

Agenda of Regular Meeting

The Board of Trustees Lone Oak Independent School District

A Regular Meeting of the Board of Trustees of Lone Oak Independent School District will be held January 19, 2022, beginning at 7:00 PM in the Lone Oak ISD Administration Building 8162 Highway 69 South Lone Oak, TX 75453.

Date Changed Due to Holiday

The subjects to be discussed or considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

1. Establish a quorum and call meeting to order
2. Opening Prayer & Pledges
3. Forum for community input
4. Consent Agenda
 1. Monthly Check Register 3
 2. Finance/Investment Report 16
 3. Budget Amendments/Reallocation 17
 4. Minutes from previous meeting 19
5. School Board Recognition
6. UIL Middle School Recognition
7. Administrative Team Reports
 1. Principals
 - Athletic Director
 - Director of Accountability and Academics
 - Director of Operations
 - Director of Technology
 - Superintendent - Bond Update
8. Call May 7, 2022 Board Election to elect (3) 3 year at-large terms 25
9. Bond Update
10. Discuss Facilities and Maintenance Needs both current and the in the next year.
11. Discuss and possible approve roof improvements for the college street and middle school campuses
12. Approve the TASB Superintendent Evaluation Instrument as the official 29
evaluation tool for Janee Carter for the 2021-2022 school.
13. Executive Session
 1. 551.072 Discussing purchase, exchange, lease, or value of real property
 2. 551.074 Discuss personnel or to hear complaints against personnel

14. Discuss and Consider Superintendent Janee Carter Appraisal and Contract
15. Adjournment

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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 or Texas Government Code section 418.183(f). 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. [See BEC(LEGAL)]

The notice for this meeting was posted in compliance with the Texas Open Meeting Act on:

For the Board of Trustees

Check Nbr	Check Date	Vend Nbr	Payee	Organization	PO Nbr Fnd-Fnc-Obj.	Invoice Nbr So-Org-Prog	Typ Cd	Reason	Amount	EFT
055702	12-01-2021	00005	ATMOS ENERGY	UNDIST. ORGAN.UN	189905		C	GAS SERVICES	1,040.27	N
					199-51-6259.74-999-299000					
055846	12-27-2021	00005	ATMOS ENERGY	UNDIST. ORGAN.UN	210403		C	COLLEGE ST	146.19	N
					199-51-6259.74-999-299000					
				UNDIST. ORGAN.UN	210403		C	DAY CARE	121.37	N
					199-51-6259.74-999-299000					
				UNDIST. ORGAN.UN	210403		C	ADMIN/MS	160.39	N
					199-51-6259.74-999-299000					
				UNDIST. ORGAN.UN	210403		C	ELEM	964.39	N
					199-51-6259.74-999-299000					
				UNDIST. ORGAN.UN	210403		C	BUS BARN	103.68	N
					199-51-6259.74-999-299000					
								Check 055846 Total:	1,496.02	
								Vendor 00005 Total:	2,536.29	
055755	12-09-2021	00011	INTOUCH BY CUMBYT	UNDIST. ORGAN.UN	189988		C	PHONE SERVICES	2,818.90	N
					199-51-6259.72-999-299000					
055724	12-09-2021	00012	CITY OF LONE OAK	UNDIST. ORGAN.UN	189918		C	CITY WATER SERVICES	1,567.72	N
					199-51-6259.71-999-299000					
055725	12-09-2021	00012	CITY OF LONE OAK	UNDIST. ORGAN.UN	189926	120121	C	DEC. SRO OFFICER INVOI	4,173.11	N
					199-52-6219.00-999-299000					
								Vendor 00012 Total:	5,740.83	
055734	12-09-2021	00021	DUKO OIL COMPANY	UNDIST. ORGAN.UN	189961	201662/201726	C	FUEL/DIESEL INVOICE	3,027.10	N
					199-34-6311.00-999-299000					
055823	12-16-2021	00021	DUKO OIL COMPANY	UNDIST. ORGAN.UN	190049	201696/202200	C	FUEL/DIESEL	3,181.82	N
					199-34-6311.00-999-299000					
								Vendor 00021 Total:	6,208.92	
055736	12-09-2021	00025	EDUCATION SERVICE	HIGH SCHOOL	190038	003709	C	21-22 CURRICULUM SUPP	2,288.34	N
					199-11-6239.00-001-211000					
				MIDDLE SCHOOL	190038	003709	C	21-22 CURRICULUM SUPP	2,288.34	N
					199-11-6239.00-041-211000					
				ELEMENTARY SCH	190038	003709	C	21-22 CURRICULUM SUPP	2,288.32	N
					199-11-6239.00-101-211000					
				UNDIST. ORGAN.UN	189972	003585	C	NOV/DEC FIBER NETWORK	2,000.00	N
					199-11-6299.20-999-299000					
								Check 055736 Total:	8,865.00	
055737	12-09-2021	00025	EDUCATION SERVICE	UNDIST. ORGAN.UN	189963	003464	C	BUS DRIVER TRAINING	950.00	N
					199-34-6499.00-999-299000					
								Vendor 00025 Total:	9,815.00	
055745	12-09-2021	00038	GREENVILLE HERALD	SUPERINTENDENT	190020		C	PUBLIC NOTICE AD	307.00	N
					199-41-6499.00-701-299000					
				SUPERINTENDENT	189950		C	AD'S CONST/REVENUE/CH	1,264.60	N
					199-41-6499.00-701-299000					
								Check 055745 Total:	1,571.60	
055746	12-09-2021	00038	GREENVILLE HERALD	SUPERINTENDENT	189924	renewal	C	ADMIN/PAPER SUBSCRIP	216.12	N
					199-41-6329.00-701-299000					
								Vendor 00038 Total:	1,787.72	
055814	12-16-2021	00056	ASSOC. OF TX SMALL	HIGH SCHOOL	190043	ENTRY	C	AREA BAND ENTRY FEE	50.00	N
					199-36-6249.75-001-299000					

Check Nbr	Check Date	Vend Nbr	Payee	Organization	PO Nbr Fnd-Fnc-Obj.	Invoice Nbr So-Org-Prog	Typ Cd	Reason	Amount	EFT
055756	12-09-2021	00063	J & R DISCOUNT AUTO	UNDIST. ORGAN.UN	190016	128729 199-34-6319.00-999-299000	C	DRIVE ALIGN BELT	133.30	N
				UNDIST. ORGAN.UN	189981	128493 199-34-6319.00-999-299000	C	BELTS/BLADE/FUNNEL/OI	155.32	N
				UNDIST. ORGAN.UN	190015	128691 199-34-6319.00-999-299000	C	BELTS/GLOVES/OIL FILTE	356.59	N
				UNDIST. ORGAN.UN	190035	128762 199-34-6319.00-999-299000	C	HOSE CONNE/CLAMP/ANT	167.74	N
Check 055756 Total:									812.95	
055828	12-16-2021	00063	J & R DISCOUNT AUTO	UNDIST. ORGAN.UN	190051	128869 199-34-6319.00-999-299000	C	TENSIONER/PADS	176.02	N
Vendor 00063 Total:									988.97	
055764	12-09-2021	00069	KIRBY RESTAURANT S	UNDIST. ORGAN.UN	210394	641926 240-35-6342.00-999-299000	C	DISHMACHINE CHEMICAL	68.90	N
				UNDIST. ORGAN.UN	210394	641927 240-35-6342.00-999-299000	C	DISHMACHINE CHEMICAL	426.00	N
				UNDIST. ORGAN.UN	210394	641928/641929 240-35-6342.00-999-299000	C	DISHMACHINE CHEMICAL	333.43	N
Check 055764 Total:									828.33	
Vendor 00069 Total:									828.33	
055708	12-01-2021	00076	SAN ANTONIO STOCK	HIGH SCHOOL	189960	ENTRY FEES 865-00-2190.42-001-200000	C	STOCK SHOW ENTRY FEE	1,727.00	N
055769	12-09-2021	00082	MASTER AUDIO VISUA	HIGH SCHOOL	189513	24360 199-12-6399.00-001-299000	C	LAMINATING FILM	100.00	N
				MIDDLE SCHOOL	189513	24360 199-12-6399.00-041-299000	C	LAMINATING FILM	341.00	N
				ELEMENTARY SCH	189513	24360 199-12-6399.00-101-299000	C	LAMINATING FILM	241.00	N
Check 055769 Total:									682.00	
Vendor 00082 Total:									682.00	
055839	12-16-2021	00094	PITNEY BOWES	BUSINESS OFFICE	190073	1019632369 199-41-6399.PS-750-299000	C	POSTAGE MACHINE RENT	105.00	N
055801	12-09-2021	00110	TEXAS HS BASEBALL	HIGH SCHOOL	190026	MEMBERSHIP 199-36-6495.00-001-291000	C	MEMBERSHIP FEE	120.00	N
055806	12-09-2021	00123	TRI-COUNTRY PLUMBI	UNDIST. ORGAN.UN	189939	44712/44794 199-51-6249.00-999-299000	C	INSTALL DISHWASHER/LE	875.00	N
121421	12-14-2021	00141	CLAIMS ADMINISTRATI	UNDIST. ORGAN.UN	210398	753-41-6499.00-999-299000	D	WORKER COMP	1.00	N
				UNDIST. ORGAN.UN	210398	753-41-6499.00-999-299000	D	WORKER COMP	1.00	N
				UNDIST. ORGAN.UN	210398	753-41-6499.00-999-299000	D	WORKER COMP	2.00	N
				UNDIST. ORGAN.UN	210398	753-41-6499.00-999-299000	D	WORKER COMP	3.00	N
				UNDIST. ORGAN.UN	210398	753-41-6499.00-999-299000	D	WORKER COMP	6.00	N
				UNDIST. ORGAN.UN	210398	753-41-6499.00-999-299000	D	WORKER COMP	9.00	N
				UNDIST. ORGAN.UN	210398	753-41-6499.00-999-299000	D	WORKER COMP	21.00	N
				UNDIST. ORGAN.UN	210398	753-41-6499.00-999-299000	D	WORKER COMP	23.00	N

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				UNDIST. ORGAN.UN	210398		D	WORKER COMP	78.00	N
					753-41-6499.00-999-299000					
				UNDIST. ORGAN.UN	210398		D	WORKER COMP	217.00	N
					753-41-6499.00-999-299000					
				UNDIST. ORGAN.UN	210398		D	WORKER COMP	151.00	N
					753-41-6499.00-999-299000					
								Check 121421 Total:	512.00	
								Vendor 00141 Total:	512.00	
055723	12-09-2021	00149	CHANEY PAPER	UNDIST. ORGAN.UN	189934	192074	C	TOILET PAPER/CAN LINER	999.00	N
					199-51-6319.00-999-299000					
055787	12-09-2021	00154	RUTHERFORD TAYLO	BUSINESS OFFICE	189970		C	AUDIT FEE	15,900.00	N
					199-41-6212.00-750-299000					
055782	12-09-2021	00160	QUILL CORPORATION	UNDIST. ORGAN.UN	189850		C	SAVANNAH PRINTER	174.57	N
					199-11-6299.20-999-299000					
055840	12-16-2021	00160	QUILL CORPORATION	HIGH SCHOOL	189452	19872572	C	GENERAL MISC SUPPLIES	72.85	N
					199-11-6399.00-001-211000					
				HIGH SCHOOL	189882	21113006	C	GENERAL MISC SUPPLIES	343.98	N
					199-11-6399.00-001-211000					
				HIGH SCHOOL	189882	21046816/210456	C	GENERAL MISC SUPPLIES	600.00	N
					199-11-6399.00-001-222000					
				MIDDLE SCHOOL	189806	20806045	C	MS SUPPLIES	215.34	N
					199-11-6399.00-041-211000					
				MIDDLE SCHOOL	189806	20814121/208298	C	MS SUPPLIES	23.99	N
					199-11-6399.00-041-223000					
				UNDIST. ORGAN.UN	190045	21545097/215428	C	HP DESKJET PRINTER/INK	136.77	N
					199-11-6399.20-999-299000					
				HIGH SCHOOL	189452	19737812	C	GENERAL MISC SUPPLIES	12.14	N
					199-11-6399.75-001-211000					
				MIDDLE SCHOOL	189806	20814121/208298	C	MS SUPPLIES	147.12	N
					199-23-6399.00-041-299000					
				UNDIST. ORGAN.UN	189908	21236894	C	PRINTER INK	725.32	N
					199-34-6319.00-999-299000					
				HIGH SCHOOL	189452	19872572	C	GENERAL MISC SUPPLIES	40.49	N
					199-36-6399.00-001-291000					
				SUPERINTENDENT	189419	19665140	C	OFFICE SUPPLIES	63.29	N
					199-41-6399.00-701-299000					
				BUSINESS OFFICE	189419	19002432	C	OFFICE SUPPLIES	286.64	N
					199-41-6399.00-750-299000					
								Check 055840 Total:	2,667.93	
								Vendor 00160 Total:	2,842.50	
055751	12-09-2021	00206	HUNT COUNTY APPRA TAX OFFICE		189969	1st qtr pymt	C	1ST QTR PYMT	21,143.37	N
					199-99-6213.00-703-299000					
055741	12-09-2021	00256	FRESH COUNTRY FUN HIGH SCHOOL		190021		C	FFA MEAT FUNDRAISER	7,147.45	N
					865-00-2190.42-001-200000					
055710	12-01-2021	00262	WAL-MART INC.	HIGH SCHOOL	189355		C	SUPPLIES	40.74	N
					199-11-6399.00-001-211000					
				HIGH SCHOOL	189636		C	FLORAL DESIGN & LIVEST	224.36	N
					199-11-6399.00-001-222000					
				HIGH SCHOOL	189699		C	COFFEE SUPPLIES	87.74	N
					199-11-6399.00-001-223000					
				HIGH SCHOOL	189832		C	COFFEE SUPPLIES	154.47	N
					199-11-6399.00-001-223000					

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				HIGH SCHOOL	189762		C	CLASS PROJECTS	130.85	N
					199-11-6399.00-001-223000					
				ELEMENTARY SCH	189671		C	STORAGE	135.84	N
					199-11-6399.00-101-211000					
				HIGH SCHOOL	189837		C	VETERANS RECEPTION	39.26	N
					199-11-6399.38-001-222000					
				ELEMENTARY SCH	189734		C	SUPPLIES FOR WORKRO	79.00	N
					199-23-6399.00-101-299000					
				HIGH SCHOOL	189632		C	CANDY/CHIPS/POSTER B	157.04	N
					199-23-6399.88-001-299000					
				UNDIST. ORGAN.UN	189796		C	CAR SEAT	79.00	N
					199-34-6319.00-999-299000					
				SUPERINTENDENT	189873		C	BOARD SUPPLIES/CANDY	55.18	N
					199-41-6399.00-701-299000					
				SCHOOL BOARD	189873		C	BOARD SUPPLIES/CANDY	181.15	N
					199-41-6399.00-702-299000					
				UNDIST. ORGAN.UN	189828		C	CAFE/THANKSGIVING LUN	45.20	N
					240-35-6341.00-999-299000					
				UNDIST. ORGAN.UN	189723		C	CAFETERIA COMPARTME	61.50	N
					240-35-6342.00-999-299000					
				MIDDLE SCHOOL	189724		C	DRINKS/SPOONS/FIELD S	40.03	N
					865-00-2190.49-041-200000					
								Check 055710 Total:	1,511.36	
055850	12-27-2021	00262	WAL-MART INC.	ELEMENTARY SCH	189137		C	DAMAGED FURNITURE	101.86	N
					199-11-6397.00-101-211000					
				HIGH SCHOOL	189877		C	FLORAL DESIGN	144.84	N
					199-11-6399.00-001-222000					
				HIGH SCHOOL	189949		C	COFFEE SUPPLIES	136.61	N
					199-11-6399.00-001-223000					
				HIGH SCHOOL	189979		C	SUPPLIES	54.65	N
					199-11-6399.38-001-222000					
				HIGH SCHOOL	189982		C	COLLEGE CAMPUS/SUPPI	167.71	N
					199-11-6499.88-001-223000					
				HIGH SCHOOL	189982		C	COLLEGE CAMPUS/SUPPI	76.00	N
					199-23-6399.88-001-299000					
				HIGH SCHOOL	190042		C	CREAMER/COFFEE/SUGA	79.00	N
					199-23-6399.88-001-299000					
				UNDIST. ORGAN.UN	189896		C	BUS BARN SUPPLIES	76.70	N
					199-34-6319.00-999-299000					
				UNDIST. ORGAN.UN	189967		C	RICOTTA CHEESE/LUNCH	41.92	N
					240-35-6341.00-999-299000					
				HIGH SCHOOL	189943		C	PAPER PRODUCTS FOR S	99.50	N
					480-36-6499.00-001-299000					
				ELEMENTARY SCH	189920		C	SUPPLIES FOR POLAR EX	360.06	N
					484-36-6399.00-101-299000					
				ELEMENTARY SCH	190029		C	SUPPLIES	148.66	N
					484-36-6399.00-101-299000					
				ELEMENTARY SCH	189956		C	STUDENT INCENTIVES	147.99	N
					484-36-6399.00-101-299000					
				MIDDLE SCHOOL	190080		C	STUCO -TOYS FOR TOTS	300.00	N
					865-00-2190.43-041-200000					
				MIDDLE SCHOOL	190081		C	MS CUPS	3.54	N
					865-00-2190.59-041-200000					
				MIDDLE SCHOOL	189921		C	Christmas Dance supplies	325.57	N
					865-00-2190.59-041-200000					

Check Nbr	Check Date	Vend Nbr	Payee	Organization	PO Nbr Fnd-Fnc-Obj.	Invoice Nbr So-Org-Prog	Typ Cd	Reason	Amount	EFT
				COLLEGE STREET	190042		C	CREAMER/COFFEE/SUGA	49.97	N
					865-00-2190.59-042-200000					
								Check 055850 Total:	2,314.58	
								Vendor 00262 Total:	3,825.94	
055766	12-09-2021	00301	LOWE'S	UNDIST. ORGAN.UN	189849		C	RYEGRASS	581.07	N
					199-51-6319.00-999-299000					
				UNDIST. ORGAN.UN	189414		C	FENCE SUPPLIES/TRIM S	260.34	N
					199-51-6319.00-999-299000					
								Check 055766 Total:	841.41	
								Vendor 00301 Total:	841.41	
055791	12-09-2021	00329	SHAWMON FRANKLIN	HIGH SCHOOL	210390	EMORY	C	BB OFFICIAL/EMORY	160.00	N
					199-36-6219.00-001-291000					
055796	12-09-2021	00330	TASB	SCHOOL BOARD	189901	622470	C	POLICY REVIEW SESSION	2,664.80	N
					199-41-6499.00-702-299000					
055790	12-09-2021	00366	SEAN TREDWAY	HIGH SCHOOL	190009		C	REIMBURSEMENT FOR EX	63.97	N
					199-11-6399.39-001-222000					
055728	12-09-2021	00382	COUNTRY FLOWERS &	HIGH SCHOOL	189767		C	GET WELL-N YORK	54.07	N
					865-00-2190.59-001-200000					
055820	12-16-2021	00382	COUNTRY FLOWERS &	HIGH SCHOOL	189880		C	GET WELL-KIRSCHNER	35.95	N
					865-00-2190.59-001-200000					
								Vendor 00382 Total:	90.02	
055772	12-09-2021	00384	MIKE PARKER	UNDIST. ORGAN.UN	189902	BALLGAME SECUI	C	BALL GAME SECURITY	1,000.00	N
					199-52-6219.00-999-291000					
055809	12-09-2021	00387	VEX ROBOTICS	MIDDLE SCHOOL	189534	540841/533228	C	ROBOTICS	1,417.98	N
					865-00-2190.64-041-200000					
055813	12-16-2021	00469	AIRGAS USA	HIGH SCHOOL	190069	9984640971	C	OXYGEN BOTTLE RENTAL	196.12	N
					199-11-6399.39-001-222000					
055797	12-09-2021	00472	TASBO	BUSINESS OFFICE	189883	366789/366790	C	TASBO/WINTER CONF FE	1,220.00	N
					199-41-6411.00-750-299000					
055726	12-09-2021	00478	COLEMAN DIESEL SER	UNDIST. ORGAN.UN	189990	113666/67/68/69	C	BUS REPAIRS	1,667.70	N
					199-34-6249.00-999-299000					
055780	12-09-2021	00515	PEDDLER'S PIZZA	UNDIST. ORGAN.UN	189784	146963	C	BOND SUCCESS MEAL/CA	396.00	N
					199-41-6499.99-999-299000					
				MIDDLE SCHOOL	189807	MS DANCE	C	Christmas Dance 12/9/21	215.00	N
					483-36-6399.00-041-299000					
								Check 055780 Total:	611.00	
								Vendor 00515 Total:	611.00	
055749	12-09-2021	00542	HOOTEN'S	UNDIST. ORGAN.UN	189811		C	NUTS/WASHERS/COUPLIN	186.60	N
					199-51-6319.00-999-299000					
				UNDIST. ORGAN.UN	190037		C	PAINT/PLUMBING SUPPLI	209.74	N
					199-51-6319.00-999-299000					
				UNDIST. ORGAN.UN	189941		C	DRILL BIT/NUT DRIVERS	139.98	N
					199-51-6319.00-999-299000					
								Check 055749 Total:	536.32	
055750	12-09-2021	00542	HOOTEN'S	HIGH SCHOOL	190036		C	STEEL SUPPLIES	547.32	N
					199-11-6399.39-001-222000					
								Vendor 00542 Total:	1,083.64	

Check Nbr	Check Date	Vend Nbr	Payee	Organization	PO Nbr Fnd-Fnc-Obj.	Invoice Nbr So-Org-Prog	Typ Cd	Reason	Amount	EFT
055730	12-09-2021	00558	DEPARTMENT OF PUB	SUPERINTENDENT	189912	202110-225261 199-41-6499.00-701-299000	C	HISTORY INQUIRES	13.00	N
055783	12-09-2021	00591	QUITMAN ISD	HIGH SCHOOL	189968	VOLLEYBALL 199-36-6499.12-001-291000	C	VB TOURNAMENT FEE	200.00	N
055794	12-09-2021	00664	SMARTOX	HIGH SCHOOL	189973	21396 199-36-6299.00-001-291000	C	MS/RANDOM STUDENT TE	266.00	N
055740	12-09-2021	00672	FEC ELECTRIC	UNDIST. ORGAN.UN	189996	 199-51-6259.73-999-299000	C	ELECTRIC SERVICES	14,224.32	N
055770	12-09-2021	00673	MCKAY MUSIC	HIGH SCHOOL	189836	466773 199-36-6249.75-001-299000	C	MISC EQUIPMENT	1,899.32	N
055721	12-09-2021	00676	CASH SPECIAL UTILIT	UNDIST. ORGAN.UN	189995	 199-51-6259.71-999-299000	C	WATER SERVICES	1,902.44	N
055779	12-09-2021	00686	ORIENTAL TRADING C	ELEMENTARY SCH	189886	 484-36-6399.00-101-299000	C	STUDENT STORE	76.49	N
055786	12-09-2021	00714	RAINS COUNTY LEADE	HIGH SCHOOL	189974	RENEWAL 199-12-6249.00-001-299000	C	SUBSCRIPTION RENEWAL	25.00	N
055714	12-09-2021	00740	AMERICAN PSYCHOLO	HIGH SCHOOL	189606	membership 199-13-6411.00-001-211000	C	APA MEMBERSHIP	50.00	N
055733	12-09-2021	00746	DISCOUNT WHEEL AN	UNDIST. ORGAN.UN	189916	1-152884/889/89 199-34-6249.00-999-299000	C	OIL CHANGES	189.67	N
055822	12-16-2021	00746	DISCOUNT WHEEL AN	UNDIST. ORGAN.UN	190084	1-153024 199-34-6249.00-999-299000	C	SPED BUS TIRES	1,397.82	N
Vendor 00746 Total:									1,587.49	
055738	12-09-2021	00878	ELIZABETH HYATT	HIGH SCHOOL	189980	 480-36-6499.00-001-299000	C	REIMBURSEMENT-LUNCH	77.51	N
055729	12-09-2021	00886	D & G QUALITY ROOFI	UNDIST. ORGAN.UN	189940	7361 199-51-6249.00-999-299000	C	ROOF REPAIRS/DAEP BUI	1,865.00	N
055716	12-09-2021	00903	BALFOUR	HIGH SCHOOL	189948	1435602/143539 199-11-6499.41-001-211000	C	DIPLOMAS & DIPLOMA CO	1,353.91	N
055788	12-09-2021	00922	SCHOLASTIC	ELEMENTARY SCH	189670	M7210099 410-11-6321.00-101-211000	C	READING SUPPLEMENTAL	2,054.58	N
055717	12-09-2021	00944	BLACKLAND GLASS C	UNDIST. ORGAN.UN	189913	1942 199-51-6249.00-999-299000	C	TECH BUILDING WINDOW	4,741.12	N
055704	12-01-2021	01066	HOUSTON LIVESTOCK	HIGH SCHOOL	189951	ENTRY FEES 865-00-2190.42-001-200000	C	STOCK SHOW ENTRY FEE	547.00	N
055747	12-09-2021	01082	GRIFFIN COMMUNICA	UNDIST. ORGAN.UN	189922	204835 199-51-6249.00-999-299000	C	ALARM SERVICES 12/1-2/2	1,454.85	N
055827	12-16-2021	01082	GRIFFIN COMMUNICA	UNDIST. ORGAN.UN	190070	205378 199-51-6249.00-999-299000	C	REPLACE BATTERIES/ALA	155.00	N
Vendor 01082 Total:									1,609.85	
055819	12-16-2021	01121	CINDY SMITH	MIDDLE SCHOOL	190082	 865-00-2190.59-041-200000	C	MS CUPS/DOLLAR TREE	17.50	N
055795	12-09-2021	01138	SPECTRUM CORPORA	UNDIST. ORGAN.UN	189935	0191941 199-51-6249.00-999-299000	C	REPAIRS/BB SCORBOARD	344.03	N

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055807	12-09-2021	01174	TUNE IN	ELEMENTARY SCH	189526	949860 199-11-6399.00-101-211000	C	UIL ACADEMIC	139.45	N
055842	12-16-2021	01202	SOUTHERN TIRE MAR	UNDIST. ORGAN.UN	190050	4170043909 199-34-6249.00-999-299000	C	BUS REPAIRS	135.00	N
				UNDIST. ORGAN.UN	190079	4170044275 199-34-6249.00-999-299000	C	BUS 18-7 REPAIRS	884.90	N
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055789	12-09-2021	01211	SCHOOL NURSE SUPP	UNDIST. ORGAN.UN	189840	0865047 199-33-6399.00-999-299000	C	CLINIC SUPPLIES	77.85	N
055844	12-16-2021	01251	CARD SERVICE CENT	UNDIST. ORGAN.UN	189965	199-11-6397.20-999-211000	C	SUPPLIES	171.27	N
			HIGH SCHOOL		189682	199-11-6399.00-001-211000	C	READING PROGRAM-SPA	119.00	N
			HIGH SCHOOL		189834	199-11-6411.00-001-223000	C	SPED TEACHER AWARD	13.32	N
			HIGH SCHOOL		189833	199-11-6412.00-001-223000	C	SPED STUDENT AWARD	65.37	N
			HIGH SCHOOL		189871	199-11-6499.88-001-223000	C	STUDENT CREDIT COMPL	273.00	N
			UNDIST. ORGAN.UN		189914	199-34-6249.00-999-299000	C	REGISTRATION/BUSES/TR	91.00	N
			HIGH SCHOOL		190008	199-36-6411.00-001-291000	C	LUNCH @ BASKETBALL T	75.60	N
			HIGH SCHOOL		190022	199-36-6411.39-001-299000	C	FT WORTH SHOW/HOTEL	113.32	N
			HIGH SCHOOL		189817	199-36-6412.00-001-291000	C	STATE CROSS COUNTRY	124.00	N
			HIGH SCHOOL		189814	199-36-6412.00-001-291000	C	CROSS COUNTRY STATE	424.16	N
			HIGH SCHOOL		189989	199-36-6412.00-001-291000	C	HS GIRLS BB MEALS	316.55	N
			HIGH SCHOOL		190022	199-36-6412.39-001-299000	C	FT WORTH SHOW/HOTEL	237.54	N
			SUPERINTENDENT		189904	199-41-6411.00-701-299000	C	PUBLIC MANGE/CLASS	240.00	N
			SUPERINTENDENT		189986	199-41-6411.00-701-299000	C	ELECTION LAW CLASS/HO	734.73	N
			SUPERINTENDENT		189923	199-41-6499.00-701-299000	C	FINGER PRINT/J DIAZ	49.25	N
			SUPERINTENDENT		189819	199-41-6499.00-701-299000	C	TASB POLICY REVIEW LU	240.81	N
			SCHOOL BOARD		189955	199-41-6499.00-702-299000	C	INTERVIEWER/CONSTRU	244.16	N
			ELEMENTARY SCH		189579	199-51-6499.99-101-299000	C	CONTAINER RENTAL/ELE	318.00	N
			UNDIST. ORGAN.UN		189386	199-52-6219.00-999-299000	C	SRO OFFICER CELL PHON	33.08	N
			ELEMENTARY SCH		189958	484-36-6399.00-101-299000	C	STUDENT INCENTIVES	20.00	N
			ELEMENTARY SCH		189846	484-36-6399.00-101-299000	C	STAFF INCENTIVE	275.23	N
			HIGH SCHOOL		189859	865-00-2190.59-001-200000	C	J SMITH/FATHER FLOWER	32.50	N

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				HIGH SCHOOL	189835		C	GET WELL - RAGLE	9.99	N
					865-00-2190.59-001-200000					
				MIDDLE SCHOOL	189859		C	J SMITH/FATHER FLOWER	32.50	N
					865-00-2190.59-041-200000					
				ELEMENTARY SCH	189859		C	J SMITH/FATHER FLOWER	32.50	N
					865-00-2190.59-101-200000					
				SUPERINTENDENT	189859		C	J SMITH/FATHER FLOWER	32.50	N
					865-00-2190.59-701-200000					
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055838	12-16-2021	01301	PARIS JR COLLEGE	HIGH SCHOOL	190041	TUITION	C	STUDENT TUITION	900.00	N
					199-11-6229.00-001-231000					
055765	12-09-2021	01368	LABATT FOOD SERVIC	UNDIST. ORGAN.UN	210395		C	FOOD INVOICE	291.90	N
					240-35-6341.00-999-299000					
				UNDIST. ORGAN.UN	210395		C	FOOD INVOICE/MS	11,371.13	N
					240-35-6341.00-999-299000					
				UNDIST. ORGAN.UN	210395		C	FOOD INVOICE/ELEM	11,189.52	N
					240-35-6341.00-999-299000					
				UNDIST. ORGAN.UN	210395		C	NON FOOD INVOICE/MS	1,077.12	N
					240-35-6342.00-999-299000					
				UNDIST. ORGAN.UN	210395		C	NON FOOD INVOICE	324.72	N
					240-35-6342.00-999-299000					
				UNDIST. ORGAN.UN	210395		C	NON FOOD INVOICE/ELEM	688.84	N
					240-35-6342.00-999-299000					
				UNDIST. ORGAN.UN	210395		C	NON FOOD INVOICE/HS	1,767.96	N
					240-35-6342.00-999-299000					
				UNDIST. ORGAN.UN	210395		C	FOOD INVOICE/HS	12,776.08	N
					240-35-6342.00-999-299000					
								Check 055765 Total:	39,487.27	
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055792	12-09-2021	01483	SHERLA ASHBY	MIDDLE SCHOOL	189999	MEAL MONEY	C	UIL MEALS	240.00	N
					199-11-6412.00-041-211000					
055758	12-09-2021	01500	JAN DEWITT	SUPERINTENDENT	210387		C	ELECTION LAW SEMINAR/	120.00	N
					199-41-6411.00-701-299000					
055707	12-01-2021	01564	SAN ANGELO STOCK	HIGH SCHOOL	189954	ENTRY FEES	C	STOCK SHOW ENTRY FEE	268.00	N
					865-00-2190.42-001-200000					
055818	12-16-2021	01706	CDW-G	UNDIST. ORGAN.UN	189483	P317316	C	RENEWAL	2,496.00	N
					199-11-6219.20-999-211000					
055705	12-01-2021	01785	LITTLE CAESARS PIZZ	ELEMENTARY SCH	189959		C	PIZZA FOR POLAR EXPRE	277.50	N
					484-36-6399.00-101-299000					
055824	12-16-2021	01798	ELIZABETH LUHN	ELEMENTARY SCH	190048		C	Staff Incentive	154.90	N
					484-36-6399.00-101-299000					
055785	12-09-2021	01816	RAINS COUNTY APPR	TAX OFFICE	189993	1-2022	C	1ST QTR PYMT APPRAISA	749.44	N
					199-99-6213.00-703-299000					
055771	12-09-2021	01924	MEDCO SUPPLY COM	HIGH SCHOOL	189432		C	ATHLETIC TRAINING	2,913.23	N
					199-36-6399.00-001-291080					
055805	12-09-2021	01933	TJM PROMOS INC	MIDDLE SCHOOL	189788	28406	C	STATE CONVENTION JR B	871.00	N
					865-00-2190.49-041-200000					

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055715	12-09-2021	01968	ATWOODS	HIGH SCHOOL	190011		C	METAL THIN CUTOUT	19.90	N
					199-11-6399.39-001-222000					
055849	12-27-2021	02103	TXTAG	BUSINESS OFFICE	210406		C	TOLL FEE 11/4/21	6.36	N
					199-41-6411.00-750-299000					
055837	12-16-2021	02147	PADILLA POLL	HIGH SCHOOL	190044	SUBSCRIPTION	C	2021 PADILLA POLL SUBS	250.00	N
					199-36-6495.00-001-291000					
055800	12-09-2021	02189	TEXAS HIGH SCHOOL	HIGH SCHOOL	190024	MEMBERSHIP	C	MEMBERSHIP FEE	75.00	N
					199-36-6495.00-001-291000					
055727	12-09-2021	02196	COMPLETE SUPPLY IN	UNDIST. ORGAN.UN	189388	268531/1/268562	C	WASTE RECEPTA/LINERS	2,728.00	N
					199-51-6319.00-999-299000					
055776	12-09-2021	02394	NORTH TEXAS TOLLW	ELEMENTARY SCH	189932		C	TOLL FEES	5.07	N
					199-11-6411.00-101-211000					
				MIDDLE SCHOOL	189932		C	TOLL FEES	23.08	N
					199-11-6412.00-041-211000					
				MIDDLE SCHOOL	189930		C	TOLL FEES/MS TRIP	4.14	N
					199-11-6412.00-041-211000					
				HIGH SCHOOL	189932		C	TOLL FEES	2.29	N
					199-36-6412.00-001-291000					
				HIGH SCHOOL	189931		C	TOLL FEES	27.72	N
					199-36-6412.75-001-299000					
								Check 055776 Total:	62.30	
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055744	12-09-2021	02589	GREENVILLE FLORAL	HIGH SCHOOL	189766		C	GET WELL FLOWERS-J BU	60.00	N
					865-00-2190.59-001-200000					
055777	12-09-2021	02604	O'REILLY AUTO PARTS	UNDIST. ORGAN.UN	190019	0364-261095	C	OIL/AIR FILTER/OIL	70.51	N
					199-34-6319.00-999-299000					
055732	12-09-2021	02605	DFW COACHES CLINIC	HIGH SCHOOL	190025	registration	C	CLINIC FEES	400.00	N
					199-36-6411.00-001-291000					
055848	12-27-2021	02668	WELLS FARGO VENDO	HIGH SCHOOL	210405	105706712	C	DEC COPIER MAINTE	2,750.29	N
					199-23-6249.00-001-299090					
				HIGH SCHOOL	210405	105706712	C	DEC COPIER MAINTE	239.71	N
					199-23-6249.88-001-299090					
								Check 055848 Total:	2,990.00	
								Vendor 02668 Total:	2,990.00	
055703	12-01-2021	02700	DIRECT ENERGY BUSI	UNDIST. ORGAN.UN	189906		C	ELELCTRIC SERVICE/COL	513.81	N
					199-51-6259.73-999-299000					
055847	12-27-2021	02700	DIRECT ENERGY BUSI	UNDIST. ORGAN.UN	210404		C	COLLEGE ST ELECTRIC	287.97	N
					199-51-6259.73-999-299000					
								Vendor 02700 Total:	801.78	
055731	12-09-2021	02735	DEVELL REED	MIDDLE SCHOOL	189809		C	Christmas dance 12/9	250.00	N
					483-36-6399.00-041-299000					
055735	12-09-2021	02883	EDMENTUM	ELEMENTARY SCH	189669	170548	C	SUPPLIES	1,054.20	N
					410-11-6321.00-101-211000					
055843	12-16-2021	03005	STACY SAULTERS	HIGH SCHOOL	190058	PANT BOTTOMS	C	MS GIRLS BB/PLAID PANT	212.79	N
					482-36-6399.00-001-291000					

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055804	12-09-2021	03006	THE WORKS SERVICE	UNDIST. ORGAN.UN	190018	113088	C	REPLACE TEMP	518.14	N
					199-51-6249.00-999-299000					
				UNDIST. ORGAN.UN	189715	113045/111970	C	ICE MACHINE/CONCESSIO	4,906.94	N
					199-51-6397.00-999-299000					
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055803	12-09-2021	03155	TEXAS YARD PRO INC	UNDIST. ORGAN.UN	189925	8236	C	LAWN MAINTNE SERVICES	2,520.00	N
					199-51-6249.00-999-299000					
055799	12-09-2021	05002	TEXAS HIGH SCHOOL	HIGH SCHOOL	190023	MEMBERSHIP	C	MEMBERSHIP FEE	70.00	N
					199-36-6495.00-001-291000					
055773	12-09-2021	05008	NATIONAL BETA CLUB	MIDDLE SCHOOL	189919	JTX0023-12015	C	JR BETA STATE REGISTR	925.00	N
					865-00-2190.49-041-200000					
055774	12-09-2021	05008	NATIONAL BETA CLUB	HIGH SCHOOL	189945	NEW MEMBER	C	NEW STUDENT MEMBERS	15.00	N
					865-00-2190.49-001-200000					
055775	12-09-2021	05008	NATIONAL BETA CLUB	HIGH SCHOOL	189975	REGISTRATION	C	CONVENTIO REGISTRATI	620.00	N
					865-00-2190.49-001-200000					
Vendor 05008 Total:									1,560.00	
055706	12-01-2021	05259	RODEO AUSTIN	HIGH SCHOOL	189953	ENTRY FEES	C	STOCK SHOW ENTRY FEE	145.00	N
					865-00-2190.42-001-200000					
055713	12-09-2021	05273	AMERICAN CONCEPTS	MIDDLE SCHOOL	190032	S-F21-24	C	COOKIE DOUGH FUNDRAI	12,679.20	N
					483-36-6399.00-041-299000					
055778	12-09-2021	13630	OAK FARMS DAIRY DA	UNDIST. ORGAN.UN	210396		C	FOOD INVOICE	6,520.71	N
					240-35-6341.00-999-299000					
055753	12-09-2021	13632	HUNT COUNTY TAX O	UNDIST. ORGAN.UN	189977		C	PROPERTY TAXES	4,878.80	N
					199-41-6499.99-999-299000					
055825	12-16-2021	13653	GENTRY FINANCIAL G	SUPERINTENDENT	190078	DEC.	C	DEC EMPLOYEE LIFE SER	117.65	N
					199-41-6499.00-701-299000					
055811	12-16-2021	13660	2ND GEAR	UNDIST. ORGAN.UN	190057	27626	C	LENOVO CHROMEBOOKS	41,506.10	N
					199-11-6219.20-999-211000					
055748	12-09-2021	13701	GUARDIAN SECURITY	UNDIST. ORGAN.UN	189668	18533	C	BUS BARN CAMERAS	1,718.50	N
					199-11-6219.20-999-211000					
				UNDIST. ORGAN.UN	189997	18592	C	ADMIN KEYFOB	109.70	N
					199-11-6219.20-999-211000					
				UNDIST. ORGAN.UN	189933	18561	C	CAMERA REPAIRS	2,328.24	N
					199-51-6249.00-999-299000					
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055754	12-09-2021	13735	HUNT REGIONAL MEDI	HIGH SCHOOL	189994	65184C9148	C	ATHLETICS/TRAINING PR	2,124.58	N
					199-36-6219.00-001-291080					
055709	12-01-2021	13748	TEXAS PORK PRODUC	HIGH SCHOOL	189952	ENTRY FEES	C	STOCK SHOW ENTRY FEE	80.00	N
					865-00-2190.42-001-200000					
055742	12-09-2021	13751	GAMETRUCK-NORTH	HIGH SCHOOL	189627		C	GAME TRUCK-INCENTIVE	223.64	N
					865-00-2190.51-001-200000					
				HIGH SCHOOL	189627		C	GAME TRUCK-INCENTIVE	226.36	N
					865-00-2190.52-001-200000					
Check 055742 Total:									450.00	
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055739	12-09-2021	13799	EWELL EDUCATIONAL	HIGH SCHOOL	190014	CONTEST ENTRY 865-00-2190.42-001-200000	C	AREA FF CONTEST ENTR	40.00	N
				HIGH SCHOOL	190012	CONTEST ENTRY 865-00-2190.42-001-200000	C	DISTRICT FFA CONTEST E	140.00	N
Check 055739 Total:									180.00	
Vendor 13799 Total:									180.00	
055802	12-09-2021	13809	TEXAS LIBRARY ASSO	HIGH SCHOOL	190033	membership 199-12-6329.00-001-299000	C	LIBRARY ASSOC DUES	164.00	N
055743	12-09-2021	13812	GREEN LIGHT GROUP	UNDIST. ORGAN.UN	189962	0070800 199-51-6249.00-999-299000	C	CLARKE FLOOR MACHINE	765.78	N
055810	12-09-2021	13865	YUMI ICE CREAM CO.	UNDIST. ORGAN.UN	210397	 240-35-6341.00-999-299000	C	FOOD INVOICE	432.96	N
055798	12-09-2021	13867	TEACHERS PAY TEAC	MIDDLE SCHOOL	189966	175574559 199-11-6329.00-041-211000	C	CLASSROOM	81.96	N
055719	12-09-2021	13883	BUSINESS PROFESSI	HIGH SCHOOL	190002	8195 865-00-2190.54-001-200000	C	CONFERENCE REGISTRA	20.00	N
				HIGH SCHOOL	189942	7820/7819 865-00-2190.54-001-200000	C	NATIONAL DUES	352.00	N
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Vendor 13883 Total:									372.00	
055767	12-09-2021	13917	M-PRESSED DESIGNS	HIGH SCHOOL	190013	1432 865-00-2190.42-001-200000	C	FFA SHIRTS	1,132.50	N
				MIDDLE SCHOOL	189907	1446 865-00-2190.49-041-200000	C	JR BETA/DASH SNOW RU	743.00	N
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055768	12-09-2021	13961	MAC WALLING, PH.D.	SUPERINTENDENT	189915	 199-41-6499.00-701-299000	C	TCLEOSE/EVALUATION/P	250.00	N
055834	12-16-2021	13961	MAC WALLING, PH.D.	SUPERINTENDENT	190068	CARTER 199-41-6499.00-701-299000	C	TCLEOSE EVALUATION/C	250.00	N
Vendor 13961 Total:									500.00	
055722	12-09-2021	13967	CENTURY COMPUTER,	MIDDLE SCHOOL	189928	38862 199-11-6399.00-041-211000	C	CHROMEBOOK REPAIRS	636.00	N
				MIDDLE SCHOOL	189927	38861 199-11-6399.00-041-211000	C	CHROMEBOOK REPAIRS	808.50	N
				MIDDLE SCHOOL	189929	38863 199-11-6399.00-041-211000	C	CHROMEBOOK REPAIRS	962.50	N
				HIGH SCHOOL	189936	38845 199-23-6399.00-001-299000	C	REPAIR LAPTOP	147.00	N
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055761	12-09-2021	13982	JESUS A DE LEON	UNDIST. ORGAN.UN	190017	2201 199-51-6249.00-999-299000	C	COLLEGE CAMPUS PAINTI	2,722.00	N
055760	12-09-2021	13985	JESSE A CRIPPS SR.	HIGH SCHOOL	210386	COMMERCE 199-36-6219.00-001-291000	C	VB OFFICIAL/COMMERCE	140.00	N
055784	12-09-2021	14005	RAINBOLT HEATING &	UNDIST. ORGAN.UN	189964	 199-51-6249.00-999-299000	C	HEAT/AC REPAIRS	525.00	N

Check Nbr	Check Date	Vend Nbr	Payee	Organization	PO Nbr Fnd-Fnc-Obj.	Invoice Nbr So-Org-Prog	Typ Cd	Reason	Amount	EFT
055718	12-09-2021	14009	BRADLEY WILLIAMS	HIGH SCHOOL	210391	CHISUM	C	BB OFFICIAL/CHISUM	150.00	N
					199-36-6219.00-001-291000					
055815	12-16-2021	14009	BRADLEY WILLIAMS	HIGH SCHOOL	210402	11/19/21/KEMP	C	BB OFFICIAL/KEMP	160.00	N
					199-36-6219.00-001-291000					
								Vendor 14009 Total:	310.00	
055830	12-16-2021	14013	JAKE HUTCHINS	HIGH SCHOOL	210401	11/19/21/KEMP	C	BB OFFICIAL/KEMP	160.00	N
					199-36-6219.00-001-291000					
055832	12-16-2021	14048	KENDRICK BROOKS	HIGH SCHOOL	210400	11/19/21/KEMP	C	BB OFFICIAL/KEMP	160.00	N
					199-36-6219.00-001-291000					
055757	12-09-2021	14054	JAMES E BROCK, JR.	UNDIST. ORGAN.UN	189903	BALL GAME	C	BALL GAME SECURITY	250.00	N
					199-52-6219.00-999-291000					
055781	12-09-2021	14055	POWELL LAW GROUP,	SUPERINTENDENT	189991	5866	C	GENERAL MATTER	4,702.50	N
					199-41-6211.00-701-299000					
055759	12-09-2021	14080	JASON HORN	HIGH SCHOOL	210389	EMORY	C	BB OFFICIAL/EMORY	160.00	N
					199-36-6219.00-001-291000					
055720	12-09-2021	14088	CARDINAL'S SPORTS	HIGH SCHOOL	189750	0788331	C	BACKBOARD COVERS	397.00	N
					199-36-6399.00-001-291000					
				HIGH SCHOOL	189751	0788678	C	FOOTBALL COLD GEAR	458.00	N
					481-36-6399.00-001-291000					
				HIGH SCHOOL	189664	0788485	C	GIRLS BASKETBALLS	1,314.00	N
					482-36-6399.00-001-291000					
				HIGH SCHOOL	189655	0788569	C	BASKETBALL SHIRTS	1,325.00	N
					482-36-6399.00-001-291000					
				GENERIC	189555	0788302	C	GIRLS BASKETBALL GEAR	5,945.00	N
					865-00-2190.65-000-200000					
				GENERIC	189556	0787816	C	GIRLS BASKETBALL GEAR	2,595.00	N
					865-00-2190.65-000-200000					
								Check 055720 Total:	12,034.00	
055817	12-16-2021	14088	CARDINAL'S SPORTS	SCHOOL BOARD	189782	0787823	C	BOARD MEMEBER POLOS	410.00	N
					199-41-6399.00-702-299000					
								Vendor 14088 Total:	12,444.00	
055816	12-16-2021	14094	C & S LOCKSMITH	UNDIST. ORGAN.UN	190053	6505/6506	C	LOCK REPAIRS	973.45	N
					199-51-6249.00-999-299000					
055821	12-16-2021	14156	DEREK PATTERSON	UNDIST. ORGAN.UN	190061	NOV/DEC	C	NOV./DEC. PAYROLL	218.63	N
					199-51-6129.00-999-299000					
055763	12-09-2021	14169	KATY TURNER	SUPERINTENDENT	210388		C	ELECTION LAW SEMINAR	120.00	N
					199-41-6411.00-701-299000					
055712	12-09-2021	14181	2 COOL PERCUSSION	HIGH SCHOOL	189296	2614	C	MARCHING BAND EQUIP	4,594.00	N
					199-11-6397.75-001-299000					
055826	12-16-2021	14183	GREGG RISNER	HIGH SCHOOL	210399	10/19/21	C	VB OFFICIAL/COMMERCE	140.00	N
					199-36-6219.00-001-291000					
055833	12-16-2021	14200	LACIE STEWART	UNDIST. ORGAN.UN	190046	NOV/DEC PAY	C	NOV/DEC PAY/D COX PRO	247.50	N
					240-35-6129.00-999-299000					
055831	12-16-2021	14205	JOSEPH ROBINSON	UNDIST. ORGAN.UN	190062	NOV/DEC PAY	C	NOV/PAYROLL	354.75	N
					199-51-6129.00-999-299000					

Check Nbr	Check Date	Vend Nbr	Payee	Organization	PO Nbr Fnd-Fnc-Obj.	Invoice Nbr So-Org-Prog	Typ Cd	Reason	Amount	EFT
055845	12-16-2021	14205	JOSEPH ROBINSON	UNDIST. ORGAN.UN	190096	NOV/DEC 199-51-6129.00-999-299000	C	NOV/DEC PAYROLL	760.00	N
									Vendor 14205 Total:	1,114.75
055829	12-16-2021	14209	JAIRUS AGUILAR	UNDIST. ORGAN.UN	190060	NOV/DEC PAY 199-51-6129.00-999-299000	C	NOV/PAYROLL	220.00	N
055752	12-09-2021	14212	HUNT COUNTY SENIO	HIGH SCHOOL	189947	865-00-2190.46-001-200000	C	BLESSING BOXES	105.00	N
055793	12-09-2021	14213	SHERRI LILLY	MIDDLE SCHOOL	189911	BABY SHOWER 865-00-2190.59-041-200000	C	Staff baby shower	50.00	N
055812	12-16-2021	14214	ADOBE INC.	HIGH SCHOOL	190039	1512003182 199-11-6399.00-001-222000	C	USER LICENSE BUNDLE	2,460.00	N
055711	12-08-2021	14215	DYNAMIC ENGINEERIN	UNDIST. ORGAN.UN	190000	SOIL TESTING 699-81-6639.00-999-299000	C	SOIL TESTING/CONSTRUC	8,500.00	N
055762	12-09-2021	14216	JOHN GRAVIS	HIGH SCHOOL	210392	CHISUM 199-36-6219.00-001-291000	C	BB OFFICIAL/CHISUM	150.00	N
055808	12-09-2021	14217	TYLER AREA BASKETB	HIGH SCHOOL	210393	11/2/21/G/JV/V 199-36-6219.00-001-291000	C	BB SCRIMMAGE/11/2/21	75.00	N
				HIGH SCHOOL	210393	10/30/21/G/JV/V 199-36-6219.00-001-291000	C	BB SCRIMMAGE/10/30/21	75.00	N
				HIGH SCHOOL	210393	11/13/21/B/JV/V 199-36-6219.00-001-291000	C	BB SCRIMMAGE/11/13/21	75.00	N
									Check 055808 Total:	225.00
									Vendor 14217 Total:	225.00
055836	12-16-2021	14218	ONWARD LEARNING	ELEMENTARY SCH	190075	OL1612/1613 199-11-6219.00-101-223000	C	SHARES SERVICES	44.53	N
055841	12-16-2021	14219	SANDI HANCOCK	HIGH SCHOOL	190059	REIMBURSE 482-36-6399.00-001-291000	C	MS GIRLS BB SANTA HAT	29.98	N
055835	12-16-2021	14221	MICHOLYN GAYOSO, P	SUPERINTENDENT	190077	12142021 199-41-6499.00-701-299000	C	EVALUATION SERVICES	500.00	N
									Grand Total:	323,966.28

End of Report

**LONE OAK INDEPENDENT SCHOOL DISTRICT
SUMMARY OF BANK ACCOUNT BALANCES
FOR THE MONTH END DECEMBER 2021**

	OPENING BALANCES	RECEIPTS	DISBURSEMENTS	ENDING BALANCES
<u>CHECKING ACCOUNTS</u>				
General Operating	\$ 2,004,953	1,420,585	1,102,466	2,323,072
Debt Service	650,923	488,244	0	1,139,167
TOTAL CHECKING ACCOUNTS	\$ 2,655,876	1,908,829	1,102,466	3,462,239
<u>TIME DEPOSITS</u>				
Texpool (General Operating)	\$ 75,976	2	0	75,978
Texpool (I & S)	4,722	1	0	4,723
American Nat'l Bank CD'S	2,296,595	263	0	2,296,858
Inwood Nat'l Bank CD	212,780	87	0	212,867
Inwood Nat'l Bank CD (I&S)	42,561	0	0	42,561
TOTAL TIME DEPOSITS	\$ 2,632,634	353	0	2,632,987
TOTAL ALL FUNDS	\$ 5,288,510	1,909,182	1,102,466	6,095,226
(Deduct) Interaccount Transfers	0	0	0	0
TOTAL FOR PERIOD	\$ 5,288,510	1,909,182	1,102,466	6,095,226

Fund Balance as of June 30, 2020: \$4,455,783

**ATTN: ALL CD INTEREST ABOVE IS ACCRUED INTEREST
RECEIVABLE, AND WILL BE ACCURATELY RECONCILED
TO THE DISTRICT'S GENERAL LEDGER AT YEAR END.**

**LONE OAK ISD
2021 - 2022 BUDGET**

GENERAL OPERATING FUND
FUND 199 - General Operating

REVENUES:		(BEFORE)	(AFTER)				
OBJECT	DESCRIPTION	ESTIMATED REVENUES	ESTIMATED REVENUES				
5700	Local / Intermediate Revenue	\$ 3,448,903	\$ 3,448,903	\$ -	\$ -	\$ -	\$ -
5800	State Program Revenue	7,236,612	7,236,612				
5900	Federal Program Revenue	135,100	135,100				
TOTAL		\$ 10,820,615	\$ 10,820,615	\$ -	\$ -	\$ -	\$ -

APPROPRIATIONS:		(BEFORE)	(AFTER)	DIFFERENCE			
FUNCTION	DESCRIPTION	AMEND / REALLO	AMEND / REALLO				
11	Instruction	\$ 6,303,447	\$ 6,303,447				
12	Instructional Resources & Media	144,947	144,947				
13	Instructional Staff Development	8,750	8,750				
21	Instructional Administration	38,000	38,000				
23	School Leadership	720,834	720,834				
31	Guidance and Counseling	307,365	307,365				
33	Health Services	106,605	106,605				
34	Student Transportation	343,583	343,583				
35	Food Service	165,000	165,000				
36	Cocurricular / Extracurricular	487,369	487,369				
41	General Admistration	655,897	655,897				
51	Facilities Maintenance & Operations	1,000,000	1,000,000				
52	Security & Monitoring Services	57,000	57,000				
53	Data Processing	115,211	115,211				
71	Debt Services	146,607	146,607				
93	Shared Service Arrangement	150,000	150,000				
99	Other Intergovernmental Charges	70,000	70,000				
		\$ 10,820,615	\$ 10,820,615	0.00	0.00	0.00	0.00

FOOD SERVICE FUND

FUND 240 - Food Service Fund

REVENUES:		(BEFORE)	(AFTER)	AMEND #001	RE-ALLO # 001	DIFFERENCE			
OBJECT	DESCRIPTION	ESTIMATED REVENUES	ESTIMATED REVENUES						
5700	Local / Intermediate Revenue	\$ 210,000	\$ 210,000						
5800	State Program Revenue	3,000	\$ 3,000						
5900	Federal Program Revenue	367,000	\$ 367,000						
TOTAL		\$ 580,000	\$ 580,000	0.00	0.00	0.00	0.00	0.00	0.00

APPROPRIATIONS:		(BEFORE)	(AFTER)	AMEND #001	RE-ALLO # 001	DIFFERENCE			
FUNCTION	DESCRIPTION	AMEND / REALLO	AMEND / REALLO						
35	Food Service	\$ 580,000	\$ 580,000						
TOTAL		\$ 580,000	\$ 580,000	0.00	0.00	0.00	0.00	0.00	0.00

DEBT SERVICE FUND

FUND 599 - Debt Service Fund

REVENUES:		(BEFORE)	(AFTER)	AMEND #001	RE-ALLO # 001	DIFFERENCE			
OBJECT	DESCRIPTION	ESTIMATED REVENUES	ESTIMATED REVENUES						
5700	Local / Intermediate Revenue	\$ 1,050,000	\$ 1,050,000						
5800	State Program Revenue	50,000	50,000						
5900	Federal Program Revenue	-	-						
TOTAL		\$ 1,100,000	\$ 1,100,000	0.00	0.00	0.00	0.00	0.00	0.00

APPROPRIATIONS:		(BEFORE)	(AFTER)	AMEND #001	RE-ALLO # 001	DIFFERENCE			
FUNCTION	DESCRIPTION	AMEND / REALLO	AMEND / REALLO						
71	Debt Service	\$ 1,100,000	\$ 1,100,000						
TOTAL		\$ 1,100,000	\$ 1,100,000	0.00	0.00	0.00	0.00	0.00	0.00

Special Meeting

Wednesday, January 5, 2022 7:00 PM

Lone Oak ISD Administration Building, 8162 Highway 69 South, Lone Oak, TX
75453

Orville Gentry: Present
Nikki Haynes: Present
Donald Isenberg: Present
Jeremy McClanahan: Present
Chris Moore: Present
Clint Patterson: Present
Justin Ramm: Present

1. Establish a quorum and call meeting to order

Discussion: This meeting was called to order at
7:00 PM

2. Opening Pledges

3. Student Prayer

Discussion: No student was available tonight to
lead the prayer.

4. Forum for community input

Discussion: No input was given.

**5. Consider an order authorizing the issuance of unlimited
tax school building bonds; levying an annual ad valorem tax
for such bonds; and enacting other provisions relating to the
subject**

Action(s):

Motion to approve the certificate for the order
as presented. This motion, made by Jeremy
McClanahan and seconded by Donald Isenberg,
Passed.

Voting Detail:

Orville Gentry: Yea
Nikki Haynes: Yea
Donald Isenberg: Yea
Jeremy McClanahan: Yea
Chris Moore: Yea
Clint Patterson: Yea
Justin Ramm: Yea

Voting Summary: Yea: 7, Nay: 0

**6. Discuss and possibly approve the purchase of
bus cameras**

Discussion: Mrs. Carter recommends that bus
cameras are considered when planning for next
year's budget, and installed during the summer.
This item has been tabled to allow time to review
options.

This meeting adjourned into executive session at
7:16 PM.

7. **Executive Session**

1. 551.074 Discuss personnel or to hear complaints against personnel

8. **Adjournment**

Discussion: This meeting returned from the Executive session at 8:39 PM.

Mrs. Carter mentioned a possible quorum for January 12th at 2:00 for a pre-bid meeting in McKinney, and a workshop with Claycomb on January 19th before the next regularly scheduled meeting.

There will be a special meeting on Monday, February 7th.

This meeting adjourned at 8:45 PM

Board Secretary

Regular Meeting

Monday, December 13, 2021 7:00 PM

Lone Oak ISD Administration Building, 8162 Highway 69 South, Lone Oak, TX
75453

Orville Gentry: Present
Nikki Haynes: Present
Donald Isenberg: Present
Jeremy McClanahan: Present
Chris Moore: Present
Clint Patterson: Present
Justin Ramm: Present

1. **Establish a quorum and call meeting to order**

Discussion: This meeting was called to order at
7:01 PM

2. **Opening Pledges**

3. **Student Prayer**

Discussion: Led by Austin Ramm

4. **Forum for community input**

5. **Consent Agenda**

Action(s):

Motion to approve the consent agenda as
presented. This motion, made by Clint Patterson
and seconded by Nikki Haynes, Passed.

Voting Detail:

Orville Gentry: Yea
Nikki Haynes: Yea
Donald Isenberg: Yea

Jeremy
McClanahan: Yea
Chris Moore: Yea
Clint Patterson: Yea

Justin Ramm: Yea

Voting Summary: Yea: 7, Nay: 0

1. Monthly Check Register

2. Finance/Investment Report

3. Budget Amendments/Reallocation

4. Minutes from previous meeting

6. **UIL Student Recognition**

Discussion: LOES took 76 students to UIL,
participating in 91 events, and brought home 64
placeholders.

Presenter: Mindy
Hogue

7. **Administrative Team Reports**

Discussion: Item number 7. Administrative Team

Reports was moved to after the executive session.

the band also was able to play a preview of their holiday concert. This group recently made it to area in marching contest. Four students also went to all-region, with one qualifier.

1. Principals

Athletic Director

Director of Accountability and Academics

Director of Operations

Director of Technology

Superintendent - Bond Update

Discussion: Meeting took a 5 minute recess at 7:16 and reconvened at 7:22.

Board members entered into executive session at 7:23 PM and reconvened at 8:49 PM

Mr. Compton

- Benchmark testing and retesting has been taking place.

- Incentive day is this Thursday

- BPA students raise money in order to dunk specific teachers and administrators

Mr. Smith

- HS students hit 80 semester credits this week

- 3 graduates, plus one finishing soon

- Remodeling is happening in the restrooms and gym

Dr. Wilhite

- Two MS students tried out for all region band for the first time ever, and one made it.

- Christmas dance on Thursday

- Student Council will be shopping on Wednesday for ToysforTots, and will visit a local nursing home for Christmas carols.

- Campus showcase tomorrow

- Academic competitions are going well

Mrs. Luhn

- Pre-K showcase was a success

- Cafeteria floors have been redone and look great

- Polar Express took place two weeks ago with over 200 kids participating

- 2nd grade showcase is tomorrow

Athletic Director

- Boys Varsity basketball is 11-4 and girls are 8-4

- 7th grade girls basketball is undefeated

- Trainer and football players received all state academic awards

- Fall Sports Banquet will be Friday January 14th

Director of Accountability

- DIT will begin working on DOI plan in January
- Should be complete by April
- 2022-2023 school calendar will be developed after UIL realignment

Director of Operations

- LED spotlights have been ordered for the front of the building
- New hire in transportation is doing well
- Brought up the possibility of converting the newly acquired barn behind the school to a grounds facility

Director of Technology

- Cleaning out old key card access

Superintendent

- Pogue Construction has been selected for Construction Manager At-Risk
- Notice for bids for subcontract for the turf, press-box and bleachers will go in the paper tomorrow.

8. Discuss and possible approve the purchase of a vehicle for SRO

Discussion: This item has been tabled.

9. Discuss changing the policy for newly elected board members' terms from 3 years to 4 years

Discussion: No action needed at this time.

10. Discuss and possibly approve the purchase of a deep freeze for agricultural use

Action(s):

Motion that we approve the purchase of a freezer from R. D. Daniels for \$8,500 for the Ag shop. This motion, made by Donald Isenberg and seconded by Chris Moore, Passed.

Voting Detail:

Orville Gentry: Yea
 Nikki Haynes: Yea
 Donald Isenberg: Yea

Jeremy McClanahan: Yea
 Chris Moore: Yea
 Clint Patterson: Yea

Justin Ramm: Yea

Voting Summary: Yea: 7, Nay: 0

11. Executive Session

1. 551.071 Private consultation with the board's attorney

2. 551.072 Discussing purchase, exchange, lease, or value of real property

3. 551.074 Discuss personnel or to hear complaints against personnel

12. **Adjournment**

Discussion: This meeting adjourned at 9:39 PM

Board Secretary

Applications for ballot by mail shall be mailed to:
(Las solicitudes para boletas que se votarán adelantada por correo deberán enviarse a:)

Name of Early Voting Clerk
(Nombre del Secretario/a de la Votación Adelantada)

Address (Dirección)

City (Ciudad) Zip Code (Código Postal)

Telephone Number (Número de teléfono)

Email Address (Dirección de Correo Electrónico)

Early Voting Clerk's Website (Sitio web del Secretario/a de Votación Adelantada)

Applications for Ballots by Mail (ABBM)s must be received no later than the close of business on:
(Las solicitudes para boletas que se votarán adelantada por correo deberán recibirse no más tardar de las horas de negocio el:)

_____/_____/_____.
(date)(fecha)

Federal Post Card Applications (FPCAs) must be received no later than the close of business on:
(La Tarjeta Federal Postal de Solicitud deberán recibirse no más tardar de las horas de negocio el:)

_____/_____/_____.
(date)(fecha)

Issued this _____ day of _____, 20 _____.
(day) (month) (year)

(Emitada este día _____ de _____, 20 _____.)
(día) (mes) (año)

Signature of Presiding Officer (Firma del Dirigente que Preside)
Justin Ramm

**ORDER OF GENERAL ELECTION FOR OTHER POLITICAL SUBDIVISIONS
 ORDEN DE ELECCIÓN GENERAL PARA OTRAS SUBDIVISIONES POLÍTICAS**

An election is hereby ordered to be held on ____/____/____ for the purpose of voting on:
 (date)

(Por la presente se ordena celebrar una elección el ____/____/____ con el propósito de votar sobre.)
 (fecha)

List Offices/Propositions/Measures on the ballot (Enúmere los puestos/proposiciones/medidas oficiales en la boleta)

Early voting by personal appearance will be conducted each weekday at:
 (La votación adelantada en persona se llevará a cabo de lunes a viernes en:)

The Main Early Voting Location (sitio principal de votación adelantada)

Location (sitio) Hours (horas)

--	--

Branch Early Voting Locations (sucursal sitios de votación adelantada)

Location (sitio) Hours (horas)

Early voting by personal appearance will be conducted each weekend at:
 (La votación adelantada en persona se llevará a cabo en el fin de semana en:)

The Main Early Voting Location (sitio principal de votación adelantada)

Location (sitio) Hours (horas)

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Branch Early Voting Locations (sucursal sitios de votación adelantada)

Location (sitio) Hours (horas)

Applications for ballot by mail shall be mailed to:
 (Las solicitudes para boletas que se votarán adelantada por correo deberán enviarse a:)

Name of Early Voting Clerk
(Nombre del Secretario/a de la Votación Adelantada)

Address (Dirección)

City (Ciudad) Zip Code (Código Postal)

Telephone Number (Número de teléfono)

Email Address (Dirección de Correo Electrónico)

Early Voting Clerk's Website (Sitio web del Secretario/a de Votación Adelantada)

Applications for Ballots by Mail (ABBM)s must be received no later than the close of business on:
(Las solicitudes para boletas que se votarán adelantada por correo deberán recibirse no más tardar de las horas de negocio el:)

_____/_____/_____.
(date)(fecha)

Federal Post Card Applications (FPCAs) must be received no later than the close of business on:
(La Tarjeta Federal Postal de Solicitud deberán recibirse no más tardar de las horas de negocio el:)

_____/_____/_____.
(date)(fecha)

Issued this _____ day of _____, 20 _____.
(day) (month) (year)

(Emitida este día _____ de _____, 20 _____.)
(día) (mes) (año)

Signature of Presiding Officer (Firma del Dirigente que Preside)

Signature of Board Member
(Firma del Director)

Instruction Note: A copy of this election order must be delivered to the County Clerk/Elections Administrator and Voter Registrar not later than 60 days before election day.
Nota de Instrucción: Se deberá entregar una copia de esta orden de elección al/a la Secretario(a) del Condado/Administrador(a) de Elecciones y el/la Registrador(a) de Votantes a más tardar 60 días antes del día de elección.

General Information

The TASB Recommended Instrument consists of three parts: 1) Report on student performance and additional information required in the Annual Performance Report, 2) Key performance indicators, and 3) Other management responsibilities of the superintendent. In completing the evaluation, the board will consult data provided by the superintendent and other legally appropriate data the board deems relevant.

At the start of the evaluation cycle, the board and superintendent shall agree upon the process for evaluation and weight given to each part. Please note that the commissioner's recommended appraisal process and criteria in 19 Tex. Admin. Code § 150.1031 requires that a student performance domain, "at a minimum," be considered in the evaluation. Other procedures and criteria are determined by the board. In addition, the information in a district's annual performance report as set forth in Tex. Educ. Code § 39.306 must be a primary consideration of the board for the superintendent's evaluation. Tex. Educ. Code § 39.307(3)(C).

Part One: Report on student performance features a worksheet prepared by the superintendent using the most recent student performance data from the Texas Academic Performance Reports (TAPR). The Texas commissioner of education, through Region 13 ESC, annually provides the [Commissioner-Recommended Student Performance Domain](#) worksheet. The completed worksheet should be distributed to the board at the same time that all parts of the instrument are given to trustees for individual completion. (Please refer to your local board practice concerning your evaluation cycle.)

Additional information required to be reported in the district's annual report under Tex. Educ. Code § 39.306 must be considered for the superintendent's evaluation, including the following: campus performance objectives; the district's accreditation status; special education compliance status; statement on violent or criminal incidents; information on school violence and intervention policies and procedures; evaluative findings under the Safe and Drug-Free School and Communities Act; information on student performance in post-secondary institutions; the number of school counselors providing counseling services; and the financial section of the TAPR.

Part Two: Key performance indicators are developed in alignment with your district goals. The superintendent develops superintendent performance targets, which are reviewed by the

board. The job targets should be SMART—Specific, Measurable, Attainable, Results-Oriented, and Time-Bound.

Part Three: Other management responsibilities is designed to function as an evaluation of general management performance and to assist the board and superintendent in identifying priorities for the coming year. These responsibilities include the superintendent’s individual and collaborative duties identified in Board Policy BJA(Legal) and BJA(Local).

Reflecting the philosophy that the Superintendent Evaluation Instrument is a planning document, at the same meeting when the board and superintendent review the Instrument for the coming year, agreement is reached on which areas of Part Three items will be included. Not all may be relevant in a particular evaluation cycle. In this manner, an individual board may customize Part Three of the instrument.

Rating Scale:

E Exceptional	Progress exceeds expectation and criteria noted in the instrument
P Proficient	Progress meets the expectation and criteria noted in the instrument
N Needs Improvement	Progress does not meet the expectations and criteria noted in the instrument

Comments may be added on any item. Any rating of “Needs Improvement” must be accompanied by a comment indicating the nature of the deficiency or a statement of what the board expected to see in performance that was not evident.

Part One: Report on student performance

The board reviews and uses the completed [Commissioner-Recommended Student Performance Domain Worksheet](#) for the portion of the superintendent appraisal on student performance.

The board reviews and uses the additional information required to be reported in the district's annual performance report as set forth in Tex. Educ. Code § 39.306.

Part Two: Key performance indicators

The board, in discussion with the superintendent, established the following Superintendent performance targets for the year.

District Goal – Student performance

Click or tap here to enter text.

Key performance indicators

Click or tap here to enter text.

Rating: Click or tap here to enter text.

Comments: Click or tap here to enter text.

District goal (replicate for each goal adopted by the Board of Trustees for the evaluation cycle)

Click or tap here to enter text.

Key performance indicators

Click or tap here to enter text.

Rating: Click or tap here to enter text.

Comments: Click or tap here to enter text.

Part Three: Assessment of ongoing responsibilities

Educational Leadership

The superintendent provides leadership and direction for an educational system that is based on desired student achievement.

A. Instructional management: The superintendent manages an assessment and improvement system for student learning in the major academic subjects that results in the ongoing improvement in student achievement. The board may want to see:

- Information on how the district determines deficiencies or areas for improvement in instruction and curriculum.
- An annual report of instructional areas needing attention, as revealed by the system.
- Annual reports of remediation and instructional improvement efforts implemented, cost, progress, and results as they become available.
- A trend of ongoing improvement as reflected in longitudinal data on student scores.
- Other (Insert specific data or reports to be furnished by the administration.)

Rating:

Comments:

B. Student services management: The superintendent oversees a program of students services tied to defined goals and objectives. The board may want to see:

- Annual goals, targets, or benchmarks, and the rationale behind them for counseling services, health and safety programs, extracurricular programs, and students discipline.
- Semi-annual monitoring reports for student services programs, related to goals and targets.
- Other (Insert specific data or reports to be furnished by the administration.)

Rating:

Comments:

C. Staff development and professional growth: The superintendent oversees a program of staff development designed to improve district performance. The board may want to see:

- An annual summary of the staff development plan, including goals for the program tied to district assessment data and staff appraisal data, and administration-defined measures for assessing program success.
- An annual report on the success of the staff development program as demonstrated by administration-defined measures.
- Other (Insert specific data or reports to be furnished by the administration.)

Rating:

Comments:

District Management

The superintendent demonstrates effective planning and management of the district administration, finances, operations, and personnel.

A. Facilities and operations management: The superintendent maintains a management system designed to produce ongoing efficiencies in major district operations, including transportation, food services, and building maintenance and operations. The board may want to see:

- Annual goals, targets, or benchmarks and the monitoring process, to be used by administration to assess efficiency in the targeted areas.
- An annual report on success in terms of the goals, including longitudinal data.
- A general trend toward improvement in each area, as defined by the goals, targets, and benchmarks used.
- Other (Insert specific data or reports to be furnished by the administration.)

Rating:

Comments:

B. Fiscal management: The superintendent manages a budget development, implementation, and monitoring process that reflects sound business and fiscal practices and that supports district goals. The board may want to see:

- Budget assumptions and priorities, prior to development of the budget.
- Contingency plans for addressing any anticipated changes in district circumstances that could affect district finances in future years.
- Recommended budget in line with established assumptions and strict priorities. Quarterly financial reports showing implementation compared to adopted budget.
- End of year results that are generally consistent with adopted budget.
- Administrative procedures instituted to reduce the risk of fraud.
- Other (Insert specific data or reports to be furnished by the administration.)

Rating:

Comments:

C. Human resources management: The superintendent oversees a comprehensive human resources program (recruitment, retention, staff organization, compensation and benefits, staff recognition, and support), tied to defined goals and targets developed by administration for board review. The board may want to see:

- An annual list of goals, targets, or benchmarks for human resource services, related to one or more of the major functions listed above.
- An annual report of district success toward meeting the year's goals, targets, or benchmarks.
- Other (Insert specific data or reports to be furnished by the administration.)

Rating:

Comments:

Board and Community Relations

The superintendent maintains a positive and productive working relationship with the board of trustees and the community.

- A. Board relations:** The superintendent maintains a positive and productive working relationship with the board of trustees. The board may want to see:
- Evidence that during the prior evaluation year the board was kept informed of significant issues as they arose.
 - Evidence that during the prior evaluation year the superintendent responded in a timely and complete manner to board requests for information that were consistent with board policy and established procedures.
 - Recommendations and appropriate supporting materials on matters for board decision.
 - Evidence that the superintendent's actions appropriately supported board policy and decisions with the staff and community.
 - Other (Insert specific data or reports to be furnished by the administration.)

(The board acknowledges that individual members' judgment on the indicators above may vary from member to member and from incident to incident. Differences among members of the board about superintendent performance in this area should be discussed among the board so that consistent direction and expectations can be provided to the superintendent.)

*Board members should assess this item based on whether or not the members feel the superintendent exercised sound judgment on a **generally** consistent basis in meeting the corporate body's expectations in the above areas. The board's rating on this item should reflect the assessment of a majority of the board.)*

Rating:

Comments:

- B. Community Relations:** The superintendent maintains a positive and productive working relationship with the community. The board may want to see:
- Information detailing the district's internal and external communication strategies.
 - Evidence of methods for community and business involvement in schools. Evidence of methods or programs to encourage community and business participation in and with the school district.
 - Other (Insert specific data or reports to be furnished by the administration.)

Rating:

Comments:

Year at A Glance March 2021- January 2022

Summary of Top Goals Achieved or Major Progress

1. Continue Instruction for students during Flood/Mold/Covid
2. Restructuring of Organization Chart / Stipends / Salaries
3. Increase Communication with staff, community & board
4. Purchase the land behind the school to allow for safer and more cost effective building options
5. Increase the overall maintenance and look of LOISD
6. Focus the district toward one goal - Year's progress for ALL
7. Start the process of a deep dive into curriculum at all levels
8. Upgrade our website
9. 45 million bond passed
10. Long Term District plan for growth

Major Projects/Obstacles/Accomplishments

March 2021

- Officially Named
- Began AD search and interviews
- Winter Storm/Damages/School closures
- Appointment & Election of New Board members
- Governor's Decree for Face Mask Removal & Update school plan
- Certify Financial Audit
- Graduation Requirement Changes to increase CTE/CCMR opportunities & Funding
- High School Principal Interviews & Naming

April

- Review CCMR initiatives, scholarships opportunities etc
- School Calendar w/ DIT
- Employee Initiative Stipend Recommendations
- Assistant Principal Interviews
- Restructuring of the Organization Chart
- Analysis and Recommendation for salary increases for identified positions
- Budget -Analyzed, Adjusted, Made Recommendations for Tax Pennies to be added

- Food Service -Lost the director and had to hire a replacement
- Elementary Flood -Relocated to continue instruction
- Mold Remediation -Removed, rebuild, clearance
- ESSER Budgeting, Training and Planning
- Maintenance & Grounds Audit
- COVID Tracking, Communication, Planning
- Contract Negotiations with Kim Cole

May

- Summer Engagement Programs Offerings
- Evaluations of Drug Dog Company
- District Wide Communication (Coffee w Carter)
- Principal Trainings Wildly important goal / Magic Kingdom, Set Personal Goals
- Began talks with Kim Cole to Sell Land
- Hired Communication Liaison / Katy
- Website Overhaul
- District Improvement Committee
- COVID

June

- Affordable Cares Act Changes - Address deficit
- Selection of Bond Counsel
- Planning for District Wide Convocation
- Financial Audit
- Began talks and planning with Claycomb
- Fishing Team Initiative

July

- Move Elementary Back into building
- Began Facility Advisory Committee
- Training Admin Team with Region 10 for WIG & TRS
- Board Training Audit and Updating
- Bond Financial
- District-wide Handbook Reviews with Administration

August

- Start of School
- Covid Re-Entry Planning
- Call Bond
- Stadium Lighting Audit/Upgrades
- Defender Audit Program
- District Wide Curriculum Training and Planning
- Vaccine Clinics

- Research & Recommendation on Employee COVID leave
- Update DOI to meet transfer needs
- Streamline a system for transfer requests, denials & approvals
- Worked with FAC and conducted presentations
- Reading Academy Initiative and stipend
- Technology Inventory Audit & Recommendations
- Huddle Communication Tools
- Set Tax Rate
- Campus Staffing Needs
- Kindergarten position created

September

- Land Purchase
- Bond Booths
- Campus Learning Walks with Admin
- Voter Training to host early elections
- Classroom Voter Education
- Board Trainings
- Sub. Trainings
- Bus Trainings
- Team of 8

October

- Early Elections held 2- weeks
- Title IX training
- Admin T-Pess Goal Setting
- Custodial Campus Meeting Goal Setting
- District Evacs
- Meeting with city
- Bus Trainings for shortage
- Defender
- Maintenance Outsourcing Options
- Finalizing District Improvement Plan
- Policy Updates
- Research Retention Stipend Options
- Changes to class offerings HS/MS to increase CTE opportunities
- District-wide initiative to identify ECO dis students to report for accountability needs

November

- Passed Bond
- Design Planning
- Interview CM at Risk
- Financial Training for Bond

- Public Funds 10 hour training
- Administration Assessment Reviews
- Restructuring Ag. Lease to utilize property for school
- School Guard Service for District Safety
- Policy Updates
- District Wide Campus & Culture Surveys
- Admin. Team Reviews & Goal Setting Based on Surveys
- District Financial Audit

December

- PreBids

January

- Stop Bleed /CPR District Wide
- Defender Training
- Sell Bonds
- Region 10 Training Administration
- Region 10 training district wide
- District of Innovation Review
- Food Service Director Interviews

Salary Report of: Superintendent

Lone Oak ISD

Summary

	Number of Districts	Enrollment	Median		Incumbent Base Salary			Total Compensation	
			Local Years as Supt	Total Years as Supt	25th Percentile	Median / 50th Percentile	75th Percentile	Salary & Benefits	Base as % of Total
My Organization		965	0	0		\$121,200		\$121,700	99.6%
Market Group	22	649	5	6	\$116,375	\$130,325	\$145,562	\$134,955	96.6%
Comparison to Market (%)						93.0%		90.2%	
Dollar Difference (\$)						(\$9,125)		(\$13,255)	

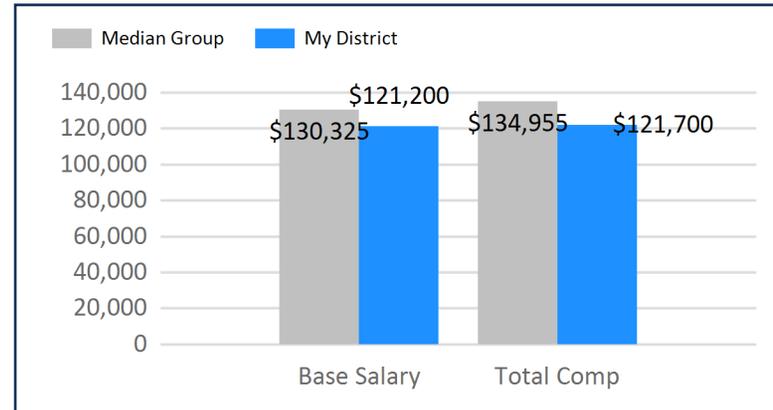
Data Selection Criteria

Enrollment: 0 to 1500

ESC Region: 10

Effective School Year: 2021-22

Specific Organization Names Selected? No



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Salary Report of: Superintendent

Lone Oak ISD

District Details

Organization	ESC	Enrollment	% Economic Disadvantaged	Local Years as Supt	Total Years as Supt	Retired or Interim	Base Salary	Total Benefits & Allowances	Salary & Benefits	Base as % of Total
My Organization	10	965	38%	0	0		\$121,200	\$500	\$121,700	99.6%
Market Group		649	50%	5	6		\$130,325	\$5,136	\$134,955	96.6%
Comparison to Market (%)							93.0%	9.7%	90.2%	
Dollar Difference (\$)							(\$9,125)	(\$4,636)	(\$13,255)	

Organization	ESC	Enrollment	% Economic Disadvantaged	Local Years as Supt	Total Years as Supt	Retired or Interim	Base Salary	Total Benefits & Allowances	Salary & Benefits	Base as % of Total
Avalon ISD	10	332	50%	2	2		\$103,968	\$3,000	\$106,968	97.2%
Bland ISD	10	735	52%	6	6		\$134,659	\$750	\$135,409	99.4%
Blue Ridge ISD	10	887	43%	2	2		\$151,145	\$10,764	\$161,909	93.4%
Boles ISD	10	497	50%	2	2		\$119,600	\$3,000	\$122,600	97.6%
Campbell ISD	10	287	71%	4	4		\$115,000	\$10,804	\$125,804	91.4%
Celeste ISD	10	500	52%	8	8		\$116,000	\$3,996	\$119,996	96.7%
Commerce ISD	10	1,457	68%	5	5		\$166,000	\$20,300	\$186,300	89.1%
Dodd City ISD	10	336	35%	0	0		\$105,000	\$3,200	\$108,200	97.0%
Honey Grove ISD	10	632	53%	9	9		\$125,472	\$3,300	\$128,772	97.4%
Howe ISD	10	1,222	47%	14	14		\$155,500	\$8,882	\$164,382	94.6%
Italy ISD	10	621	60%	0	0		\$120,000	\$11,400	\$131,400	91.3%
Maypearl ISD	10	1,160	39%	6	6		\$137,500	\$10,600	\$148,100	92.8%

Salary Report of: Superintendent

Lone Oak ISD

Organization	ESC	Enrollment	% Economic Disadvantaged	Local Years as Supt	Total Years as Supt	Retired or Interim	Base Salary	Total Benefits & Allowances	Salary & Benefits	Base as % of Total
Milford ISD	10	245	71%	3	3		\$130,650	\$3,850	\$134,500	97.1%
Palmer ISD	10	1,243	54%	12	20		\$174,038	\$17,200	\$191,238	91.0%
Pottsboro ISD	10	1,430	39%	9	9		\$146,362	\$5,364	\$151,726	96.5%
S and S CISD	10	984	45%	5	5		\$140,000	\$5,136	\$145,136	96.5%
Sam Rayburn ISD	10	450	45%	0	12		\$130,000	\$5,624	\$135,624	95.9%
Savoy ISD	10	312	43%	17	17		\$111,468	\$3,300	\$114,768	97.1%
Scurry-Rosser ISD	10	1,070	40%	5	6		\$143,160	\$3,600	\$146,760	97.5%
Tom Bean ISD	10	659	49%	5	9		\$115,000	\$3,060	\$118,060	97.4%
Whitewright ISD	10	760	44%	2	8		\$153,000		\$153,000	100.0%
Wolfe City ISD	10	638	56%	3	3		\$117,500	\$7,600	\$125,100	93.9%

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Salary Report of: Superintendent

Lone Oak ISD

Superintendent Allowances and Health Insurance

Organization	ESC	Enrollment	Bonus Paid	Business & Personal Allowances					Health Insurance	
				Vehicle	Cell/Internet	Business Expenses	Member Dues	Housing	Premium Benefit	District Contrib
My Organization	10	965					\$500			
Market Group		649		\$4,800	\$900	\$1,950	\$500			\$4,098
Comparison to Market (%)							100.0%			
Dollar Difference (\$)										

Organization	ESC	Enrollment	Bonus Paid	Business & Personal Allowances					Health Insurance	
				Vehicle	Cell/Internet	Business Expenses	Member Dues	Housing	Premium Benefit	District Contrib
Avalon ISD	10	332			\$1,500	\$1,500				
Bland ISD	10	735					\$750			
Blue Ridge ISD	10	887					\$1,500		Yes	\$9,264
Boles ISD	10	497							No	\$3,000
Campbell ISD	10	287		\$4,800			\$1,000		No	\$5,004
Celeste ISD	10	500							No	\$3,996
Commerce ISD	10	1,457					\$200		Yes	\$20,100
Dodd City ISD	10	336					\$500		No	\$2,700
Honey Grove ISD	10	632							No	\$3,300

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Salary Report of: Superintendent

Lone Oak ISD

Organization	ESC	Enrollment	Bonus Paid	Business & Personal Allowances					Health Insurance	
				Vehicle	Cell/ Internet	Business Expenses	Member Dues	Housing	Premium Benefit	District Contrib
Howe ISD	10	1,222		\$4,000			\$250		No	\$4,632
Italy ISD	10	621		\$6,000	\$1,200				No	\$4,200
Maypearl ISD	10	1,160		\$7,200		\$2,400	\$1,000			
Milford ISD	10	245					\$250		No	\$3,600
Palmer ISD	10	1,243							No	\$4,200
Pottsboro ISD	10	1,430					\$360		No	\$5,004
S and S CISD	10	984			\$600				No	\$4,536
Sam Rayburn ISD	10	450					\$500		No	\$5,124
Savoy ISD	10	312					\$300		No	\$3,000
Scurry-Rosser ISD	10	1,070			\$600				No	\$3,000
Tom Bean ISD	10	659			\$360				No	\$2,700
Whitewright ISD	10	760								
Wolfe City ISD	10	638		\$2,400	\$1,500		\$1,000		No	\$2,700

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Salary Report of: Superintendent

Lone Oak ISD

Superintendent Retirement and Other Benefits

Organization	ESC	Enrollment	Additional Retirement Benefits				Other Insurance			Other Comp
			Investment Account Contribution	Vesting Years	Paid TRS Contribution	Purchase of TRS Service Credits	Life Insurance Premium	Policy Face Value	Long-Term Disability Premium	
My Organization	10	965								
Market Group		649			\$13,000					
Comparison to Market (%)										
Dollar Difference (\$)										

Organization	ESC	Enrollment	Additional Retirement Benefits				Other Insurance			Other Comp
			Investment Account Contribution	Vesting Years	Paid TRS Contribution	Purchase of TRS Service Credits	Life Insurance Premium	Policy Face Value	Long-Term Disability Premium	
Avalon ISD	10	332								
Bland ISD	10	735								
Blue Ridge ISD	10	887								
Boles ISD	10	497								
Campbell ISD	10	287								
Celeste ISD	10	500								
Commerce ISD	10	1,457								
Dodd City ISD	10	336								
Honey Grove ISD	10	632								

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Salary Report of: Superintendent

Lone Oak ISD

Organization	ESC	Enrollment	Additional Retirement Benefits				Other Insurance			Other Comp
			Investment Account Contribution	Vesting Years	Paid TRS Contribution	Purchase of TRS Service Credits	Life Insurance Premium	Policy Face Value	Long-Term Disability Premium	
Howe ISD	10	1,222								
Italy ISD	10	621								
Maypearl ISD	10	1,160								
Milford ISD	10	245								
Palmer ISD	10	1,243			\$13,000					
Pottsboro ISD	10	1,430								
S and S CISD	10	984								
Sam Rayburn ISD	10	450								
Savoy ISD	10	312								
Scurry-Rosser ISD	10	1,070								
Tom Bean ISD	10	659								
Whitewright ISD	10	760								
Wolfe City ISD	10	638								

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Salary Report of: Superintendent

Lone Oak ISD

Summary

	Number of Districts	Enrollment	Median		Incumbent Base Salary			Total Compensation	
			Local Years as Supt	Total Years as Supt	25th Percentile	Median / 50th Percentile	75th Percentile	Salary & Benefits	Base as % of Total
My Organization		965	0	0		\$121,200		\$121,700	99.6%
Market Group	208	874	3	5	\$120,000	\$130,000	\$146,286	\$137,843	96.2%
Comparison to Market (%)						93.2%		88.3%	
Dollar Difference (\$)						(\$8,800)		(\$16,143)	

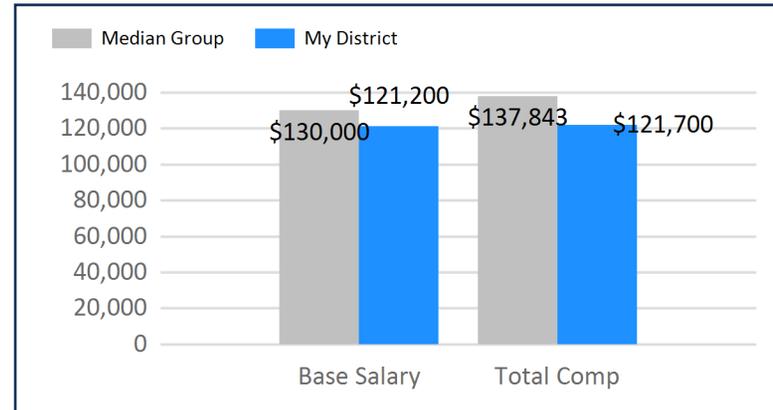
Data Selection Criteria

Enrollment: 500 to 1500

ESC Region: All

Effective School Year: 2021-22

Specific Organization Names Selected? No



Salary Report of: Superintendent

Lone Oak ISD

District Details

Organization	ESC	Enrollment	% Economic Disadvantaged	Local Years as Supt	Total Years as Supt	Retired or Interim	Base Salary	Total Benefits & Allowances	Salary & Benefits	Base as % of Total
My Organization	10	965	38%	0	0		\$121,200	\$500	\$121,700	99.6%
Market Group		874	56%	3	5		\$130,000	\$5,516	\$137,843	96.2%
Comparison to Market (%)							93.2%	9.1%	88.3%	
Dollar Difference (\$)							(\$8,800)	(\$5,016)	(\$16,143)	

Organization	ESC	Enrollment	% Economic Disadvantaged	Local Years as Supt	Total Years as Supt	Retired or Interim	Base Salary	Total Benefits & Allowances	Salary & Benefits	Base as % of Total
Alba-Golden ISD	07	855	54%	1	10		\$132,500	\$5,300	\$137,800	96.2%
Alpine ISD	18	972	53%	6	6		\$130,000	\$9,220	\$139,220	93.4%
Alto ISD	07	609	78%	3	3		\$112,500	\$12,680	\$125,180	89.9%
Alvord ISD	11	707	42%	6	17		\$132,374	\$21,305	\$153,679	86.1%
Anahuac ISD	04	1,323	46%	3	3		\$180,000	\$2,880	\$182,880	98.4%
Anderson-Shiro CISD	06	885	43%	5	16		\$129,897	\$18,156	\$148,053	87.7%
Anson ISD	14	722	63%	17	17		\$136,684	\$3,522	\$140,206	97.5%
Anthony ISD	19	786	65%	2	2		\$131,890	\$7,500	\$139,390	94.6%
Archer City ISD	09	501	47%	8	9		\$132,500	\$13,204	\$145,704	90.9%
Ballinger ISD	15	851	59%	7	7		\$115,000	\$3,120	\$118,120	97.4%
Big Sandy ISD-Upshur County	07	642	68%	1	1		\$105,000	\$5,500	\$110,500	95.0%
Blanco ISD	13	1,040	41%	4	10		\$149,350	\$4,450	\$153,800	97.1%

Salary Report of: Superintendent

Lone Oak ISD

Organization	ESC	Enrollment	% Economic Disadvantaged	Local Years as Supt	Total Years as Supt	Retired or Interim	Base Salary	Total Benefits & Allowances	Salary & Benefits	Base as % of Total
Bland ISD	10	735	52%	6	6		\$134,659	\$750	\$135,409	99.4%
Blooming Grove ISD	12	897	64%	1	4		\$120,000	\$3,986	\$123,986	96.8%
Blue Ridge ISD	10	887	43%	2	2		\$151,145	\$10,764	\$161,909	93.4%
Boling ISD	03	1,096	53%	11	11		\$155,000		\$155,000	100.0%
Bosqueville ISD	12	729	37%	6	6		\$118,000	\$5,192	\$123,192	95.8%
Boyd ISD	11	1,267	50%	2	2		\$137,000	\$10,700	\$147,700	92.8%
Brackett ISD	20	519	64%	4	11		\$102,898	\$3,000	\$105,898	97.2%
Brady ISD	15	989	68%	1	1		\$123,000	\$5,932	\$128,932	95.4%
Brazos ISD	06	794	63%	0	0		\$125,000	\$4,500	\$129,500	96.5%
Breckenridge ISD	14	1,375	63%	1	6		\$125,000	\$1,100	\$126,100	99.1%
Buffalo ISD	06	999	68%	10	10		\$140,000	\$3,060	\$143,060	97.9%
Burton ISD	06	514	53%	7	18		\$125,153	\$6,900	\$132,053	94.8%
Bushland ISD	16	1,441	20%	4	9		\$174,945	\$4,200	\$179,145	97.7%
Callisburg ISD	11	1,102	42%	3	3		\$151,070	\$8,800	\$159,870	94.5%
Cayuga ISD	07	525	38%	0	0		\$95,000	\$1,100	\$96,100	98.9%
Celeste ISD	10	500	52%	8	8		\$116,000	\$3,996	\$119,996	96.7%
Central Heights ISD	07	1,135	36%	3	3		\$120,000	\$4,800	\$124,800	96.2%
Central ISD	07	1,350	75%	2	2		\$135,000		\$135,000	100.0%
Chapel Hill ISD-Titus County	08	990	42%	0	0		\$110,000	\$15,000	\$125,000	88.0%
Chico ISD	11	586	66%	0	0		\$129,000	\$5,532	\$134,532	95.9%

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Salary Report of: Superintendent

Lone Oak ISD

Organization	ESC	Enrollment	% Economic Disadvantaged	Local Years as Supt	Total Years as Supt	Retired or Interim	Base Salary	Total Benefits & Allowances	Salary & Benefits	Base as % of Total
Chilton ISD	12	540	91%	5	5		\$119,676	\$14,500	\$134,176	89.2%
Cisco ISD	14	837	53%	3	10		\$125,000	\$4,884	\$129,884	96.2%
City View ISD	09	1,050	74%	4	4		\$151,200	\$2,200	\$153,400	98.6%
Clifton ISD	12	961	62%	3	3		\$120,098		\$120,098	100.0%
Clyde CISD	14	1,393	47%	4	4		\$130,897	\$530	\$131,427	99.6%
Coahoma ISD	18	1,095	36%	3	3		\$155,000		\$155,000	100.0%
Coleman ISD	15	814	57%	3	6		\$127,000	\$5,400	\$132,400	95.9%
Colorado ISD	14	885	56%	11	17		\$172,500	\$5,550	\$178,050	96.9%
Comanche ISD	14	1,314	67%	1	2		\$125,000	\$3,600	\$128,600	97.2%
Comfort ISD	13	1,063	49%	4	15		\$151,980	\$4,500	\$156,480	97.1%
Commerce ISD	10	1,457	68%	5	5		\$166,000	\$20,300	\$186,300	89.1%
Como-Pickton CISD	08	706	67%	4	4		\$125,000	\$8,000	\$133,000	94.0%
Cooper ISD	08	820	63%	10	10		\$144,000		\$144,000	100.0%
Cotulla ISD	20	1,265	78%	0	3		\$130,000	\$2,000	\$132,000	98.5%
Crane ISD	18	1,170	55%	0	4		\$155,000	\$16,109	\$171,109	90.6%
Crawford ISD	12	552	18%	12	16		\$110,939	\$13,200	\$124,139	89.4%
Crockett County Consolidated CSD	15	762	53%	8	8		\$131,206	\$7,200	\$138,406	94.8%
Crockett ISD-Houston County	06	1,273	89%	1	1		\$136,350	\$19,018	\$155,368	87.8%
Cushing ISD	07	538	66%			Interim				
Daingerfield-Lone Star ISD	08	1,025	87%	10	10	Retired	\$120,000		\$120,000	100.0%

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Salary Report of: Superintendent

Lone Oak ISD

Organization	ESC	Enrollment	% Economic Disadvantaged	Local Years as Supt	Total Years as Supt	Retired or Interim	Base Salary	Total Benefits & Allowances	Salary & Benefits	Base as % of Total
Danbury ISD	04	754	30%	2	5		\$126,000	\$500	\$126,500	99.6%
DeKalb ISD	08	756	64%	0	0		\$110,000	\$6,600	\$116,600	94.3%
Detroit ISD	08	515	70%	2	2		\$110,448	\$4,752	\$115,200	95.9%
Deweyville ISD	05	534	54%			Interim				
Dilley ISD	20	900	82%	1	12		\$113,764	\$23,704	\$137,468	82.8%
Dublin ISD	11	1,090	71%	0	0		\$120,000	\$26,300	\$146,300	82.0%
Early ISD	15	1,133	42%	1	2		\$123,500	\$6,200	\$129,700	95.2%
East Bernard ISD	03	922	38%	6	6		\$122,090	\$4,960	\$127,050	96.1%
Eastland ISD	14	1,066	56%	7	7		\$154,900	\$21,480	\$176,380	87.8%
Edgewood ISD-Van Zandt County	07	905	51%	2	2		\$126,000	\$3,250	\$129,250	97.5%
Edna ISD	03	1,498	60%	8	13		\$172,000	\$19,536	\$191,536	89.8%
Farwell ISD	16	541	56%	4	6		\$105,000	\$5,800	\$110,800	94.8%
Flatonia ISD	13	595	48%	3	8		\$117,000		\$117,000	100.0%
Florence ISD	13	1,132	59%	6	6		\$151,600	\$6,784	\$158,384	95.7%
Floydada ISD	17	704	75%	10	10		\$150,991	\$14,200	\$165,191	91.4%
Forsan ISD	18	765	38%	17	17		\$156,095	\$10,598	\$166,693	93.6%
Franklin ISD	06	1,253	39%	17	17		\$149,587	\$2,400	\$151,987	98.4%
Frankston ISD	07	768	56%	1	1		\$125,000	\$4,212	\$129,212	96.7%
Freer ISD	02	750	75%	4	4		\$122,412	\$3,000	\$125,412	97.6%
Friona ISD	16	1,023	67%	3	6		\$148,900	\$3,520	\$152,420	97.7%

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Salary Report of: Superintendent

Lone Oak ISD

Organization	ESC	Enrollment	% Economic Disadvantaged	Local Years as Supt	Total Years as Supt	Retired or Interim	Base Salary	Total Benefits & Allowances	Salary & Benefits	Base as % of Total
George West ISD	02	1,032	63%	0	0	Retired	\$140,000	\$1,000	\$141,000	99.3%
Goldthwaite Consolidated ISD	12	514	43%	12	12		\$121,676	\$4,700	\$126,376	96.3%
Goliad ISD	03	1,251	50%	1	12		\$161,000	\$13,943	\$174,943	92.0%
Grandview ISD	11	1,332	38%	10	10		\$165,000	\$3,000	\$168,000	98.2%
Grapeland ISD	06	602	68%	4	4		\$114,825	\$12,386	\$127,211	90.3%
Hallettsville ISD	03	1,152	41%	14	22		\$129,500	\$15,800	\$145,300	89.1%
Hamilton ISD	12	800	50%	9	12		\$133,900	\$16,800	\$150,700	88.9%
Hardin ISD	04	1,223	57%	0	0		\$115,000	\$9,432	\$124,432	92.4%
Harleton ISD	07	714	46%	3	7		\$136,475	\$3,300	\$139,775	97.6%
Harts Bluff ISD	08	750	62%	4	8		\$130,000	\$7,504	\$137,504	94.5%
Haskell CISD	14	549	62%	0	4		\$126,041	\$4,700	\$130,741	96.4%
Hemphill ISD	07	899	62%	7	9		\$136,993	\$3,500	\$140,493	97.5%
Henrietta ISD	09	906	36%	0	0		\$122,500	\$3,900	\$126,400	96.9%
Highland Park ISD-Potter County	16	886	47%	5	16		\$153,117	\$7,761	\$160,878	95.2%
Holland ISD	12	626	44%	2	2		\$109,051	\$8,860	\$117,911	92.5%
Holliday ISD	09	1,065	22%	1	14		\$140,000	\$3,250	\$143,250	97.7%
Honey Grove ISD	10	632	53%	9	9		\$125,472	\$3,300	\$128,772	97.4%
Howe ISD	10	1,222	47%	14	14		\$155,500	\$8,882	\$164,382	94.6%
Hughes Springs ISD	08	1,121	53%	6	6		\$121,423	\$720	\$122,143	99.4%
Industrial ISD	03	1,165	36%	0	11		\$125,000	\$14,604	\$139,604	89.5%

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Salary Report of: Superintendent

Lone Oak ISD

Organization	ESC	Enrollment	% Economic Disadvantaged	Local Years as Supt	Total Years as Supt	Retired or Interim	Base Salary	Total Benefits & Allowances	Salary & Benefits	Base as % of Total
Italy ISD	10	621	60%	0	0		\$120,000	\$11,400	\$131,400	91.3%
Itasca ISD	12	616	74%	4	4		\$110,000	\$7,200	\$117,200	93.9%
Jacksboro ISD	09	1,059	70%	5	11		\$162,282	\$6,300	\$168,582	96.3%
Jefferson ISD	08	1,224	75%	8	19		\$149,350	\$3,200	\$152,550	97.9%
Jim Hogg County ISD	01	1,138	87%	4	4		\$126,000	\$15,911	\$141,911	88.8%
Jim Ned CISD	14	1,455	22%	2	6		\$150,236	\$2,500	\$152,736	98.4%
Johnson City ISD	13	630	37%	4	4		\$136,000	\$6,350	\$142,350	95.5%
Jourdanton ISD	20	1,453	54%	6	6		\$154,236	\$7,056	\$161,292	95.6%
Keene ISD	11	1,075	74%	8	8		\$153,963	\$4,440	\$158,403	97.2%
Kenedy ISD-Karnes County	03	699	79%	4	4		\$139,780	\$11,348	\$151,128	92.5%
Kerens ISD	12	569	76%	3	3		\$112,456	\$4,440	\$116,896	96.2%
Kermit ISD	18	1,273	70%	2	4		\$150,000	\$13,004	\$163,004	92.0%
Kirbyville CISD	05	1,398	67%	1	1		\$140,000	\$3,560	\$143,560	97.5%
Kountze ISD	05	1,088	56%	2	2		\$137,700	\$16,131	\$153,831	89.5%
La Villa ISD	01	597	92%	0	0		\$120,000	\$13,500	\$133,500	89.9%
Lackland ISD	20	888	24%	17	17		\$186,369	\$29,851	\$216,220	86.2%
Linden-Kildare CISD	08	626	62%	4	4		\$102,000	\$4,000	\$106,000	96.2%
Littlefield ISD	17	1,267	77%	0	4	Retired	\$183,000	\$100	\$183,100	99.9%
London ISD	02	1,405	14%	2	12		\$165,000		\$165,000	100.0%
Lovelady ISD	06	501	49%	4	4		\$111,300		\$111,300	100.0%

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Salary Report of: Superintendent

Lone Oak ISD

Organization	ESC	Enrollment	% Economic Disadvantaged	Local Years as Supt	Total Years as Supt	Retired or Interim	Base Salary	Total Benefits & Allowances	Salary & Benefits	Base as % of Total
Luling ISD	13	1,408	77%	2	2		\$143,938	\$22,516	\$166,454	86.5%
Lyford CISD	01	1,449	82%	2	2		\$135,831	\$10,900	\$146,731	92.6%
Malakoff ISD	07	1,359	68%	2	2		\$133,000	\$11,320	\$144,320	92.2%
Marion ISD	20	1,481	41%	6	6		\$143,311	\$6,204	\$149,515	95.9%
Marlin ISD	12	877	95%	1	1		\$140,000	\$1,900	\$141,900	98.7%
Mart ISD	12	540	62%	2	2		\$110,250		\$110,250	100.0%
Mason ISD	15	714	47%	2	2		\$105,000	\$3,000	\$108,000	97.2%
Mathis ISD	02	1,498	85%	6	8		\$143,221	\$56,828	\$200,049	71.6%
Maypearl ISD	10	1,160	39%	6	6		\$137,500	\$10,600	\$148,100	92.8%
McCamey ISD	18	503	68%	1	1		\$112,500	\$15,200	\$127,700	88.1%
Merkel ISD	14	1,094	57%	1	2		\$126,000	\$12,800	\$138,800	90.8%
Millsap ISD	11	1,026	48%	0	0		\$125,200	\$4,764	\$129,964	96.3%
Moody ISD	12	685	66%	5	13		\$134,946	\$2,940	\$137,886	97.9%
Natalia ISD	20	1,024	76%	0	0		\$150,000	\$3,200	\$153,200	97.9%
New Deal ISD	17	754	70%	2	2		\$135,000	\$34,600	\$169,600	79.6%
New Diana ISD	07	1,215	40%	9	9		\$148,500	\$4,800	\$153,300	96.9%
New Home ISD	17	610	15%	5	5		\$110,200	\$5,300	\$115,500	95.4%
New Summerfield ISD	07	529	93%	2	2		\$100,000	\$5,400	\$105,400	94.9%
New Waverly ISD	06	1,038	53%	10	10		\$168,000	\$2,760	\$170,760	98.4%
Nixon-Smilely CISD	13	1,015	84%	17	17		\$187,750	\$1,500	\$189,250	99.2%

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Salary Report of: Superintendent

Lone Oak ISD

Organization	ESC	Enrollment	% Economic Disadvantaged	Local Years as Supt	Total Years as Supt	Retired or Interim	Base Salary	Total Benefits & Allowances	Salary & Benefits	Base as % of Total
Nocona ISD	09	804	59%	4	4		\$141,000	\$3,600	\$144,600	97.5%
Normangee ISD	06	615	49%	3	3		\$121,800	\$11,800	\$133,600	91.2%
North Hopkins ISD	08	555	63%	0	0		\$95,000	\$3,900	\$98,900	96.1%
Olney ISD	09	705	56%	7	7		\$135,976	\$4,764	\$140,740	96.6%
Onalaska ISD	06	1,180	77%	2	2		\$113,510		\$113,510	100.0%
Palacios ISD	03	1,314	71%	0	9		\$164,320	\$10,980	\$175,300	93.7%
Palmer ISD	10	1,243	54%	12	20		\$174,038	\$17,200	\$191,238	91.0%
Panhandle ISD	16	660	30%	10	10		\$113,293	\$5,256	\$118,549	95.6%
Paradise ISD	11	1,279	28%	4	8		\$145,000	\$3,840	\$148,840	97.4%
Pewitt CISD	08	859	73%	2	2		\$110,000	\$750	\$110,750	99.3%
Plemons-Stinnett-Phillips CISD	16	671	34%	0	0		\$96,000	\$4,904	\$100,904	95.1%
Port Aransas ISD	02	510	26%	5	5		\$121,200	\$6,000	\$127,200	95.3%
Post ISD	17	797	72%	3	10		\$119,650		\$119,650	100.0%
Poth ISD	20	841	35%	5	8		\$130,000	\$500	\$130,500	99.6%
Pottsboro ISD	10	1,430	39%	9	9		\$146,362	\$5,364	\$151,726	96.5%
Presidio ISD	18	1,058	93%	3	3		\$146,000	\$20,100	\$166,100	87.9%
Queen City ISD	08	935	58%	0	6		\$125,000	\$3,800	\$128,800	97.0%
Quitman ISD	07	1,124	70%	8	8		\$145,000	\$1,000	\$146,000	99.3%
Reagan County ISD	18	834	67%	0	0		\$125,000	\$7,600	\$132,600	94.3%
Redwater ISD	08	1,105	41%	4	10		\$136,750	\$800	\$137,550	99.4%

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Salary Report of: Superintendent

Lone Oak ISD

Organization	ESC	Enrollment	% Economic Disadvantaged	Local Years as Supt	Total Years as Supt	Retired or Interim	Base Salary	Total Benefits & Allowances	Salary & Benefits	Base as % of Total
Ricardo ISD	02	654	54%	0	0		\$118,000	\$11,600	\$129,600	91.0%
Riesel ISD	12	648	47%	2	2		\$123,000	\$5,620	\$128,620	95.6%
Rio Vista ISD	11	770	55%			Interim				
River Road ISD	16	1,268	62%	5	5		\$146,575	\$2,700	\$149,275	98.2%
Rivercrest ISD	08	670	61%	7	7		\$117,000	\$225	\$117,225	99.8%
Rockdale ISD	06	1,444	70%	7	7		\$154,500	\$19,942	\$174,442	88.6%
Rogers ISD	12	891	48%	5	5		\$134,600	\$2,200	\$136,800	98.4%
Roosevelt ISD	17	1,011	73%	5	5		\$128,660	\$5,152	\$133,812	96.1%
Roscoe Collegiate ISD	14	650	44%	3	3		\$104,193	\$750	\$104,943	99.3%
Rosebud-Lott ISD	12	685	65%	1	3		\$152,000		\$152,000	100.0%
S and S CISD	10	984	45%	5	5		\$140,000	\$5,136	\$145,136	96.5%
San Augustine ISD	07	685	88%	7	7		\$126,200		\$126,200	100.0%
San Diego ISD	02	1,484	88%	2	2		\$128,450	\$20,642	\$149,092	86.2%
Santa Gertrudis ISD	02	745	41%	2	2		\$104,000	\$13,560	\$117,560	88.5%
Santa Maria ISD	01	550		3	5		\$157,000	\$22,404	\$179,404	87.5%
Santa Rosa ISD	01	934	89%			Interim				
Schleicher County ISD	15	521	70%	1	20	Retired	\$130,000	\$18,000	\$148,000	87.8%
Scurry-Rosser ISD	10	1,070	40%	5	6		\$143,160	\$3,600	\$146,760	97.5%
Seymour ISD	09	616	57%	3	3		\$104,000	\$10,600	\$114,600	90.8%
Shiner ISD	03	694	27%	2	2		\$120,000	\$8,474	\$128,474	93.4%

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Salary Report of: Superintendent

Lone Oak ISD

Organization	ESC	Enrollment	% Economic Disadvantaged	Local Years as Supt	Total Years as Supt	Retired or Interim	Base Salary	Total Benefits & Allowances	Salary & Benefits	Base as % of Total
Skidmore-Tynan ISD	02	804	58%	1	1		\$120,000	\$1,000	\$121,000	99.2%
Slaton ISD	17	1,320	71%	1	1		\$147,000	\$13,500	\$160,500	91.6%
Somerville ISD	06	530	71%	3	3		\$115,500	\$600	\$116,100	99.5%
Sonora ISD	15	695	56%	0	0		\$110,000	\$30,580	\$140,580	78.2%
Spearman ISD	16	802	58%	1	7		\$149,328	\$5,420	\$154,748	96.5%
Stamford ISD	14	595	65%	2	6		\$132,840	\$600	\$133,440	99.6%
Stanton ISD	18	1,048	55%	5	5		\$158,000	\$9,000	\$167,000	94.6%
Stockdale ISD	20	750	46%	4	6		\$107,161	\$3,600	\$110,761	96.7%
Stratford ISD	16	575	62%	4	4		\$121,500	\$17,388	\$138,888	87.5%
Tahoka ISD	17	597	70%	0	0		\$113,000	\$10,400	\$123,400	91.6%
Tenaha ISD	07	500	88%	0	0		\$125,000	\$1,000	\$126,000	99.2%
Thorndale ISD	13	580	38%	5	5		\$127,000		\$127,000	100.0%
Thrall ISD	13	800	29%	10	10		\$150,300	\$22,750	\$173,050	86.9%
Three Rivers ISD	02	565	64%	2	2		\$120,000	\$4,600	\$124,600	96.3%
Tidehaven ISD	03	950	60%	11	13		\$144,000	\$5,598	\$149,598	96.3%
Tolar ISD	11	850	38%	7	7		\$122,130	\$6,300	\$128,430	95.1%
Tom Bean ISD	10	659	49%	5	9		\$115,000	\$3,060	\$118,060	97.4%
Tornillo ISD	19	870	94%	4	4		\$137,374	\$23,627	\$161,000	85.3%
Troup ISD	07	1,052	51%	3	3		\$148,148	\$3,300	\$151,448	97.8%
Union Grove ISD	07	725	46%	3	3		\$124,000	\$3,600	\$127,600	97.2%

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Salary Report of: Superintendent

Lone Oak ISD

Organization	ESC	Enrollment	% Economic Disadvantaged	Local Years as Supt	Total Years as Supt	Retired or Interim	Base Salary	Total Benefits & Allowances	Salary & Benefits	Base as % of Total
Valley Mills ISD	12	617	47%	0	0		\$112,000	\$5,750	\$117,750	95.1%
Valley View ISD-Cooke County	11	930	45%	13	42		\$152,770	\$750	\$153,520	99.5%
Van Vleck ISD	03	1,053	56%	11	11		\$137,671	\$4,150	\$141,821	97.1%
Wall ISD	15	1,252	16%	5	5		\$123,085	\$6,970	\$130,055	94.6%
Waskom ISD	07	824	63%	1	1		\$107,500	\$9,515	\$117,015	91.9%
West ISD	12	1,306	42%	7	7		\$135,000	\$14,200	\$149,200	90.5%
West Rusk County CISD	07	1,040	72%	5	5		\$139,323	\$3,750	\$143,073	97.4%
West Sabine ISD	07	567	53%	0	0		\$105,000	\$8,500	\$113,500	92.5%
Whitewright ISD	10	760	44%	2	8		\$153,000		\$153,000	100.0%
Windthorst ISD	09	515	38%	0	0		\$115,000	\$11,004	\$126,004	91.3%
Winnsboro ISD	07	1,465	56%	21	6		\$146,260	\$1,000	\$147,260	99.3%
Winona ISD	07	1,049	78%	2	2		\$120,000	\$7,536	\$127,536	94.1%
Winters ISD	15	555	69%	1	1		\$112,500	\$4,474	\$116,974	96.2%
Wolfe City ISD	10	638	56%	3	3		\$117,500	\$7,600	\$125,100	93.9%
Woodville ISD	05	1,232	71%	2	8		\$146,500	\$13,400	\$159,900	91.6%
Yorktown ISD	03	530	54%	2	2		\$111,500	\$4,332	\$115,832	96.3%

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Salary Report of: Superintendent

Lone Oak ISD

Superintendent Allowances and Health Insurance

Organization	ESC	Enrollment	Bonus Paid	Business & Personal Allowances					Health Insurance	
				Vehicle	Cell/Internet	Business Expenses	Member Dues	Housing	Premium Benefit	District Contrib
My Organization	10	965					\$500			
Market Group		874	\$3,000	\$4,878	\$1,200	\$2,400	\$760	\$8,400		\$3,930
Comparison to Market (%)							65.8%			
Dollar Difference (\$)							(\$260)			

Organization	ESC	Enrollment	Bonus Paid	Business & Personal Allowances					Health Insurance	
				Vehicle	Cell/Internet	Business Expenses	Member Dues	Housing	Premium Benefit	District Contrib
Alba-Golden ISD	07	855			\$1,200		\$500		No	\$3,600
Alpine ISD	18	972			\$5,520		\$1,000		No	\$2,700
Alto ISD	07	609	\$9,500		\$480				No	\$2,700
Alvord ISD	11	707							No	\$3,696
Anahuac ISD	04	1,323							No	\$2,880
Anderson-Shiro CISD	06	885		\$3,600					No	\$4,764
Anson ISD	14	722					\$822		No	\$2,700
Anthony ISD	19	786			\$500		\$1,000		Yes	\$6,000
Archer City ISD	09	501		\$5,000	\$1,200		\$2,000		No	\$5,004

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Salary Report of: Superintendent

Lone Oak ISD

Organization	ESC	Enrollment	Bonus Paid	Business & Personal Allowances					Health Insurance	
				Vehicle	Cell/Internet	Business Expenses	Member Dues	Housing	Premium Benefit	District Contrib
Ballinger ISD	15	851							No	\$3,120
Big Sandy ISD-Upshur County	07	642			\$1,800		\$1,000		No	\$2,700
Blanco ISD	13	1,040					\$250		No	\$4,200
Bland ISD	10	735					\$750			
Blooming Grove ISD	12	897					\$350		No	\$3,636
Blue Ridge ISD	10	887					\$1,500		Yes	\$9,264
Boling ISD	03	1,096								
Bosqueville ISD	12	729			\$1,200		\$800		No	\$3,192
Boyd ISD	11	1,267					\$500		Yes	\$10,200
Brackett ISD	20	519							No	\$3,000
Brady ISD	15	989					\$1,000		Yes	\$4,632
Brazos ISD	06	794					\$1,500		No	\$3,000
Breckenridge ISD	14	1,375			\$600		\$500			
Buffalo ISD	06	999			\$360				No	\$2,700
Burton ISD	06	514		\$2,400	\$1,200				No	\$3,300
Bushland ISD	16	1,441							No	\$4,200
Callisburg ISD	11	1,102	\$5,000				\$500		No	\$3,300
Cayuga ISD	07	525			\$600		\$500			
Celeste ISD	10	500							No	\$3,996

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Salary Report of: Superintendent

Lone Oak ISD

Organization	ESC	Enrollment	Bonus Paid	Business & Personal Allowances					Health Insurance	
				Vehicle	Cell/Internet	Business Expenses	Member Dues	Housing	Premium Benefit	District Contrib
Central Heights ISD	07	1,135							No	\$4,800
Central ISD	07	1,350								
Chapel Hill ISD-Titus County	08	990			\$600		\$500		No	\$3,900
Chico ISD	11	586			\$600				No	\$4,932
Chilton ISD	12	540	\$3,000				\$2,500		No	\$4,500
Cisco ISD	14	837			\$1,200				No	\$3,684
City View ISD	09	1,050			\$1,200		\$1,000			
Clifton ISD	12	961								
Clyde CISD	14	1,393					\$530			
Coahoma ISD	18	1,095								
Coleman ISD	15	814			\$900		\$1,200		No	\$3,300
Colorado ISD	14	885					\$750		No	\$4,800
Comanche ISD	14	1,314							No	\$3,600
Comfort ISD	13	1,063			\$3,000		\$1,500			
Commerce ISD	10	1,457					\$200		Yes	\$20,100
Como-Pickton CISD	08	706								
Cooper ISD	08	820								
Cotulla ISD	20	1,265					\$2,000			
Crane ISD	18	1,170			\$3,000		\$1,200		No	\$7,632

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Salary Report of: Superintendent

Lone Oak ISD

Organization	ESC	Enrollment	Bonus Paid	Business & Personal Allowances					Health Insurance	
				Vehicle	Cell/Internet	Business Expenses	Member Dues	Housing	Premium Benefit	District Contrib
Crawford ISD	12	552		\$3,600	\$900				Yes	\$8,700
Crockett County Consolidated CSD	15	762			\$1,200				No	\$6,000
Crockett ISD-Houston County	06	1,273		\$6,000	\$1,200		\$545			
Cushing ISD	07	538								
Daingerfield-Lone Star ISD	08	1,025								
Danbury ISD	04	754					\$500			
DeKalb ISD	08	756			\$1,000	\$1,000	\$1,000		No	\$3,600
Detroit ISD	08	515							No	\$4,752
Deweyville ISD	05	534								
Dilley ISD	20	900		\$2,500	\$1,200		\$600	\$8,400	No	\$5,004
Dublin ISD	11	1,090		\$8,400	\$1,500	\$1,200	\$500		No	\$2,700
Early ISD	15	1,133					\$2,000		No	\$4,200
East Bernard ISD	03	922					\$1,000		No	\$3,960
Eastland ISD	14	1,066		\$6,000	\$1,200				Yes	\$14,280
Edgewood ISD-Van Zandt County	07	905					\$250		No	\$3,000
Edna ISD	03	1,498	\$3,000			\$12,000			No	\$4,536
Farwell ISD	16	541			\$600		\$400		No	\$4,800
Flatonía ISD	13	595								
Florence ISD	13	1,132					\$1,780		No	\$5,004

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Salary Report of: Superintendent

Lone Oak ISD

Organization	ESC	Enrollment	Bonus Paid	Business & Personal Allowances					Health Insurance	
				Vehicle	Cell/Internet	Business Expenses	Member Dues	Housing	Premium Benefit	District Contrib
Floydada ISD	17	704							Yes	\$4,200
Forsan ISD	18	765			\$1,800		\$1,000		No	\$5,148
Franklin ISD	06	1,253		\$2,400						
Frankston ISD	07	768							No	\$4,212
Freer ISD	02	750			\$3,000					
Friona ISD	16	1,023			\$720		\$100		No	\$2,700
George West ISD	02	1,032			\$1,000					
Goldthwaite Consolidated ISD	12	514			\$1,200	\$2,500	\$1,000			
Goliad ISD	03	1,251					\$500			
Grandview ISD	11	1,332							No	\$3,000
Grapeland ISD	06	602					\$500		No	\$2,700
Hallettsville ISD	03	1,152					\$998		No	\$3,600
Hamilton ISD	12	800					\$1,000		No	\$3,600
Hardin ISD	04	1,223		\$4,200			\$600		No	\$4,632
Harleton ISD	07	714							No	\$3,300
Harts Bluff ISD	08	750					\$1,000		Yes	\$6,504
Haskell CISD	14	549					\$2,000		No	\$2,700
Hemphill ISD	07	899					\$800		No	\$2,700
Henrietta ISD	09	906							No	\$3,900

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Salary Report of: Superintendent

Lone Oak ISD

Organization	ESC	Enrollment	Bonus Paid	Business & Personal Allowances					Health Insurance	
				Vehicle	Cell/Internet	Business Expenses	Member Dues	Housing	Premium Benefit	District Contrib
Highland Park ISD-Potter County	16	886			\$599		\$1,162		No	\$6,000
Holland ISD	12	626		\$5,800	\$360				No	\$2,700
Holliday ISD	09	1,065					\$550		No	\$2,700
Honey Grove ISD	10	632							No	\$3,300
Howe ISD	10	1,222		\$4,000			\$250		No	\$4,632
Hughes Springs ISD	08	1,121			\$720					
Industrial ISD	03	1,165							No	\$5,004
Italy ISD	10	621		\$6,000	\$1,200				No	\$4,200
Itasca ISD	12	616					\$600		Yes	\$6,600
Jacksboro ISD	09	1,059			\$2,400				No	\$3,900
Jefferson ISD	08	1,224					\$500		No	\$2,700
Jim Hogg County ISD	01	1,138					\$500			
Jim Ned CISD	14	1,455			\$1,500		\$1,000			
Johnson City ISD	13	630					\$350			
Jourdanton ISD	20	1,453	\$2,000				\$100		No	\$4,956
Keene ISD	11	1,075							No	\$4,440
Kenedy ISD-Karnes County	03	699	\$5,000		\$1,200				No	\$5,148
Kerens ISD	12	569							No	\$4,440
Kermit ISD	18	1,273			\$1,200		\$500		No	\$6,504

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Salary Report of: Superintendent

Lone Oak ISD

Organization	ESC	Enrollment	Bonus Paid	Business & Personal Allowances					Health Insurance	
				Vehicle	Cell/ Internet	Business Expenses	Member Dues	Housing	Premium Benefit	District Contrib
Kirbyville CISD	05	1,398					\$200		No	\$3,360
Kountze ISD	05	1,088					\$500		No	\$3,720
La Villa ISD	01	597					\$500			
Lackland ISD	20	888			\$1,200				No	\$4,764
Linden-Kildare CISD	08	626					\$400		No	\$3,600
Littlefield ISD	17	1,267					\$100			
London ISD	02	1,405								
Lovelady ISD	06	501								
Luling ISD	13	1,408			\$580		\$9,600		Yes	\$4,536
Lyford CISD	01	1,449								
Malakoff ISD	07	1,359			\$720		\$5,000		No	\$3,600
Marion ISD	20	1,481				\$1,200			No	\$5,004
Marlin ISD	12	877		\$1,500			\$400			
Mart ISD	12	540								
Mason ISD	15	714							No	\$3,000
Mathis ISD	02	1,498	\$3,000		\$720				Yes	\$26,664
Maypearl ISD	10	1,160		\$7,200		\$2,400	\$1,000			
McCamey ISD	18	503			\$1,200		\$1,000		No	\$6,000
Merkel ISD	14	1,094		\$5,000	\$1,200		\$3,000		No	\$3,600

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Salary Report of: Superintendent

Lone Oak ISD

Organization	ESC	Enrollment	Bonus Paid	Business & Personal Allowances					Health Insurance	
				Vehicle	Cell/Internet	Business Expenses	Member Dues	Housing	Premium Benefit	District Contrib
Millsap ISD	11	1,026							Yes	\$4,764
Moody ISD	12	685							No	\$2,940
Natalia ISD	20	1,024					\$500		No	\$2,700
New Deal ISD	17	754		\$6,000			\$1,000		Yes	\$18,000
New Diana ISD	07	1,215							No	\$3,600
New Home ISD	17	610		\$4,800	\$500					
New Summerfield ISD	07	529			\$900		\$1,500		No	\$3,000
New Waverly ISD	06	1,038							No	\$2,760
Nixon-Smiley CISD	13	1,015								
Nocona ISD	09	804			\$900				No	\$2,700
Normangee ISD	06	615					\$500		No	\$2,700
North Hopkins ISD	08	555			\$1,200				No	\$2,700
Olney ISD	09	705							No	\$4,764
Onalaska ISD	06	1,180								
Palacios ISD	03	1,314					\$600		No	\$5,148
Palmer ISD	10	1,243							No	\$4,200
Panhandle ISD	16	660			\$720				No	\$4,536
Paradise ISD	11	1,279					\$540		No	\$3,300
Pewitt CISD	08	859			\$600		\$150			

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Salary Report of: Superintendent

Lone Oak ISD

Organization	ESC	Enrollment	Bonus Paid	Business & Personal Allowances					Health Insurance	
				Vehicle	Cell/Internet	Business Expenses	Member Dues	Housing	Premium Benefit	District Contrib
Plemons-Stinnett-Phillips CISD	16	671					\$500		No	\$4,404
Port Aransas ISD	02	510					\$1,000			
Post ISD	17	797								
Poth ISD	20	841					\$500			
Pottsboro ISD	10	1,430					\$360		No	\$5,004
Presidio ISD	18	1,058	\$3,000	\$2,500	\$1,500		\$1,000	\$4,800	No	\$3,300
Queen City ISD	08	935					\$500		No	\$3,300
Quitman ISD	07	1,124					\$1,000			
Reagan County ISD	18	834					\$1,000		No	\$6,600
Redwater ISD	08	1,105					\$800			
Ricardo ISD	02	654		\$5,000	\$1,000		\$2,000			
Riesel ISD	12	648			\$720		\$1,000		No	\$3,900
Rio Vista ISD	11	770								
River Road ISD	16	1,268							No	\$2,700
Rivercrest ISD	08	670					\$225			
Rockdale ISD	06	1,444					\$780		No	\$4,800
Rogers ISD	12	891			\$1,200		\$1,000			
Roosevelt ISD	17	1,011					\$1,000		No	\$4,152
Roscoe Collegiate ISD	14	650					\$750			

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Salary Report of: Superintendent

Lone Oak ISD

Organization	ESC	Enrollment	Bonus Paid	Business & Personal Allowances					Health Insurance	
				Vehicle	Cell/Internet	Business Expenses	Member Dues	Housing	Premium Benefit	District Contrib
Rosebud-Lott ISD	12	685								
S and S CISD	10	984			\$600				No	\$4,536
San Augustine ISD	07	685								
San Diego ISD	02	1,484		\$4,956					No	\$3,960
Santa Gertrudis ISD	02	745			\$7,200		\$1,800		No	\$4,560
Santa Maria ISD	01	550		\$9,000	\$9,000				No	\$4,404
Santa Rosa ISD	01	934								
Schleicher County ISD	15	521			\$750		\$250			
Scurry-Rosser ISD	10	1,070			\$600				No	\$3,000
Seymour ISD	09	616					\$500		No	\$5,100
Shiner ISD	03	694			\$1,200		\$770		Yes	\$6,504
Skidmore-Tynan ISD	02	804					\$500			
Slaton ISD	17	1,320					\$1,500			
Somerville ISD	06	530					\$600			
Sonora ISD	15	695		\$9,600	\$5,580		\$1,000	\$14,400		
Spearman ISD	16	802					\$1,700		No	\$3,720
Stamford ISD	14	595								
Stanton ISD	18	1,048			\$600		\$600		No	\$7,800
Stockdale ISD	20	750							No	\$3,600

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Salary Report of: Superintendent

Lone Oak ISD

Organization	ESC	Enrollment	Bonus Paid	Business & Personal Allowances					Health Insurance	
				Vehicle	Cell/Internet	Business Expenses	Member Dues	Housing	Premium Benefit	District Contrib
Stratford ISD	16	575		\$5,400	\$1,200	\$5,400	\$1,500		No	\$3,888
Tahoka ISD	17	597		\$6,000	\$1,200		\$500		No	\$2,700
Tenaha ISD	07	500					\$1,000			
Thorndale ISD	13	580								
Thrall ISD	13	800					\$6,000			
Three Rivers ISD	02	565		\$500			\$500		No	\$3,600
Tidehaven ISD	03	950					\$450		No	\$5,148
Tolar ISD	11	850							Yes	\$6,300
Tom Bean ISD	10	659			\$360				No	\$2,700
Tornillo ISD	19	870							Yes	\$12,156
Troup ISD	07	1,052							No	\$3,300
Union Grove ISD	07	725							No	\$3,600
Valley Mills ISD	12	617					\$750		No	\$3,000
Valley View ISD-Cooke County	11	930					\$750			
Van Vleck ISD	03	1,053					\$250		Yes	\$3,900
Wall ISD	15	1,252			\$900	\$2,500	\$450		No	\$3,120
Waskom ISD	07	824		\$1,000	\$500	\$1,000	\$1,000		Yes	\$6,000
West ISD	12	1,306		\$2,400	\$7,200		\$1,000		No	\$3,600
West Rusk County CISD	07	1,040					\$450		No	\$3,300

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Salary Report of: Superintendent

Lone Oak ISD

Organization	ESC	Enrollment	Bonus Paid	Business & Personal Allowances					Health Insurance	
				Vehicle	Cell/ Internet	Business Expenses	Member Dues	Housing	Premium Benefit	District Contrib
West Sabine ISD	07	567					\$2,500		No	\$6,000
Whitewright ISD	10	760								
Windthorst ISD	09	515							No	\$5,004
Winnsboro ISD	07	1,465					\$1,000			
Winona ISD	07	1,049		\$3,000					No	\$4,536
Winters ISD	15	555					\$1,000		No	\$3,474
Wolfe City ISD	10	638		\$2,400	\$1,500		\$1,000		No	\$2,700
Woodville ISD	05	1,232					\$1,400			
Yorktown ISD	03	530							No	\$4,332

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Salary Report of: Superintendent

Lone Oak ISD

Superintendent Retirement and Other Benefits

Organization	ESC	Enrollment	Additional Retirement Benefits				Other Insurance			Other Comp
			Investment Account Contribution	Vesting Years	Paid TRS Contribution	Purchase of TRS Service Credits	Life Insurance Premium	Policy Face Value	Long-Term Disability Premium	
My Organization	10	965								
Market Group		874	\$4,900	0	\$11,372		\$336	\$88,000	\$3,500	\$3,600
Comparison to Market (%)										
Dollar Difference (\$)										

Organization	ESC	Enrollment	Additional Retirement Benefits				Other Insurance			Other Comp
			Investment Account Contribution	Vesting Years	Paid TRS Contribution	Purchase of TRS Service Credits	Life Insurance Premium	Policy Face Value	Long-Term Disability Premium	
Alba-Golden ISD	07	855								
Alpine ISD	18	972								
Alto ISD	07	609								
Alvord ISD	11	707	\$7,416	0	\$10,193					
Anahuac ISD	04	1,323								
Anderson-Shiro CISD	06	885			\$9,792					
Anson ISD	14	722								
Anthony ISD	19	786								
Archer City ISD	09	501								

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Salary Report of: Superintendent

Lone Oak ISD

Organization	ESC	Enrollment	Additional Retirement Benefits				Other Insurance			Other Comp
			Investment Account Contribution	Vesting Years	Paid TRS Contribution	Purchase of TRS Service Credits	Life Insurance Premium	Policy Face Value	Long-Term Disability Premium	
Ballinger ISD	15	851								
Big Sandy ISD-Upshur County	07	642								
Blanco ISD	13	1,040								
Bland ISD	10	735								
Blooming Grove ISD	12	897								
Blue Ridge ISD	10	887								
Boling ISD	03	1,096								
Bosqueville ISD	12	729								
Boyd ISD	11	1,267								
Brackett ISD	20	519								
Brady ISD	15	989								\$300
Brazos ISD	06	794								
Breckenridge ISD	14	1,375								
Buffalo ISD	06	999								
Burton ISD	06	514								
Bushland ISD	16	1,441								
Callisburg ISD	11	1,102								
Cayuga ISD	07	525								
Celeste ISD	10	500								

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Salary Report of: Superintendent

Lone Oak ISD

Organization	ESC	Enrollment	Additional Retirement Benefits				Other Insurance			Other Comp
			Investment Account Contribution	Vesting Years	Paid TRS Contribution	Purchase of TRS Service Credits	Life Insurance Premium	Policy Face Value	Long-Term Disability Premium	
Central Heights ISD	07	1,135								
Central ISD	07	1,350								
Chapel Hill ISD-Titus County	08	990								\$10,000
Chico ISD	11	586								
Chilton ISD	12	540	\$4,500	0						
Cisco ISD	14	837								
City View ISD	09	1,050								
Clifton ISD	12	961								
Clyde CISD	14	1,393								
Coahoma ISD	18	1,095								
Coleman ISD	15	814								
Colorado ISD	14	885								
Comanche ISD	14	1,314								
Comfort ISD	13	1,063								
Commerce ISD	10	1,457								
Como-Pickton CISD	08	706			\$8,000					
Cooper ISD	08	820								
Cotulla ISD	20	1,265								
Crane ISD	18	1,170								\$4,277

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Salary Report of: Superintendent

Lone Oak ISD

Organization	ESC	Enrollment	Additional Retirement Benefits				Other Insurance			Other Comp
			Investment Account Contribution	Vesting Years	Paid TRS Contribution	Purchase of TRS Service Credits	Life Insurance Premium	Policy Face Value	Long-Term Disability Premium	
Crawford ISD	12	552								
Crockett County Consolidated CSD	15	762								
Crockett ISD-Houston County	06	1,273			\$11,273					
Cushing ISD	07	538								
Daingerfield-Lone Star ISD	08	1,025								
Danbury ISD	04	754								
DeKalb ISD	08	756								
Detroit ISD	08	515								
Deweyville ISD	05	534								
Dilley ISD	20	900								\$6,000
Dublin ISD	11	1,090	\$12,000	0						
Early ISD	15	1,133								
East Bernard ISD	03	922								
Eastland ISD	14	1,066								
Edgewood ISD-Van Zandt County	07	905								
Edna ISD	03	1,498								
Farwell ISD	16	541								
Flatonia ISD	13	595								
Florence ISD	13	1,132								

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Salary Report of: Superintendent

Lone Oak ISD

Organization	ESC	Enrollment	Additional Retirement Benefits				Other Insurance			Other Comp
			Investment Account Contribution	Vesting Years	Paid TRS Contribution	Purchase of TRS Service Credits	Life Insurance Premium	Policy Face Value	Long-Term Disability Premium	
Floydada ISD	17	704	\$10,000	0						
Forsan ISD	18	765	\$600	0						\$2,050
Franklin ISD	06	1,253								
Frankston ISD	07	768								
Freer ISD	02	750								
Friona ISD	16	1,023								
George West ISD	02	1,032								
Goldthwaite Consolidated ISD	12	514								
Goliad ISD	03	1,251			\$13,443					
Grandview ISD	11	1,332								
Grapeland ISD	06	602			\$9,186					
Hallettsville ISD	03	1,152			\$11,202					
Hamilton ISD	12	800			\$12,200					
Hardin ISD	04	1,223								
Harleton ISD	07	714								
Harts Bluff ISD	08	750								
Haskell CISD	14	549								
Hemphill ISD	07	899								
Henrietta ISD	09	906								

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Salary Report of: Superintendent

Lone Oak ISD

Organization	ESC	Enrollment	Additional Retirement Benefits				Other Insurance			Other Comp
			Investment Account Contribution	Vesting Years	Paid TRS Contribution	Purchase of TRS Service Credits	Life Insurance Premium	Policy Face Value	Long-Term Disability Premium	
Highland Park ISD-Potter County	16	886								
Holland ISD	12	626								
Holliday ISD	09	1,065								
Honey Grove ISD	10	632								
Howe ISD	10	1,222								
Hughes Springs ISD	08	1,121								
Industrial ISD	03	1,165			\$9,600					
Italy ISD	10	621								
Itasca ISD	12	616								
Jacksboro ISD	09	1,059								
Jefferson ISD	08	1,224								
Jim Hogg County ISD	01	1,138			\$10,521		\$730	\$126,000	\$4,160	
Jim Ned CISD	14	1,455								
Johnson City ISD	13	630			\$6,000					
Jourdanton ISD	20	1,453								
Keene ISD	11	1,075								
Kenedy ISD-Karnes County	03	699								
Kerens ISD	12	569								
Kermit ISD	18	1,273	\$4,800	5						

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Salary Report of: Superintendent

Lone Oak ISD

Organization	ESC	Enrollment	Additional Retirement Benefits				Other Insurance			Other Comp
			Investment Account Contribution	Vesting Years	Paid TRS Contribution	Purchase of TRS Service Credits	Life Insurance Premium	Policy Face Value	Long-Term Disability Premium	
Kirbyville CISD	05	1,398								
Kountze ISD	05	1,088			\$11,911					
La Villa ISD	01	597			\$13,000					
Lackland ISD	20	888	\$7,800	0	\$15,120	\$173	\$50,000	\$794		
Linden-Kildare CISD	08	626								
Littlefield ISD	17	1,267								
London ISD	02	1,405								
Lovelady ISD	06	501								
Luling ISD	13	1,408								\$7,800
Lyford CISD	01	1,449			\$10,900					
Malakoff ISD	07	1,359								\$2,000
Marion ISD	20	1,481								
Marlin ISD	12	877								
Mart ISD	12	540								
Mason ISD	15	714								
Mathis ISD	02	1,498			\$26,444					
Maypearl ISD	10	1,160								
McCamey ISD	18	503	\$7,000	3						
Merkel ISD	14	1,094								

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Salary Report of: Superintendent

Lone Oak ISD

Organization	ESC	Enrollment	Additional Retirement Benefits				Other Insurance			Other Comp
			Investment Account Contribution	Vesting Years	Paid TRS Contribution	Purchase of TRS Service Credits	Life Insurance Premium	Policy Face Value	Long-Term Disability Premium	
Millsap ISD	11	1,026								
Moody ISD	12	685								
Natalia ISD	20	1,024								
New Deal ISD	17	754			\$9,600					
New Diana ISD	07	1,215	\$1,200	0						
New Home ISD	17	610								
New Summerfield ISD	07	529								
New Waverly ISD	06	1,038								
Nixon-Smiley CISD	13	1,015	\$1,500	0						
Nocona ISD	09	804								
Normangee ISD	06	615			\$8,600					
North Hopkins ISD	08	555								
Olney ISD	09	705								
Onalaska ISD	06	1,180								
Palacios ISD	03	1,314			\$4,380					\$852
Palmer ISD	10	1,243			\$13,000					
Panhandle ISD	16	660								
Paradise ISD	11	1,279								
Pewitt CISD	08	859								

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Salary Report of: Superintendent

Lone Oak ISD

Organization	ESC	Enrollment	Additional Retirement Benefits				Other Insurance			Other Comp
			Investment Account Contribution	Vesting Years	Paid TRS Contribution	Purchase of TRS Service Credits	Life Insurance Premium	Policy Face Value	Long-Term Disability Premium	
Plemons-Stinnett-Phillips CISD	16	671								
Port Aransas ISD	02	510	\$5,000	0						
Post ISD	17	797								
Poth ISD	20	841								
Pottsboro ISD	10	1,430								
Presidio ISD	18	1,058					\$500	\$130,000	\$3,500	
Queen City ISD	08	935								
Quitman ISD	07	1,124								
Reagan County ISD	18	834								
Redwater ISD	08	1,105								
Ricardo ISD	02	654								\$3,600
Riesel ISD	12	648								
Rio Vista ISD	11	770								
River Road ISD	16	1,268								
Rivercrest ISD	08	670								
Rockdale ISD	06	1,444			\$14,362					
Rogers ISD	12	891								
Roosevelt ISD	17	1,011								
Roscoe Collegiate ISD	14	650								

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Salary Report of: Superintendent

Lone Oak ISD

Organization	ESC	Enrollment	Additional Retirement Benefits				Other Insurance			Other Comp
			Investment Account Contribution	Vesting Years	Paid TRS Contribution	Purchase of TRS Service Credits	Life Insurance Premium	Policy Face Value	Long-Term Disability Premium	
Rosebud-Lott ISD	12	685								
S and S CISD	10	984								
San Augustine ISD	07	685								
San Diego ISD	02	1,484			\$11,726					
Santa Gertrudis ISD	02	745								
Santa Maria ISD	01	550								
Santa Rosa ISD	01	934								
Schleicher County ISD	15	521			\$17,000					
Scurry-Rosser ISD	10	1,070								
Seymour ISD	09	616	\$5,000	0						
Shiner ISD	03	694								
Skidmore-Tynan ISD	02	804								\$500
Slaton ISD	17	1,320								\$12,000
Somerville ISD	06	530								
Sonora ISD	15	695								
Spearman ISD	16	802								
Stamford ISD	14	595	\$600	0						
Stanton ISD	18	1,048								
Stockdale ISD	20	750								

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Salary Report of: Superintendent

Lone Oak ISD

Organization	ESC	Enrollment	Additional Retirement Benefits				Other Insurance			Other Comp
			Investment Account Contribution	Vesting Years	Paid TRS Contribution	Purchase of TRS Service Credits	Life Insurance Premium	Policy Face Value	Long-Term Disability Premium	
Stratford ISD	16	575								
Tahoka ISD	17	597								
Tenaha ISD	07	500								
Thorndale ISD	13	580								
Thrall ISD	13	800	\$4,750	0	\$12,000					
Three Rivers ISD	02	565								
Tidehaven ISD	03	950								
Tolar ISD	11	850								
Tom Bean ISD	10	659								
Tornillo ISD	19	870			\$11,471					
Troup ISD	07	1,052								
Union Grove ISD	07	725								
Valley Mills ISD	12	617								\$2,000
Valley View ISD-Cooke County	11	930								
Van Vleck ISD	03	1,053								
Wall ISD	15	1,252								
Waskom ISD	07	824					\$15	\$20,000		
West ISD	12	1,306								
West Rusk County CISD	07	1,040								

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Salary Report of: Superintendent

Lone Oak ISD

Organization	ESC	Enrollment	Additional Retirement Benefits				Other Insurance			Other Comp
			Investment Account Contribution	Vesting Years	Paid TRS Contribution	Purchase of TRS Service Credits	Life Insurance Premium	Policy Face Value	Long-Term Disability Premium	
West Sabine ISD	07	567								
Whitewright ISD	10	760								
Windthorst ISD	09	515								\$6,000
Winnsboro ISD	07	1,465								
Winona ISD	07	1,049								
Winters ISD	15	555								
Wolfe City ISD	10	638								
Woodville ISD	05	1,232			\$12,000					
Yorktown ISD	03	530								

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Superintendent Compensation in Public Schools

2021–2022 TASB/TASA Superintendent Salary Survey Highlights

Survey Information

- All 1,020 Texas public school districts received the Superintendent Salary Survey questionnaire.
- By October 1, 2021, 684 districts participated, representing 67 percent of districts in Texas. Districts reported 18 interim and four part-time/non-interim superintendents; those 22 are excluded from our analysis.
- Data represents only the survey participants. Survey participants may not have answered all questions.
- Medians (50th percentile) are used for most reporting to reduce the impact of outliers (compared to averages).

Superintendent Salaries

The median superintendent salary for 2021–2022 is \$143,969, an increase of 4.8 percent from last year (\$137,314). Median salaries for superintendents range from \$106,000 in districts with fewer than 500 students to \$342,000 in districts with more than 50,000 students.

	Number of Respondents	Percent of Enrollment Group	2021–22 Average Salary	2021–22 Distribution of Salaries		
				25 th Percentile	Median	75 th Percentile
Overall Responses*	662	64.9%	\$163,908	\$115,000	\$143,969	\$189,118
By Enrollment						
1 to 499	169	52.2%	\$108,257	\$97,143	\$106,000	\$115,905
500 to 999	125	64.1%	\$124,089	\$112,500	\$122,130	\$132,500
1,000 to 1,599	94	74.6%	\$147,124	\$135,000	\$146,431	\$154,875
1,600 to 2,999	79	66.9%	\$162,868	\$150,000	\$162,500	\$175,000
3,000 to 4,999	61	77.2%	\$194,867	\$172,658	\$186,000	\$207,936
5,000 to 9,999	48	69.6%	\$231,388	\$205,000	\$218,839	\$244,879
10,000 to 24,999	45	78.9%	\$261,698	\$234,600	\$260,100	\$285,408
25,000 to 49,999	26	74.3%	\$308,403	\$280,680	\$307,162	\$321,890
50,000 and over	15	88.2%	\$347,733	\$338,163	\$342,000	\$348,845

*Interim and part-time superintendents not included

Pay Increases

The median superintendent pay increase was 3 percent, same as last year. Seventy-five (75) percent of returning superintendents received a base salary increase. Where benefits were reported as having been converted to salary, they were excluded from the pay increase calculations.

Superintendent Experience

Superintendents have served in their current district for a median of three years and have a median of five years of total experience as a superintendent in any district. Most (67 percent) have only served as superintendent in their current school district. Of the 98 districts (15 percent) with a new superintendent for 2021–2022, 69 districts hired a superintendent with no previous experience in the position.

Bonuses

Few school boards pay bonuses to their superintendent. Only 5 percent of respondents (35 districts) gave a bonus to the superintendent, which is lower than the 6 percent doing so last year. Most bonuses are paid to the superintendent to promote retention. The median shows more than half of bonuses paid were \$6,000 or less.



Transportation Benefits

Currently, 21 percent of responding districts (142) provide a car allowance to the superintendent to cover part or all of the cost of a personal vehicle. The median annual vehicle allowance is \$6,000. A much smaller group, 8 percent of districts (56), provide a vehicle for the sole use of the superintendent.

Health Insurance Benefits

Most superintendents (89 percent) receive health insurance benefits from the district. The median district contribution for superintendent health insurance is \$3,900 annually. Employee-only coverage was most common, followed by employee-plus-children. Of responding districts, 36 percent of superintendents (236) reported employee-only rates (median district contribution of \$3,900), and 17 percent (113) reported employee-plus-children rates (median district contribution of \$3,900). More districts than last year, 9 percent, provide a health insurance premium benefit to superintendents beyond that provided to other full-time employees.

Other Benefits

- **Dues for membership to civic, private, or professional organizations and clubs:** 61 percent of respondents (402) pay dues for the superintendent. The median annual expense to the district is \$1,000.
- **Allowance for cell phone and/or internet service:** 36 percent of districts (239) provide the superintendent with this allowance. The median annual allowance is \$1,200.
- **Paying portion of superintendent's required Teacher Retirement System (TRS) contribution:** 20 percent of districts (132) reported paying a portion of the required TRS contribution. The median contribution is \$15,400.
- **Contributions to a tax-deferred investment account:** 13 percent of districts (83) contribute to an account for the superintendent. The median contribution is \$10,000. Of those making contributions, 35 percent of districts (29) require at least one year of service for the district's contribution to be vested.
- **Housing subsidies:** 10 percent of districts (64) provide a housing subsidy. Of those, 50 districts provide a residence only, seven provide a housing allowance only, and seven provide a residence plus housing allowance. The median housing allowance is \$6,500.
- **Allowance for business expenses:** 7 percent of districts (45) provide the superintendent with this allowance. The median annual allowance is \$4,000.
- **Life insurance:** 5 percent of districts (34) provide the superintendent with this benefit. The median life insurance annual premium is \$725.
- **Long-term disability and TRS service credit purchase:** fewer than 3 percent of districts provide these benefits to their superintendent.

Description of Survey

This survey is a compilation of superintendent salary and benefit information submitted to TASB HR Services during fall of the 2021–2022 school year. The survey invitation was emailed to 1,020 public school districts. Data in this report summarizes responses to the TASB/TASA Superintendent Salary Survey online questionnaire.

Accurate and timely information helps school officials set educator salaries. Local school boards can use data from this survey to effectively recruit, retain, and reward superintendents through the development of competitive compensation packages. All superintendent compensation packages are unique and are tailored to the needs of the superintendent and local school district. Superintendents may receive other benefits or pay elements not captured in this survey.

Survey Methodology

Standard mathematical and statistical calculations were used in compiling and analyzing the data. If a superintendent had less than one year of experience, zero was used; otherwise, years of experience were rounded to the closest whole number.