

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 August 19, 2024, beginning at 6:00 PM in the Lone Oak ISD Administration Building 8162 Highway 69 South Lone Oak, TX 75453.

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 7
 3. Budget Amendments/Reallocation 8
 4. Minutes from previous meeting 12
 5. Updated Adjunct Faculty Agreement for Hunt County AgriLife Extension Staff and the Hunt County 4-H program 16
 5. Administrative Team Reports
 6. Consider and act on adopting the Medical and Psychological Examination of a License Policy. 18
 7. Consider and act on the 2024-2025 M&O Tax Rate as mandated by the Texas Education Agency. 25
 8. Consider and act on the 2024-2025 I&S Tax Rate.
 9. Executive Session
 1. 551.074 Discuss personnel or to hear complaints against personnel
 2. 551.072 Discussing purchase, exchange, lease, or value of real property
 10. Consider and act on items discussed in the executive session
 11. Adjournment
 12. Executive Session
 1. 551.074 Discuss personnel or to hear complaints against personnel
 2. 551.072 Discussing purchase, exchange, lease, or value of real property
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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	Paid Date	Credit Memo Nbr	Trans Date	Payee	Amount	EFT
022157	07-23-2024		07-23-2024	LONE STAR FURNISHINGS	63,376.98	N
022158	07-24-2024		07-24-2024	ALL STAR EXTERIORS	68,000.00	N
022159	07-24-2024		07-24-2024	DYNAMIC ENGINEERING CONSULTANTS	2,135.00	N
					6,195.00	N
				Check 022159 Total:	8,330.00	
060414	07-09-2024		07-09-2024	BENSON BRO.WRECKER SERVICE	175.00	N
060415	07-09-2024		07-09-2024	CASH SPECIAL UTILITY DISTRICT	79.66	N
060416	07-09-2024		07-09-2024	FOLLETT SCHOOL SOLUTIONS	2,723.49	N
060417	07-09-2024		07-09-2024	NORTH TEXAS TOLLWAY AUTHORITY	22.24	N
060418	07-09-2024		07-09-2024	TXTAG	38.95	N
060419	07-22-2024		07-22-2024	ALLIANCE BANK	62,379.15	N
					8,749.78	N
				Check 060419 Total:	71,128.93	
060420	07-23-2024		07-23-2024	ATMOS ENERGY	507.48	N
060421	07-23-2024		07-23-2024	CYBERSOFT TECHNOLOGIES, INC.	1,878.00	N
					1,879.00	N
					1,878.00	N
				Check 060421 Total:	5,635.00	
060422	07-23-2024		07-23-2024	DIRECT ENERGY BUSINESS	509.78	N
060423	07-23-2024		07-23-2024	EAST TEXAS BAPTIST UNIVERSITY	2,000.00	N
060424	07-23-2024		07-23-2024	ETC COMPANIES	2,775.00	N
060425	07-23-2024		07-23-2024	FRONTLINE TECHNOLOGIES GROUP	14,493.53	N
060426	07-23-2024		07-23-2024	PAYTON HOLLAND	766.00	N
					1,532.00	N
				Check 060426 Total:	2,298.00	
060427	07-23-2024		07-23-2024	RMA TOLL PROCESSING	10.49	N
060428	07-23-2024		07-23-2024	SAM HOUSTON STATE UNIVERSITY	500.00	N
					1,000.00	N
					400.00	N
				Check 060428 Total:	1,900.00	
060429	07-23-2024		07-23-2024	TARLETON STATE UNIVERSITY	1,000.00	N
					400.00	N
				Check 060429 Total:	1,400.00	
060430	07-23-2024		07-23-2024	TARLETON STATE UNIVERSITY	1,000.00	N
060431	07-23-2024		07-23-2024	TEXAS TECH UNIVERSITY	2,000.00	N
					400.00	N
				Check 060431 Total:	2,400.00	
060432	07-23-2024		07-23-2024	THE NROC PROJECT	1,000.00	N
060433	07-23-2024		07-23-2024	TXTAG	22.26	N
060434	07-23-2024		07-23-2024	CARD SERVICE CENTER	275.00	N
					98.50	N
				Check 060434 Total:	373.50	
060435	07-24-2024		07-24-2024	CANON FINANCIAL SERVICES, INC	581.46	N
060436	07-24-2024		07-24-2024	CBJ CUSTOM APPAREL	2,272.00	N
060437	07-24-2024		07-24-2024	COURTEOUS CARPET CARE	1,300.00	N
060438	07-24-2024		07-24-2024	DATAMAX	24.57	N
060439	07-24-2024		07-24-2024	DEPARTMENT OF PUBLIC SAFETY	9.00	N

Check Nbr	Paid Date	Credit Memo Nbr	Trans Date	Payee	Amount	EFT
060440	07-24-2024		07-24-2024	GOGUARDIAN	13,700.00	N
060441	07-24-2024		07-24-2024	LONE OAK CAFETERIA	450.00	N
060442	07-24-2024		07-24-2024	LORI JACKSON	17.00	N
060443	07-24-2024		07-24-2024	PAUL ROBERTSON	202.50	N
060444	07-24-2024		07-24-2024	RICOH USA, INC	1,487.74	N
060445	07-25-2024		07-24-2024	AIDEN HOLDER	210.00	N
060446	07-25-2024		07-24-2024	ALL-AROUND AIR CONDITIONING	1,300.00	N
060447	07-25-2024		07-24-2024	AUSTIN JACKSON	775.00	N
060448	07-25-2024		07-24-2024	BC GYM FLOORS	5,050.00	N
060449	07-25-2024		07-24-2024	BRADY HOLDER	210.00	N
060450	07-25-2024		07-24-2024	CLEAN EARTH ENVIRONMENTAL	2,350.41	N
060451	07-25-2024		07-24-2024	COLEMAN DIESEL SERVICE	1,492.21	N
060452	07-25-2024		07-24-2024	COMPLETE SUPPLY INC	1,765.00	N
060453	07-25-2024		07-24-2024	COMPLIANCE CONSORTIUM CORP.	314.00	N
060454	07-25-2024		07-24-2024	DILLION CLINE	670.00	N
060455	07-25-2024		07-24-2024	DISCOUNT WHEEL AND TIRE	21.00	N
060456	07-25-2024		07-24-2024	DOOR CONTROL SERVICES	239.00	N
060457	07-25-2024		07-24-2024	DUKO OIL COMPANY	2,008.50	N
					871.75	N
				Check 060457 Total:	2,880.25	
060458	07-25-2024		07-24-2024	EDUCATION SERVICE CENT.REG.10	70.00	N
060459	07-25-2024		07-24-2024	ETHAN COOK	490.00	N
060460	07-25-2024		07-24-2024	GERMBLAST	5,337.42	N
060461	07-25-2024		07-24-2024	ISAIAH HART	990.00	N
060462	07-25-2024		07-24-2024	LARRY HUBBARD	490.00	N
060463	07-25-2024		07-24-2024	MAXIMILIAN RAMIREZ	835.00	N
060464	07-25-2024		07-24-2024	MILLSAP STRIPING CO.	3,105.00	N
060465	07-25-2024		07-24-2024	MOISES PEREZ	685.00	N
060466	07-25-2024		07-24-2024	MSB SCHOOL SERVICES	25.00	N
					66.87	N
				Check 060466 Total:	91.87	
060467	07-25-2024		07-24-2024	NORTH TEXAS SCHOOL SERVICES	455.00	N
060468	07-25-2024		07-24-2024	POWELL LAW GROUP, LLP	300.00	N
060469	07-25-2024		07-24-2024	RAPTOR TECHNOLOGIES	10,509.00	N
060470	07-25-2024		07-24-2024	RON'S MOBILE DRUG & ALCOHOL	100.00	N
060471	07-25-2024		07-24-2024	RPR ENVIRONMENTAL SERVICES	90.00	N
060472	07-25-2024		07-24-2024	THE POLICE AND SHERIFFS PASS	17.60	N
060473	07-25-2024		07-24-2024	WAYNE'S LAWNMOWER SHOP	207.99	N
060474	07-30-2024		07-30-2024	TA MOLLY'S	174.85	N
060475	07-30-2024		07-30-2024	AMY BAXTER	490.00	N
060476	07-30-2024		07-30-2024	BIG GAME SPORTS INC	2,729.70	N
					1,629.80	N
				Check 060476 Total:	4,359.50	
060477	* 07-30-2024		07-30-2024	CANYON COCKRUM	300.00	N
	* 08-02-2024		08-02-2024		-300.00	N
				Check 060477 Total:	.00	

Check Nbr	Paid Date	Credit Memo Nbr	Trans Date	Payee	Amount	EFT
060478	07-30-2024		07-30-2024	CHRIS M. WILLIAMS	350.00	N
060479	07-30-2024		07-30-2024	CIRCLE C INK	696.00	N
060480	07-30-2024		07-30-2024	CITY OF LONE OAK	1,011.80	N
060481	07-30-2024		07-30-2024	DEANN ADAMS	490.00	N
060482	07-30-2024		07-30-2024	DERRICK JONES	1,450.00	N
060483	07-30-2024		07-30-2024	DISCOUNT WHEEL AND TIRE	137.47	N
060484	07-30-2024		07-30-2024	ELIZABETH LUHN	1,166.00	N
060485	07-30-2024		07-30-2024	ERIN BOWERS	200.00	N
				Check 060485 Total:	350.00	
					550.00	
060486	07-30-2024		07-30-2024	GREENVILLE FLORAL & GIFTS	65.00	N
060487	07-30-2024		07-30-2024	IXL LEARNING	12,245.00	N
060488	* 07-30-2024		07-30-2024	JAKE COCKRUM	300.00	N
	* 08-02-2024		08-02-2024		-300.00	N
				Check 060488 Total:	.00	
060489	07-30-2024		07-30-2024	JAMES GANDY	1,000.00	N
060490	* 07-30-2024		07-30-2024	JOSEPH DOLES	400.00	N
	* 08-02-2024		08-02-2024		-400.00	N
				Check 060490 Total:	.00	
060491	* 07-30-2024		07-30-2024	JUSTIN CARPENTER	300.00	N
	* 08-02-2024		08-02-2024		-300.00	N
				Check 060491 Total:	.00	
060492	07-30-2024		07-30-2024	LARRY HUBBARD	270.00	N
060493	07-30-2024		07-30-2024	MASTER AUDIO VISUAL INC.	226.67	N
					226.67	N
					226.66	N
				Check 060493 Total:	680.00	
060494	* 07-30-2024		07-30-2024	MATTHEW WINGO	600.00	N
	* 08-02-2024		08-02-2024		-600.00	N
				Check 060494 Total:	.00	
060495	07-30-2024		07-30-2024	MELISSA HONEYCUTT	118.87	N
060496	07-30-2024		07-30-2024	NOREGON SYSTEMS	2,199.00	N
060497	07-30-2024		07-30-2024	NORTH TEXAS TOLLWAY AUTHORITY	7.14	N
060498	07-30-2024		07-30-2024	TASBO	195.00	N
060499	07-30-2024		07-30-2024	TEXAS ASSOC SECONDARY	285.00	N
060500	07-30-2024		07-30-2024	TEXAS SCOTTISH RITE HOSPITAL	1,000.00	N
060501	07-30-2024		07-30-2024	TEXAS YARD PRO INC	2,520.00	N
060502	08-02-2024		08-02-2024	UNIVERSITY OF TEXAS AT AUSTIN	30.00	N
071624	07-16-2024		07-30-2024	CLAIMS ADMINISTRATIVE SERVICE	2.00	N
					2.00	N
					1.00	N
					1.00	N
					1.00	N
					1.00	N
					8.00	N
					22.00	N
					22.00	N
					5.00	N
					12.00	N
					13.00	N

<u>Check Nbr</u>	<u>Paid Date</u>	<u>Credit Memo Nbr</u>	<u>Trans Date</u>	<u>Payee</u>	<u>Amount</u>	<u>EFT</u>
				Check 071624 Total:	90.00	
				Grand Totals	342,875.94	

End of Report

**LONE OAK INDEPENDENT SCHOOL DISTRICT
SUMMARY OF BANK ACCOUNT BALANCES
FOR THE MONTH END JULY 2024**

		OPENING BALANCES	DEPOSITS	WITHDRAWALS	INTEREST	ENDING BALANCES
<u>CHECKING ACCOUNTS</u>						
General Operating	\$	1,682,698	1,553,327	1,115,483	15	2,120,556
Debt Service (I&S)		1,502,509	29,567	1,196,053	11	336,033
TURF REPLACEMENT FUNDS		50,010		0.42		50,010
CAPITAL PROJECTS		6,502,499		1,404,129	47	5,098,416
TOTAL CHECKING ACCOUNTS	\$	9,737,715	1,582,894	3,715,666	72	7,605,015
<u>TIME DEPOSITS</u>						
Texpool (General Operating)	\$	83,316	376			83,692
Texpool (I & S)		5,179	23			5,202
American Nat'l Bank CD'S		1,860,049				1,860,049
Inwood Nat'l Bank CD		224,335			827	225,163
Inwood Nat'l Bank CD (I&S)		43,919			231	44,150
TURF REPLACEMENT CD		258,615			2,566	261,181
CAPITAL PROJECTS - CD #2		10,568,704				10,568,704
TOTAL TIME DEPOSITS	\$	13,044,117	400	0	3,624	13,048,141
TOTAL ALL FUNDS	\$	22,781,833	1,583,293	3,715,666	3,697	20,653,156
TOTAL FOR PERIOD	\$	22,781,833	1,583,293	3,715,666	3,697	20,653,156
Fund Balance as of June 30,2023		\$4,518,658				

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

2024 - 2025 BUDGET

GENERAL OPERATING FUND

FUND 199 - General Operating

REVENUES:		(ORIGINAL)	(AMENDED)	
OBJECT	DESCRIPTION	ESTIMATED	ESTIMATED	AMEND #1
		REVENUES	REVENUES	8/19/2024
5700	Local / Intermediate Revenue	4,126,883	4,126,883	0
5800	State Program Revenue	9,538,695	9,538,695	0
5900	Federal Program Revenue	90,000	90,000	0
TOTAL		13,755,578	13,755,578	0

APPROPRIATIONS:		(ORIGINAL)		
FUNCTION	DESCRIPTION	BUDGET		
11	Instruction	7,453,290	7,452,590	-700
12	Instructional Resources & Media	221,126	221,126	0
13	Instructional Staff Development	178,824	179,524	700
21	Instructional Administration	176,693	176,693	0
23	School Leadership	710,203	710,203	0
31	Guidance and Counseling	313,682	313,682	0
33	Health Services	134,840	134,840	0
34	Student Transportation	459,453	459,453	0

35	Food Service	118,994	118,994	0
36	Cocurricular / Extracurricular	695,600	695,250	-350
41	General Administration	1,136,223	1,136,223	0
51	Facilities Maintenance & Operations	1,337,087	1,424,315	87,228
52	Security & Monitoring Services	15,075	15,425	350
53	Data Processing	120,486	120,486	0
61	Community Services	28,786	28,786	0
71	Debt Services	314,380	314,380	0
93	Shared Service Arrangement	218,836	218,836	0
99	Other Intergovernmental Charges	122,000	122,000	0
	TOTAL	13,755,578	13,842,806	87,228

FOOD SERVICE FUND**FUND 240 - Food Service Fund**

REVENUES:		(ORIGINAL) ESTIMATED REVENUES
OBJECT	DESCRIPTION	
5700	Local / Intermediate Revenue	334,408
5800	State Program Revenue	2,429
5900	Federal Program Revenue	464,971
TOTAL		801,808

APPROPRIATIONS:		(ORIGINAL) BUDGET
FUNCTION	DESCRIPTION	
35	Food Service	801,808
TOTAL		801,808

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DEBT SERVICE FUND**FUND 599 - Debt Service Fund**

REVENUES:		(ORIGINAL) ESTIMATED REVENUES
OBJECT	DESCRIPTION	
5700	Local / Intermediate Revenue	3,034,602
5800	State Program Revenue	84,810
5900	Federal Program Revenue	0
TOTAL		3,119,412

APPROPRIATIONS: (ORIGINAL)

FUNCTION	DESCRIPTION	BUDGET
71	Debt Service	TOTAL
		2,496,982
		2,508,982
		12,000

Notes:

Function 51-Carried over from last year insurance claim. Will possibly be fixed after audit.

Function 71-After making bond payment in Aug, we realized there will be approx 12k in additional fees.

Regular Meeting

Monday, July 22, 2024 6:00 PM

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

Orville Gentry: Absent
Nikki Haynes: Present
Lee Hogue: Present
Donald Isenberg: Present
Jeremy McClanahan: Absent
Clint Patterson: Present
Justin Ramm: Present
Jeremy McClanahan: Present

Jeremy McClanahan arrived at 6:11 during the Administrative Updates.

1. Establish a quorum and call meeting to order

2. Opening Prayer & Pledges

Discussion: Lee Hogue gave the opening prayer.

3. Forum for community input

Discussion: No community input was provided.

4. Consent Agenda

Action(s):

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

Voting Detail:

Orville Gentry: Absent
Nikki Haynes: Yea
Lee Hogue: Yea
Donald Isenberg: Yea

Jeremy
McClanahan: Absent
Clint Patterson: Yea

Justin Ramm: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 2

4.1. Monthly Check Register

4.2. Finance/Investment Report

4.3. Budget Amendments/Reallocation

4.4. Minutes from previous meeting

4.5. Policy Update 123

5. Administrative Team Reports

Discussion: Mrs. Whitehead gave an elementary update

Mrs. Ragsdale gave a middle school update
 Dr. Wilhite gave a high school update
 Mr. Whitehead gave a Choice Academy update
 Coach Turner gave an athletics update
 Chief Sterner gave a safety and security update
 Mrs. Alvis provided a Food Services update
 Ms. DeWitt gave an HR update
 Mr. Shepherd gave a maintenance update
 Mr. Compton gave a district financial update
 Mrs. Luhn gave a registration and enrollment update

6. Review 2024-2025 T-TESS Calendar and grade Reporting Periods.

Discussion: Mrs. Luhn discussed the T-TESS calendar and grade reporting periods for the 2024-2025 school year.

7. Review 2024-2025 Grade Reporting Periods

8. Consider and act on a Staff Development Waiver.

Presenter: Beth Luhn

Action(s):

Motion to approve the Staff Development Waiver. This motion, made by Nikki Haynes and seconded by Justin Ramm, Passed.

Voting Detail:

Orville Gentry: Absent

Nikki Haynes: Yea

Lee Hogue: Yea

Donald Isenberg: Yea

Jeremy McClanahan: Yea

Clint Patterson: Yea

Justin Ramm: Yea

Voting Summary: Yea: 6, Nay: 0, Absent: 1

9. Consider and act on the 2024-2025 Student Handbooks and Code of Conduct

9.1. Student Handbook

Action(s):

Motion to approve the 2024-2025 Student Handbook as presented. This motion, made by Clint Patterson and seconded by Jeremy McClanahan, Passed.

Voting Detail:

Orville Gentry: Absent

Nikki Haynes: Yea

Lee Hogue: Yea

Donald Isenberg: Yea

Jeremy McClanahan: Yea

Clint Patterson: Yea

Justin Ramm: Yea

Voting Summary: Yea: 6, Nay: 0, Absent: 1

9.2. Student Code of Conduct

Action(s):

Motion to approve the student code of conduct for the 2024-2025 school year as presented. This motion, made by Nikki Haynes and seconded by Clint Patterson, Passed.

Voting Detail:

Orville Gentry: Absent

Nikki Haynes: Yea

Lee Hogue: Yea

Donald Isenberg: Yea

Jeremy

McClanahan: Yea

Clint Patterson: Yea

Justin Ramm: Yea

Voting Summary: Yea: 6, Nay: 0, Absent: 1

9.3. Staff Handbook

Action(s):

Motion to approve the Staff Handbook as presented. This motion, made by Jeremy McClanahan and seconded by Lee Hogue, Passed.

Voting Detail:

Orville Gentry: Absent

Nikki Haynes: Yea

Lee Hogue: Yea

Donald Isenberg: Yea

Jeremy

McClanahan: Yea

Clint Patterson: Yea

Justin Ramm: Yea

Voting Summary: Yea: 6, Nay: 0, Absent: 1

10. **Review 2024-2025 updates to extracurricular handbooks**

Discussion: No motion needed.

11. **Consider and act on the Greenville Regional Day School Program for the Deaf Agreement.**

Action(s):

Motion to approve the Greenville Regional Day School Program for the Deaf agreement as presented. This motion, made by Clint Patterson and seconded by Nikki Haynes, Passed.

Voting Detail:

Orville Gentry: Absent

Nikki Haynes: Yea

Lee Hogue: Yea

Donald Isenberg: Yea

Jeremy
McClanahan: Yea

Clint Patterson: Yea

Justin Ramm: Yea

Voting Summary: Yea: 6, Nay: 0, Absent: 1

12. Executive Session

Discussion: The board adjourned into executive session at 6:48 PM and returned into open session at 8:08 PM.

12.1. 551.074 Discuss personnel or to hear complaints against personnel

13. Adjournment

Discussion: The board adjourned this meeting at 8:09 PM.

Board Secretary

HUNT COUNTY EXTENSION OFFICE

August 05, 2024

Lone Oak ISD
Janee Carter, Superintendent
8162 Hwy 69 South
Lone Oak, TX 75453

On behalf of the Hunt County AgriLife Extension Staff and the Hunt County 4-H program, we hereby respectfully request an updated approval of the attached Adjunct Faculty Agreement with the Lone Oak ISD, as we have had a change in staff members. This agreement supports the resolution supporting the Hunt County 4-H program as an extracurricular activity.

The State Board of Education passed an amendment to 19 TAC§129.21 (j). Requirements for Student Attendance Accounting for State Funding Purposes allows public school students to be considered “in attendance” when participating in off-campus activities with an adjunct staff member of the school district. Section 3 of the Student Attendance Handbook states:

1. *The student is participating in an activity that is approved by the local board of school trustees and is under the direction of a member of the professional or paraprofessional staff of the school district, or an adjunct staff member who:*
 - a. *has a minimum of a bachelor’s degree; and*
 - b. *is eligible for participation in the Teacher Retirement System of Texas.*

Hunt County AgriLife Extension requests the agent listed on the enclosed Adjunct Faculty Agreement be awarded adjunct staff member status for the period of time indicated on the agreement.

I hope Lone Oak ISD will accept this request. Please let me know if you would like to schedule an appointment to discuss the amendment and request or if you need further information.

Thank you and members of the Board of Trustees for your consideration of this request.

Sincerely,



Mary Shockley
County Extension Agent, FCH

Attachment: Adjunct Faculty Agreement



Texas A&M AgriLife Extension Service
2217 Washington Street | Greenville, Texas 75401

16 Tel. 903.455.9885 | Fax. 903.455.9650 | <http://hunt.agrilife.org/>

Educational programs of the Texas A&M AgriLife Extension Service are open to all people without regard to race, color, sex, religion, national origin, age, disability, genetic information, or veteran status. The Texas A&M University System, U.S. Department of Agriculture, and the County Commissioners Courts of Texas Cooperating.

HUNT COUNTY EXTENSION OFFICE

ADJUNCT FACULTY REQUEST

**THE STATE OF TEXAS
COUNTY OF HUNT**

On this date, at a regularly scheduled and posted meeting, came the Board of Trustees of the Lone Oak ISD, hereinafter referred to as "District." A quorum having been established; the Board proceeded to consider the appointment of the herein named individual as an adjunct member of the Lone Oak ISD.

Upon consideration and vote of _____ in favor, Mary Shockley, is hereby named as adjunct faculty member of the Lone Oak ISD subject to the following considerations and provisions of such appointment to wit:

1. This appointment shall be continuous unless and upon written notice by the Board or their designee that the resolution is withdrawn, or the law changes.
2. This appointment will include the Texas A&M AgriLife Extension Service employees listed below:

NAME	TITLE	DEGREE	INSTITUTION	DATE
Mary Shockley	CEA-FCH	BA	University of North Texas	2006
Mary Shockley	CEA-FCH	MEd	Southern Methodist University	2020

3. Adjunct faculty member will receive no compensation, salary, or remuneration from Lone Oak ISD.
4. Adjunct faculty member is and shall remain an employee, in good standing, of the Texas A&M AgriLife Extension Service.
5. Adjunct faculty member is and shall remain under the direct supervision of either the District Extension Administrator of District IV.
6. Adjunct faculty member shall receive all group insurance benefits, workman's compensation insurance benefits, unemployment insurance, and any and all other plans for the benefit of Texas A&M AgriLife Extension Service employees. District shall have no responsibility for any of such benefits or plans.

Adjunct faculty member shall direct the activities and participation of students of the school district in sponsored and approved activities as designated from time to time by adjunct faculty member for which notice shall be given to School District administrative personnel. Adjunct faculty members activities and participation with students of the School District are directed, supervised, and controlled by and through supervisory personnel of Texas A&M AgriLife Extension Service pursuant to the supervisory authority of the District Extension Administrator or County Extension Director. Adjunct faculty members are not the employee of the School District, and School District does not nor shall not supervise, direct or control the activities and/or participation of such Hunt County Extension Agent who has been herein designated as an adjunct faculty member.

This appointment is made by the Lone Oak ISD by and through the Board of Trustees of said district for the benefit of allowing voluntary student participation in programs conducted by the Texas A&M AgriLife Extension Service in recognition of the educational benefits arising from such participation and activities and/or directed by the Texas A&M AgriLife Extension Service. This appointment is made in accordance with the provisions of Section 129.21 (j)(1) of the Texas Administrative Code authorizing the school to deem such participating students in attendance for foundation school program purposes.

This appointment of the herein named County Extension Agent, Mary Shockley, is not intended nor shall be construed as a waiver of any claim or defense of sovereign or governmental immunity from liability now possessed by Lone Oak ISD or any of its employees, agents, officers, and/or board members in the performance of governmental functions.

Signed this _____ day of _____, 2024.

Lone Oak ISD

By: _____



LONE OAK INDEPENDENT SCHOOL DISTRICT POLICE DEPARTMENT

MEDICAL AND PSYCHOLOGICAL EXAMINATION OF A LICENSEE POLICY

PURPOSE: Monitoring a member's fitness for duty, both medically and psychologically, is essential for the safety and welfare of the members of the agency and the community. The purpose of this policy is to ensure that all members of this agency remain medically and psychologically fit for duty and able to perform their essential job functions.

1. POLICY

1.1 This agency strives to provide a safe and productive work environment and ensure that all members of this agency can effectively perform the essential functions of their jobs. Under limited circumstances, the agency may require a professional examination of a member's physical or mental capabilities to determine the ability to perform essential functions.

2. MEMBER RESPONSIBILITIES

2.1 It is the responsibility of each member of this agency to maintain physical stamina and psychological stability sufficient to effectively perform the essential duties of the position.

2.2 Any member who feels unable to perform their duties shall promptly notify a supervisor. In the event a member believes that another agency member is unable to effectively perform their duties, such observations or belief shall be promptly reported to a supervisor.

3. SUPERVISOR RESPONSIBILITIES

3.1 All supervisors should be alert to any indication that a member may be unable to safely perform their duties due to an underlying physical or psychological impairment or condition.

3.2 Such indications may include, but are not limited to the following:

- a) An abrupt and negative change in the member's usual or normal behavior;
- b) A pattern of irrational conduct, hostility, or oppositional behavior;
- c) Personal expressions of instability;
- d) Inappropriate use of alcohol or other substances, including prescribed medication;

e) A pattern of questionable judgment, impulsive behavior, or the inability to manage emotions; and

f) Any other factor or combination of factors causing a supervisor to believe the member may be suffering from an impairment or condition requiring intervention.

3.3 Supervisors shall maintain the confidentiality of any information consistent with this policy.

4. REPORTING

4.1 A supervisor observing a member, or receiving a report of a member, who has just cause to believe the member is unable to effectively perform their duties shall promptly document all objective information or observations.

4.2 The supervisor should attempt to meet with the member to inquire about the conduct or behavior giving rise to the concerns.

4.3 If a meeting does not resolve the supervisor's concerns or does not take place, the supervisor shall promptly document observations and actions in writing and inform the appropriate supervisor within the member's chain of command.

5. DUTY STATUS FITNESS-FOR-DUTY EXAMINATION

5.1 The appropriate supervisors within the member's chain of command should make a preliminary determination regarding the member's duty status.

5.2 If a determination is made that the member can effectively perform essential job functions, the member should be returned to duty and arrangements made for appropriate follow-up.

5.3 If a preliminary determination is made that there is just cause to believe the member's conduct or behavior represents an inability to effectively perform essential job functions, the appropriate supervisor should immediately relieve the member of duty pending further examination.

5.4 Members relieved of duty shall comply with the administrative leave provisions as set out by agency policy.

5.5 The chief administrator shall be promptly notified if any member is relieved of duty.

6. FITNESS-FOR-DUTY EXAMINATION

6.1 A fitness-for-duty examination (FFDE) may be ordered whenever circumstances reasonably indicate that a member is unfit for duty.

6.2 DEFINITION OF A FFDE: An FFDE is a formal, specialized examination of an incumbent member that results from:

- a) Objective evidence that the member may be unable to effectively perform a defined job function; and
- b) A reasonable basis for believing that the cause may be attributable to a medical or psychological condition or impairment.

As such, an FFDE is considered a "medical" examination under the terms of the Americans with Disabilities Act. The central purpose of an FFDE is to determine whether the member is able to effectively perform his or her essential job functions.

6.3 THRESHOLD CONSIDERATIONS FOR A FFDE: Referring a member for an FFDE is indicated whenever there is an objective and reasonable basis for believing that the member, as a result of a medical or psychological condition or impairment:

- a) May be unable to perform one or more essential job functions; or
- b) Poses a direct threat to themselves or others.

An objective basis is one that is not merely speculative but derives from direct observation or other reliable evidence.

6.4 When deciding whether to conduct an FFDE, both the employer and examiner may benefit from considering its potential usefulness and appropriateness given the specific circumstances, and the employer may consider whether other remedies (for example, education, training, discipline, physical FFDE) are appropriate.

6.5 The examiner strives to remain impartial and objective and to avoid undue influences by any of the parties involved in the case.

6.6 Mental health professionals refrain from rendering fitness-for-duty opinions when they are not conducting an FFDE.

7. PROCESS FOR NON-SWORN PERSONNEL

7.1 The chief administrator, in cooperation with the personnel department, may order a member to undergo an FFDE whenever a question arises as to whether the member is medically or psychologically fit to continue in their duties. The examination shall be conducted by the member's personal physician, psychiatrist, or psychologist, as required by agency policy.

7.2 To facilitate the examination of any member, the agency will provide all appropriate documents and available information to the person or entity responsible for conducting the examination.

7.3 The examining practitioner will provide the agency with a report indicating whether the member is fit for duty. If the member is unfit for duty, the practitioner will include the existing restrictions or conditions in the report.

7.4 A second examination may be ordered by the appropriate authority if the member, the civil service commission, or the chief administrator questions the practitioner's report. The examination will be conducted by a physician, psychiatrist or psychologist appointed in accordance with the procedure adopted by the governing body. If the report of the appointed practitioner disagrees with the report of the initial practitioner, the final determination as to the member's fitness shall be decided in accordance with applicable laws, provisions of collective bargaining, meet and confer, other agreements, or policies.

7.5 All reports and examinations submitted by the examining practitioner shall be part of the member's confidential medical file.

7.6 Determinations regarding duty status of members who are found to be unfit for duty or fit for duty with limitations will be made in cooperation with the personnel department.

7.7 Any member ordered to undergo a fitness-for-duty examination shall comply with the terms of the order and cooperate fully with the examining practitioner. Any failure to comply with such an order and any failure to cooperate with the practitioner may be deemed insubordination and shall subject the member to discipline, up to and including termination.

8. PROCESS FOR PEACE OFFICERS

8.1 The chief administrator, in cooperation with the personnel department, may order an officer to undergo an FFDE whenever a question arises as to whether the officer is medically or psychologically fit to continue in their duties. The examination shall be conducted by the officer's chosen physician, psychiatrist, or psychologist, as appropriate and in accordance with applicable laws, including Texas Local Government Code §§ 143.081 and .1115, provisions of collective bargaining, meet and confer, other agreements, or policies.

8.2 The chief administrator shall provide written notice of the examination to the license holder not later than the tenth business day before the deadline to submit to the examination. Written notice shall include the reasons for the examination.

8.3 To facilitate the examination of any member, the agency will provide all appropriate documents and available information.

8.4 The examining practitioner will provide the agency with a report indicating whether the officer is fit for duty. If the officer is unfit for duty, the practitioner will include the existing restrictions or conditions in the report.

8.5 A second examination may be ordered by the appropriate authority if the officer, the civil service commission, or the chief administrator questions the practitioner's report. The examination will be conducted by a physician, psychiatrist or psychologist appointed in accordance with the procedure adopted by the governing body. If the report of the appointed practitioner disagrees with the report of the initial practitioner, the final determination as to the officer's fitness shall be decided in accordance with applicable laws, provisions of collective bargaining, meet and confer, other agreements, or policies.

8.6 All reports and examinations submitted by the examining practitioner shall be part of the officer's confidential medical file.

8.7 Determinations regarding duty status of officers who are found to be unfit for duty or fit for duty with limitations will be made in cooperation with the personnel department.

8.8 Any officer ordered to undergo an FFDE shall comply with the terms of the order and cooperate fully with the examining practitioner. Any failure to comply with such an order and any failure to cooperate with the practitioner may be deemed insubordination and shall subject the officer to discipline, up to and including termination.

9. AGENCY'S RESPONSIBILITIES TO NOTIFY TCOLE

9.1 **License Holder:** A Texas County Jailer, Peace Officer, or Telecommunicator.

9.2 The chief administrator shall notify the Texas Commission on Law Enforcement (TCOLE) upon a final determination that a license holder is unable to effectively perform essential job functions. This notification shall be in writing and submitted to TCOLE within 30 days of the final determination that the license holder is unable to effectively perform essential job functions.

9.3 The chief administrator shall notify TCOLE if a license holder fails to submit to an examination within the deadline set by the agency. This notification shall be in writing and submitted to TCOLE within 30 days after the deadline set by the agency has expired.

9.4 The chief administrator shall notify TCOLE as soon as practicable if a license holder has completed the required examination or received notice that the license holder's circumstances have been successfully resolved.

10. FITNESS-FOR-DUTY EXAMINATION MINIMUM STANDARDS

10.1 Given the nature of these examinations and the potential consequences to the employer, the examinee, and the public, it is important for examiners to perform FFDEs with maximum attention to the relevant legal, ethical, and practice standards and guidelines. Such standards include, but are not limited to, the American Psychological Association's Ethical Principles of Psychologists and Code of Conduct. Consequently, it is recommended that these examinations be conducted by a psychologist, psychiatrist, or medical doctor with the appropriate qualifications.

10.2 Depending on the referral question and the examiner's professional judgment, an FFDE examiner strives to utilize multiple methods and data sources to optimize the accuracy of findings. Examiners integrate the various data sources, assigning them relative weight according to their known reliability and validity. The range of methods and data sources used by an FFDE examiner can vary, but such suggestions and further information about this process can be found in the International Association of Chiefs of Police (IACP) 2018 Psychological Fitness-for-Duty Examination.

10.3 When conducting the FFDE, it may be necessary for the examiner to receive background and collateral information regarding the member's past and recent performance, conduct, and functioning. The information may include, but is not limited to, job class specifications or job description, performance evaluations, previous remediation efforts, commendations, testimonials, internal affairs investigations, formal citizen or public complaints, use-of-force incidents, reports related to officer-involved shootings, civil claims, disciplinary actions, incident reports of any triggering events, health care records, prior psychological examinations, and other supporting or relevant documentation related to the member's psychological fitness for duty. In some cases, an examiner may ask the examinee to provide relevant medical or mental health treatment records and other data for the examiner to consider. It is important that all collected information be related to job performance issues or the suspected job-impairing mental condition. Where possible and relevant, it may prove helpful to gather information from other collateral sources.

11. APPEALS

11.1 Members disputing the application or interpretation of this policy may submit a grievance as provided in the applicable grievance policy.

12. RESOURCES FOR MEDICAL AND PSYCHOLOGICAL EXAMINATIONS

1. *2018 Psychological Fitness-for-Duty Evaluation Guidelines from the IACP*
2. *The APA Professional Practice Guidelines for Occupationally Mandated Psychological Evaluations*
3. *2017 American College of Occupational and Environmental Medicine Guidance for the Medical Evaluation of Law Enforcement Officers*

All law enforcement agencies shall adopt this model policy, or a substantively similar policy, no later than September 1, 2024, and submit the adopted policy to the Texas Commission on Law Enforcement.

Joe Sterner
LOISD Police Chief

Date

Janee' Carter
LOISD Superintendent

Date

Donald Isenburg
LOISD Board President

Date



TAX RATE CALCULATION

Maximum compressed rate set by TEA based on local and state property value growth.

\$0.6169

Tier 2 Golden Pennies (No Voter Approval Needed). Adopted every year.

\$0.05

M&O Rate

\$0.6669

I&S Rate in order to pay current year bonds and further years off early.

\$0.49

2024-2025 Total Tax Rate

\$1.1569

TAX RATE HISTORY



Tax Rate History LOISD

