4	Member 5	Member 6	Member 7	Member 8
Meals	\$61.41	\$92.08	\$56.50	\$0.00	\$74.86	\$0.00	\$73.65	\$405.34	\$0.00
Lodging	\$581.99	\$611.35	\$412.02	\$0.00	\$608.01	\$0.00	\$1,053.27	\$212.58	\$0.00
Transportation	\$642.97	\$324.00	\$184.88	\$0.00	\$422.14	\$0.00	\$272.04	\$0.00	\$0.00
Motor Fuel	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Other	\$13.95	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$15.00	\$0.00	\$0.00
Total	\$1,300.32	\$1,027.43	\$653.40	\$0.00	\$1,105.01	\$0.00	\$1,413.96	\$617.92	\$0.00

All "reimbursements" expenses, regardless of the manner of payment, including direct pay, credit card, cash, and purchase order are to be reported. Items to be reported per category include:
 Meals – Meals consumed out of town, and in-district meals at area restaurants (outside of board meetings, excludes catered board meeting meals).
 Lodging - Hotel charges.
 Transportation - Airfare, car rental (can include fuel on rental, taxis, mileage reimbursements, leased cars, parking and tolls).
 Motor fuel – Gasoline.
 Other: Registration fees, telephone/cell phone, internet service, fax machine, and other reimbursements (or on-behalf of) to the superintendent and board member not defined above.

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

For the Twelve-Month Period
 Ended August 31, 2012
 Name(s) of Entity(ies)

Amount Received
 \$

Total
\$0.00

Compensation does not include business revenues generated from a family business (farming, ranching, etc.) that has no relation to school district business.

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

For the Twelve-Month Period
Ended August 31, 2012

Superintendent	Board Member 1	Board Member 2	Board Member 3	Board Member 4	Board Member 5	Board Member 6	Board Member 7	Board Member 8
\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total								\$0.00

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

Business Transactions Between School District and Board Members

For the Twelve-Month Period
Ended August 31, 2012

Board Member 1	Board Member 2	Board Member 3	Board Member 4	Board Member 5	Board Member 6	Board Member 7	Board Member 8
\$0.00	\$0.00	\$0.00	\$5,706.68	\$0.00	\$0.00	\$0.00	\$0.00

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

Summary Schedule of Data Submitted under the Financial Solvency Provisions of TEC §39.0822

General Fund - First-Quarter Expenditures By Object Code

Report 2012-2013 first-quarter (first three months of fiscal year 2012-2013) GENERAL FUND expenditures by object code using whole numbers.

Payroll- Expenditures for payroll costs	object codes 6110-6149	\$4,194,803.00
Contract Costs- Expenditures for services rendered by firms, individuals, and other organizations	object code series 6200	\$676,635.00
Supplies and Materials- Expenditures for supplies and materials necessary to maintain and/or operate furniture, computers, equipment, vehicles, grounds, and facilities	object code series 6300	\$342,137.00
Other Operating- Expenditures for items other than payroll, professional and contracted services, supplies and materials, debt service, and capital outlay	object code series 6400	\$269,886.00
Debt Service- Expenditures for debt service	object code series 6500	\$880,368.00
Capital Outlay- Expenditures for land, buildings, and equipment	object code series 6600	\$23,207.00

Additional Financial Solvency Questions

- 1) Districts with a September 1- August 31 fiscal year:
 Within the last two years, did the school district
- | | | |
|---|-------|--------------|
| 1) draw funds from a short-term financing note (term less than 12 months) between the months of September and December, inclusive, and | Yes | No |
| 2) for the prior fiscal year, have a total General Fund balance of less than 2 percent of total expenditures for General Fund function codes 11-61? | _____ | <u> X </u> |
| | _____ | <u> X </u> |
- 2) Has the school district declared financial exigency within the past two years? _____ X

3) Provide comments or explanations for student-to-staff ratios significantly (more than 15%) below the norm, rapid depletion of General Fund balances, or any significant discrepancies between actual budget figures and projected revenues and expenditures, or any other information that may be helpful in evaluating the school district's financial solvency.

Mean Enrollment-to-Teacher Ratio	85% of Mean Enrollment-to-Teacher Ratio		School District Size
	Teacher Ratio	Teacher Ratio	
8.39	7.13		Under 100
9.48	8.06		100 to 249
10.73	9.12		250 to 499
11.48	9.76		500 to 999
12.45	10.58		1,000 to 1,599
13.52	11.50		1,600 to 2,999
14.29	12.15		3,000 to 4,999
14.80	12.58		5,000 to 9,999
14.88	12.65		10,000 to 24,999
15.01	12.76		25,000 to 49,999
15.06	12.80		50,000 and Over

- 4) How many superintendents has your school district had in the last five years? _____ 1
- 5) How many business managers has your school district had in the last five years? _____ 1

SUPERINTENDENT'S EMPLOYMENT CONTRACT

THE STATE OF TEXAS :

COUNTY OF WHARTON :

KNOW ALL MEN BY THESE PRESENTS:

THIS AGREEMENT is made and entered into, this 10th day of November, 2003, by and between the Board of Trustees (the "Board") of the El Campo Independent School District (the "District") and Robert Mark Pool (the "Superintendent").

WITNESSETH:

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

I. Terms

- 1.1 The Board, by and on behalf of the District, does hereby employ the Superintendent, and the Superintendent does hereby accept employment as Superintendent of Schools for the District for a term of three (3) years seven (7) months, commencing on the 1st day of December, 2003, and ending on the 30th day of June 2007. The District may, by action of the Board, and with the consent and approval of the Superintendent, extend the term of this Contract as permitted by state law.
- 1.2 The Board has not adopted any policy, rule, regulation, law, or practice providing for tenure. No right of tenure is created by this Contract. No property interest, express or implied, is created in continued employment beyond the Contract term.

II. Employment

- 2.1 Duties. The Superintendent is the chief executive of the District and shall faithfully perform the duties of the Superintendent of Schools for the District as prescribed in the job description set forth in El Campo ISD Policy BJA. The Superintendent shall comply with all lawful directives of the Board, state and federal law, District policy, rules, and regulations as they exist or may hereafter be amended. Specifically, it shall be the duty of the Superintendent to recommend for employment all professional employees of the District subject to the Board's approval unless the District's Board Policy authorizes the Superintendent to hire professional employees. It shall be the further duty of the Superintendent to employ all other personnel consistent with the Board's policies. It shall be the further duty of the Superintendent to direct, assign, reassign, and evaluate all of the employees of the District consistent with Board policies and federal and state law. It shall be the further duty of the Superintendent to organize, reorganize, and arrange the staff of the District, and to develop and establish administrative regulations, rules, and procedures which the Superintendent deems necessary for the efficient and effective operation of the District consistent with the Board's lawful directives, the Board's

policies, and state and federal law. It shall be the further duty of the Superintendent to accept all resignations of employees of the District consistent with the Board's policies, except the Superintendent's resignation, which must be accepted by the Board. The Superintendent shall perform the duties of the Superintendent of Schools for the District with reasonable care, diligence, skill, and expertise.

- 2.2 Professional Certification. The Superintendent shall at all times during the term of this Contract, and any renewal or extension thereof, hold and maintain a valid certificate required of a superintendent by the State of Texas and issued by the State Board for Educator Certification and any other certificates required by law.
- 2.3 Reassignment. The Superintendent cannot be reassigned from the position of Superintendent to another position without the Superintendent's express written consent.
- 2.4 Board Meetings. The Superintendent shall attend, and shall be permitted to attend, all meetings of the Board, both public and closed, with the exception of those closed meetings: (1) devoted to the consideration or discussion of any action or lack of action on the Superintendent's Contract, including but not limited to salary or benefits; (2) regarding the Superintendent's evaluation or performance; (3) for purposes of resolving conflicts between individual Board Members; (4) when the Board is acting in its capacity as a tribunal; or (5) for purposes of attorney-client consultations between the Board and the District's attorney concerning the foregoing matters numbered (1) - (4). In the event of illness or Board-approved absence, the Superintendent's designee shall attend such meetings.
- 2.5 Criticisms, Complaints, and Suggestions. The Board, individually and collectively, shall refer all substantive criticisms, complaints, and suggestions called to the Board's attention to the Superintendent for study and appropriate action, and the Superintendent shall investigate such matters and inform the Board of the results of such efforts.
- 2.6 Legal Defense. The District shall provide a legal defense to the Superintendent in connection with any and all demands, claims, suits, actions, or any legal proceedings brought against the Superintendent in his individual capacity or in his official capacity providing the incident(s) which is(are) the basis of any claim or lawsuit arose while the Superintendent was acting in good faith within the course and scope of his employment with the District. This paragraph does not apply if the Superintendent has acted with gross negligence, has acted with the intent to violate a person's clearly established legal rights, or has been charged with criminal acts. This paragraph does not apply to actions in which the Board and Superintendent have adverse interests or when the Board determines that the Superintendent was not acting in good faith and in the course and scope of the Superintendent's employment. The District's obligation to provide a legal defense to the Superintendent under this paragraph survives the termination of this Contract.

III. Compensation

- 3.1 Salary. The District shall provide the Superintendent with an annual salary in the sum of \$103,000. This annual salary shall be paid to the Superintendent in equal installments consistent with the Board's policies.
- 3.2 Salary Adjustments. At any time during the term of this Contract, the Board may, in its discretion, review and adjust the salary of the Superintendent, but in no event shall the Superintendent be paid less than the salary set forth pursuant to Section 3.1 of this Contract except by mutual agreement of the two parties. Such adjustments, if any, shall be made pursuant to lawful Board resolution.
- 3.3 Health Insurance. The District shall pay the premium for insurance coverage as selected by the District for health insurance as it does for all employees.
- 3.4 Professional Growth. The Superintendent shall devote the Superintendent's time, attention, and energy to the direction, administration, and supervision of the District. The Board shall encourage the participation of the Superintendent in pertinent education seminars and courses offered by public and private institutions or by educational associations, as well as the participation in informational meetings with those individuals whose particular skills, expertise, or backgrounds would serve to improve the capacity of the Superintendent to perform the Superintendent's professional responsibilities for the District. In its encouragement of the Superintendent to grow professionally, the Board shall permit a reasonable amount of release time for the Superintendent per year, as the Superintendent and Board deem appropriate, to attend such seminars, courses, or meetings. The District shall pay the Superintendent's membership dues to the American Association of School Administrators and the Texas Association of School Administrators.
- 3.5 Civic Activities, Etc. The Superintendent is encouraged to participate in community and civic affairs. The District shall pay the annual dues for the Superintendent's membership to one local civic organization that the Superintendent chooses to join.
- 3.6 Automobile. The District shall provide the Superintendent a monthly automobile allowance in the amount of \$400.00 per month in lieu of mileage expense reimbursement for travel to destinations within the District.
- 3.7 Out of District Travel. The District shall reimburse the Superintendent for travel incurred by the Superintendent to destinations outside the District in the continuing performance of the Superintendent's duties under this Contract at the standard mileage rate per mile as established by the Board Policy for the District.
- 3.8 Travel and Professional Growth Expenses. The District shall pay or reimburse the Superintendent for reasonable travel expenses not covered by Paragraphs 3.4, 3.6 and 3.7 above which are incurred by the Superintendent in the continuing performance of the

Superintendent's duties under this Contract. The District agrees to pay the actual and incidental costs incurred by the Superintendent for travel and registration expenses for seminars, courses and meetings. Such actual or incidental costs may include, but are not limited to, registration fees, hotels and accommodations, meals, rental car expenses, and other reasonable expenses incurred in the performance of the business of the District. The Superintendent shall comply with all procedures and documentation requirements for reimbursement of travel expenses in accordance with Board policies.

- 3.9 Mobile Telephone Allowance. The District shall provide the Superintendent with a mobile telephone allowance in the sum of Fifty and no/100 (\$50.00) per month. The Superintendent shall maintain a personal account for mobile telephone service and shall not open an account in the name of the District. The Superintendent shall have total responsibility for payment of his personal account and the District shall have no obligation or responsibility related to said mobile telephone account other than the monthly payment to the Superintendent of the mobile telephone allowance stated herein.
- 3.10 Relocation Expenses. The District shall reimburse the Superintendent for reasonable relocation and moving expenses from Van, Texas to El Campo, Texas once, at the initiation of this Contract. The Superintendent shall obtain bids from two different moving companies and the District shall pay an amount equal to the lowest bid.
- 3.11 Vacation, Holidays, Personal Leave. The Superintendent's number of working days per year shall be 226. The Superintendent may take, at the Superintendent's choice, subject to the Board's approval, the same number of days of vacation authorized by policies adopted by the Board for administrative employees on twelve month contracts, the days to be in a single period or at different times. The vacation days taken by the Superintendent will be taken at such time or times as will least interfere with the performance of the Superintendent's duties as set forth in this Contract. The Superintendent shall observe the same legal holidays as provided by Board policies for administrative employees on twelve month contracts. The Superintendent is hereby granted the same personal leave benefits as authorized by Board policies for administrative employees on twelve month contracts.

IV. Annual Performance Goals

- 4.1 Development of Goals. The Superintendent shall submit to the Board each year, for the Board's consideration and adoption, a preliminary list of goals for the Superintendent and the District. The goals approved by the Board shall at all times be reduced to writing and shall be among the criteria on which the Superintendent's performance is reviewed and evaluated.

V. Review of Performance

- 5.1 Time and Basis of Evaluation. The Board shall evaluate and assess in writing the performance of the Superintendent in January of each year during the term of this

Contract (Superintendent's Evaluation). The Superintendent's evaluation instrument and process shall be developed and/or revised with input from the Superintendent and shall be reasonably related to the duties of the Superintendent as outlined in the Superintendent's job description.

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

5.3 **Evaluation Format and Procedures.** The evaluation format and procedure shall be in accordance with the evaluation instrument selected by the Board in accordance with the provisions of Article V of this Contract, the Board's policies, and state and federal law. In the event the Board deems that the evaluation instrument, format and/or procedure is to be modified by the Board, and such modification would require new or different performance expectations, the Superintendent shall be provided a reasonable period of time to demonstrate such expected performance before being evaluated.

VI. Renewal or Nonrenewal of Employment Contract

6.1 **Renewal/Nonrenewal.** Renewal or nonrenewal shall be in accordance with Board policy and applicable law.

VII. Termination of Employment Contract

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

7.2 **Retirement or Death.** This Contract shall be terminated upon the retirement or death of the Superintendent. However, in the event the Superintendent chooses to retire during the first nineteen (19) months of this Contract, then the Superintendent shall reimburse the District for all relocation and moving expenses which the District paid the Superintendent to relocate to El Campo, Texas and for search fees paid by the District to TASB for the recruitment of the Superintendent. If the Superintendent chooses to retire after the first nineteen (19) months, but before the 30th day of June, 2007, then the Superintendent shall reimburse the District for such moving expenses and Superintendent search fees on a prorata basis, by dividing the total of such expenses by the total number of months of this Contract and multiplying the result by the remaining number of months of the Contract term.

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

- (a) Failure to fulfill duties or responsibilities as set forth under the terms and conditions of this Contract;
- (b) Incompetence or inefficiency in the performance of required or assigned duties as documented by evaluations, supplemental memoranda, or other written communication from the Board; provided, however, the terms and conditions of this paragraph shall not justify good cause unless the Board has provided the Superintendent a reasonable opportunity to remediate any incompetency or inefficiency;
- (c) Insubordination or failure to comply with lawful written Board directives;
- (d) Failure to comply with the Board's policies or the District's administrative regulations;
- (e) Neglect of duties;
- (f) Drunkenness or excessive use of alcoholic beverages;
- (g) Illegal use of drugs, hallucinogens, or other substances regulated by the Texas Controlled Substances Act;
- (h) Conviction of a felony or crime involving moral turpitude;
- (i) Failure to meet the District's standards of professional conduct;
- (j) Failure to comply with reasonable District professional development requirements regarding advanced coursework or professional development;
- (k) Disability, not otherwise protected by law, that impairs performance of the required duties of the Superintendent;
- (l) Immorality, which is conduct the Board determines, is not in conformity with the accepted moral standards of the community encompassed by the District. Immorality is not confined to sexual matters, but includes conduct inconsistent with rectitude or indicative of corruption, indecency, or depravity;
- (m) Assault on an employee or student;
- (n) Knowingly falsifying records or documents related to the District's activities;
- (o) Conscious misrepresentation of facts to the Board or other District officials in the conduct of the District's business;
- (p) Failure to fulfill requirements for superintendent certification;

(q) Any other reason constituting "good cause" as determined by the Board.

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

VIII. Miscellaneous

8.1 Controlling Law. This Contract shall be governed by the laws of the State of Texas and shall be performable in Wharton County, Texas.

8.2 Complete Agreement. This Contract embodies the entire agreement between the parties hereto and cannot be varied except by written agreement of the undersigned parties, except as expressly provide herein.

8.3 Conflicts. In the event of any conflict between the terms, conditions, and provisions of this Employment Contract and the provisions of the Board's policies, or any permissive state or federal law, then, unless otherwise prohibited by law, the terms of this Contract shall take precedence over the contrary provisions of the Board's policies or any such permissive law during the term of the Contract.

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

8.5 Acceptance. This offer will expire unless signed and returned to the Board or its authorized representative by 5:00 p.m., the 10th day of November, 2003.

EXECUTED this 10th day of November, 2003.

By: Robert Mark Pool
ROBERT MARK POOL, Superintendent

EXECUTED this 10th day of November, 2003.

EL CAMPO INDEPENDENT SCHOOL DISTRICT

By:



Wesley Lange
President, Board of Trustees

ATTEST:

By:



Secretary, Board of Trustees

**ADDENDUM TO
EMPLOYMENT CONTRACT**

The BOARD OF TRUSTEES (hereinafter, Board) of EL CAMPO INDEPENDENT SCHOOL DISTRICT, hereby employs the undersigned professional employee, Robert Mark Pool and the employee accepts employment on the terms and conditions of the original employment contract with the following amendment:

Employee shall be employed on an 12 - month basis, beginning on July 1, 2005 and ending June 30, 2008, according to the hours and dates set by the District as they exist or may hereafter be amended.

<u>Robert Mark Pool</u>	<u>01/21/2005</u>	By:	<u>[Signature]</u>	<u>1-21-2005</u>
Employee	Date		President, Board of Trustees	Date

**ADDENDUM TO
EMPLOYMENT CONTRACT**

The BOARD OF TRUSTEES (hereinafter, Board) of EL CAMPO INDEPENDENT SCHOOL DISTRICT, hereby employs the undersigned professional employee, Robert Mark Pool, as Superintendent of Schools, and the employee accepts the employment on the terms and conditions of the original contract with the following amendment(s):

Section I- Terms

1.1 The Board, by and on behalf of the District, does hereby employ the Superintendent, and the Superintendent does hereby accept employment as Superintendent of Schools for the District for a term of three (3) years, commencing on the 1st day of July 2007, and ending on the 30th day of June 2010. The District may, by action of the Board, and with the consent and approval of the Superintendent, extend the term of this Contract as permitted by state law.

Section III - Compensation

3.1 Salary. The District shall provide the Superintendent with an annual salary in the sum of \$117,000. This annual salary shall be paid to the Superintendent in equal installments consistent with the Board's policies.

EXECUTED this 15th day of January, 2007.

By:



ROBERT MARK POOL, Superintendent



Judy Valigura, President, Board of Trustees

Attest:



Melissa Erwin, Secretary, Board of Trustees

**ADDENDUM TO
EMPLOYMENT CONTRACT**

The BOARD OF TRUSTEES (hereinafter, Board) of EL CAMPO INDEPENDENT SCHOOL DISTRICT, hereby employs the undersigned professional employee, Robert Mark Pool, as Superintendent of Schools, and the employee accepts the employment on the terms and conditions of the original contract with the following amendment(s):

Section I - Terms

1.1 The Board, by and on behalf of the District, does hereby employ the Superintendent, and the Superintendent does hereby accept employment as Superintendent of Schools for the District for a term of three (3) years, commencing on the 1st day of July 2008, and ending on the 30th day of June 2011. The District may, by action of the Board, and with the consent and approval of the Superintendent, extend the term of this Contract as permitted by state law.

Section III - Compensation

3.1 **Salary.** The District shall provide the Superintendent with an annual salary in the sum of \$121,000. This annual salary shall be paid to the Superintendent in equal installments consistent with the Board's policies.

EXECUTED this 22nd day of January, 2008.

By: Robert Mark Pool
ROBERT MARK POOL, Superintendent

Judy Waligura
Judy Waligura, President, Board of Trustees

Attest: Melissa Erwin
Melissa Erwin, Secretary, Board of Trustees

**ADDENDUM TO
EMPLOYMENT CONTRACT**

The BOARD OF TRUSTEES (hereinafter, Board) of EL CAMPO INDEPENDENT SCHOOL DISTRICT, hereby employs the undersigned professional employee, Robert Mark Pool, as Superintendent of Schools, and the employee accepts the employment on the terms and conditions of the original contract with the following amendment(s):

Section I - Terms

1.1 The Board, by and on behalf of the District, does hereby employ the Superintendent, and the Superintendent does hereby accept employment as Superintendent of Schools for the District for a term of three (3) years, commencing on the 1st day of July 2009, and ending on the 30th day of June 2012. The District may, by action of the Board, and with the consent and approval of the Superintendent, extend the term of this Contract as permitted by state law.

Section III - Compensation

3.1 Salary. The District shall provide the Superintendent with an annual salary in the sum of \$127,050. This annual salary shall be paid to the Superintendent in equal installments consistent with the Board's policies. (Salary adjustment in accordance with motion recorded in board minutes.)

EXECUTED this 20th day of January, 2009.

By:



ROBERT MARK POOL, Superintendent



Judy Waligura, President, Board of Trustees

Attest:



Laketa Jo Dennis, Secretary, Board of Trustees

**ADDENDUM TO
EMPLOYMENT CONTRACT**

The BOARD OF TRUSTEES (hereinafter, Board) of EL CAMPO-INDEPENDENT SCHOOL DISTRICT, hereby employs the undersigned professional employee, Robert Mark Pool, as Superintendent of Schools, and the employee accepts the employment on the terms and conditions of the original contract with the following amendment(s):

Section I – Terms

- 1.1 The Board, by and on behalf of the District, does hereby employ the Superintendent, and the Superintendent does hereby accept employment as Superintendent of Schools for the District for a term of three (3) years, commencing on the 1st day of July 2010, and ending on the 30th day of June 2013. The District may, by action of the Board, and with the consent and approval of the Superintendent, extend the term of this Contract as permitted by state law.

Section III – Compensation

- 3.1 Salary. The District shall provide the Superintendent with an annual salary in the sum of \$131,255. This annual salary shall be paid to the Superintendent in equal installments consistent with the Board's policies. (Salary adjustment in accordance with motion recorded in board minutes.)
- 3.9 Mobile Telephone Allowance. The District shall provide the Superintendent with a mobile telephone allowance in the sum of One-Hundred and no/100 (\$100.00) per month. The Superintendent shall maintain a personal account for mobile telephone service and shall not open an account in the name of the District. The Superintendent shall have total responsibility for payment of his personal account and the District shall have no obligation or responsibility related to said mobile telephone account other than the monthly payment to the Superintendent of the mobile telephone allowance stated herein.

EXECUTED this 19th day of January, 2010.

By: Robert Mark Pool
ROBERT MARK POOL, Superintendent

Tommy Turner
Tommy Turner, President, Board of Trustees

Attest: Melissa Erwin
Dr. Melissa Erwin, Secretary, Board of Trustees

**ADDENDUM TO
EMPLOYMENT CONTRACT**

The BOARD OF TRUSTEES (hereinafter, Board) of EL CAMPO INDEPENDENT SCHOOL DISTRICT, hereby employs the undersigned professional employee, **Robert Mark Pool**, as Superintendent of Schools, and the employee accepts the employment on the terms and conditions of the original contract with the following amendment(s):

Section I – Terms

1.1 The Board, by and on behalf of the District, does hereby employ the Superintendent, and the Superintendent does hereby accept employment as Superintendent of Schools for the District for a term of three (3) years, commencing on the 1st day of July 2011, and ending on the 30th day of June 2014. The District may, by action of the Board, and with the consent and approval of the Superintendent, extend the term of this Contract as permitted by state law.

Section III – Compensation

3.1 Salary. The District shall provide the Superintendent with an annual salary in the sum of \$137,255. This annual salary shall be paid to the Superintendent in equal installments consistent with the Board's policies. (Salary adjustment in accordance with motion recorded in board minutes.)


Delete the following subsections:

~~3.6 Automobile. The District shall provide the Superintendent with a monthly automobile allowance in the amount of \$400.00 per month in lieu of mileage expense reimbursement for travel destinations within the District.~~

~~3.9 Mobile Telephone Allowance. The District shall provide the Superintendent with a mobile telephone allowance in the sum of One Hundred and no/100 (\$100.00) per month. The Superintendent shall maintain a personal account for mobile telephone service and shall not open an account in the name of the District. The Superintendent shall have total responsibility for payment of his personal account and the District shall have no obligation or responsibility related to said mobile telephone account other than the monthly payment to the Superintendent of the mobile telephone allowance stated herein.~~

EXECUTED this 18th day of January, 2011.

By: 
ROBERT MARK POOL, Superintendent


Tommy Turner, President, Board of Trustees

Attest: 
Dr. Melissa Erwin, Secretary, Board of Trustees

**ADDENDUM TO
EMPLOYMENT CONTRACT**

The BOARD OF TRUSTEES (hereinafter, Board) of EL CAMPO INDEPENDENT SCHOOL DISTRICT, hereby employs the undersigned professional employee, **Robert Mark Pool**, as Superintendent of Schools, and the employee accepts the employment on the terms and conditions of the original contract with the following amendment(s):

Section I – Terms

- 1.1 The Board, by and on behalf of the District, does hereby employ the Superintendent, and the Superintendent does hereby accept employment as Superintendent of Schools for the District for a term of three (3) years, commencing on the 1st day of July 2012, and ending on the 30th day of June 2015. The District may, by action of the Board, and with the consent and approval of the Superintendent, extend the term of this Contract as permitted by state law.

Section III – Compensation

- 3.1 Salary. The District shall provide the Superintendent with an annual salary in the sum of \$137,255. This annual salary shall be paid to the Superintendent in equal installments consistent with the Board's policies. (Salary adjustment in accordance with motion recorded in board minutes.)

EXECUTED this 17th day of January, 2012.

By: Robert Mark Pool
ROBERT MARK POOL, Superintendent

Tommy Turner
Tommy Turner, President, Board of Trustees

Attest: David Hodges
David Hodges, Secretary, Board of Trustees