



Public Notice of a Board Workshop

Carrie L. Lovejoy Child Development Center: Room D100 (Closed Session) & Library (Open Session), 256

Country Club Road, Allen, TX 75002

March 28, 2022

6:00 PM

1. Call to Order

Presenter: Barrett Owens, President

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

Presenter: Barrett Owens, President

- A. 551-071 For the purpose of a private consultation with its attorney only when it seeks the attorney's advice about pending or contemplated litigation or a settlement offer or on a matter in which the duty of the attorney to the Board under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the requirement for open meetings.
- B. 551-072 For the purpose of deliberating the purchase, exchange, lease, or value of real property if deliberation in an open meeting would have a detrimental effect on the position of the District in negotiations with a third person.
- C. 551-073 For the purpose of deliberating a negotiated contract for a prospective gift donation to the District if deliberation in an open meeting would have a detrimental effect on the Board's position in negotiations with a third person.
- D. 551-074 For the purpose of deliberating the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee or to hear a complaint or charge against an officer or employee. However, the Board may not conduct a closed meeting for these purposes if the officer or employee who is the subject of the deliberation or hearing requests a public hearing.

- 1. Evaluation of employees.

- 2. Deliberation regarding resolution declaring a public purpose for increase in daily rate for qualified Long Term Guest Educators.
 - E. 551-076 For the purpose of deliberating the deployment, or specific occasions for implementation, of security personnel, devices or security audits.
 - F. 551-082 For the purpose of deliberating in a case involving discipline of a public school child, or in which a complaint or charge is brought against a District employee by another employee and the complaint or charge directly results in the need for a hearing. However, the Board may not conduct a closed meeting for this purpose if the employee against whom the complaint or charge is brought makes a written request for an open hearing.
 - G. 551-0821 For the purpose of deliberating a matter regarding a student if personally identifiable information about the student will necessarily be revealed by the deliberation. This exception does not apply if an open meeting about the matter is requested in writing by a parent or guardian of the student or by the student if the student has attained 18 years of age.
 - H. 551-083 For the purpose of discussing or deliberating the standards, guidelines, terms or conditions the Board will follow, or will instruct its representative to follow, in consultation with representatives of employee groups.
 - I. 551-084 For the purpose of excluding a witness from a hearing during the examination of another witness.
3. **Return to Open Meeting for Action, If Necessary, On Matters Discussed In Closed Session**
Presenter: Barrett Owens, President
4. **Opening Exercise**
Presenter: Barrett Owens, President
- A. Pledges 3
Attachments:
 Executive Summary PledgeLeader 03.28.2022 3



LOVEJOY
INDEPENDENT SCHOOL DISTRICT
EST. 1917

Lovejoy Independent School District Board of Trustees

Date of Meeting	March 28, 2022
Document Title	Pledge Leader
Presented For	<input type="checkbox"/> Board Action <input checked="" type="checkbox"/> Report/Review Only
Supporting Documents	<input checked="" type="checkbox"/> None <input type="checkbox"/> Attached <input type="checkbox"/> Provided Later
Administrator Responsible	Kim Steiner, Coordinator of Community Engagement

Executive Summary

The pledges will be led by Puster Elementary School 4th grader Maxwell Jones.

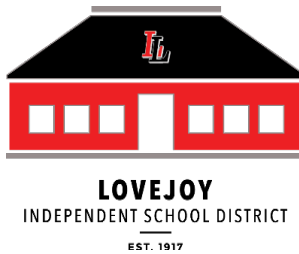
Maxwell's favorite thing about being a student at Puster is learning and his favorite subject is science. Outside of school, Maxwell plays soccer. He also loves to build things, especially if it involves using duck tape! Maxwell also loves being outdoors, he loves his dogs and horses. Maxwell's favorite foods are ribs and popcorn.

- B. Roll Call
Presenter: Barrett Owens, President

5. **Recognitions**

Presenter: Barrett Owens, President

- A. Student and Staff Recognitions 5
Presenter: Kevin Parker, Executive Director of Student Services
Attachments:
 - Executive Summary - Student Recognitions 03.28.2022 5
 - Student Recognitions 3.28.22 6



Lovejoy Independent School District Board of Trustees

Date of Meeting	March 28, 2022
Document Title	Student Recognitions
Presented For	<input type="checkbox"/> Board Action <input checked="" type="checkbox"/> Report/Review Only
Supporting Documents	<input type="checkbox"/> None <input checked="" type="checkbox"/> Attached <input type="checkbox"/> Provided Later
Administrator Responsible	Kevin Parker, Executive Director of Student Services

Executive Summary

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

- Powerlifting

Board Priority

Priority 1

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

Lovejoy High School

Powerlifting

Student First Name	Student Last Name	Recognition
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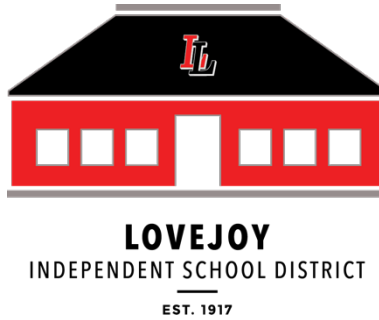
		5A DIVISION 2 REGION 6 - 2ND PLACE FINISH (181 WEIGHT CLASS)
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		5A DIVISION 2—GIRL'S STATE POWERLIFTING QUALIFIER (181 WEIGHT CLASS)
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Monica		
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	Bonilla	
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6.	Public Comments Related to March 28, 2022 Agenda Items	8
	Presenter: Kim Steiner, Coordinator of Community Engagement and Organizational Development / Executive Assistant to the Superintendent	
	Attachments:	
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	Public Comments Sign In.Agenda and Open Forum 03.28.2022	10



Public Comment Procedures

Regular Meetings

Submitting for Public Comment

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

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

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

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

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

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

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

Order of Agenda and Limitations

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

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

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

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

Disruptive Behavior

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

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

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

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

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

Board's Response to Public Comment

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

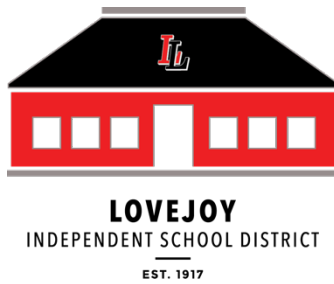
For specific complaints or concerns, speakers are encouraged to utilize the District's appropriate grievance procedures and policies set forth in Board Policies FNG (LOCAL), DGBA (LOCAL), and GF (LOCAL).

Special Meetings

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

Statement of Non-Discrimination

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



School Board Public Comments Sign In March 28, 2022

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

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

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

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

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

***I wish to address the Board about an item appearing on the March 28, 2022 agenda.**

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

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

First and Last Name:

Address:

Phone:

Organization (if applicable):



LOVEJOY
INDEPENDENT SCHOOL DISTRICT
EST. 1917

7. **Invocation**

Presenter: Barrett Owens, President

8. **Board Notifications**

A. Notification of Resignations

14

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

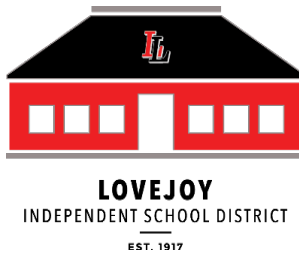
Attachments:

Executive Summary - March Resignations 03.28.2022

14

March Resignations 03.28.2022

16



Lovejoy Independent School District Board of Trustees

Date of Meeting	March 28, 2022
Document Title	Notification of Resignations
Presented For	<input type="checkbox"/> Board Action <input checked="" type="checkbox"/> Report/Review Only
Supporting Documents	<input type="checkbox"/> None <input checked="" type="checkbox"/> Attached <input type="checkbox"/> Provided Later
Administrator Responsible	Anna Koenig, Executive Director of Human Resources & Communications
Executive Summary	
Resignations are attached for board notification. This is not an action item.	
Fiscal Implications	
Open positions are strategically reviewed by the Superintendent, Assistant Superintendent of Finance and Operations, and Human Resources Department to determine how they will be replaced. Decisions are made to support the highest quality of learning experiences for students while also considering the short and long-term financial impact.	
Administrator Recommendation	
n/a	
Board Priority	
<p>Priority 3 Lovejoy ISD will evaluate all areas which impact the student experience. A sustained focus on continual improvement in all aspects of district services remains a constant with the continued goal of providing the highest quality of learning experiences for our students. In support of organizational health and effectiveness, Lovejoy ISD will establish a plan for short and long-term financial sustainability. We will strategically balance financial decision-making with Lovejoy ISD's mission and</p>	

commitment to the Lovejoy experience. A financial assessment, identification of priorities, and intentional decision-making will support strategic financial planning. Zero-based budgeting will be utilized and transparency will be prioritized.

March Resignations

Date: March 28, 2022

Name	Campus	Assignment	Last Day
Brittany Buaas	HES	Kindergarten Teacher	5/28/2022
Marie Cloud	HES	Kindergarten Teacher	5/28/2022
Marcus Trice	HES	PE Teacher/Coach	3/18/2022
Brandy Greene	SCIS	Math Teacher	3/11/2022
Angie Carraway	WSMS	Social Studies Teacher	5/28/2022
Kelly Chasteen	WSMS	Social Studies Teacher	5/28/2022
Connor Johnston	WSMS	CAT Teacher	5/28/2022
Lauren Moss	WSMS	Special Education Teacher	5/28/2022
Andy Doughty	LHS	English Teacher/Coach	2/18/2022
Bill Watson	LHS	Social Studies Teacher	5/28/2022

9. **Consent Agenda**

Presenter: Barrett Owens, President

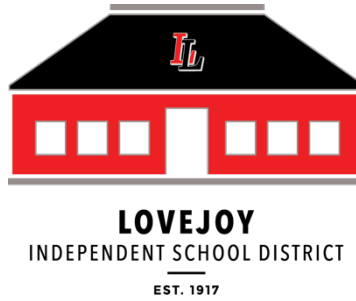
A. Consider Approval of the Minutes of the January 24, 2022 18

Regular Meeting

Presenter: Kim Steiner, Coordinator of Community Engagement and
Organizational Development / Executive Assistant to the Superintendent

Attachments:

01.24.22 Board Meeting Minutes 18



Board of Trustees Minutes of the Regular Meeting Monday, January 24, 2022

A Regular Meeting of the Lovejoy Independent School District Board of Trustees was held on Monday, January 24, 2022, beginning at 5:30 PM in the Carrie L. Lovejoy Child Development Center, located at 256 Country Club Road, Allen, Texas.

Marvin Bobo: Present
Chad Collins: Present
Jason Jaynes: Present
Barrett Owens: Present
Amy Smith: Present
Anne Smith: Present
Jeff Wood: Absent

1. Call to Order

The meeting was called to order at 5:30PM.

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

The Board retired into Closed Session at 5:30 PM.

2.A. 551-071 For the purpose of a private consultation with its attorney only when it seeks the attorney's advice about pending or contemplated litigation or a settlement offer or on a matter in which the duty of the attorney to the Board under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the requirement for open meetings.

2.B. 551-072 For the purpose of deliberating the purchase, exchange, lease, or value of real property if deliberation in an open meeting would have a detrimental effect on the position of the District in negotiations with a third person.

2.C. 551-073 For the purpose of deliberating a negotiated contract for a prospective gift donation to the District if deliberation in an open meeting would have a detrimental effect on the Board's position in negotiations with a third person.

2.D. 551-074 For the purpose of deliberating the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee or to hear a complaint or charge against an officer or employee. However, the Board may not conduct a closed meeting for these purposes if the officer or employee who is the subject of the deliberation or hearing requests a public hearing.

2.D.1. Evaluation of employees.

2.D.2. Superintendent's evaluation.

2.E. 551-076 For the purpose of deliberating the deployment, or specific occasions for implementation, of security personnel, devices or security audits.

2.F. 551-082 For the purpose of deliberating in a case involving discipline of a public school child, or in which a complaint or charge is brought against a District employee by another employee and the complaint or charge directly results in the need for a hearing. However, the Board may not conduct a closed meeting for this purpose if the employee against whom the complaint or charge is brought makes a written request for an open hearing.

2.G. 551-0821 For the purpose of deliberating a matter regarding a student if personally identifiable information about the student will necessarily be revealed by the deliberation. This exception does not apply if an open meeting about the matter is requested in writing by a parent or guardian of the student or by the student if the student has attained 18 years of age.

2.H. 551-083 For the purpose of discussing or deliberating the standards, guidelines, terms or conditions the Board will follow, or will instruct its representative to follow, in consultation with representatives of employee groups.

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

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

The Board returned to Open Session at 7:26 PM.

4. Opening Exercise

4.A. Pledges

The pledges were led by Lovejoy High School 10th grader, Alex Simpkins.

4.B. Roll Call

Jeff Woods was absent. All other board members were present.

5. Recognitions

5.A. Board Appreciation and Staff Recognitions

Superintendent, Katie Kordel, recognized School Board Appreciation month, acknowledging the Board's selfless service to our district. Ms. Kordel introduced Brice McCasland, K-12 Visual Art Coordinator and AP Art Teacher, who presented the Board of Trustees with a piece of framed student artwork. Mr. McCasland introduced the artist, Ella Reaugh. Ms. Reaugh's artwork was selected for its symbolism of strength and growth, even in the presence of extreme burden and weight, a parallel to the recent challenges and perseverance experienced by our board members, educators, and our community alike.

Athletic Director, Chris Ross, recognized Teacher/Coach, Carly Littlefield for being named the TGCA 5A/6A Coach of the Year, as well as the CCCTA 5A Coach of the Year.

5.B. Introduction of New Hires

- *Courtney Halpin, Principal, introduced new hire, Tamara Pierce, Nurse at Sloan Creek Intermediate School.*
- *Chris Mayfield, Principal, introduced new hire/transfer, Augusto Bueno, Spanish Teacher at Lovejoy High School.*
- *Katie Kordel, Superintendent, introduced new hire/transfer Kim Steiner, Coordinator of Community Engagement and Organizational Development / Executive Assistant to the Superintendent at Administration.*
- *Katie Kordel, Superintendent, introduced new hire Anna Koenig, Executive Director of Human Resources and Communications at Administration.*

6. Public Comments Related to January 24, 2022 Agenda Items

There were no public comments on agenda items.

7. Invocation

Invocation was led by Chad Collins, Trustee.

8. Board Notifications

8.A. Notification of Resignations

Kevin Parker, Executive Director of Student Services, notified the Board of two resignations, including:

- *Michelle Countryman, Nurse at Sloan Creek Intermediate*
- *Kelly Doherty, Teacher at Puster Elementary*

9. Consent Agenda

9.A. Consider Approval of the Minutes of the December 13, 2021 Meeting

9.B. Consider the Approval of the Minutes of the January 12, 2022 Board Workshop

9.C. Consider Approval of Monthly Finance Report

Motion to approve the consent agenda. This motion, made by Anne Smith and seconded by Marvin Bobo, Passed.

Yea: 6, Nay: 0, Absent: 1

10. Consider and Act on Approval of New Hires

Kevin Parker, Executive Director of Student Services, recommended the following new hires for consideration of Board approval:

- *Laura Bordelon, Counselor*
- *Bruce Coachman, Acting Director of Transportation*

Motion to approve new hires. This motion, made by Chad Collins and seconded by Jason Jaynes, Passed.

Yea: 6, Nay: 0, Absent: 1

11. Consider and Act on the Formative Superintendent Evaluation

Barrett Owens, President, led a conversation regarding the hiring and evaluation process for the superintendent, including the strong leadership of Ms. Kordel during her first six months as superintendent. Jason Jaynes, Chad Collins, Amy Smith, Anne Smith, and Marvin Bobo each provided comments regarding Ms. Kordel's performance.

The Board presented Ms. Kordel with a picture of the "Team of Eight" signed by students in recognition of this milestone.

Motion to approve the Superintendent's Formative Evaluation. This motion, made by Amy Smith and seconded by Anne Smith, Passed.

Yea: 6, Nay: 0, Absent: 1

12. Consider and Act on Extension Amendment to Superintendent's Contract

Barrett Owens, Board President, recommended an extension amendment to Superintendent Kordel's contract through June 30, 2025 to recognize and secure that relationship. There are no compensation changes as part of the amendment.

Motion to approve the extension amendment to the Superintendent's contract. This motion, made by Chad Collins and seconded by Marvin Bobo, Passed.

Yea: 6, Nay: 0, Absent: 1

13. Consider and Act on the Recommendation to add Dr. Todd Johnson to the LISD School Health Advisory Council (SHAC)

Kevin Parker, Executive Director of Student Services, introduced Dr. Todd Johnson and his qualifications to serve on the Student Health Advisory Council.

Motion to approve the addition of Dr. Todd Johnson to SHAC (School Health Advisory Committee). This motion, made by Anne Smith and seconded by Marvin Bobo, Passed.

Yea: 6, Nay: 0, Absent: 1

14. Consider and Act on Calling a School Trustee General Election for May 7, 2022

Kim Steiner, Coordinator of Community Engagement and Organizational Development / Executive Assistant to the Superintendent, recommended that the May 7, 2022 School Trustee General Election be authorized according to the publicly posted Order of General Election. Three positions are subject to election on this date. Places 1, 2 and 3 are expired terms, with election for a three-year term.

Motion to approve the Order of Election authorizing the May 7, 2022 School Trustee General Election for Places 1, 2 and 3 for a three- year term. This motion, made by Jason Jaynes and seconded by Anne Smith, Passed.

Yea: 6, Nay: 0, Absent: 1

15. 2020-2021 Texas Academic Performance Report Presentation

Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction, presented the 2020-2021 Texas Academic Performance Report (TAPR).

16. Open a Public Hearing on the Texas Academic Performance Report

Barrett Owens, Board President, opened a public hearing to discuss the 2020-2021 Texas Academic Performance report. The Board of Trustees asked Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction, clarifying questions regarding the data reported. There were no public comments at the hearing.

Motion to approve the 2020-2021 Texas Academic Performance Report. This motion, made by Chad Collins and seconded by Anne Smith, Passed.

Yea: 7, Nay: 0

17. Close a Public Hearing on the Texas Academic Performance Report

The public hearing was closed by Board President, Barrett Owens.

18. Cabinet Reports

The following Cabinet Members presented reports:

- *Dr. Jennifer DuPlessis, Assistant Superintendent of Finance and Operations*
- *Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction*
- *Kevin Parker, Executive Director of Student Services*
- *Sancy Fuller, Executive Director of Special Education and Student Support*

19. Superintendent's Report

Katie Kordel, Superintendent of Schools, presented an updated organizational chart and a table that provides detailed Executive Cabinet responsibilities.

20. Public Comments Related to Non-Agenda Items

The following members of the community shared Public Comments:

- *Mark Brugge regarding the January 22, 2022 Community Vaccine Clinic*
- *Barbara Issacs regarding the January 22, 2022 Community Vaccine Clinic*

21. Announcements

There were no announcements.

22. Adjournment

With there being no further business, the Board adjourned at 9:37 PM.

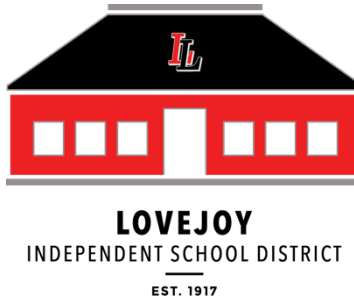
Respectfully submitted,

Anne Smith, Secretary of the Board of Trustees

Barrett Owens, President of the Board of Trustees

*Agenda item details are filed in the Superintendent's Office with the Monday, January 24, 2022 agenda packet.

B. Consider Approval of the Minutes of the February 28, 2022 Regular Meeting	25
Presenter: Kim Steiner, Coordinator of Community Engagement and Organizational Development / Executive Assistant to the Superintendent	
Attachments: 02.28.2022 Board Meeting Minutes	25



Board of Trustees Minutes of the Regular Meeting Monday, February 28, 2022

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Marvin Bobo: Present
Chad Collins: Present
Jason Jaynes: Present
Barrett Owens: Present
Amy Smith: Present
Anne Smith: Present
Jeff Wood: Present

1. Call to Order

Barrett Owens, President of the Board, Called the Meeting to Order at 6:00 PM.

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

The Board of Trustees retired into Closed Session at 6:00 PM.

2.A. 551-071 For the purpose of a private consultation with its attorney only when it seeks the attorney's advice about pending or contemplated litigation or a settlement offer or on a matter in which the duty of the attorney to the Board under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the requirement for open meetings.

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2.D.1. Evaluation of employees.

2.E. 551-076 For the purpose of deliberating the deployment, or specific occasions for implementation, of security personnel, devices or security audits.

2.F. 551-082 For the purpose of deliberating in a case involving discipline of a public school child, or in which a complaint or charge is brought against a District employee by another employee and the complaint or charge directly results in the need for a hearing. However, the Board may not conduct a closed meeting for this purpose if the employee against whom the complaint or charge is brought makes a written request for an open hearing.

2.G. 551-0821 For the purpose of deliberating a matter regarding a student if personally identifiable information about the student will necessarily be revealed by the deliberation. This exception does not apply if an open meeting about the matter is requested in writing by a parent or guardian of the student or by the student if the student has attained 18 years of age.

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

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

The Board of Trustees returned to the Open Meeting at 7:05 PM.

4. Opening Exercise

4.A. Pledges

Wendy Craft, Principal of Hart Elementary, introduced Hart Elementary 4th grader, Graham Miller.

4.B. Roll Call

All Board Members were present.

5. Recognitions

5.A. Student and Staff Recognitions

Coach Ross, Athletic Director and Head Football Coach, introduced Coach Sagehorn, who recognized the Lovejoy High School Swim and Dive Team.

Coach Ross, Athletic Director and Head Football Coach, introduced Coach Eaton, who recognized the Lovejoy High School Wrestling Teams.

Dr. Fela Mathy, Director of Fine Arts, introduced Cathy Koziatek, who recognized Lovejoy High School Choir students.

Dr. Fela Mathy, Director of Fine Arts, introduced Paul Heuer, who recognized Lovejoy High School Band students.

Dr. Fela Mathy, Director of Fine Arts, introduced Shelly Wiggins, who recognized the Lovejoy High School Cheer Team.

6. Public Comments Related to February 28, 2022 Agenda Items

There were five public comments permitted as related to the February 28, 2022 Agenda Items:

- Tanya Donaghey - Gifted & Talented Program
- Melanie Dykstra - Gifted & Talented Program
- Joel Dykstra - Gifted & Talented Program
- Jill Lamping - Gifted & Talented Program
- Cassie Webb - Gifted & Talented Program

7. Invocation

Board President, Barrett Owens, lead the Invocation.

8. Board Notifications

8.A. Notification of Resignations

Anna Koenig, Executive Director of Human Resources and Communications, notified the Board of two resignations, including:

- Chasidy Anderson, Counselor at Lovejoy High School
- Crystal Hume, Instructional Technology and Library Coordinator at Administration

9. Consent Agenda

9.A. Consider Approval of the Minutes of the February, 7, 2022 Board Workshop

9.B. Consider Approval of Monthly Finance Report

9.C. Consider Approval of Quarterly Investment Report

Motion to approve the consent agenda. This motion, made by Chad Collins and seconded by Anne Smith, Passed.

Yea: 7, Nay: 0

10. Consider and Act on Memorandum of Understanding (MOU) with Texas A&M University at Commerce for the Texas Learning Acceleration Supports (TCLAS) Grant

Motion to approve an MOU with Texas A&M. This motion, made by Jason Jaynes and seconded by Marvin Bobo, Passed.

Yea: 7, Nay: 0

11. Consider and Act on General Election Contract for Election Services and the Joint Election Order for May 7, 2022

Motion to approve the Joint Election Order for the May 7, 2022 Board of Trustees Election. This motion, made by Chad Collins and seconded by Anne Smith, Passed.

Yea: 7, Nay: 0

12. Consider and Act on Missed School Day Waiver for February 24, 2022

Motion to approve the Missed School Day Waiver for February 24, 2022. This motion, made by Marvin Bobo and seconded by Anne Smith, Passed.

Yea: 7, Nay: 0

13. Consider and Act on Emergency Closure Pay for District Employees for shortened workday on February 23, 2022 and full workday on February 24, 2022

Motion to approve Emergency Closure Pay for District Employees for shortened workday on February 23, 2022 and full workday on February 24, 2022. This motion, made by Marvin Bobo and seconded by Amy Smith, Passed.

Yea: 7, Nay: 0

14. Lovejoy Scholars Update

Anna Koenig, Executive Director of Human Resources and Communications, presented a Lovejoy Scholars update.

15. Update on LOVEJOY 2030 Strategic Planning

Katie Kordel, Superintendent, presented an update on the LOVEJOY 2030 Strategic Planning Committee.

16. Cabinet Reports

The following Cabinet Members presented reports:

- *Dr. Jennifer DuPlessis, Assistant Superintendent of Finance and Operations*
- *Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction*
- *Anna Koenig, Executive Director of Human Resources*
- *Kevin Parker, Executive Director of Student Services*
- *Sancy Fuller, Executive Director of Special Education and Student Support*

- *Kim Steiner, Coordinator of Community Engagement*

17. Superintendent's Report

Katie Kordel, Superintendent, spoke about Lovejoy's culture and aligning behavior and actions with surface level culture.

18. Public Comments Related to Non-Agenda Items

There was one public comment related Non-Agenda Items:

- Jack Young - Retired Teacher/Substitute - Complimented Lovejoy High School administrators, teachers, staff, and students. Thanked LISD for hosting Covid-19 vaccination clinic.

19. Announcements

Board President, Barrett Owens, echoed Mrs. Kordel's comments regarding culture. Mr. Owens acknowledged the heavy lifting by administration, staff, educators, and coaches to achieve our financial goals. The future has never been brighter for Lovejoy ISD.

20. Adjournment

With there being no further business, the Board adjourned at 10:05 PM.

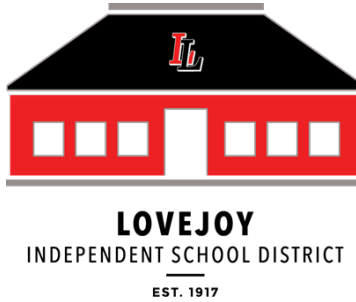
Respectfully submitted,

Anne Smith, Secretary of the Board of Trustees

Barrett Owens, President of the Board of Trustees

*Agenda item details are filed in the Superintendent's Office with the Monday, February 28, 2022 agenda packet.

C. Consider Approval of the Minutes of the March 14, 2022 Board Workshop	31
Presenter: Kim Steiner, Coordinator of Community Engagement and Organizational Development / Executive Assistant to the Superintendent	
Attachments:	
03.14.2022 Board Workshop Minutes	31



Board of Trustees Minutes of the Board Workshop Monday, March 14, 2022

A Board Workshop of the Lovejoy Independent School District Board of Trustees was held on Monday, March 14, 2022, beginning at 5:30 PM in the Carrie L. Lovejoy Child Development Center, located at 256 Country Club Road, Allen, Texas.

Marvin Bobo: Present
Chad Collins: Present
Jason Jaynes: Present
Barrett Owens: Present
Amy Smith: Present
Anne Smith: Present
Jeff Wood: Present

1. Call to Order

The Meeting was Called to Order at 5:38 PM by Board President, Barrett Owens.

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

The Board retired into Closed Session at 5:38 PM in room D100.

2.A. 551.071 for the purpose of private consultation with the Board's attorney in person, or by phone, about 1) pending or contemplated litigation; 2) a settlement offer; or 3) on a matter in which the duty of the attorney to the governmental body under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with this chapter.

2.A.1. Lovejoy Scholars

2.B. 551-072 For the purpose of deliberating the purchase, exchange, lease, or value

of real property if deliberation in an open meeting would have a detrimental effect on the position of the District in negotiations with a third person.

2.C. 551-073 For the purpose of deliberating a negotiated contract for a prospective gift donation to the District if deliberation in an open meeting would have a detrimental effect on the Board's position in negotiations with a third person.

2.D. 551-074 For the purpose of deliberating the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee or to hear a complaint or charge against an officer or employee. However, the Board may not conduct a closed meeting for these purposes if the officer or employee who is the subject of the deliberation or hearing requests a public hearing.

2.D.1. Evaluation of employees.

2.E. 551-076 For the purpose of deliberating the deployment, or specific occasions for implementation, of security personnel, devices or security audits.

2.F. 551-082 For the purpose of deliberating in a case involving discipline of a public school child, or in which a complaint or charge is brought against a District employee by another employee and the complaint or charge directly results in the need for a hearing. However, the Board may not conduct a closed meeting for this purpose if the employee against whom the complaint or charge is brought makes a written request for an open hearing.

2.G. 551-0821 For the purpose of deliberating a matter regarding a student if personally identifiable information about the student will necessarily be revealed by the deliberation. This exception does not apply if an open meeting about the matter is requested in writing by a parent or guardian of the student or by the student if the student has attained 18 years of age.

2.H. 551-083 For the purpose of discussing or deliberating the standards, guidelines, terms or conditions the Board will follow, or will instruct its representative to follow, in consultation with representatives of employee groups.

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

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

The Board of Trustees returned to the Open Meeting at 6:28 PM in the Library.

4. Opening Exercise

4.A. Roll Call

All Board members were present.

5. Public comments related to March 14, 2022 Agenda Items

There were five public comments related to the March 14, 2022 Agenda Items:

- Eric Closson - Lovejoy Scholars Considerations for 2022-2023
- Matt Vander Perren - Lovejoy Scholars Considerations for 2022-2023
- Julie McLaughlin - Finance & Budget Development Updates
- Adam Roit - Lovejoy Scholars Considerations for 2022-2023
- Tony Triguero - Lovejoy Scholars Considerations for 2022-2023

6. Consider and Act on Recommendation to Hire Director of Elementary Education and Early Childhood

Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction made a recommendation to hire Erin Perkins for the position of Director of Elementary Education and Early Childhood.

Motion to hire Erin Perkins as the Director of Elementary Education and Early Childhood. This motion, made by Chad Collins and seconded by Anne Smith, Passed. Yea: 7, Nay: 0

7. Consider and Act on Adjustment to School Calendar: High School Early Release Times for May 24-26 2022

Mr. Kevin Parker, Executive Director of Student Services presented a plan to make up lost instructional minutes at Lovejoy High School due to the bad weather closure on February 24.

Motion to approve the presented adjustment to the school calendar. This motion, made by Jason Jaynes and seconded by Jeff Wood, Passed. Yea: 7, Nay: 0

8. Finance & Budget Update

Dr. Jennifer DuPlessis, Assistant Superintendent of Finance and Operations presented a Finance and Budget update.

9. Preliminary Staffing Considerations for 2022-2023

Ms. Anna Koenig, Executive Director of Human Resources and Communications presented preliminary staffing considerations for 2022-2023.

10. Lovejoy Scholars Considerations for 2022-2023

Ms. Anna Koeing, Executive Director of Human Resources and Communications presented Lovejoy Scholars considerations for 2022-2023.

11. Athletics Programming Considerations for 2022-2023

Mr. Kevin Parker, Executive Director of Student Services, and Mr. Chris Ross, Athletic Director and Head Coach presented Athletic programming considerations for 2022-2023.

12. Fine Arts Programming Considerations for 2022-2023

Mr. Kevin Parker, Executive Director of Student Services, and Dr. Fela Mathy, Director of Fine Arts presented Fine Arts programming considerations for 2022-2023.

13. Curriculum & Instruction Reorganization Update

Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction presented updated information on the Curriculum and Instruction Department reorganization.

14. Curriculum & Instruction Programming Considerations for 2022-2023

Dr. Laurie Tinsley, Assistant Superintendent of Curriculum and Instruction, and Ms. Sancy Fuller, Executive Director of Special Education and Student Support presented Curriculum and Instruction program considerations for 2022-2023.

15. District of Innovation (DOI)

Ms. Anna Koenig, Executive Director of Human Resources and Communications presented preliminary information on updating the district's District of Innovation (DOI) plan.

16. Announcements

Katie Kordel, Superintendent of Schools, and Barrett Owens, Board President expressed their thanks and gratitude for the work done to prepare the financial, staffing, and program considerations.

17. Adjournment

With there being no further business, the Board adjourned at 10:05 PM.

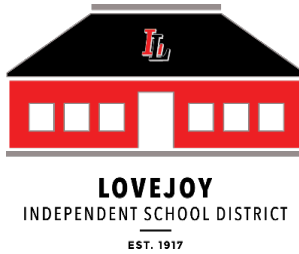
Respectfully submitted,

Anne Smith, Secretary of the Board of Trustees

Barrett Owens, President of the Board of Trustees

*Agenda item details are filed in the Superintendent's Office with the Monday, March 14, 2022 agenda packet.

- D. Consider Approval of Monthly Finance Report
Presenter: Dr. Jennifer DuPlessis, Assistant Superintendent of Finance and Operations
- E. Consider Approval of Bid Awards for Books & Related Media 37
Presenter: Dr. Jennifer DuPlessis, Assistant Superintendent of Finance and Operations
- Attachments:**
- | | |
|--|----|
| Executive Summary - Books & Related Media 03.28.2022 | 37 |
| 22-006 Books & Related Media Awards Final Summary 03.28.2022 | 40 |



Lovejoy Independent School District Board of Trustees

Date of Meeting	March 28, 2022
Document Title	Contracts for Books & Related Media
Presented For	<input checked="" type="checkbox"/> Board Action <input type="checkbox"/> Report/Review Only
Supporting Documents	<input type="checkbox"/> None <input checked="" type="checkbox"/> Attached <input type="checkbox"/> Provided Later
Administrator Responsible	Jennifer DuPlessis, Ph.D. Assistant Superintendent of Finance and Operations

Executive Summary

A request for competitive sealed proposals was advertised for discounted purchases of paperback, hardcover, electronic and miscellaneous books and related media items to replace expired contracts through the Books & Related Media Bid 22-006. Previous awards were made in December of 2015 for a three-year period and extended for an additional three-year period ending March 16th, 2022. By following formal competitive bidding procedures (as opposed to use of sole source declarations) when making book purchases, the District provides a more effective approach to ensure compliance.

The following 47 bidders responded prior to the deadline for submission.

A to Z Books, LLC
 ABDO Publishing Company
 Barnes & Noble Booksellers, Inc
 Bedford, Freeman & Worth Publishing Group LLC
 Booksource (GL group)
 Capstone (Coughlan Companies, Inc)
 Cavendish Square Publishing
 Cengage Learning, Inc.
 Cherry Lake Publishing & Sleeping Bear Press (CBM LLC)
 Children's Plus, Inc.
 Complete Book and Media Supply, Inc
 Crabtree Publishing Company
 Davis Publications, Inc
 Delaney Educational Enterprises, Inc.

EastWest Books (Lerner Publishing Group)
 Express Booksellers (Express Booksellers LLC)
 Follett Content Solutions, LLC
 Follett School Solutions, Inc.
 Garrett Book Company (Garrett Operating Company LLC)
 Greenhaven Publishing LLC
 Gumdrop Books (Central Programs Ins.)
 J Appleseed, INC
 Junior Library Guild (MT Library Services, Inc)
 KAMICO Instructional Media, Inc.
 Kaplan Early Learning Company
 Keystone Books and Media
 Knowbuddy Resources (Thomas J Peterson LLC)
 Lakeview Books (Lerner Publishing Group)
 Lerner Publishing Group
 Lookout Books (Thomas J Peterson LLC)
 Mackin Educational Resources (Mackin Book Company)
 Perma-Bound Books (Hertzberg-New Method, Inc.)
 QEP, Inc. Professional Books (QEP, Inc.)
 Rainbow Book Company
 RALLY! Education
 Rosen Classroom OR Rosen Digital OR Jackdaw Publications (The Rosen Publishing Group, Inc)
 Rourke Educational Media (Carson Dellosa Publishing LLC)
 Savvas Learning Company LLC
 Scholastic Library Publishing, Inc.
 School Specialty LLC
 SebcoBook (Library Sales, Inc.)
 Smart Apple Media (Thomas J Peterson LLC)
 Superior Text
 The Child's World, Inc
 TouchMath (Innovative Learning Concepts, Inc)
 W.T. Cox Subscriptions
 World Book, Inc.

Fiscal Implications

Funds are budgeted by campuses and departments for purchases as needed.

Administrator Recommendation

Administration recommends the Board award to each of the vendors that were responsive to the request for competitive sealed proposals, per the attached bid summary.

Board Priority

Priority 3

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

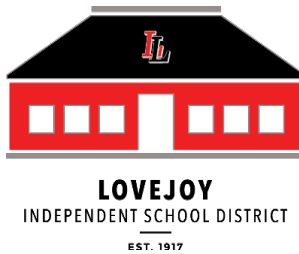
Priority 4

Lovejoy ISD will develop stronger community connections and confidence through effective communication with both internal and external stakeholders. Through a shared commitment to our mission and core values, we will build upon Lovejoy ISD's tradition of excellence. We will maintain high expectations and leverage the collective impact of the Lovejoy ISD community to ensure achievement of outcomes on behalf of students. Lovejoy ISD traditions will enable us to honor the past, celebrate the present, and provide a continuing legacy for the future.

Books & Related Media: Hardcover, eBooks, Paperback & Misc 22-006CSP

	NEW & UNUSED READING MATERIAL (PERCENTAGE DISCOUNT OFF PUBLISHERS'S LIST or from CATALOG price.	USED READING MATERIAL IN 'GOOD' CONDITION. (PERCENTAGE DISCOUNT OFF PUBLISHERS'S LIST or from CATALOG price.	MINIMUM ORDER AMOUNT (if applicable)	SHIPPING \$ Dollar Amount to be Added to Each Order (if any)	SHIPPING % Percentage of Total to be Added to Each Order (if any)
KAMICO Instructional Media, Inc.	0%	No Bid	\$0.00		
Keystone Books and Media	0%	No Bid			
Knowbuddy Resources (Thomas J Peterson LLC)	30%	No Bid	No Bid	\$0.00	No Bid
Lakeview Books (Lerner Publishing Group)	25%	No Bid	\$0.00	\$0.00	0%
Lerner Publishing Group	25%	No Bid	\$0.00		
Lookout Books (Thomas J Peterson LLC)	30%	No Bid	No Bid	\$0.00	No Bid
Mackin Educational Resources (Mackin Book Company)	5%	No Bid			
Perma-Bound Books (Hertzberg-New Method, Inc.)	0%	No Bid			
QEP, Inc. Professional Books (QEP, Inc.)	0%	No Bid	\$0.00	No Bid	9%
W.T. Cox Subscriptions	9%	No Bid	\$0.00		
Rainbow Book Company	0%	No Bid			
The Rosen Publishing Group, Inc	25%	No Bid	\$0.00	\$0.00	0%
Rourke Educational Media (Carson Dellosa Publishing LLC)	30%	No Bid	\$0.00	\$0.00	0%
Savvas Learning Company LLC	0%	0%		\$0.00	10%
Scholastic Library Publishing, Inc.	0%	No Bid	\$0.00	No Bid	5%
Smart Apple Media (Thomas J Peterson LLC)	30%	No Bid	No Bid	\$0.00	No Bid
Superior Text	10%	10%	\$0.00		
The Child's World, Inc	30%	No Bid	\$0.00	\$0.00	
TouchMath (Innovative Learning Concepts, Inc)	0%	No Bid	\$0.00	No Bid	10%
RALLY! EDUCATION	0%	No Bid			
Junior Library Guild (MT Library Services, Inc)	0%	No Bid	\$0.00	\$0.00	0%
World Book, Inc.	0%	No Bid		\$0.00	
Gumdrop Books (Central Programs Ins.)	0%	No Bid			
ABDO Publishing Company	0%	No Bid			
Barnes & Noble Booksellers, Inc	1%	No Bid	\$0.00		
Bedford, Freeman & Worth Publishing Group LLC	0%	No Bid	No Bid	No Bid	5%
Booksource (GL group)	25%	No Bid	\$0.00	\$0.00	
Capstone (Coughlan Companies, Inc)	0%	No Bid		\$0.00	No Bid
Cavendish Square Publishing	30%	No Bid	\$0.00	\$0.00	0%
Cengage Learning, Inc.	0%	No Bid		No Response	No Response
Cherry Lake Publishing & Sleeping Bear Press (CBM LLC)	30%	No Bid			
J Appleseed, INC	30%	No Bid			
Children's Plus, Inc.	0%	No Bid	\$0.00		
Davis Publications, Inc	0%	No Bid			
Delaney Educational Enterprises, Inc.	0%	No Bid			
EastWest Books (Lerner Publishing Group)	25%	No Bid	\$0.00	\$0.00	No Bid
Express Booksellers (Express Booksellers LLC)	25%	No Bid	\$0.00	\$0.00	0%
Follett Content Solutions, LLC	0%	0%			
Follett School Solutions, Inc.	0%	0%	\$0.00	No Response	
Garrett Book Company (Garrett Operating Company LLC)	30%	No Bid	\$0.00	\$0.00	0%
Greenhaven Publishing LLC	20%	No Bid	\$0.00	\$0.00	0%
Crabtree Publishing Company	0%	0%			
Sebcobook (Library Sales, Inc.)	0%	No Bid	\$1.00		
School Specialty LLC	29%	No Bid	\$0.00	\$9.95	15%
Complete Book and Media Supply, Inc	50%	0%	\$0.00	\$10.00	0%
A to Z Books, LLC	10%	No Bid	\$50.00	\$0.00	0%
Kaplan Early Learning Company	15%	No Bid	\$300.00	No Response	15%

F. Consider Approval of Bid Awards for Office & Classroom Supplies	42
Presenter: Dr. Jennifer DuPlessis, Assistant Superintendent of Finance and Operations	
Attachments:	
Executive Summary - Office & Classroom Supplies 03.28.2022	42
22-005 Office & Classroom Supply Awards Final Summary 03.28.2022	44



Lovejoy Independent School District Board of Trustees

Date of Meeting	March 28, 2022
Document Title	Bid Awards for Office & Classroom Supplies
Presented For	<input checked="" type="checkbox"/> Board Action <input type="checkbox"/> Report/Review Only
Supporting Documents	<input type="checkbox"/> None <input checked="" type="checkbox"/> Attached <input type="checkbox"/> Provided Later
Administrator Responsible	Jennifer DuPlessis, Ph.D. Assistant Superintendent of Finance and Operations

Executive Summary

A request for competitive sealed proposals was advertised to replace previous and expired secondary contracts for office and classroom supplies through the Office & Classroom Supplies Bid 22-005 for line item pricing and catalog discounts. Previous awards were made in December of 2015 for a three-year period and extended for an additional three-year period ending March 16th, 2022. Having these supplemental sources in place allows us to strategically source items as needed through quotes, using percentage discounts from these secondary vendors. The District's primary vendor, Office Depot, has been and will continue to be available for use through Omnia, a nationally-awarded cooperative contract vendor. The twenty-one bidders named below responded to the request prior to the deadline for submission.

- Attainment Company, Inc.
- Bestway Office Supply*
- Dick Blick Company (Blick Art Materials)
- EAI Education (Eric Armin Inc)
- Earlychildhood LLC (Discount School Supply)*
- Educational Products Inc.*
- Ellison Educational Equipment Inc.
- Empire Paper Co.*
- Kaplan Early Learning Company
- Lakeshore Learning Materials (Lakeshore Equipment Company)
- Medicaleshop Inc.

Officewise*
Oriental Trading Company, Inc.
Pitsco
Really Good Stuff
Reynolds Manufacturing Corporation
School Specialty LLC*
Staples Advantage*
Teacher's Tools
Texas Art Supply Company
The Library Store, Inc.
**may be eligible for use with grant funds*

Fiscal Implications

Funds are budgeted by campuses and departments for purchases as needed.

Administrator Recommendation

Administration recommends action on award to each of the vendors that were responsive to the request for competitive sealed proposals, per the attached bid summary.

Board Priority

Priority 3

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

Priority 4

Lovejoy ISD will develop stronger community connections and confidence through effective communication with both internal and external stakeholders. Through a shared commitment to our mission and core values, we will build upon Lovejoy ISD's tradition of excellence. We will maintain high expectations and leverage the collective impact of the Lovejoy ISD community to ensure achievement of outcomes on behalf of students. Lovejoy ISD traditions will enable us to honor the past, celebrate the present, and provide a continuing legacy for the future.

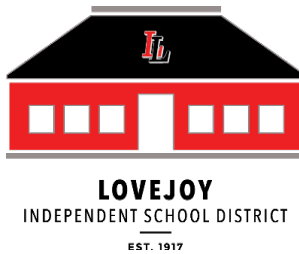
Office & Classroom Supplies 22-005CSP

	GENERAL OFFICE SUPPLIES	Major National Brands Discount	Store Brands Discount	CLASS-ROOM/TEACHER AIDS	Major National Brands Discount	Store Brands Discount	ARTS & CRAFTS	Major National Brands Discount	Store Brands Discount	OFFICE MACHINES & EQUIPMENT	Major National Brands Discount	Store Brands Discount	ALL OTHER SUPPLIES	Major National Brands Discount	Store Brands Discount
Attainment Company, Inc.	No Bid				5%	5%	No Bid			No Bid	No Bid	No Bid	No Bid		
Reynolds Manufacturing Corporation	No Bid				10%	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	10%	No Bid
Really Good Stuff		3%	3%		3%	3%		3%	3%	No Bid	No Bid	No Bid		3%	3%
Pitsco		2%	2%		2%	2%		2%	2%					2%	2%
Oriental Trading Company, Inc.		5%	5%		5%	5%		5%	5%		No Bid	No Bid		5%	5%
Lakeshore Learning Materials		5%	5%		5%	5%		5%	5%		5%	5%		5%	5%
Medicaleshop Inc.	No Bid	No Bid	No Bid	No Bid		No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid		1%	No Bid
EAI Education (Eric Armin Inc)	No Bid		No Bid		15%	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid
Dick Blick Company (Blick Art Materials)	No Bid	No Bid	No Bid		20%	20%		20%	20%	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid
Ellison Educational Equipment Inc.		0%	0%		25%	25%		0%	0%		0%	0%		0%	0%
The Library Store, Inc.		55%	55%		55%	55%		55%	55%		55%	55%		55%	55%
Kaplan Early Learning Company	No Bid				15%	15%		15%	15%	No Bid	No Bid	No Bid		15%	15%
Texas Art Supply Company		20%						20%							
Teacher's Tools		0%	0%		0%	0%	No Bid	No Bid	No Bid	No Bid					
School Specialty LLC*		29%	29%		29%	29%		29%	29%		29%	29%		29%	29%
Officewise*		0%	0%		0%	0%		0%	0%		0%	0%		0%	0%
Staples Advantage*															
Empire Paper Co.*		0%	0%		0%	0%		0%	0%		0%	0%		0%	0%
Bestway Office Supply*		30%	40%		30%	40%		30%	40%		25%	30%		30%	40%
Educational Products Inc.*		5%	5%		5%	5%		5%	5%		5%	5%		5%	5%
Earlychildhood LLC (Discount School Supply)*		3%	3%		3%	3%		3%	3%	No Bid	No Bid			3%	3%

*May be eligible for use of grant funds

Stated Percentages (%) represent DISCOUNT offered off manufacturer's list price for items in each category.

10. Special Education Program Review: Action Team Presentation	46
Presenter: Sancy Fuller, Executive Director of Special Education and Academic Support	
Attachments:	
Executive Summary - Special Education Program Review- Action Team Presentation 03.28.2022	46
Special Education Program Review - Action Team Presentation 03.28.2022	47



Lovejoy Independent School District Board of Trustees

Date of Meeting	March 28, 2022
Document Title	Special Education Program Review: Action Team Presentation
Presented For	<input type="checkbox"/> Board Action <input checked="" type="checkbox"/> Report/Review Only
Supporting Documents	<input checked="" type="checkbox"/> Attached
Administrator Responsible	Sancy Fuller

Executive Summary

Multiple staff members from special education and general education that previously participated in the Needs Assessment process, looked at the district data to determine goals that will enhance special education programming in LISD. The team members will present the work they conducted and the goals that came out of their time together.

Board Priority

Priority 1

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

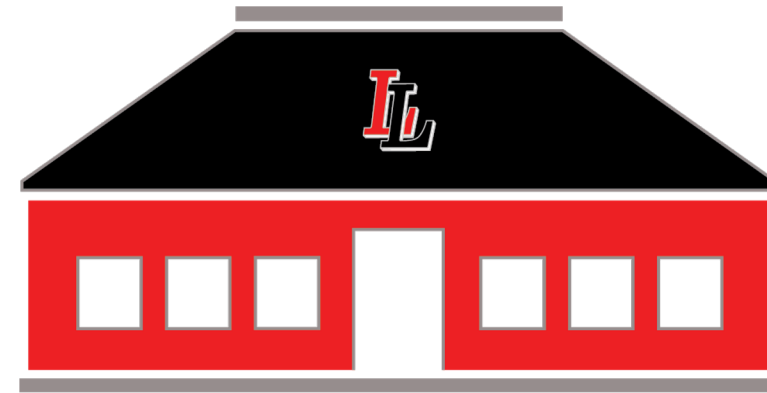
Special Education Program Review: Action Team Presentation

SANCY FULLER

Executive Director of Special Education and Student
Support

MARCH 28, 2022

Regular Board Meeting



LOVEJOY
INDEPENDENT SCHOOL DISTRICT

EST. 1917

YES WE CAN!

ACTION TEAM

ACTION TEAM MEMBERS

<u>NAME</u>	<u>CAMPUS</u>	<u>POSITION</u>
Nicole Mills	Hart Elementary	4th Grade Math
Eva Pearl	Hart Elementary	Special Ed. Lead/ SLP
Terrie Cunningham	Puster Elementary	3rd Grade Reading Lang. Arts
Amy Matteucci	Puster Elementary	Special Ed. Lead
Kurt Doty	Sloan Creek Intermediate School	5th Grade Math
Dallena Nash	Sloan Creek Intermediate School	GT 5th Grade Social Studies
Dayna McCormick	Sloan Creek Intermediate School	Special Ed. Lead
Jacob Hunter	Willow Springs Middle School	GT 7th/8th Grade Algebra
Jen Still	Willow Springs Middle School	8th Grade Math
Heather Fisher	Willow Springs Middle School	Special Ed./ Dyslexia Lead
Lindsay Stone	Lovejoy High School	Adv. Algebra/ Project Lead the Way
Tamara Sakuda	Lovejoy High School	Adv. English
Jodi Laboret	Lovejoy High School	Special Ed. Eng. Resource & Co-teach



**KEEP
CALM
THE ANSWER
IS IN THE
ROOM**

LISD DISTRICT MISSION & VISION

To propel every person to personal excellence

One Heart One Lovejoy

Best Today Better Tomorrow

Kids Come First



All students are general education students, some of whom receive special education services

TIMELINE

- November 29 Staff Survey Shared
- November 30 Campus Visits
- December 1 Campus Visits
- December 7 Campus Visits
- December 8 Focus Group Meetings
- January 28 Findings
- March 1 Action Team Planning

NEEDS ASSESSMENT

LOVEJOY ISD SPECIAL EDUCATION PROGRAMMING

Provide the district an objective report that identifies areas of strengths, needs, and recommendations related to special education programming focused on the following:

- Service delivery model- scheduling, inclusive practices, continuum of services EC-12
- Staffing- efficiency, retention, roles, scheduling
- Professional development needs

PROCESS FOR COLLECTION OF INFORMATION AND DISTRICT DATA

Observation (3 days total, half day per campus)

- Inclusion setting
- Structured teach/self-contained setting
- Resource setting
- Co-Teach

Interviews (1 day)

- Executive Director Special Education and Academic Support
- Focus Group (Principals)
- Focus Group (SpEd 2 per campus)
- Focus Group (Assessment and Related Service Staff)
- Focus Group (GenEd - 9 Elem/SCIS, 6 Secondary)

PROCESS FOR COLLECTION OF INFORMATION AND DISTRICT DATA

Survey

- Gen Ed instructional staff
- SPED instructional staff
- Administrators
- District SPED staff

Artifacts

- SPED master schedule and individual staff caseload
- Assessment staff assignments/schedule
- Student data by disability and instructional arrangement/campus
- Student achievement data by campus/district
- List of SPED staff - including certification/assignments (campus, position, areas of responsibilities)
- Staff retention data

NEEDS ASSESSMENT

- Professional Development
- Increasing Retention
- Program Model To Meet the Needs of All Students
- Efficiency – Staffing & Scheduling

LOOKING FROM THE INSIDE OUT

- Demographic Data
- Student Achievement
- Staff Retention
- Professional Development

WHERE ARE OUR GAPS?



Student Achievement



Data Review

- Lovejoy ISD Texas Academic Performance Report (2020-2021)
 - From 2019 to 2021: Decline in STAAR/ EOC Scores in Reading and subjects requiring skilled content reading and comprehension strategies

Research and Rationale

- Reading is the gateway to all learning
- Focus on student outcomes
- High-leverage impact in all content areas
- Positive impact on social-emotional well-being

Proposed Student Achievement Goal

Increase Overall Reading Proficiency

By August 2023, reading proficiency measures for K-10th grade students receiving special education support will increase by 5% or more, as measured by an increase in percentage of students meeting expectations of universal screenings and End of Year STAAR Reading Assessments. (Baseline - 2022 Grade Level EOY Reading Data)

Plan for Implementation

- Strategies and Actions Steps
- Who is Responsible?
- Target Dates
- Evidence of Effectiveness

Strategies and Action Steps

- Early intervention and identification of students at risk for reading or with reading disabilities
- Training / Professional Development of K-8th Special Education and General Education Teachers in the Science of Reading Instruction
 - Reading Academies
 - Structured Literacy Training
 - PLC - Strategic planning of instruction and intervention
- Building Intervention Time into the Master Schedule

Who is responsible?

- Professional Development: District / Campus Administrators
- Collaborative Planning of Instruction/ Intervention : Professional Learning Communities
- Implementation of Effective Literacy Instruction: General Education and Special Education Reading Language Arts Teachers

Target Dates

- First measure of progress - August 2023
- Initial 5% increase or more in one year - to be evaluated, adjusted, and implemented again following school years.
- The goal would be to see continual improvement each school year, and the percentage will be adjusted according to previous year's growth.
- The expectation would be that the proficiency rates increase each year, due to the cumulative positive impact of increasing effective instructional and intervention strategies.

Evidence of Effectiveness

- Measured by universal screenings and End of Year STAAR Reading Assessments
- Carryover effect of increased success in other content areas

Staff Retention



Data Review & Rationale

- Lovejoy ISD Texas Academic Performance Report (2020-2021) and Needs Assessment (2021-2022) indicate a staff retention goal would be appropriate
- Low turnover rates positively impact student achievement and overall school experience
- Experienced staff will increase engagement and collaboration through Professional Learning Communities
- Increased staff retention will support consistency and effectiveness of systems and structures district-wide

Proposed Staff Retention Goal

By August 2026, retention of special education staff will increase by 3% or more.

(Baseline: 2022 End of Year Staff Data)

Plan for Implementation

- Strategies and Actions Steps
- Who is Responsible?
- Target Dates
- Evidence of Effectiveness

Strategies and Actions Steps

- Intentional teaming of support staff with classroom teacher/homeroom
- Mid-year check-in, not tied to summative
- October and February survey/ morale check-in for general education and special education staff
- First year teachers will be provided with quarterly check-ins and supported by a campus mentor

Who is responsible?

- Campus administrators
- Department/ Grade Level Lead Teachers

Target Dates

- August 2022 - Baseline staff retention data
- August 2025- 1.5% or more increase
- August 2026 - total 3% or more increase

Evidence of Effectiveness

- Initial goal is met and staff retention rates continue to increase
- The benefits of increased student achievement and effectiveness and consistency of systems and structures district-wide will be ongoing

Professional Development



Data Review

- Reviewed LISD course offerings and enrollment data from 8/1/2019 to May 27, 2022 from Thrive (Eduphoria).
- Analyzed type of courses offered to support staff working with special education students.
 - Courses offered in systems: Xlogs & SEAS (annually)
 - Courses offered specific to Sped: ARD meetings, Alternate curriculum, Instructional Practices for Paraprofessionals (1x)
 - Courses offered to support learning differences: Autism, Dyslexia, Effective Intervention Processes (1x)
 - Courses **NOT** offered: support for accommodating & modifying curriculum

Research and Rationale

- Accommodations & Modifications are part of students' IEPs
- IEPs are legal documents which represent an agreement with the student/family and the school in order to best support the student's learning.
- Consistency is a key factor to ensure the success of the modifications and/or accommodations.
- Training is needed to ensure LISD instructional staff understands and is consistent in creating and implementing modifications and accommodations.

Professional Development Goals

- To develop highly effective educators through professional learning by offering specific training on how to accommodate and modify curriculum and assessments for all students, to be provided prior to the start of the 2022-2023 school year.
- Create an interactive online document that outlines best practices and references examples related to accommodations and modifications of curriculum and assessments and begin implementation with the start of the 2022-2023 school year.

Plan for Implementation

- Strategies and Actions Steps
- Who is Responsible?
- Target Dates
- Evidence of Effectiveness

Strategies and Action Steps

Staff Training:

- Identification of training team (who is developing the training)
- Development of training plan (cost, scope, deliverables, and training method)
- Schedule training date(s)

Best Practices Interactive Document:

- Identification of who creates/maintains document (team or group)
- Determination of how to best organize information (subject, grade level)
- Gathering of best practices and examples from district campuses/area experts
- Schedule roll out of information

Who is responsible?

- District Professional Development/ Campus Administrators
- General Education and Special Education Teachers
- Professional Learning Communities

Target Dates

- Implementation Plan for Action Steps & Responsibilities needs to be determined by 4/29/2022.
- Once plan is agreed upon, dates can be determined for training & document deliverables

Evidence of Effectiveness

- Measured by staff efficiency and competency in creating accommodating and modifying curriculum and assessments.
- Measured by consistency across content areas for students receiving modifications and accommodations.

Checks & Balances

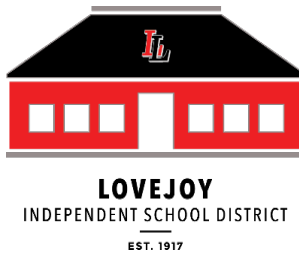
Team will meet quarterly to look at progress



Thank you

Questions/Comments?

11. Consider and Act on Budget Amendment #3	89
Presenter: Dr. Jennifer DuPlessis, Assistant Superintendent of Finance and Operations	
Attachments:	
Executive Summary - Budget Amendment #3 2021-2022 03.28.2022	89
Budget Amendment 2021-2022 #3 03.28.2022	91



Lovejoy Independent School District Board of Trustees

Date of Meeting	March 28, 2022
Document Title	2021-2022 Budget Amendment #3
Presented For	<input checked="" type="checkbox"/> Board Action <input type="checkbox"/> Report/Review Only
Supporting Documents	<input type="checkbox"/> None <input checked="" type="checkbox"/> Attached <input type="checkbox"/> Provided Later
Administrator Responsible	Jennifer DuPlessis, Ph.D. Assistant Superintendent of Finance and Operations

Executive Summary

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

We are requesting the third budget amendment for 2021-2022. This amendment will address any items that have been uncovered to date that were not addressed after final budget determinations were made during the summer and the budget was put into the finance system. We will continue to review our revenue and expenditures compared with the original budget to recommend future amendments as needed.

Fiscal Implications

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

Administrator Recommendation
The administration recommends approval by the Board.
Board Priority
<p>Priority 3 Lovejoy ISD will use established measures to evaluate all areas which impact the student experience. A sustained focus on continual improvement in all aspects of district services remains a constant with the continued goal of providing the highest quality of learning experiences for our students.</p> <p>Priority 4 Lovejoy ISD will develop stronger community connections and confidence through effective communication with both internal and external stakeholders.</p>

LOVEJOY ISD
2021-2022 Proposed Budget Amendment #3
Summary of Revenues & Expenditures
General Funds
(Includes funds 101, 183 & 199)

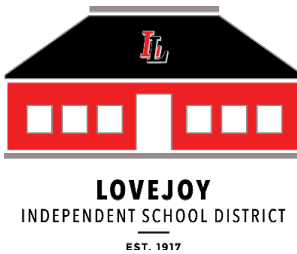
General Operating Revenue		
Total Revenue		\$ 44,152,839
11 - Instruction	\$ 23,020,552	
12 - Instructional Resources	\$ 532,583	
13 - Instructional Staff Development	\$ 1,517,996	
21 - Instructional Leadership	\$ 469,443	
23 - School Administration	\$ 2,431,405	
31 - Guidance & Counseling	\$ 1,714,271	
33 - Health Services	\$ 426,977	
34 - Student Transportation	\$ 1,196,981	
35 - Student Nutrition	\$ 2,096,832	
36 - Extra Curricular Activities	\$ 1,715,950	
41 - General Administration	\$ 1,931,808	
51 - Plant Maintenance & Operations	\$ 4,026,743	
52 - Security	\$ 553,705	
53 - Data Processing Services	\$ 707,571	
61 - Community Services	\$ 1,059,098	
91 - Recapture	\$ 331,702	
93 - Shared Service Arrangements	\$ 30,001	
95 - JJAEP	\$ 5,001	
99 - Other Intergovernmental Charges	\$ 315,001	
Total All Functions		\$ 44,083,619
*Budget includes TRS/Medicare Part D On-behalf Revenue or Expenditures		
Difference in Estimated Revenues & Expenditures		\$ 69,220

This budget, for the school year 2021-2022, was adopted at a meeting of the Board of School Trustees on March 28, 2022 as evidenced in the Official School Board Minutes. I certify that budget preparation and adoption is in accordance with Chapter 44 of the Texas Education Code.

	3/28/2022
President	Date
	3/28/2022
Secretary	Date

*Note: LCDC and after school programs revenue updated to accurately reflect expectations

12. Budget Workshop	93
Presenter: Dr. Jennifer DuPlessis, Assistant Superintendent of Finance and Operations	
Attachments:	
Executive Summary - Budget Workshop 2021-2022 03.28.2022	93
Board Budget Workshop 3-28-22 Final	95



Lovejoy Independent School District Board of Trustees

Date of Meeting	March 28, 2022
Document Title	Budget Workshop
Presented For	Board Action <input checked="" type="checkbox"/> Report/Review Only
Supporting Documents	<input type="checkbox"/> None <input checked="" type="checkbox"/> Attached <input type="checkbox"/> Provided Later
Administrator Responsible	Jennifer DuPlessis, Ph.D. Assistant Superintendent of Finance and Operations

Executive Summary

Administration will provide a Budget Workshop. This is the first of a series of Budget Workshops designed to support development of a 2022-2023 budget for Board approval in June.

Fiscal Implications

Administrator Recommendation

N/A: Report Only

Board Priority

Priority 1

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

learning will develop key skills essential to thriving now and in the future. Technology will be leveraged to enhance individualization, deepen learning, and prepare students for an increasingly technology-driven workforce.

Priority 2

Lovejoy ISD will continue to strive to be recognized as the employer of choice for educators who believe districts should be defined by a culture of superior work ethic, mission-driven behavior, continuous improvement, growth mindset, and positive relationships with students, parents, and colleagues. Lovejoy ISD team members will exemplify our Educator Profile and align their actions with our Core Values.

Priority 3

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

Priority 4

Lovejoy ISD will develop stronger community connections and confidence through effective communication with both internal and external stakeholders. Through a shared commitment to our mission and core values, we will build upon Lovejoy ISD's tradition of excellence. We will maintain high expectations and leverage the collective impact of the Lovejoy ISD community to ensure achievement of outcomes on behalf of students. Lovejoy ISD traditions will enable us to honor the past, celebrate the present, and provide a continuing legacy for the future.

Priority 5

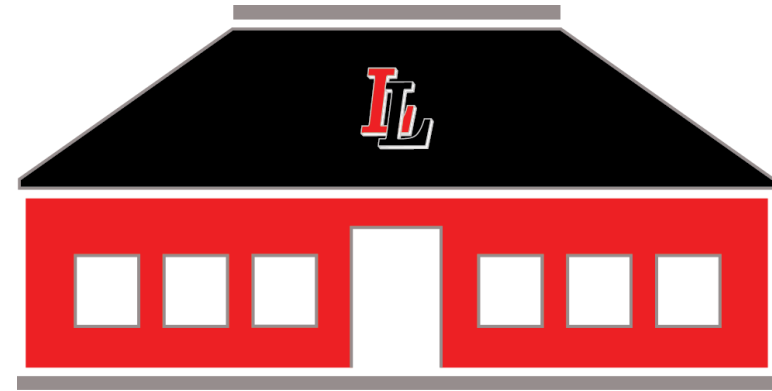
Lovejoy ISD will continuously examine and analyze the best practices of implementation for safety and security; enhancing safety and protecting the positive learning environment and by ensuring the personal/social needs of Lovejoy students are addressed.

March Budget Workshop

JENNIFER DUPLESSIS, PH.D.

ASSISTANT SUPERINTENDENT OF
FINANCE & OPERATIONS

MARCH 28, 2022



LOVEJOY
INDEPENDENT SCHOOL DISTRICT
EST. 1917

Topics

- Attendance Update (Financial)
- Current Year Projection Update
- 2022-2023 Budget Considerations
- Student Nutrition Update

2022-2023: Reframing Our Story

Lovejoy Independent School District

Focus Areas

Mission: To propel every person to personal excellence.

Legacy of Excellence

- We will build upon Lovejoy ISD's legacy of excellence through a shared commitment to our mission and core values.
- We will maintain high expectations and leverage the collective impact of the Lovejoy ISD community to ensure achievement of outcomes on behalf of students.
- Lovejoy ISD traditions will enable us to honor the past, celebrate the present, and provide a continuing legacy for the future.
- We #LiveLovejoy.

Future Ready Students

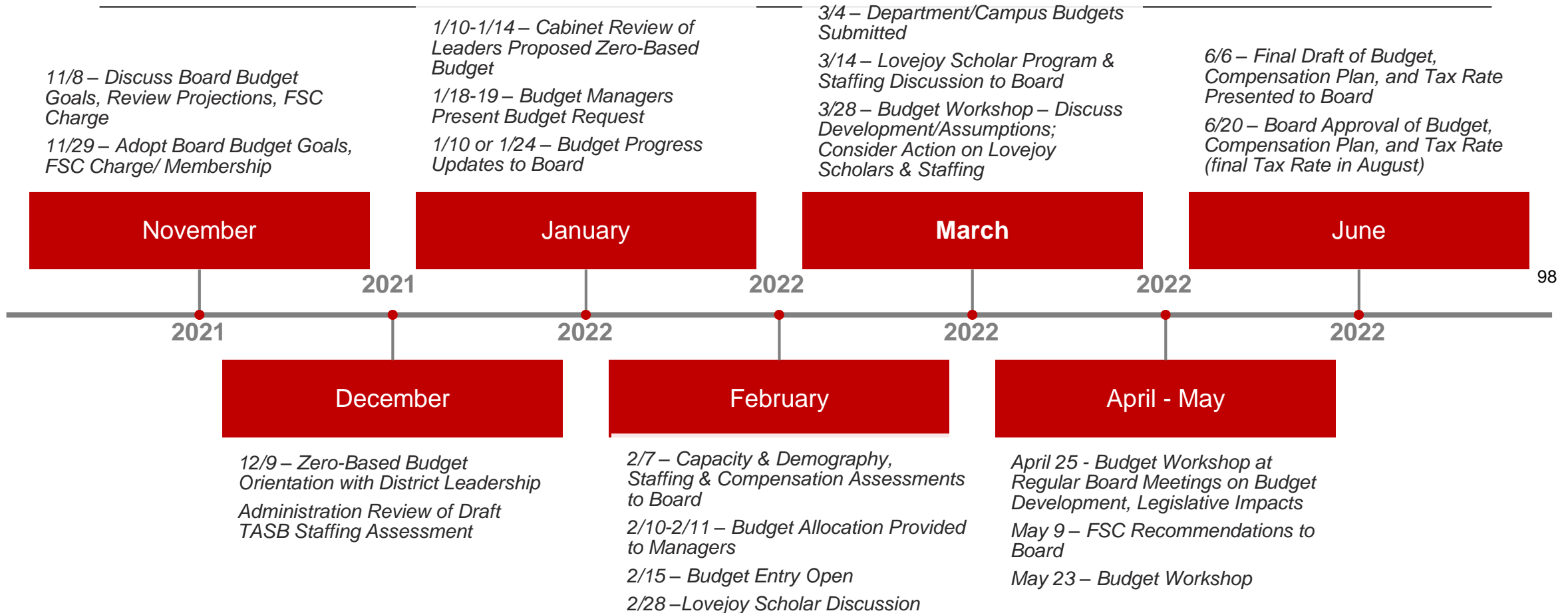
- Students will personify the graduate profile by experiencing challenging and engaging learning.
- Research-based instructional strategies will be strategically partnered with innovation.
- Profound learning will develop key skills essential to thriving now and in the future.
- Technology will be leveraged to enhance individualization, deepen learning, and prepare students for an increasingly technology-driven workforce.

Financial Sustainability

- Lovejoy ISD will establish a plan for short and long-term financial sustainability.
- We will strategically balance financial decision-making with Lovejoy ISD's mission and commitment to the Lovejoy experience.
- A financial assessment, identification of priorities, and intentional decision-making process will support strategic financial planning.
- Zero-based budgeting will be utilized and transparency will be prioritized.



2022-2023 Budget Development



Attendance Update

FINANCIAL IMPLICATIONS

Financial Implications

- No Hold Harmless Allowable in 2021-22 per Legislature
- Initial Projected Loss of \$529,760 Due to Lower Enrollment/ Attendance

	Enrollment	% Attendance	ADA
Budget	4,374	97%	4,243
To TEA			4,165
Projected	4,330	96% (currently @ 94%)	4,167
Difference	44		86
\$529,760 Basic Allotment Loss Dependent on State Action			

Attendance: Financial Implications

Texas School Finance Update

What Do We Know about the ADA Hold Harmless?

The House Public Education Committee members have sent a letter to TEA asking the commissioner to provide a hold harmless to attendance for the 2021-2022 school year. The adjustment would be based on fall PEIMS snapshot enrollment for the 2021-2022 year multiplied by the 2018-2019 attendance rate. You can read the letter here:

<https://tasanet.org/wp-content/uploads/2022/03/ADA-REPRIEVE.pdf>

Please be aware that TEA has not yet granted an ADA hold harmless for the 2021-2022 school year, though we are hopeful that an announcement may be coming. If TEA decides to use the

- Stood to gain \$70,000 of \$529,760 est. loss from 1st 6 weeks TPAR
Adjustment if maintained historic last 18-week attendance
- At current enrollment and 94% ADA, loss could be over \$450-900k lower than submitted to state and budget
- TEA: “We will have to do something else.”

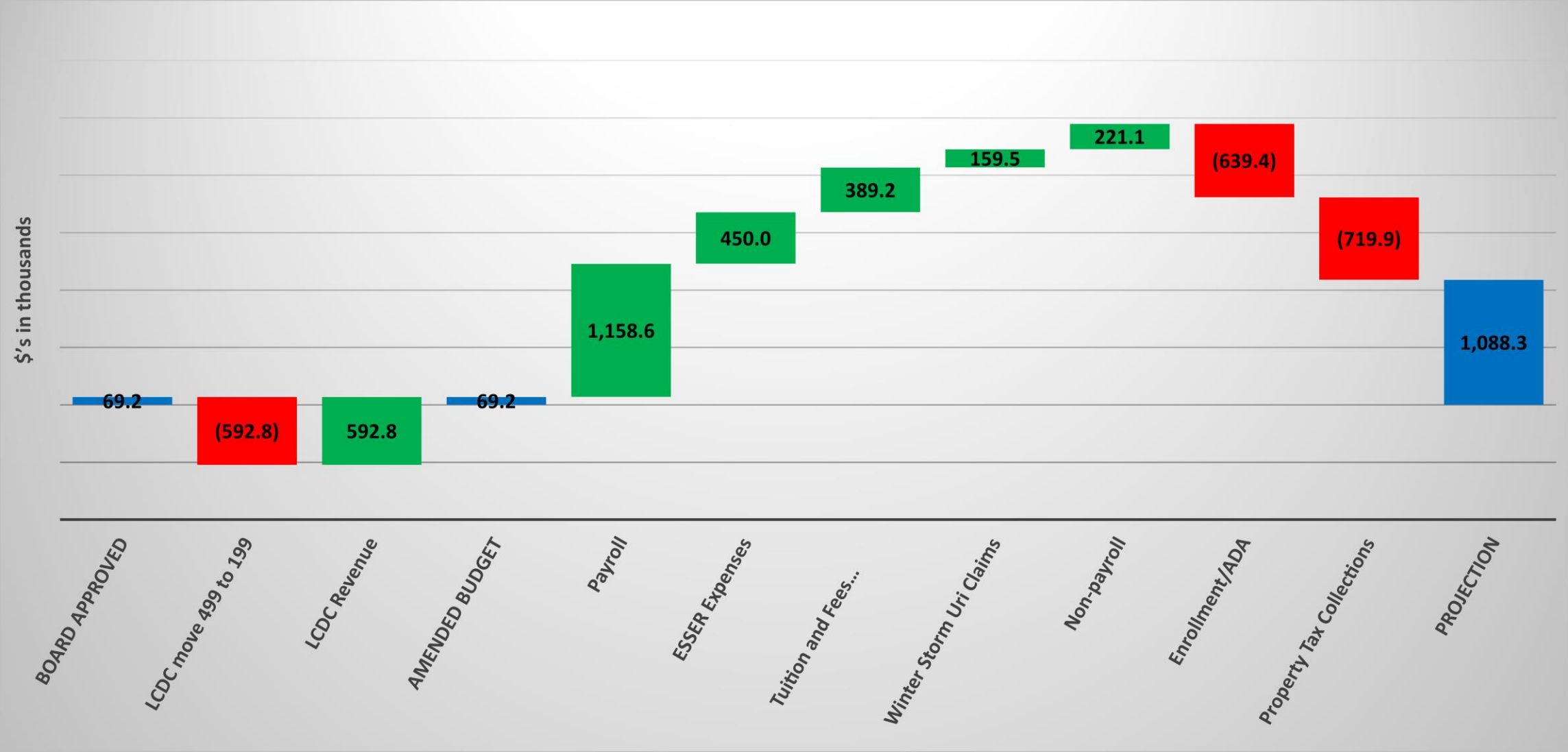
Budget Management Measures

- Attendance Communication
- Open Position Review
- Monthly Revenue and Expenditure Review
- Budget Amendments
- Review of Overtime Expenditures
- End-of-Year Procedures
- ESSER Supplemental and COVID Grant Fund Expenses Submitted
- Special Revenue and Required Spending Assessed
- Property Value Study Audit

Projection Updates

- Current Year
- Assumptions
- 5-Year Model

2021-22 Budget Milestones

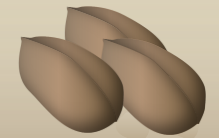


2021-2022 Financial Projection Detail

	Revenue	Expenses	Net
Board Approved Budget	\$ 40,976,134	\$ (40,906,914)	\$ 69,220
AMENDMENT #1			
Student Nutrition move	\$ 2,300,000	\$ (2,300,000)	\$ -
AMENDMENT #2			
LCDC move from 499 to 199	\$ 283,906	\$ (876,705)	\$ (592,799)
AMENDMENT #3			
LCDC Revenue	\$ 592,799		\$ 592,799
REVISED BUDGET	\$ 44,152,839	\$ (44,083,619)	\$ 69,220
PROJECTIONS			
Enrollment/ADA	\$ (639,365)		\$ (639,365)
Property Tax Collections	\$ (719,894)		\$ (719,894)
Tuition and Fees	\$ (203,553)		
Winter Storm Uri Claims	\$ 1,188,345	\$ (1,028,865)	\$ 159,480
Payroll		\$ 1,158,573	\$ 1,158,573
ESSER Expenses		\$ 450,000	\$ 450,000
Non-payroll		\$ 221,074	\$ 221,074
Projected YE	\$ 43,778,372	\$ (43,282,837)	\$ 495,535
Change	\$ 2,802,238	\$ (2,375,923)	\$ 426,315



Building the 2022-2023 Budget



November - February



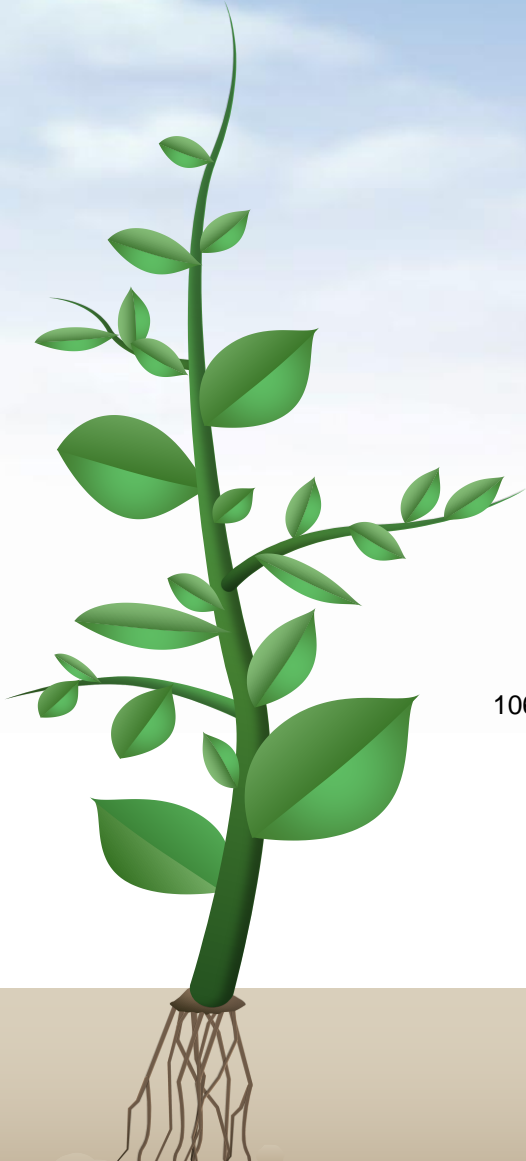
March



April



May



June

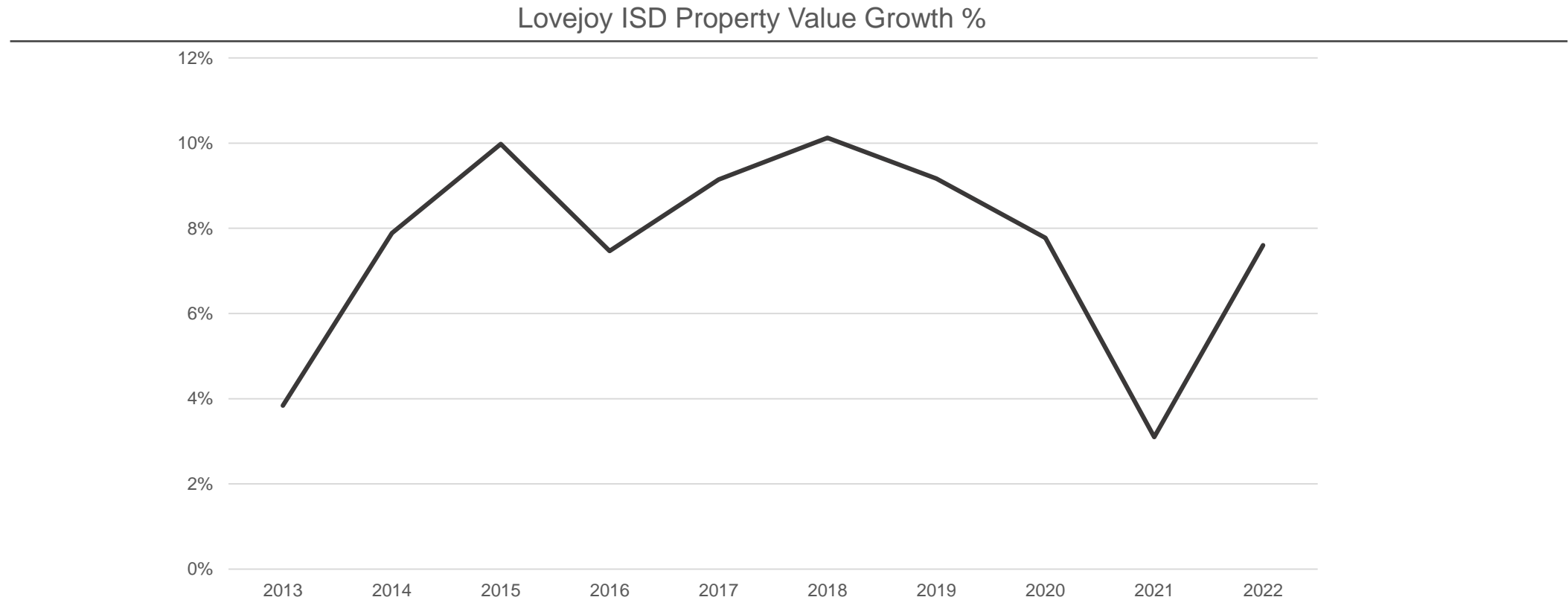
Budget Priorities

1. Fund Balance (Plan to Achieve 90 Days of Fund Balance in Short-Term; 120 Long-Term)
2. Compensation
3. Attendance
4. Enrollment

The priorities will be achieved through:

- *Zero Based Budgeting*
- *Staffing Efficiency Study*
- *Financial Sustainability Committee*
- *Program Reviews*

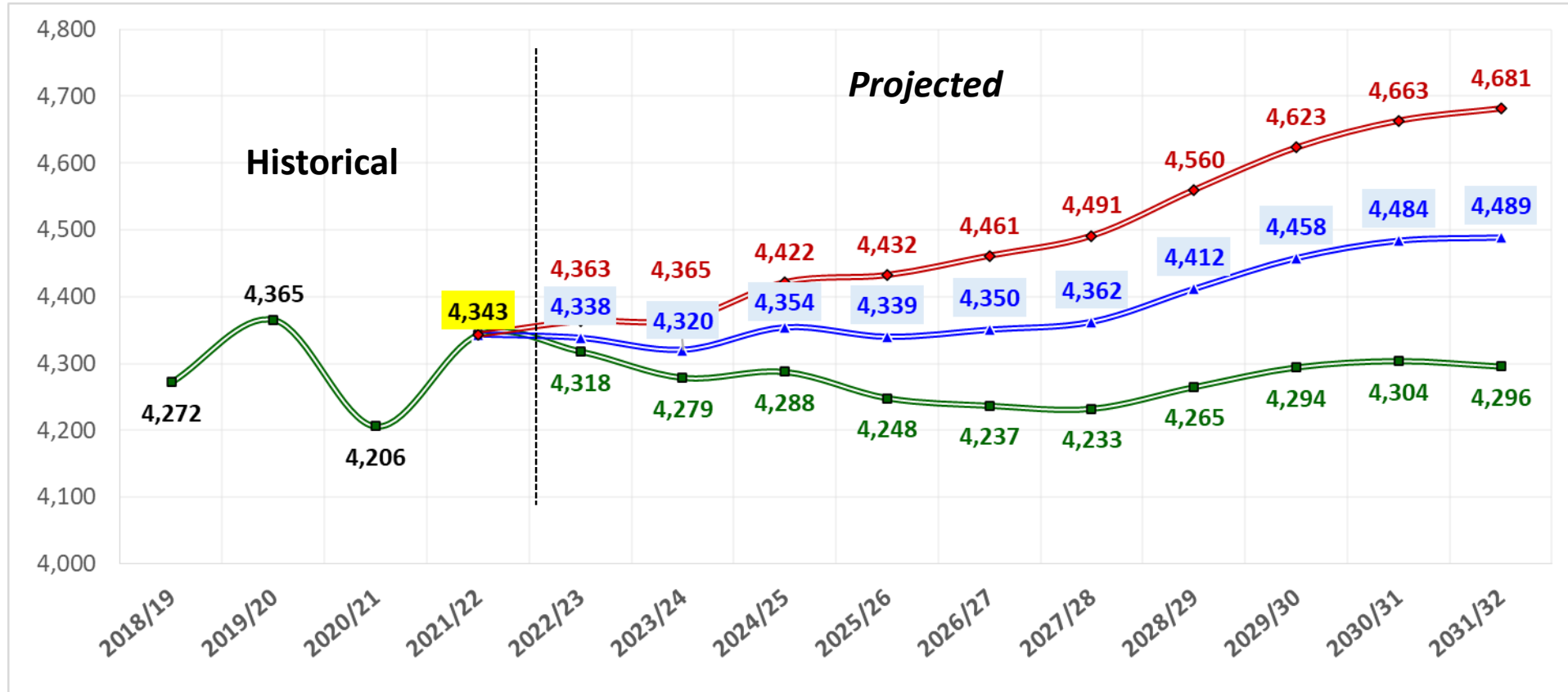
Local Tax Collections



Current Projection uses 8% property value growth and increase in homestead exemption to \$40k



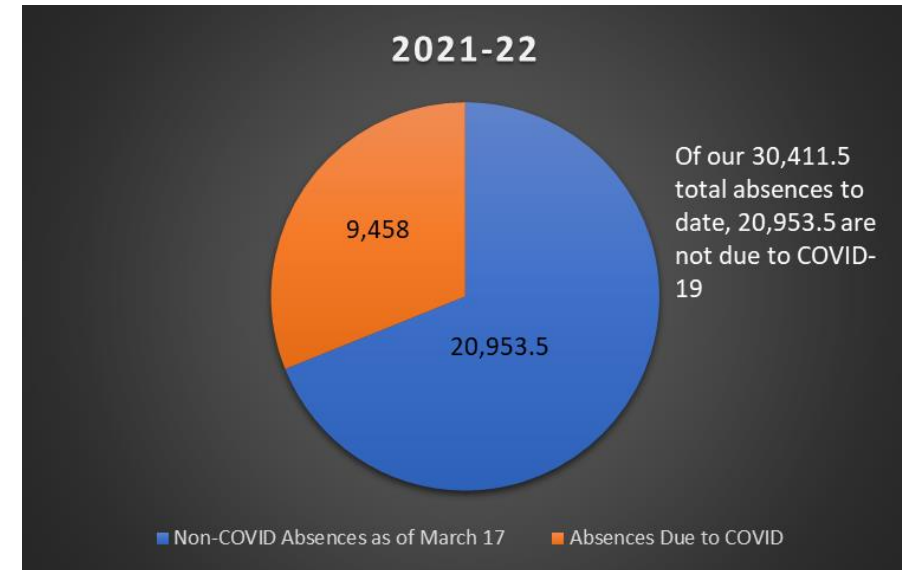
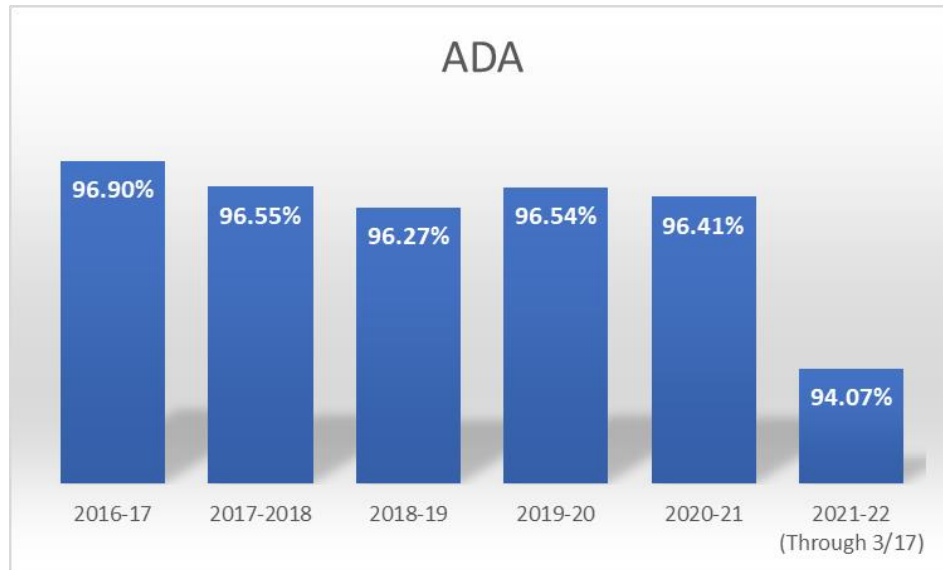
DISTRICT ENROLLMENT PROJECTIONS RESIDENTS AND LOVEJOY SCHOLARS AT 300 STUDENTS



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Projections use mid-point between low and moderate growth projections
with current Lovejoy Scholar model

Attendance in Projections



Projections use 94% Attendance for 2021-2022 and 96% Attendance for 2022-2023 and Beyond

Considerations

Staffing

- Efficient Staffing Standards through Intentional Instructional Models
- Master Schedule Administration
- Sub/Guest Educator Cost

Program Reviews (LCDC, Transportation, Lovejoy Scholars, Extra-Curricular Programs, etc.)

- Ensure Model results in anticipated revenue
- Review of Fees for Non-Curricular Programs

Compensation

- Equity and Market Assessments
- Stipend Review
- Other Potential Sources for Funding

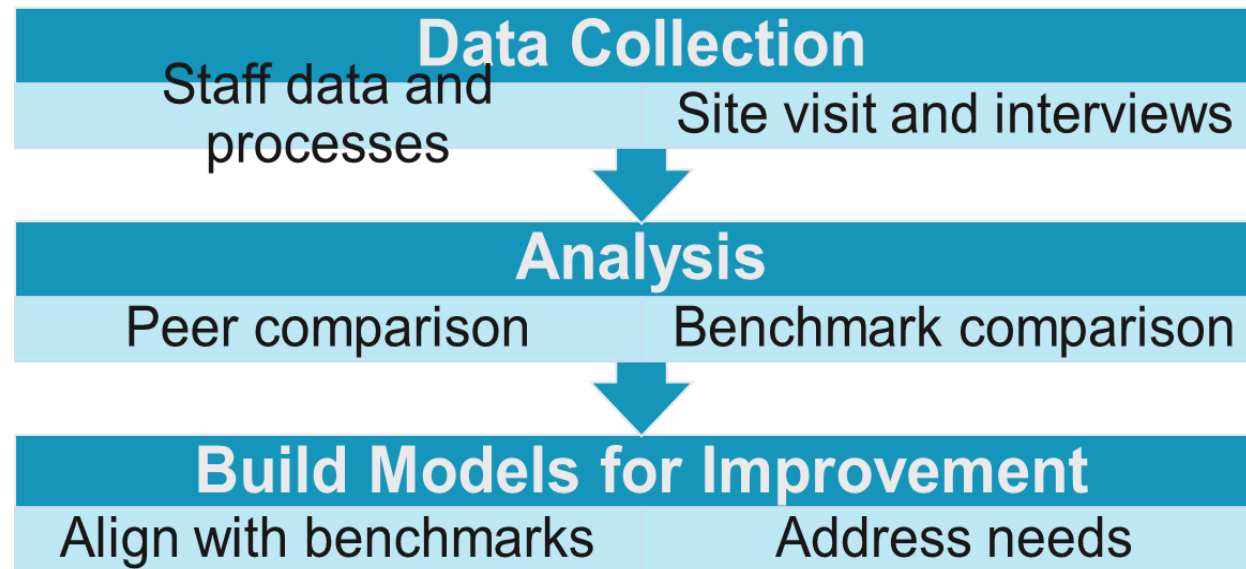
Zero-Based Budgeting

Tax Rate Analysis

Staffing Efficiency



HR Services



112

Current Projection uses static state from now until end of year and estimate of potential staffing efficiencies of \$1.4M for '22-'23 and continuing at that level.

Compensation Considerations

- ❑ Two Step Value increase for Teaching Staff to Roll Supplemental Step Increase into Pay and Provide Next Step Value Increase
- ❑ 1% increase for Non-Teaching staff
- ❑ Total Increase for 2022-2023 ≈ \$441k

Current Projection uses this model for 2022-2023
and a 1%/1 step increase for next years.

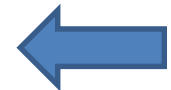


Savings of over \$300,000

Projections assume staying at new budget level

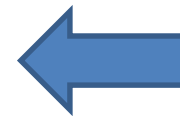
5-Year Baseline Projection For General Fund (excluding Student Nutrition)

	FINAL ACTUAL	PROJECTED BUDGETS				
	FY21	FY22	FY23	FY24	FY25	
Student Enrollment	4,206	4,343	4,304	4,275	4,300	
Increase/(Decrease)		137	(39)	(29)	24	
Average Daily Attendance (ADA) (Actual, '20-'21 HH was 4,257)	4,041	4,084	4,132	4,104	4,128	
Attendance Rate	96%	94%	96%	96%	96%	
State Certified Property Value ("T2" value) @ \$40K Exemption	\$ 2,880,725,454	\$ 3,099,539,061	\$ 3,272,236,328	\$ 3,534,015,234	\$ 3,816,736,452	
% Increase	3.1%	7.6%	5.6%	8.0%	8.0%	
Maintenance & Operations (M&O) Tax Rate	\$ 1.0547	\$ 1.0050	\$ 0.9876	\$ 0.9518	\$ 0.9175	
Interest & Sinking (I&S) Tax Rate	\$ 0.5000	\$ 0.5000	\$ 0.5000	\$ 0.5000	\$ 0.5000	
Total Tax Rate	\$ 1.5547	\$ 1.5050	\$ 1.4876	\$ 1.4518	\$ 1.4175	
Excess Revenue (Recapture)	\$ 248,599	\$ 393,309	\$ 498,923	\$ 690,482	\$ 2,123,360	
Total Revenue/Other Resources	\$ 41,874,271	\$ 41,478,372	\$ 40,665,741	\$ 40,325,068	\$ 41,928,921	
Total Expenditures/Other Uses	\$ 42,386,677	\$ 40,982,837	\$ 40,372,276	\$ 41,052,019	\$ 42,761,138	
Net Surplus/(Deficit)	\$ (512,406)	\$ 495,535	\$ 293,465	\$ (726,951)	\$ (832,217)	
Beginning Fund Balance	\$ 9,152,348	\$ 8,639,942	\$ 9,135,477	\$ 9,428,943	\$ 8,701,992	
Ending Fund Balance	\$ 8,639,942	\$ 9,135,477	\$ 9,428,943	\$ 8,701,992	\$ 7,869,776	
% of Fund Balance to Operating Expenditures	20.4%	22.3%	23.4%	21.2%	18.4%	
Day of Operating Expenses in Fund Balance	74	81	85	77	67	
Rev Inc/Exp dec to get to 75 Days of Op Ex in Fund Balance	\$ (69,649)	\$ -	\$ -	\$ -	\$ (916,759)	
Rev Inc/Exp dec to get to 90 Days of Op Ex in Fund Balance	\$ (1,811,567)	\$ (969,880)	\$ (525,865)	\$ (1,420,423)	\$ (2,674,066)	
Rev Inc/Exp dec to get to 120 Days of Op Ex in Fund Balance	\$ (5,295,404)	\$ (4,338,332)	\$ (3,844,134)	\$ (4,794,562)	\$ (6,188,681)	



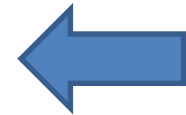
5 Year Projection For General Fund w/HH + 95% ADA + VATRE (not including Student Nutrition)

	FINAL ACTUAL	PROJECTED BUDGETS			
	FY21	FY22	FY23	FY24	FY25
Student Enrollment	4,206	4,343	4,304	4,275	4,300
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State Certified Property Value ("T2" value) @ \$40K Exemption	\$ 2,880,725,454	\$ 3,099,539,061	\$ 3,272,236,328	\$ 3,534,015,234	\$ 3,816,736,452
% Increase	3.1%	7.6%	5.6%	8.0%	8.0%
Maintenance & Operations (M&O) Tax Rate	\$ 1.0547	\$ 1.0050	\$ 0.9876	\$ 0.9518	\$ 0.9175
Interest & Sinking (I&S) Tax Rate	\$ 0.5000	\$ 0.5000	\$ 0.5000	\$ 0.5000	\$ 0.5000
Total Tax Rate	\$ 1.5547	\$ 1.5050	\$ 1.4876	\$ 1.4518	\$ 1.4175
Excess Revenue (Recapture)	\$ 248,599	\$ 393,309	\$ 498,923	\$ 690,482	\$ 2,123,360
Total Revenue/Other Resources	\$ 41,874,271	\$ 41,478,372	\$ 40,665,741	\$ 40,325,068	\$ 41,928,921
Total Expenditures/Other Uses	\$ 42,386,677	\$ 40,982,837	\$ 40,372,276	\$ 41,052,019	\$ 42,761,138
Net Surplus/(Deficit)	\$ (512,406)	\$ 495,535	\$ 293,465	\$ (726,951)	\$ (832,217)
Beginning Fund Balance	\$ 9,152,348	\$ 8,639,942	\$ 9,135,477	\$ 9,428,943	\$ 8,701,992
Ending Fund Balance	\$ 8,639,942	\$ 9,135,477	\$ 9,428,943	\$ 8,701,992	\$ 7,869,776
% of Fund Balance to Operating Expenditures	20.4%	22.3%	23.4%	21.2%	18.4%
Day of Operating Expenses in Fund Balance	74	81	85	77	67
Additional Financial Gain Items					
Proposed State ADA Hold harmless (net of Recapture)		570,427			
Adjusting to 95% ADA			(274,321)	(277,652)	(285,159)
VATRE (maximizing our entitlement pennies)			760,829	740,368	746,297
Beginning Fund Balance	\$ 9,152,348	\$ 8,639,942	\$ 9,705,904	\$ 10,485,878	\$ 10,221,643
Ending Fund Balance	\$ 8,639,942	\$ 9,705,904	\$ 10,485,878	\$ 10,221,643	\$ 9,850,565
% of Fund Balance to Operating Expenditures	20.4%	23.7%	26.0%	24.9%	23.0%
Day of Operating Expenses in Fund Balance	74	86	95	91	84
Rev Inc/Exp dec to get to 75 Days of Op Ex in Fund Balance	\$ (69,649)	\$ -	\$ -	\$ -	\$ -
Rev Inc/Exp dec to get to 90 Days of Op Ex in Fund Balance	\$ (1,811,567)	\$ (399,453)	\$ -	\$ -	\$ (693,277)
Rev Inc/Exp dec to get to 120 Days of Op Ex in Fund Balance	\$ (5,295,404)	\$ (3,767,905)	\$ (2,787,199)	\$ (3,274,911)	\$ (4,207,892)



5 Year Projection For General Fund w/HH + 96% ADA + VATRE (not including Student Nutrition)

	FINAL ACTUAL		PROJECTED BUDGETS				
	FY21	FY22	FY23	FY24	FY25		
Student Enrollment	4,206	4,343	4,304	4,275	4,300		
Increase/(Decrease)		137	(39)	(29)	24		
Average Daily Attendance (ADA) (Actual, '20-'21 HH was 4,257)	4,041	4,084	4,132	4,104	4,128		
Attendance Rate	96%	94%	96%	96%	96%		
State Certified Property Value ("T2" value) @ \$40K Exemption	\$ 2,880,725,454	\$ 3,099,539,061	\$ 3,272,236,328	\$ 3,534,015,234	\$ 3,816,736,452		
% Increase	3.1%	7.6%	5.6%	8.0%	8.0%		
Maintenance & Operations (M&O) Tax Rate	\$ 1.0547	\$ 1.0050	\$ 0.9876	\$ 0.9518	\$ 0.9175		
Interest & Sinking (I&S) Tax Rate	\$ 0.5000	\$ 0.5000	\$ 0.5000	\$ 0.5000	\$ 0.5000		
Total Tax Rate	\$ 1.5547	\$ 1.5050	\$ 1.4876	\$ 1.4518	\$ 1.4175		
Excess Revenue (Recapture)	\$ 248,599	\$ 393,309	\$ 498,923	\$ 690,482	\$ 2,123,360		
Total Revenue/Other Resources	\$ 41,874,271	\$ 41,478,372	\$ 40,665,741	\$ 40,325,068	\$ 41,928,921		
Total Expenditures/Other Uses	\$ 42,386,677	\$ 40,982,837	\$ 40,372,276	\$ 41,052,019	\$ 42,761,138		
Net Surplus/(Deficit)	\$ (512,406)	\$ 495,535	\$ 293,465	\$ (726,951)	\$ (832,217)		
Beginning Fund Balance	\$ 9,152,348	\$ 8,639,942	\$ 9,135,477	\$ 9,428,943	\$ 8,701,992		
Ending Fund Balance	\$ 8,639,942	\$ 9,135,477	\$ 9,428,943	\$ 8,701,992	\$ 7,869,776		
% of Fund Balance to Operating Expenditures	20.4%	22.3%	23.4%	21.2%	18.4%		
Day of Operating Expenses in Fund Balance	74	81	85	77	67		
Additional Financial Gain Items							
Proposed State ADA Hold harmless (net of Recapture)		570,427					
VATRE (maximizing our entitlement pennies)			760,829	740,368	746,297		
Beginning Fund Balance	\$ 9,152,348	\$ 8,639,942	\$ 9,705,904	\$ 10,760,199	\$ 10,773,616		
Ending Fund Balance	\$ 8,639,942	\$ 9,705,904	\$ 10,760,199	\$ 10,773,616	\$ 10,687,697		
% of Fund Balance to Operating Expenditures	20.4%	23.7%	26.7%	26.2%	25.0%		
Day of Operating Expenses in Fund Balance	74	86	97	96	91		
Rev Inc/Exp dec to get to 75 Days of Op Ex in Fund Balance	\$ (69,649)	\$ -	\$ -	\$ -	\$ -		
Rev Inc/Exp dec to get to 90 Days of Op Ex in Fund Balance	\$ (1,811,567)	\$ (399,453)	\$ -	\$ -	\$ -		
Rev Inc/Exp dec to get to 120 Days of Op Ex in Fund Balance	\$ (5,295,404)	\$ (3,767,905)	\$ (2,512,878)	\$ (2,722,938)	\$ (3,370,760)		



Baseline Budget Projection Highlights

- ❑ Efficiencies Implemented in Current Year and in Projection for '22-'23 Total \$2.8M
- ❑ \$969,880 Additional Recovery Needed to Start 2022-2023 at 90 Days of Fund Balance
- ❑ \$2.6M Additional Recovery Needed to Start 2022-2023 & Maintain 90 Days FB through 2025
- ❑ \$6.2M Additional Recovery Needed to Start 2022-2023 & Maintain 120 Days FB through 2025
- ❑ Assumes No Increases to Any other Budget except 1% Compensation Increases
- ❑ 95% instead of 96% Attendance Generates Additional ~\$285k in Annual Need
- ❑ Projections Based on Current Lovejoy Scholar Model
- ❑ Property Values Increasing and Enrollment Decreasing Results in Increases in Recapture

Continuing Budget Considerations

- “Hold Harmless” Determination + \$570k one-time (determined by TEA)
- Proposed Lovejoy Scholar Program + \$560k
- Attendance Rate @ 96%
- Ongoing Program Model/Staffing Review
- Contract Days/Additional Stipend Reviews
- Scheduling Models
- Transportation Fee – Reviewing
- Lovejoy Child Development Center Model – Reviewing
- VATRE + \$760k
- Athletic/Fine Arts Extra-Curricular Fees + \$668k
- Potential Benefit Contribution Increase - \$90k

STUDENT NUTRITION UPDATE

MARCH 2022



STUDENT NUTRITION STAFFING UPDATE

MARCH 2022

PROACTIVE CHANGES TO ACCOMMODATE FOR LIMITED STAFFING RESOURCES

- Shifted LES team members to HES and PES to support increased meal participation (free meals to all K-6)
- Shifted work schedules to accommodate food production needs
- Reduced the number of DAILY menu entrées offered at all grade levels
- Discontinued hot breakfast items at WSMS (lack of participation)
- Reduced the number of serving lines
 - LHS: 3 lines open 2 lines closed (5 total lines)
 - WSMS: 2 lines open 1 line closed (3 total lines)
 - SCIS: 2 lines open 1 line closed (3 total lines)

STUDENT NUTRITION LAUNCHED A RETENTION INCENTIVE PROGRAM FOR 2ND SEMESTER SY 2022

INCENTIVE PROGRAM DESIGN

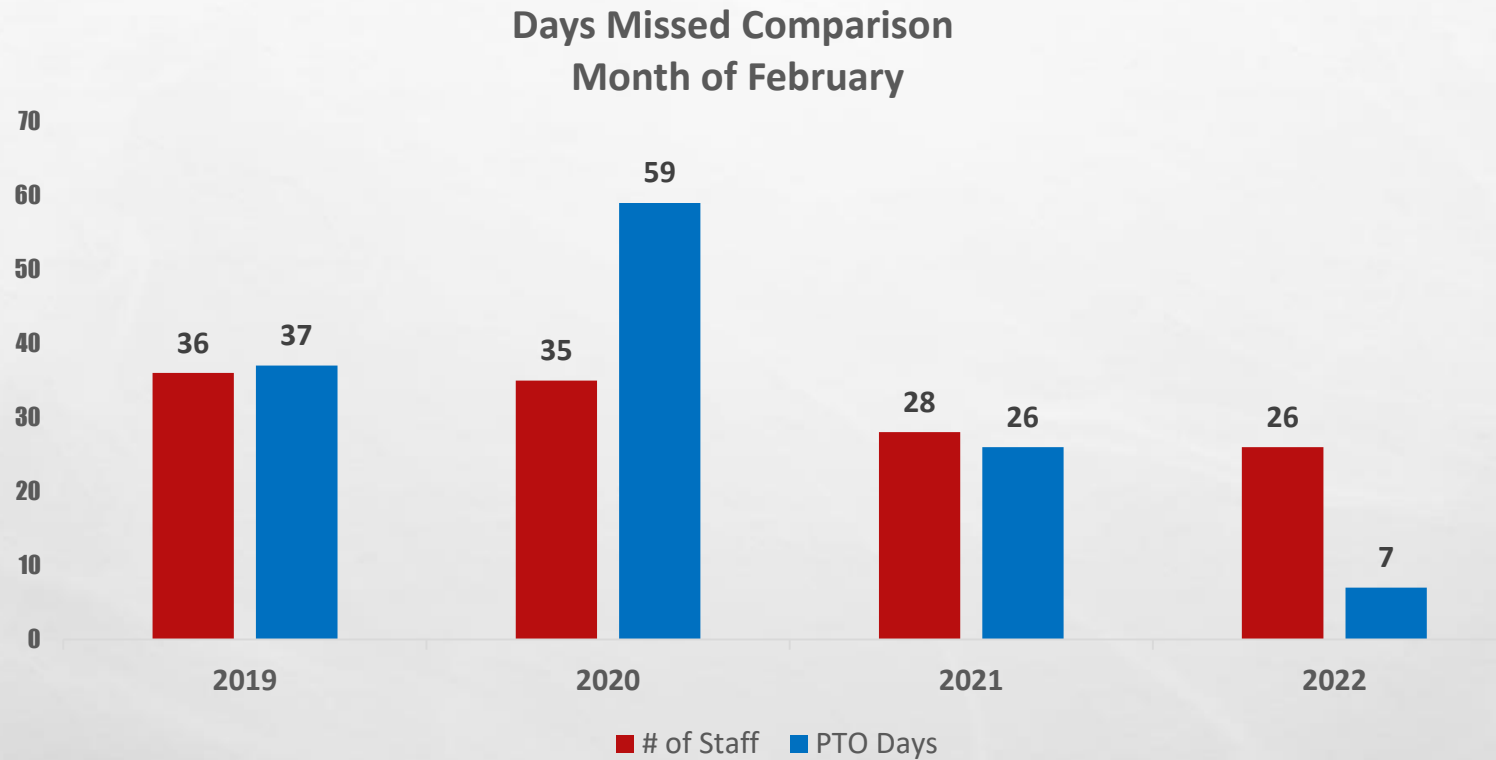
- Retention Incentive Program adopted by Board in Dec 2021
- Vacancy Rate was ~30% prior to program
- Cost: \$21,600
- 95% attendance rate required
- Two payout periods
 - Jan-Mar \$300
 - Apr-May \$500



INCENTIVE PROGRAM TODAY

- Employee vacancy as of 3/1 – 35%
 - 2 employees left in Jan/Feb
 - 1 new employee hired
- All hourly employees are meeting attendance rate for 1st payout
 - Current Projection \$7,800
 - Original Estimate \$8,100
- Cost: \$21,600 is on track

RETENTION INCENTIVE PROGRAM HAS SIGNIFICANTLY REDUCED ABSENCES

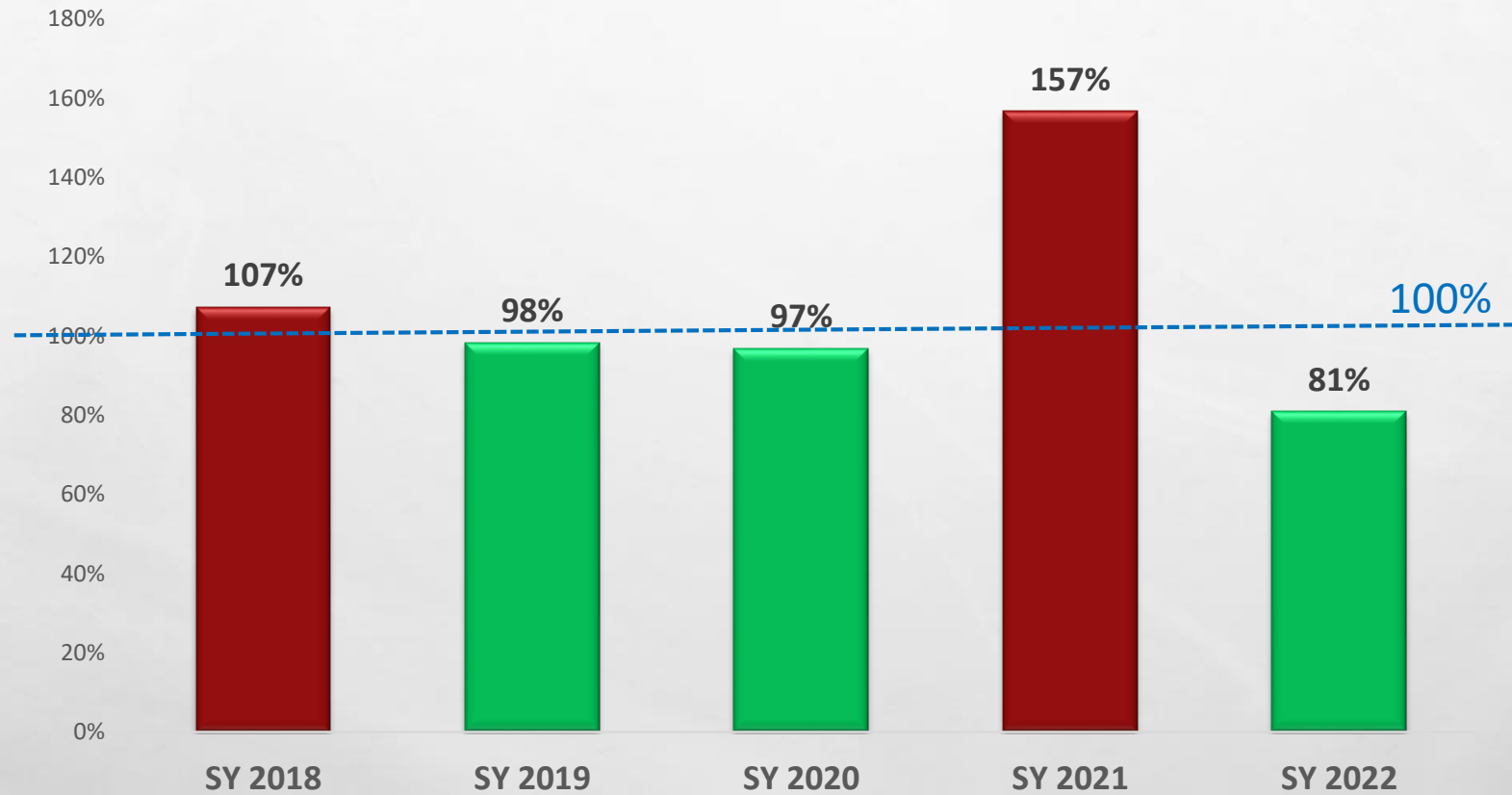


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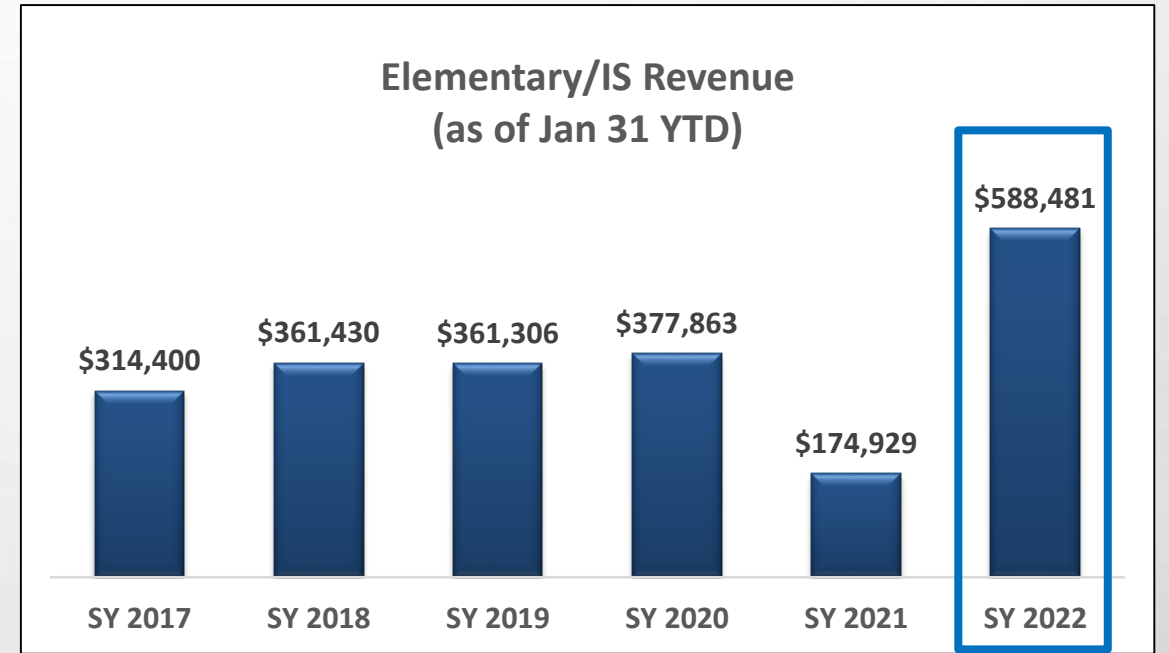
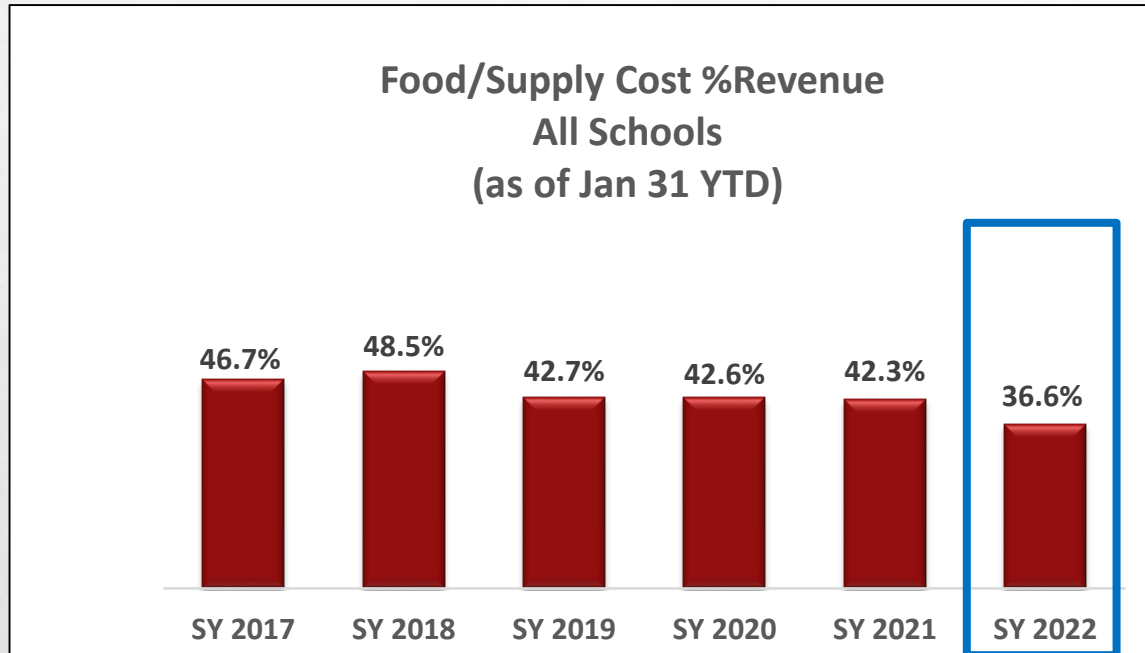
73% decrease in missed work days

STUDENT NUTRITION REVENUE & COST TRENDS

EXPENSE % REVENUE AS OF 01/31 YTD



2022 FOOD & SUPPLY COSTS TRENDS

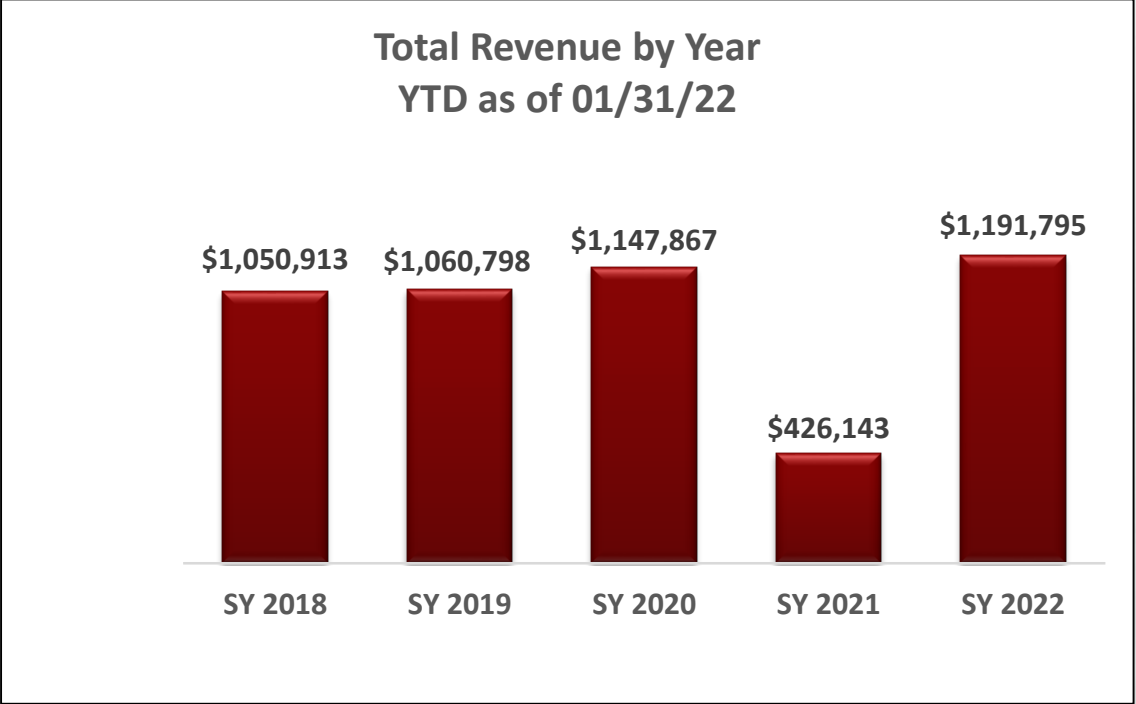
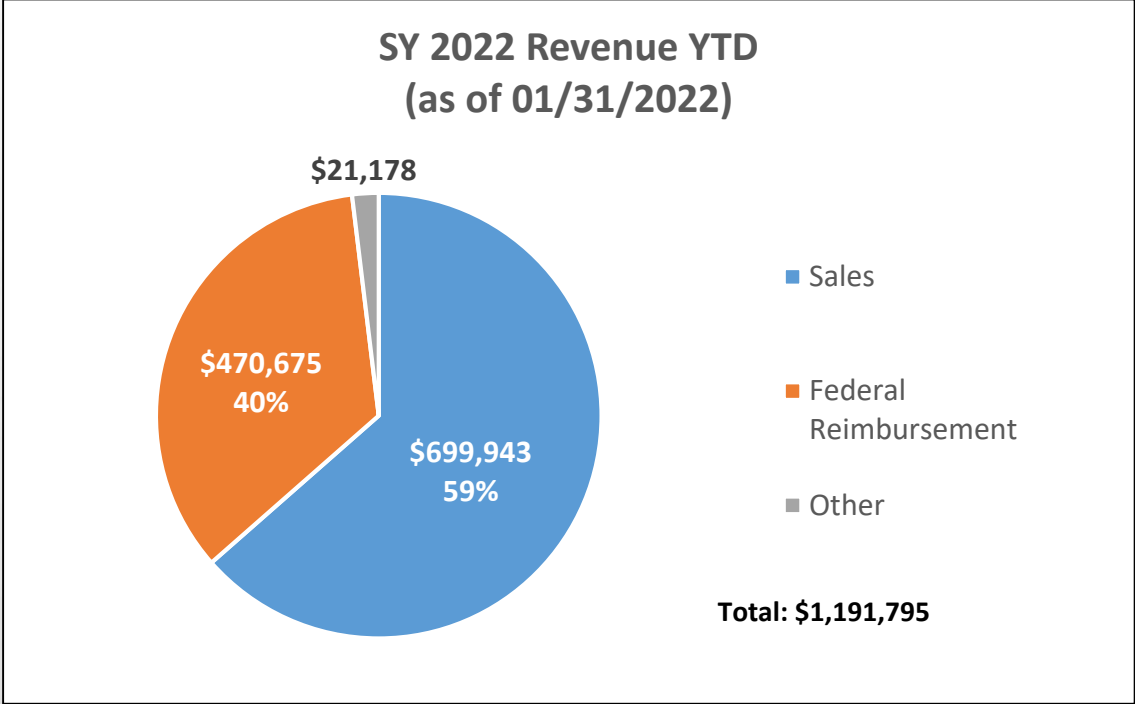


Improved SY 2022 food/supply cost % in part due to:

- Significant increase in revenue via Fed. Reimb. for elementary schools / IS in 2022
- Staffing challenges led to less menu variety and fewer serving lines

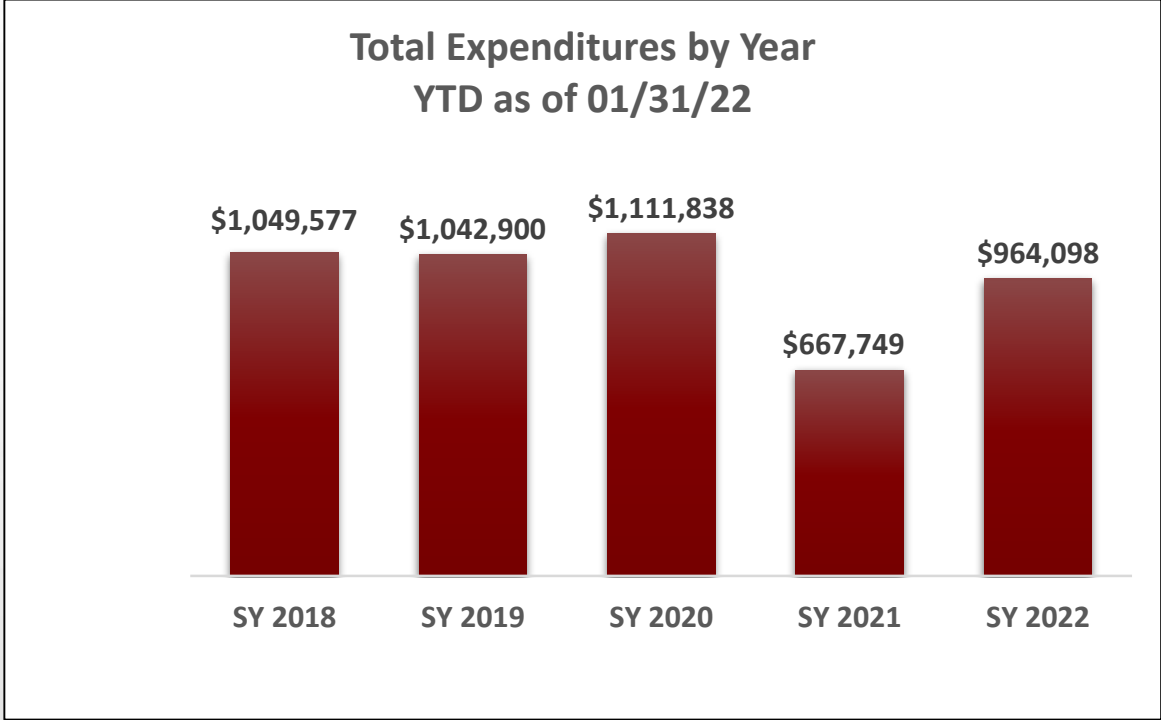
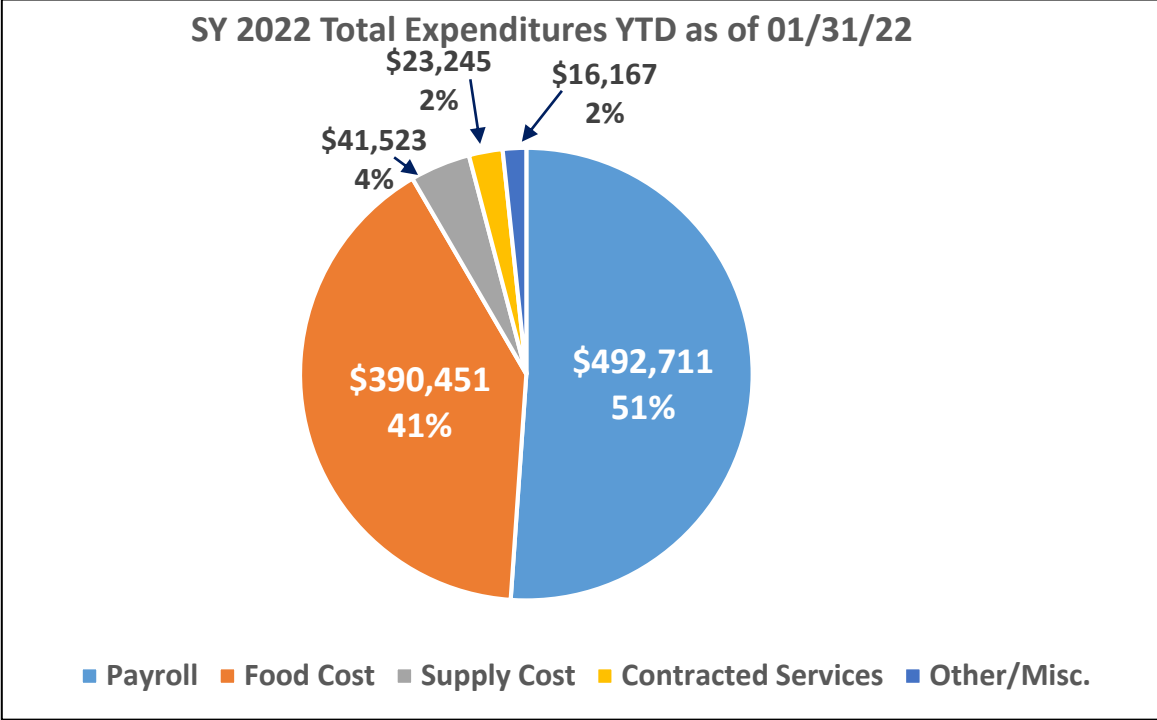
STUDENT NUTRITION FINANCIAL UPDATE

STUDENT NUTRITION REVENUE YTD



- 2022 is the 1st time that Lovejoy has participated in the Federal Waiver program
- Program has allowed us to offer K-6 students free lunch (Fed. Reimb.)

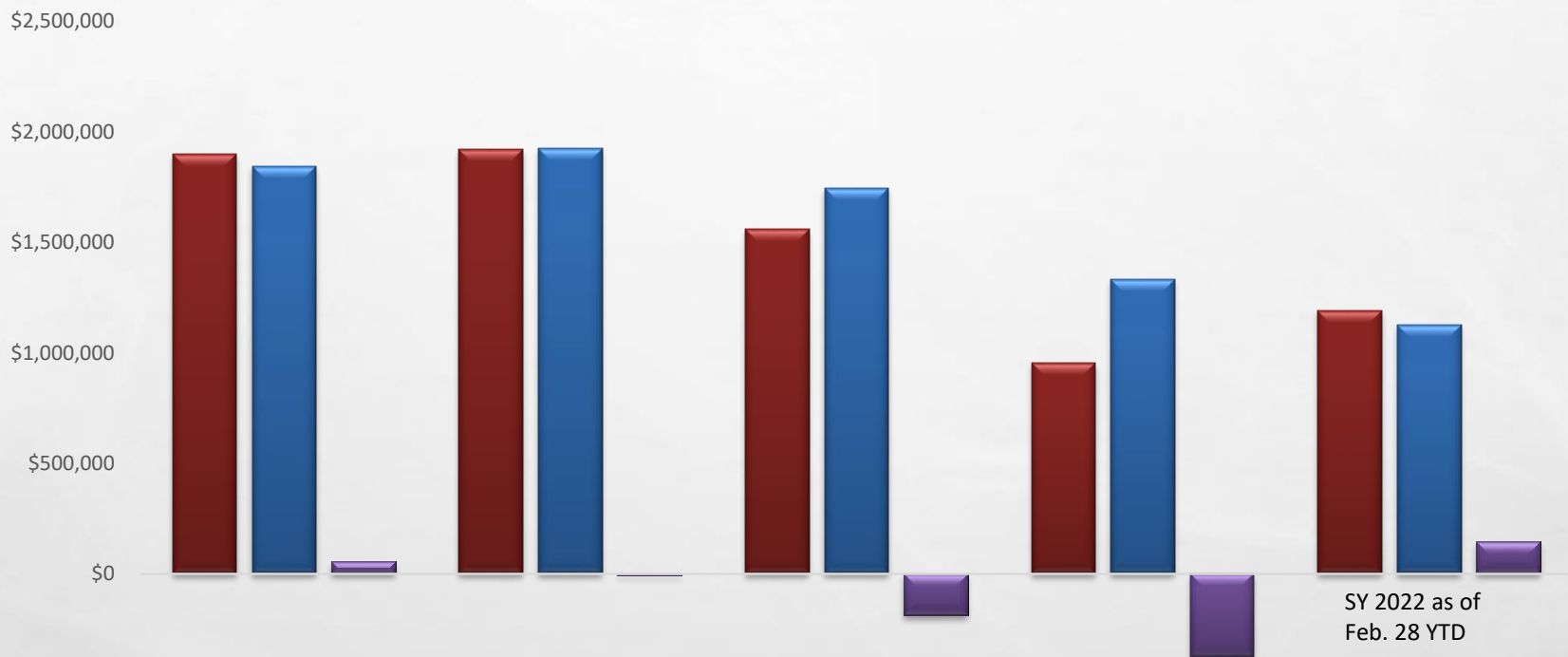
STUDENT NUTRITION EXPENDITURES YTD



Rule of thumb:

- 40%-45% food cost percentage
- <10% supplies, services, other

REVENUE VS EXPENDITURES BY SY



	SY 2018	SY 2019	SY 2020	SY 2021	SY 2022
Total Revenue	\$1,900,947	\$1,920,480	\$1,558,627	\$954,166	\$1,191,795
Total Expend.	\$1,844,278	\$1,925,980	\$1,747,051	\$1,333,512	\$1,127,242
Total Net Profit (Loss)	\$56,669	(\$5,500)	(\$188,425)	(\$379,346)	\$145,711

■ Total Revenue
 ■ Total Expend.
 ■ Total Net Profit (Loss)

STUDENT NUTRITION LOOKING AHEAD TO 2023

HIGHLIGHTS AND A LOOK AHEAD

2022 HIGHLIGHTS

- 1st 70% meal participation mark hit at PES in Feb 2022
- 2022 food/supply cost lower than the past 5 yrs. despite double digit inflationary cost
- 612 classroom birthday treat boxes delivered (elementary schools)

A LOOK AHEAD TO 2023

- Market anticipates supply chain and staffing challenges to continue in SY 2023
- USDA Waivers expire June 30, 2022 (free meals)
- National organizations lobbying USDA to extend pandemic school nutrition waivers through SY 2023
- If no waiver, need to focus on increasing revenue at secondary schools

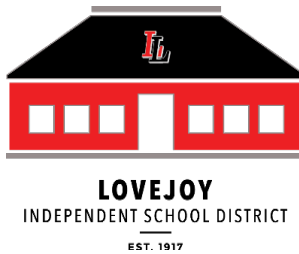
Building the 2022-2023 Budget





THANK YOU

13. Consider and Act on 2022-2023 Lovejoy Scholars Program and Tuition	137
Presenter: Anna Koenig, Executive Director of Human Resources and Communications	
Attachments:	
Executive Summary - Lovejoy Scholars Program and Tuition 03.28.2022	137
Lovejoy Scholar Program and Tuition 3.28.2022	139



Lovejoy Independent School District Board of Trustees

Date of Meeting	March 28, 2022
Document Title	Lovejoy Scholars Program and Tuition
Presented For	X Board Action <input type="checkbox"/> Report/Review Only
Supporting Documents	<input type="checkbox"/> None X Attached <input type="checkbox"/> Provided Later
Administrator Responsible	Anna Koenig Executive Director of Human Resources & Communications

Executive Summary

Lovejoy Scholars is a tuition-based program that allows children who do not live within Lovejoy ISD boundaries an opportunity to apply for this limited application-based enrollment program.

2022-2023 Lovejoy Scholars Tuition Financial Scenarios are provided for your review and consideration.

Fiscal Implications

See attached.

Administrator Recommendation

Administration recommends consideration and action on adoption of a Lovejoy Scholars tuition rate for current 2022-2023 returning scholars and a tuition rate for new Lovejoy Scholars.

Board Priority

Priority 2

Lovejoy ISD will continue to strive to be recognized as the employer of choice for educators who believe districts should be defined by a culture of superior work ethic, mission-driven behavior, continuous improvement, growth mindset, and positive relationships with students, parents, and

colleagues. Lovejoy ISD team members will exemplify our Educator Profile and align their actions with our Core Values.

Priority 3

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

Priority 4

Lovejoy ISD will develop stronger community connections and confidence through effective communication with both internal and external stakeholders. Through a shared commitment to our mission and core values, we will build upon Lovejoy ISD's tradition of excellence. We will maintain high expectations and leverage the collective impact of the Lovejoy ISD community to ensure achievement of outcomes on behalf of students. Lovejoy ISD traditions will enable us to honor the past, celebrate the present, and provide a continuing legacy for the future

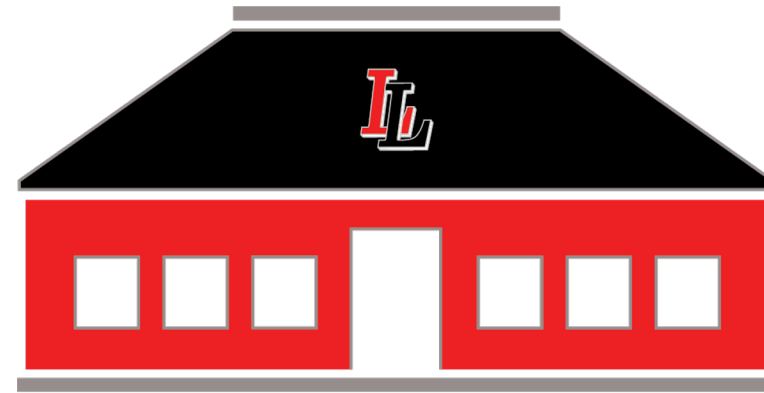
Lovejoy Scholars Program and Tuition

ANNA KOENIG

Executive Director of Human Resources and
Communications

MARCH 28, 2022

Regular Board Meeting



LOVEJOY
INDEPENDENT SCHOOL DISTRICT

EST. 1917

Lovejoy Scholars Program



**BUYING
HOMES**

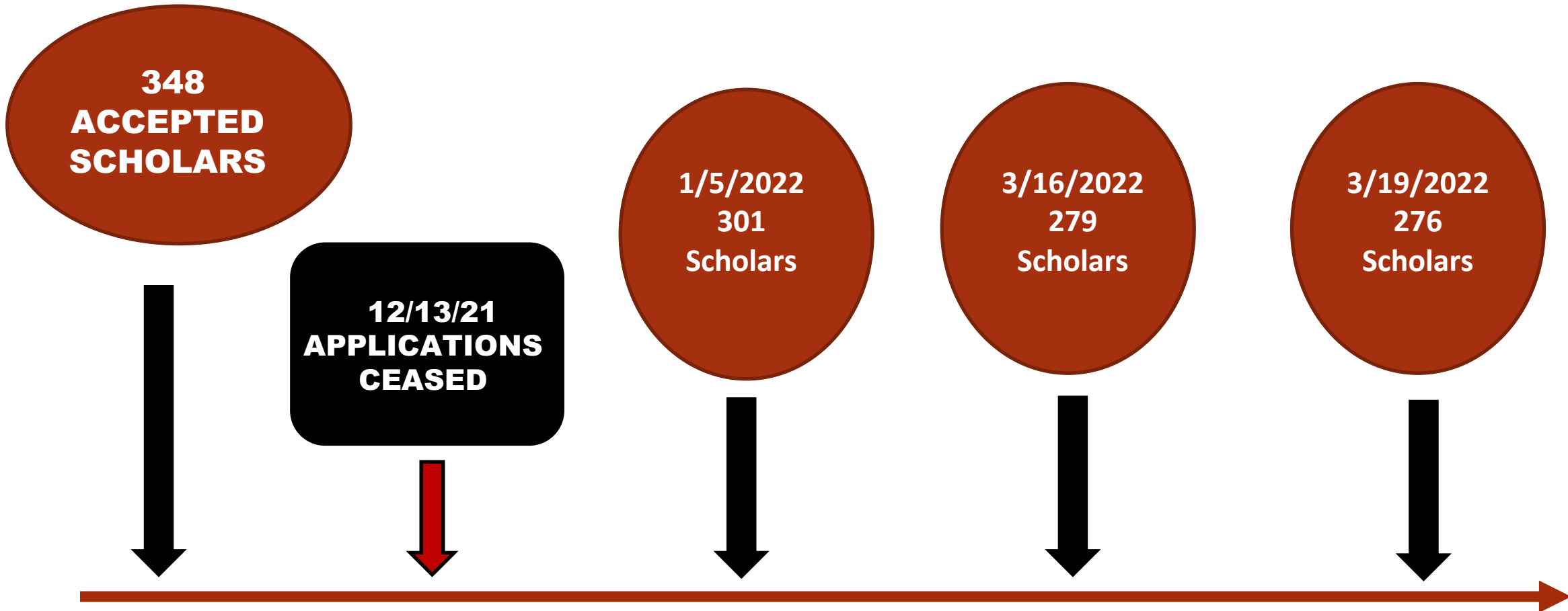


**BUILDING
HOMES**



**TUITION BASED
STUDENTS**

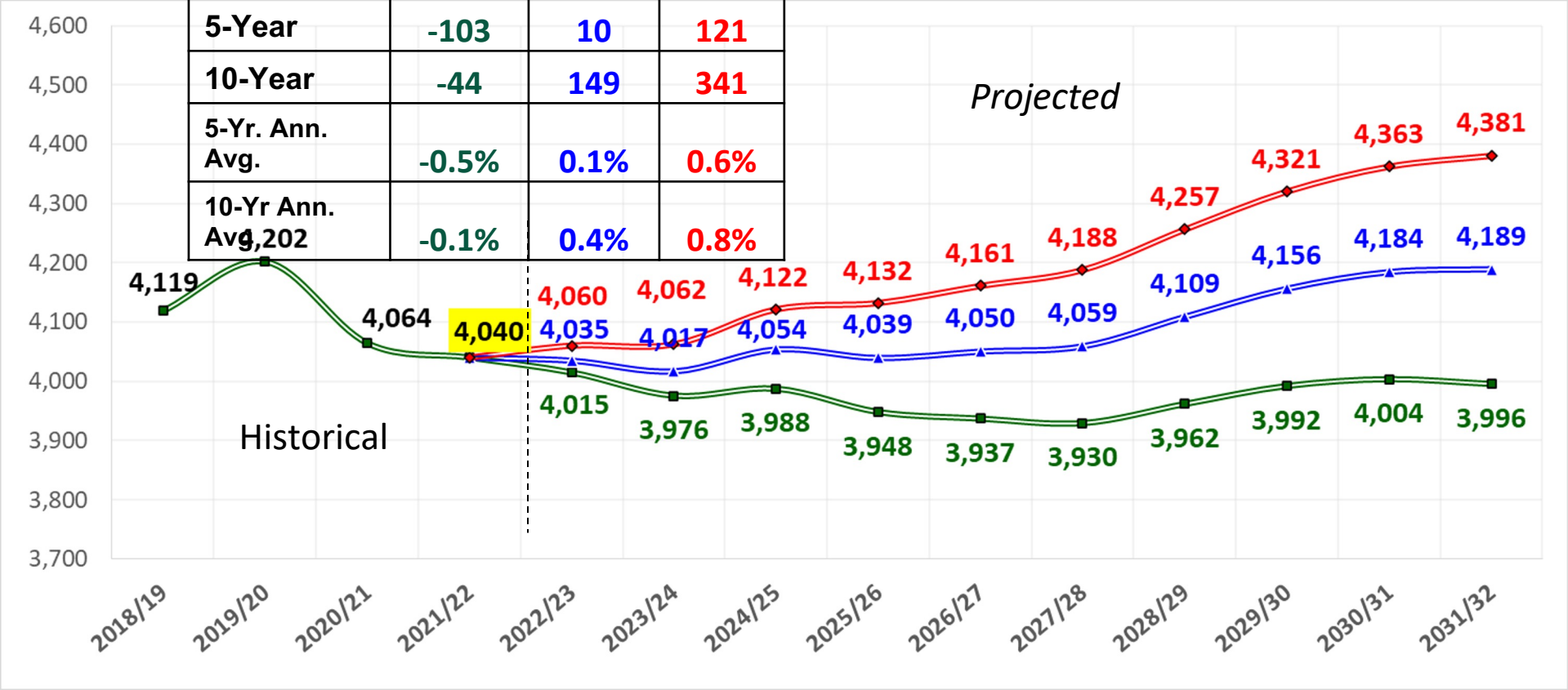
2021-2022 School Year



District Enrollment Projections

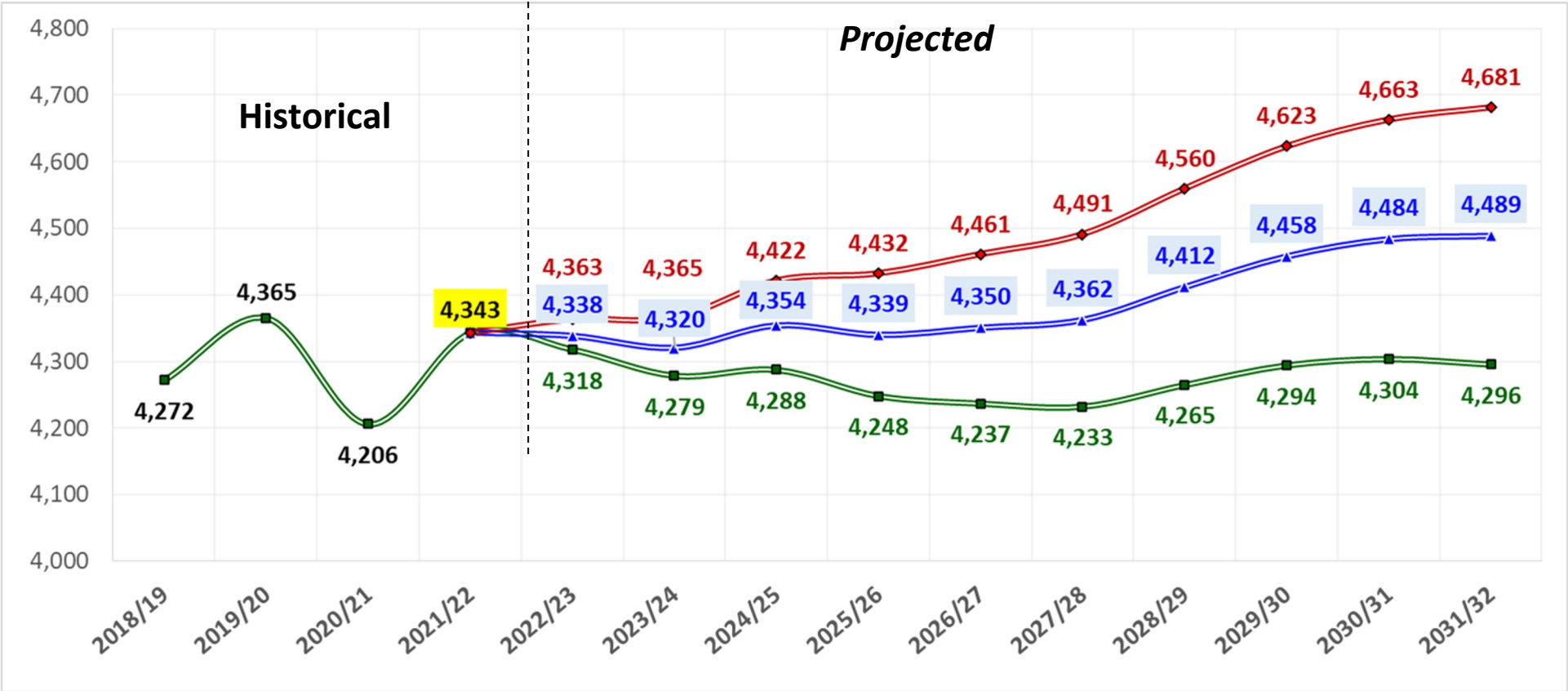
Resident Students Only

Projected Net Growth	Low Scenario		
3-Year	-52	14	82
5-Year	-103	10	121
10-Year	-44	149	341
5-Yr. Ann. Avg.	-0.5%	0.1%	0.6%
10-Yr Ann. Avg. 202	-0.1%	0.4%	0.8%



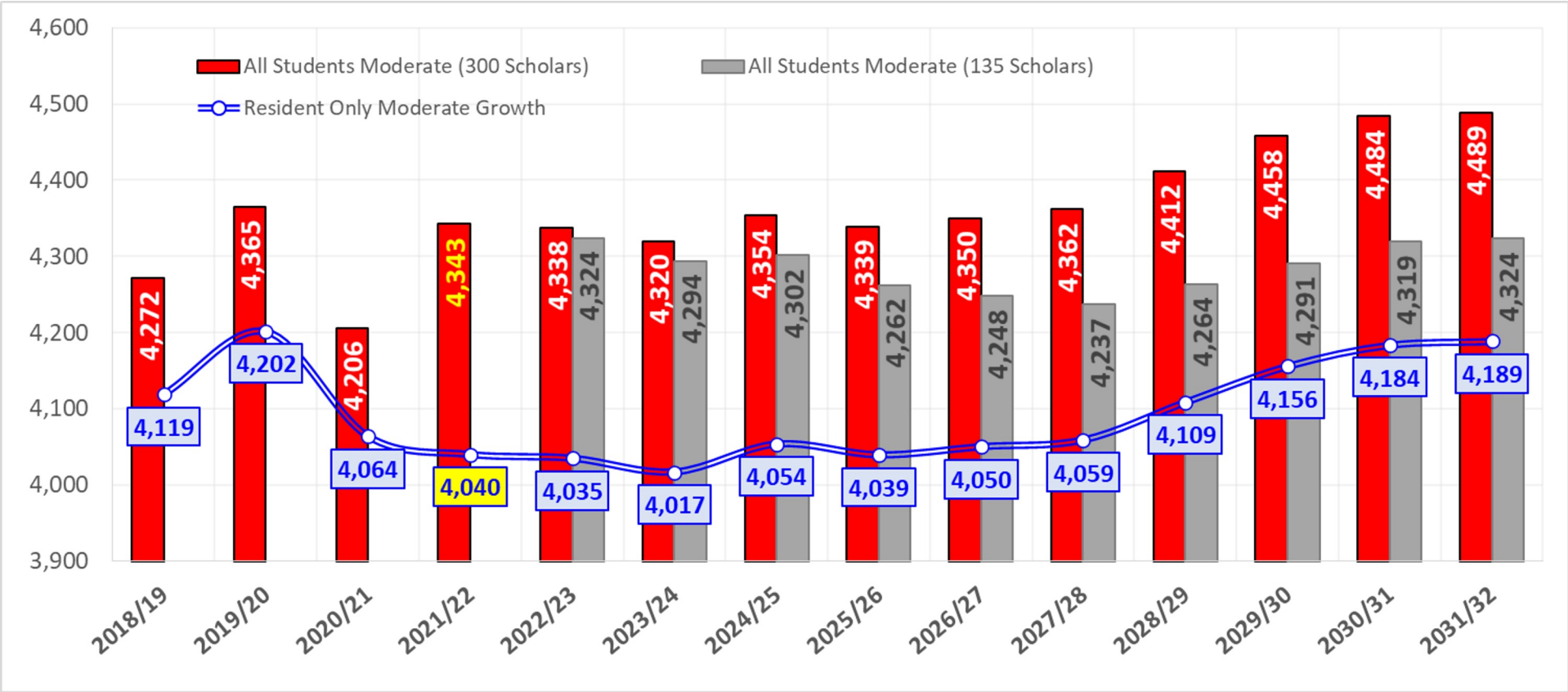
District Enrollment Projections

Residents and Lovejoy Scholars @ 300 Students



Demographic Projections

Moderate Growth Scenario w/150-300 Scholars



Red Bars: Projections assume that LISD will maintain approximately 300 non-resident transfers into the district

Grey Bars: Projections assume that the number of non-resident transfers is gradually reduced to 135 students



CAMPUS PROJECTIONS VS. CAPACITY



<i>Moderate Scenario (w/ 300 Scholars)</i>												
Lovejoy ISD	Historical	Projected Fall Enrollment										
	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28	2028/29	2029/30	2030/31	2031/32	
Hart Elementary			<i>Functional Capacity = 675</i>				<i>Design Capacity = 805</i>					
Total Enrollment (PK-4)	586	607	595	632	632	618	633	639	647	659	667	
Functional Capacity Utilization	87%	90%	88%	94%	94%	91%	94%	95%	96%	98%	99%	
Functional Space Remaining	89	68	80	43	43	57	42	36	28	16	8	
Design Capacity Utilization	73%	75%	74%	79%	79%	77%	79%	79%	80%	82%	83%	
Design Space Remaining	219	198	210	173	173	187	172	166	158	146	138	
Puster Elementary			<i>Functional Capacity = 738</i>				<i>Design Capacity = 747</i>					
Total Enrollment (PK-4)	674	659	651	661	693	721	723	727	731	733	738	
Functional Capacity Utilization	91%	89%	88%	90%	94%	98%	98%	99%	99%	99%	100%	
Functional Space Remaining	64	79	87	77	45	17	15	11	7	5	0	
Design Capacity Utilization	90%	88%	87%	88%	93%	97%	97%	97%	98%	98%	99%	
Design Space Remaining	73	88	96	86	54	26	24	20	16	14	9	
Elementary Total			<i>Elementary Functional Capacity = 1,413</i>					<i>Design Capacity = 1,552</i>				
Total Enrollment (PK-4)	1,260	1,266	1,246	1,293	1,325	1,339	1,356	1,366	1,378	1,392	1,405	
Functional Capacity Utilization	89%	90%	88%	92%	94%	95%	96%	97%	98%	99%	99%	
Functional Space Remaining	153	147	167	120	88	74	57	47	35	21	8	
Design Capacity Utilization	81%	82%	80%	83%	85%	86%	87%	88%	89%	90%	91%	
Design Space Remaining	292	286	306	259	227	213	196	186	174	160	147	
Sloan Creek Intermediate			<i>Functional Capacity = 895</i>				<i>Design Capacity = 1,004</i>					
Total Enrollment (5-6)	656	670	698	667	627	662	683	693	705	712	719	
Functional Capacity Utilization	73%	75%	78%	74%	70%	74%	76%	77%	79%	80%	80%	
Functional Space Remaining	239	225	197	228	268	233	212	202	190	183	176	
Design Capacity Utilization	65%	67%	70%	66%	62%	66%	68%	69%	70%	71%	72%	
Design Space Remaining	348	334	306	337	377	342	321	311	299	292	285	



CAMPUS PROJECTIONS VS. CAPACITY (Moderate Scenario)

Lovejoy ISD	Historical	Projected Fall Enrollment									
	2021/22	2022/23	2023/24	2024/25	2025/26	2026/27	2027/28	2028/29	2029/30	2030/31	2031/32
Willow Springs Middle School			<i>Functional Capacity = 947</i>			<i>Design Capacity = 1,111</i>					
Total Enrollment (7-8)	784	753	728	745	781	747	705	743	759	770	784
Functional Capacity Utilization	83%	79%	77%	79%	82%	79%	74%	78%	80%	81%	83%
Functional Space Remaining	163	194	219	202	166	200	242	204	188	177	163
Design Capacity Utilization	71%	68%	66%	67%	70%	67%	64%	67%	68%	69%	71%
Design Space Remaining	327	358	383	366	330	364	406	368	352	341	327
Lovejoy High School			<i>Functional Capacity = 1,853</i>			<i>Design Capacity = 1,952</i>					
Total Enrollment (9-12)	1,643	1,650	1,648	1,649	1,606	1,602	1,618	1,610	1,616	1,610	1,581
Functional Capacity Utilization	89%	89%	89%	89%	87%	86%	87%	87%	87%	87%	85%
Functional Space Remaining	210	203	205	204	247	251	235	243	237	243	272
Design Capacity Utilization	84%	85%	84%	84%	82%	82%	83%	83%	83%	82%	81%
Design Space Remaining	309	302	304	303	346	350	334	342	336	342	371
			<i>District Functional Capacity = 5,108</i>			<i>District Design Capacity = 5,619</i>					
District Total Enrollment (PK-12)	4,343	4,338	4,320	4,354	4,339	4,350	4,362	4,412	4,458	4,484	4,489
Annual Growth	137	-5	-18	34	-14	11	12	50	46	26	5
Year-Over-Year % Change	3.3%	-0.1%	-0.4%	0.8%	-0.3%	0.3%	0.3%	1.1%	1.1%	0.6%	0.1%
Functional Capacity Utilization	85%	85%	85%	85%	85%	85%	85%	86%	87%	88%	88%
Functional Space Remaining	765	770	788	754	769	758	746	696	650	624	619
Design Capacity Utilization	77%	77%	77%	77%	77%	77%	78%	79%	79%	80%	80%
Design Space Remaining	1,276	1,281	1,299	1,265	1,280	1,269	1,257	1,207	1,161	1,135	1,130
				<i>3-Year</i>		<i>5-Year</i>					<i>10-Year</i>
				Cumulative Growth:	11		7				146
				Average Annual Growth Rate:	0.1%		0.0%				0.3%
<i>Enrollment at 100% of capacity</i>											

2022-2023 Lovejoy Scholar Tuition Financial Scenarios

(Revenue Gain/Loss Total @ \$4,000 Fee for Returning Scholars)

		Current Lovejoy Scholar Retention			
		50%	65%	75%	85%
Returning Scholars		129	168	194	220
\$ 3,000	\$	387,000	\$ 503,100	\$ 580,500	\$ 657,900
\$ 4,000	\$	516,000	\$ 670,800	\$ 774,000	\$ 877,200
\$ 5,000	\$	645,000	\$ 838,500	\$ 967,500	\$ 1,096,500
\$ 6,000	\$	774,000	\$ 1,006,200	\$ 1,161,000	\$ 1,315,800
Retained State Funding at 96% Attendance	\$	891,648	\$ 1,159,142	\$ 1,337,472	\$ 1,515,802
Total Funding - Returners	\$	1,407,648	\$ 1,829,942	\$ 2,111,472	\$ 2,393,002
Current State Funding at 96% Attendance	\$	1,783,296	\$ 1,783,296	\$ 1,783,296	\$ 1,783,296
Gain/<Loss>	\$	(375,648)	\$ 46,646	\$ 328,176	\$ 609,706

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This chart represents the financial implications of retaining the stated percentages of our Lovejoy Scholars based on re-implementing a transfer fee ranging from \$3-\$6K. We have 21 graduating seniors, therefore our starting point is 258 Lovejoy scholars. Our worst case scenario is 50% retention based on our total paying participation from school year 20-21 and no **NEW** Lovejoy scholars.

2022-2023 Lovejoy Scholar Tuition Financial Scenarios

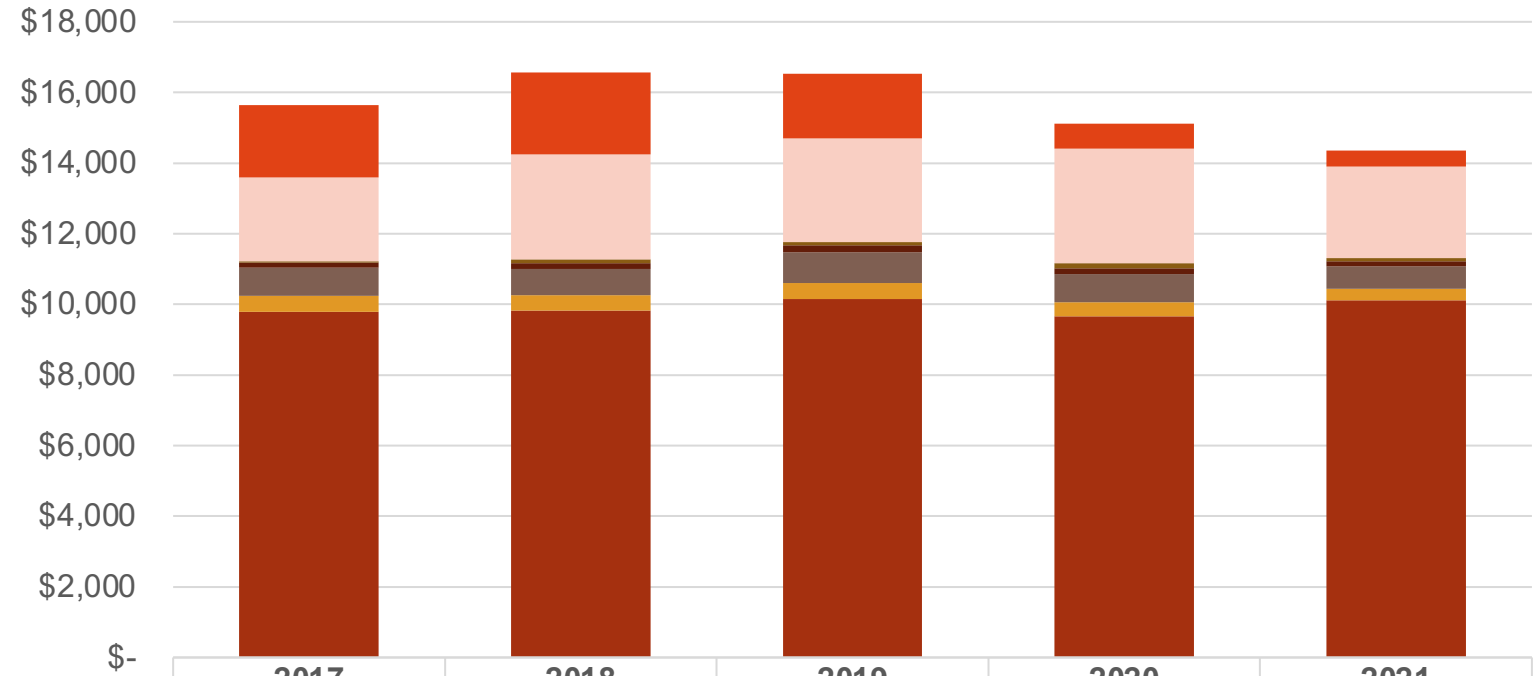
(Additional Funding Total @ \$9,000 Fee for New Scholars)

		New Scholars (% of current enrollment of 279)			
		Likely Scenario	10%	15%	20%
New Scholars		17	28	42	56
\$	7,000	\$ 119,000	\$ 195,300	\$ 292,950	\$ 390,600
\$	8,000	\$ 136,000	\$ 223,200	\$ 334,800	\$ 446,400
\$	9,000	\$ 153,000	\$ 251,100	\$ 376,650	\$ 502,200
\$	10,000	\$ 170,000	\$ 279,000	\$ 418,500	\$ 558,000
\$	11,000	\$ 187,000	\$ 306,900	\$ 460,350	\$ 613,800
State Funding at 96%		\$ 117,504	\$ 192,845	\$ 289,267	\$ 385,690
Total Funding		\$ 270,504	\$ 443,945	\$ 665,917	\$ 887,890

149

This chart represents the financial implications of adding **NEW** Lovejoy scholars based on the stated percentages of our current Lovejoy scholars and implementing an annual fee ranging from \$7-\$11K. The likely scenario is applying an 8.3% Compounded Annual Growth Rate (CAGR) from the years Lovejoy scholars paid an annual fee, 2016 to 2021, to 75% of our current starting point.

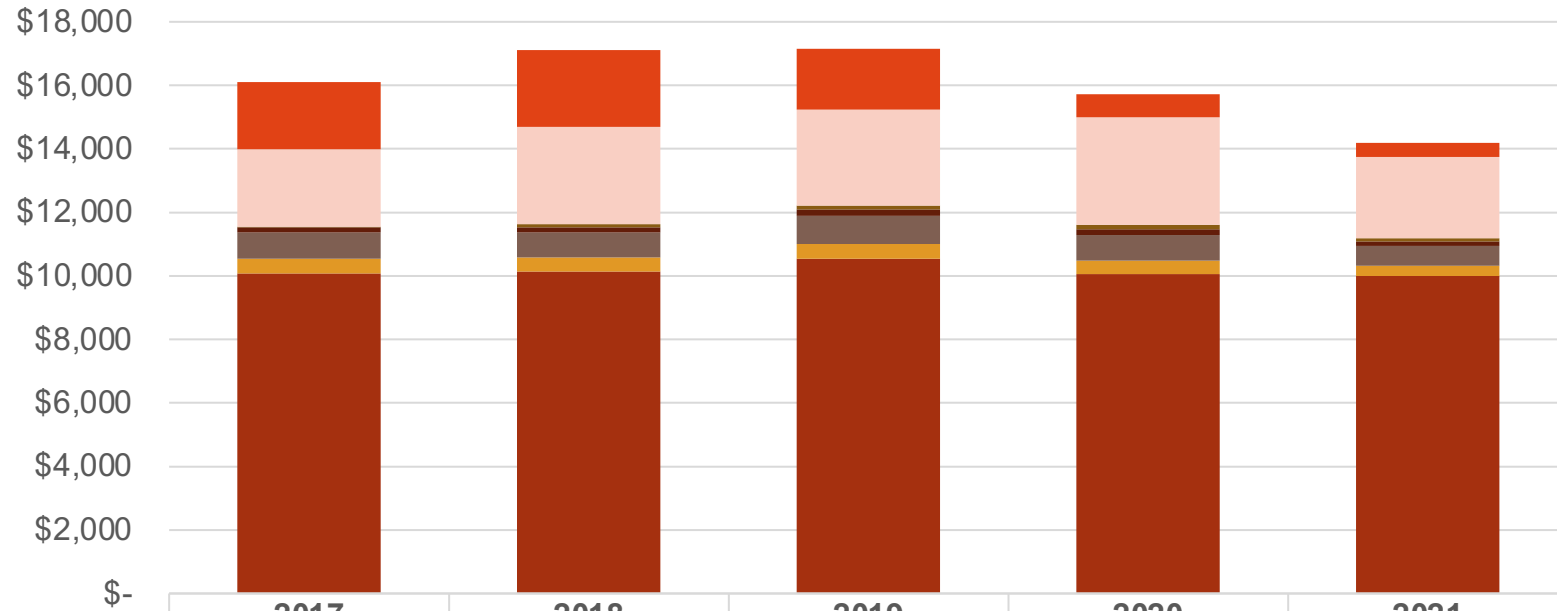
Historical Cost per Enrolled Student



	2017	2018	2019	2020	2021
Bonds	\$2,048	\$2,331	\$1,833	\$692	\$458
Debt	\$2,375	\$2,976	\$2,931	\$3,251	\$2,589
SR-State Grants	\$24	\$99	\$103	\$137	\$98
SR-Federal	\$159	\$160	\$198	\$175	\$144
SR-Donations/Fundraising/Fees	\$794	\$747	\$862	\$783	\$635
Student Nutrition	\$447	\$439	\$452	\$400	\$317
General Fund	\$9,792	\$9,821	\$10,153	\$9,668	\$10,122
Total	\$15,638	\$16,574	\$16,532	\$15,107	\$14,364

*Bond funding includes expenses for furniture, fixtures, equipment, facilities improvement and upgrades, and vehicles/buses. Debt is the annual debt service payment.

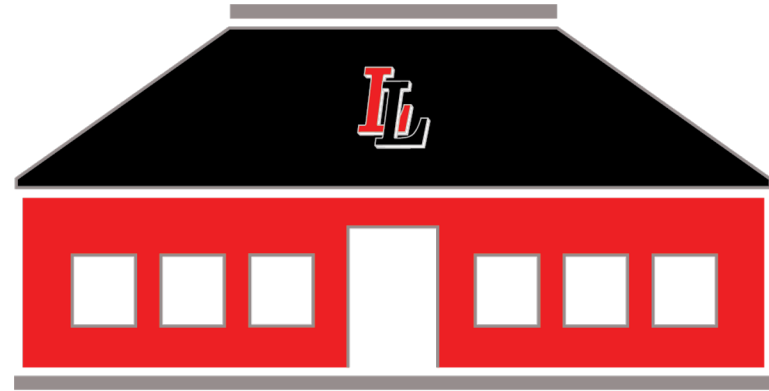
Historical Cost per Student in Average Daily Attendance (ADA)



	2017	2018	2019	2020	2021
■ Bonds	\$2,109	\$2,406	\$1,902	\$720	\$453
■ Debt	\$2,446	\$3,071	\$3,040	\$3,383	\$2,558
■ SR-State Grants	\$24	\$102	\$106	\$143	\$97
■ SR-Federal	\$163	\$165	\$205	\$182	\$142
■ SR-Donations/Fundraising/Fees	\$818	\$771	\$895	\$814	\$628
■ Student Nutrition	\$460	\$453	\$469	\$416	\$313
■ General Fund	\$10,083	\$10,136	\$10,531	\$10,059	\$10,001
Total	\$16,103	\$17,104	\$17,148	\$15,718	\$14,192

**Bond funding includes expenses for furniture, fixtures, equipment, facilities improvement and upgrades, and vehicles/buses. Debt is the annual debt service payment.*

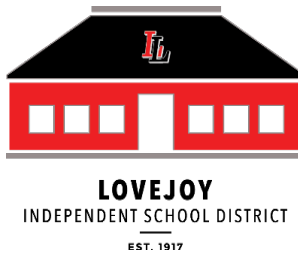
Thank You



LOVEJOY
INDEPENDENT SCHOOL DISTRICT

EST. 1917

14. Consider and Act on Board Resolution: Amendment to the Compensation Plan for Long Term Guest Educators	154
Presenter: Anna Koenig, Executive Director of Human Resources and Communications	
Attachments:	
Executive Summary - Board Resolution Long Term Guest Educator 03.28.2022	154
Board Resolution Long Term Guest Educator 03.28.2022	156



Lovejoy Independent School District Board of Trustees

Date of Meeting	March 28, 2022
Document Title	Board Resolution: Amendment to the Compensation Plan for Long Term Guest Educators
Presented For	X Board Action <input type="checkbox"/> Report/Review Only
Supporting Documents	<input type="checkbox"/> None X Attached <input type="checkbox"/> Provided Later
Administrator Responsible	Anna Koenig, Executive Director of Human Resources & Communications

Executive Summary

Teacher shortages have impacted our ability to fill long term guest educator positions when we have vacancies at this stage of the school year. We are highly committed to maintaining a high quality learning experience for our students and working in alignment with our focus on financial sustainability. In alignment with both of these commitments, we are proposing a resolution to declare a public purpose in allowing administration to increase the daily rate of guest educators that meet the criteria outlined in the attached resolution. Criteria includes a degree in the subject area and substituting for 60 school days or more.

This resolution is required to modify the compensation plan previously adopted by the Board of Trustees and relates solely to guest educators that meet the criteria outlined in the attached resolution. This resolution expires at the conclusion of the 2021 – 2022 instructional year.

The resolution is attached for your review.

Fiscal Implications

The guest educator daily rate of pay is less than the full rate of teacher pay for this position that is already part of the 2021-2022 budget.

Administrator Recommendation

The administration recommends consideration and action on the attached resolution amending the Compensation Plan for long term guest educators meeting specific criteria.

Board Priority

Priority 2

Lovejoy ISD will continue to strive to be recognized as the employer of choice for educators who believe districts should be defined by a culture of superior work ethic, mission-driven behavior, continuous improvement, growth mindset, and positive relationships with students, parents, and colleagues. Lovejoy ISD team members will exemplify our Educator Profile and align their actions with our Core Values.

Priority 3

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

Priority 4

Lovejoy ISD will develop stronger community connections and confidence through effective communication with both internal and external stakeholders. Through a shared commitment to our mission and core values, we will build upon Lovejoy ISD's tradition of excellence. We will maintain high expectations and leverage the collective impact of the Lovejoy ISD community to ensure achievement of outcomes on behalf of students. Lovejoy ISD traditions will enable us to honor the past, celebrate the present, and provide a continuing legacy for the future

**RESOLUTION OF THE BOARD OF TRUSTEES OF THE
LOVEJOY INDEPENDENT SCHOOL DISTRICT REGARDING AN AMENDMENT TO THE
COMPENSATION PLAN FOR LONG TERM GUEST EDUCATORS**

WHEREAS, the Lovejoy Independent School District (“District”) Board of Trustees, (hereinafter “Lovejoy ISD Board”) is authorized to adopt a compensation plan since employees are paid through public funds;

WHEREAS, the Lovejoy ISD Board Policy DEA (LOCAL) requires the Superintendent to implement the compensation plan;

WHEREAS, the Lovejoy ISD Board finds a current teacher shortage exists, including qualified guest educator teachers;

WHEREAS, the Lovejoy ISD Board finds a modification to the compensation plan is required to fulfill the needs of the District in light of the teacher shortage;

WHEREAS, the Lovejoy ISD Board finds that a guest educator with a degree in the subject-area or a related subject-area of a core content area in a long-term guest educator (a long term guest educator is defined as a position requiring a substitute for 60 school days or more) position may be paid at a rate not to exceed a contract teacher’s rate of pay, as determined by the Superintendent or designee;

WHEREAS, the Lovejoy ISD Board finds the payment increase in the compensation plan is for the public purpose of providing continuity of education and stability of staff members in a period of shortage;

WHEREAS, the Lovejoy ISD Board finds the increased payment for guest educator serves the public benefit of providing qualified individuals in long term guest educator positions.

WHEREAS, the Lovejoy ISD Board finds the payment of a long-term guest educator, as described herein, in the higher amount will be reported to the Board by the Superintendent or designee to ensure public control over the funds is being used to accomplish the public purpose.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE LOVEJOY INDEPENDENT SCHOOL DISTRICT:

SECTION 1: The findings set forth above are incorporated into the body of this Resolution as if fully set forth herein.

SECTION 2: The execution of this Resolution shall evidence a determination by the Lovejoy ISD Board that there is a benefit to the District, as well as a legitimate public school district purpose, as identified herein.

SECTION 3: This Resolution shall take effect immediately upon its passage and expire at the conclusion of the 2021 – 2022 instructional year.

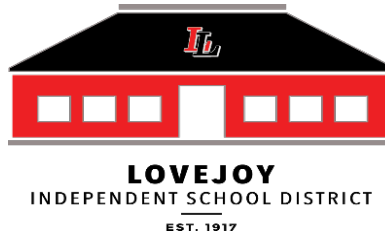
RESOLVED THIS THE ___ day of ____, 2022.

Mr. Barrett Owens
Lovejoy Independent School District
Board of Trustees, President

ATTEST TO:

Mrs. Anne Smith
Lovejoy Independent School District
Board of Trustees, Secretary

15. LOVEJOY 2030 Strategic Planning Update	159
Presenter: Katie Kordel, Superintendent of Schools	
Attachments:	
Executive Summary - LOVEJOY 2030 03.28.2022	159
LOVEJOY 2030 Strategic Planning Update 03.28.2022	162



Lovejoy Independent School District Board of Trustees

Date of Meeting	March 28, 2022
Document Title	LOVEJOY 2030 Strategic Planning Update
Presented For	<input type="checkbox"/> Board Action <input checked="" type="checkbox"/> Report/Review Only
Supporting Documents	<input type="checkbox"/> None <input checked="" type="checkbox"/> Attached <input type="checkbox"/> Provided Later
Administrator Responsible	Katie Kordel, Superintendent
Executive Summary	
<p>Grounded in the Lovejoy ISD Mission, Core Values, and Graduate Profile LOVEJOY 2030 is our community-based strategic planning initiative aimed at taking Lovejoy ISD to the next level. The LOVEJOY 2030 Strategic Planning Committee is focused on championing Lovejoy ISD’s legacy of excellence, supporting future ready students, and achieving financial sustainability. The second meeting of the LOVEJOY 2030 Strategic Planning Committee took place on Monday, March 21, 2022. An update on the progress of the committee will be provided.</p>	
Fiscal Implications	
N/A	
Administrator Recommendation	
N/A	

Board Priority

Priority 1

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

Priority 2

Lovejoy ISD will continue to strive to be recognized as the employer of choice for educators who believe districts should be defined by a culture of superior work ethic, mission-driven behavior, continuous improvement, growth mindset, and positive relationships with students, parents, and colleagues. Lovejoy ISD team members will exemplify our Educator Profile and align their actions with our Core Values.

Priority 3

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

Priority 4

Lovejoy ISD will develop stronger community connections and confidence through effective communication with both internal and external stakeholders. Through a shared commitment to our mission and core values, we will build upon Lovejoy ISD's tradition of excellence. We will maintain high expectations and leverage the collective impact of the Lovejoy ISD community to ensure achievement of outcomes on behalf of students. Lovejoy ISD traditions will enable us to honor the past, celebrate the present, and provide a continuing legacy for the future.

Priority 5

Lovejoy ISD will continuously examine and analyze the best practices of implementation for safety and security; enhancing safety and protecting the positive learning environment and by ensuring the personal/social needs of Lovejoy students are addressed.

Strategic Planning Update

March 28, 2022
Regular Board Meeting



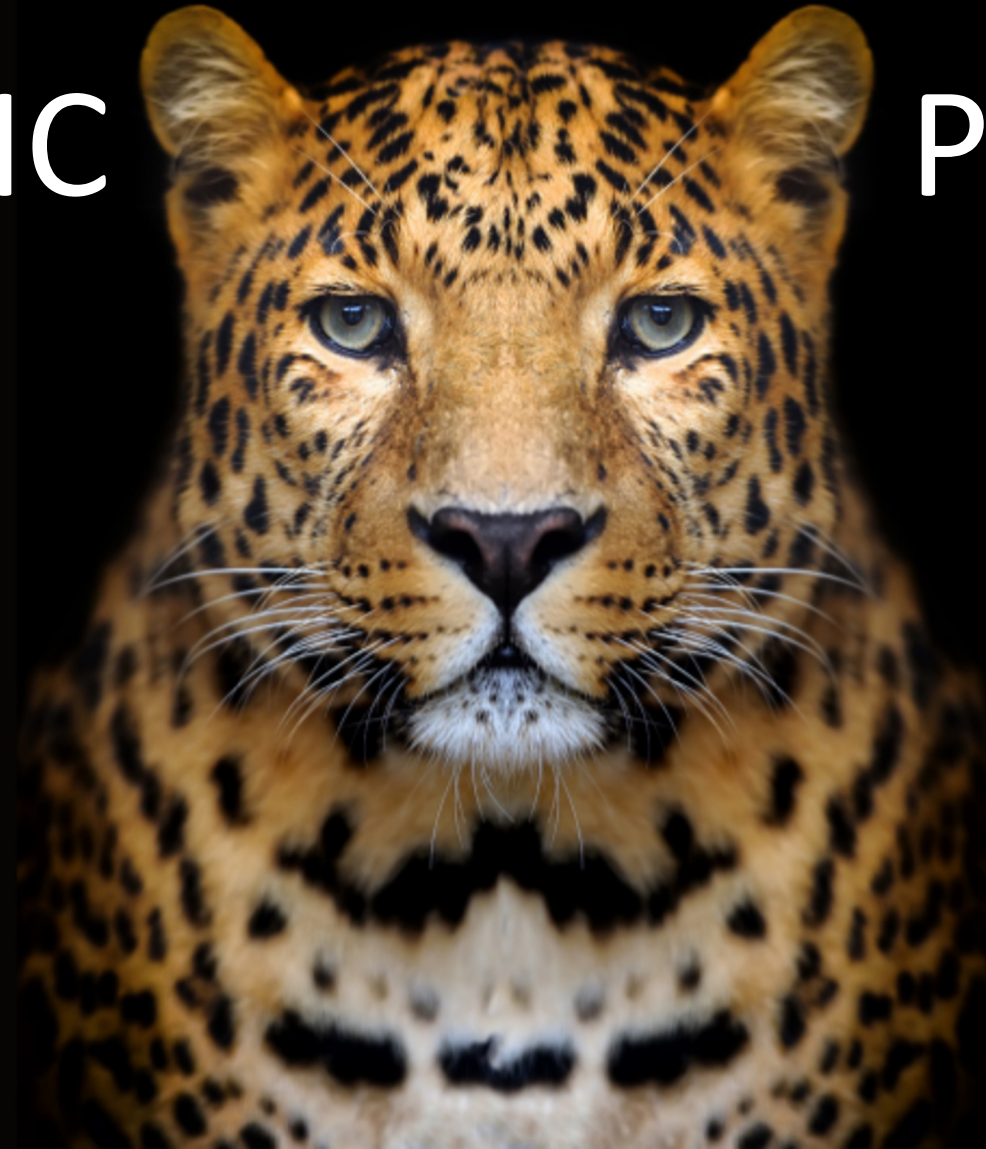
LOVEJOY 2030

TOGETHER FOR OUR FUTURE

LOVEJOY 2030

STRATEGIC

PLANNING



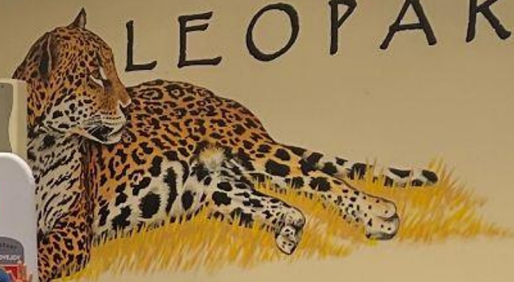
*Excellence
by Design*



Will we think
BIG enough?

Out of reach,
but not out of sight.

LEOPARD



Building our Scorecards



- Our Strategic Targets are where we want to go.
- Our Strategies are the actions we will take to get there.
- Our Key Indicators are how we will measure effective implementation of our Strategies.





LOVEJOY 2030

Strategic Planning Priorities



**COMMIT TO FURTHERING
OUR LEGACY OF
EXCELLENCE, PREPARING
FUTURE READY
STUDENTS, AND
ACHIEVING FINANCIAL
SUSTAINABILITY**



**PROVIDE A SAFE, SECURE,
AND WELL-MAINTAINED
LEARNING ENVIRONMENT**



**RECRUIT, RETAIN, AND
SUPPORT AN EFFECTIVE
TEACHER IN EVERY
CLASSROOM AND AN
EFFECTIVE PRINCIPAL IN
EVERY SCHOOL**



**ENSURE ALIGNMENT
WITH OUR CORE
RESPONSIBILITY BY
GUIDING AND
SUPPORTING HIGH LEVELS
OF LEARNING FOR EVERY
LOVEJOY ISD STUDENT**



**CONTINUE TO MAXIMIZE
STUDENT OPPORTUNITIES
AND FULFILL OUR
COMMITMENT TO THE
LOVEJOY ISD GRADUATE
PROFILE**



LOVEJOY 2030

Strategic Planning Principles

Throughout the strategic planning process, our focus will be on student learning and student opportunity we will be cautious not to be short-sighted in the long-term impact of our decisions.

A successful strategic planning process, will result in a sustainable plan aligned with Lovejoy ISD's mission: To Propel every person to personal excellence.

The strategic planning process will seek inspiration and direction from our three district focus areas:

- Legacy of Excellence
- Future Ready Students
- Financial Sustainability

Lovejoy ISD will build support and investment in this initiative with staff, students, and the community by listening, encouraging input, and maintaining transparency.

Timeline, Process, & Products

Meeting #1



Friday, February 11, 2022

- 01 Introduction to LOVEJOY 2030
- 02 Role of LOVEJOY 2030 Stakeholder Committee
- 03 Business, Industry, and Educational Leader Panel
- 04 Identify Essential Future Ready Skills
- 05 Student Panel
- 06 Define Future Ready Skills

Meeting #2



Monday, March 21, 2022

- 01 Engage with Lovejoy ISD Focus Areas
- 02 Examine Current State and Possibilities
- 03 Examine Strengths, Weaknesses, Opportunities, and Threats
- 04 Define Scope of Strategic Targets
- 05 Create Strategic Targets
- 06 Develop Strategies

Meeting #3

Tuesday, April 5, 2022

- 01 Polish Strategic Targets and Strategies
- 02 Provide Feedback to Other Working Groups
- 03 Determine How We Will Measure Our Progress
- 04 Strategic Target, and Strategy Alignment
- 05 Review Scorecards
- 06 Discuss What Comes Next
- 07 Celebrate our Accomplishments!



**Will we think
BIG enough?**

**Out of reach,
but not out of sight.**

Rear Admiral Grace Hopper Ph.D.



The most damaging phrase in the language is: 'It's always been done that way.'

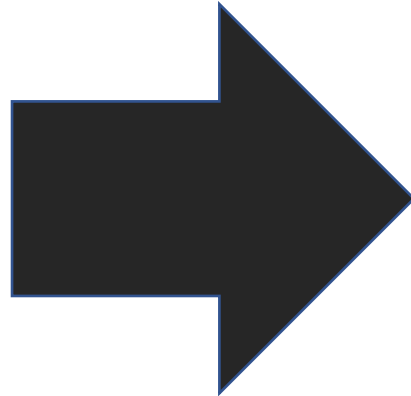
— *Grace Hopper* —

AZ QUOTES

LOVEJOY 2030



**Core
Ideology**
What we stand
for and WHY we
exist.



**Envisioned
Future**
What we aspire
to achieve.

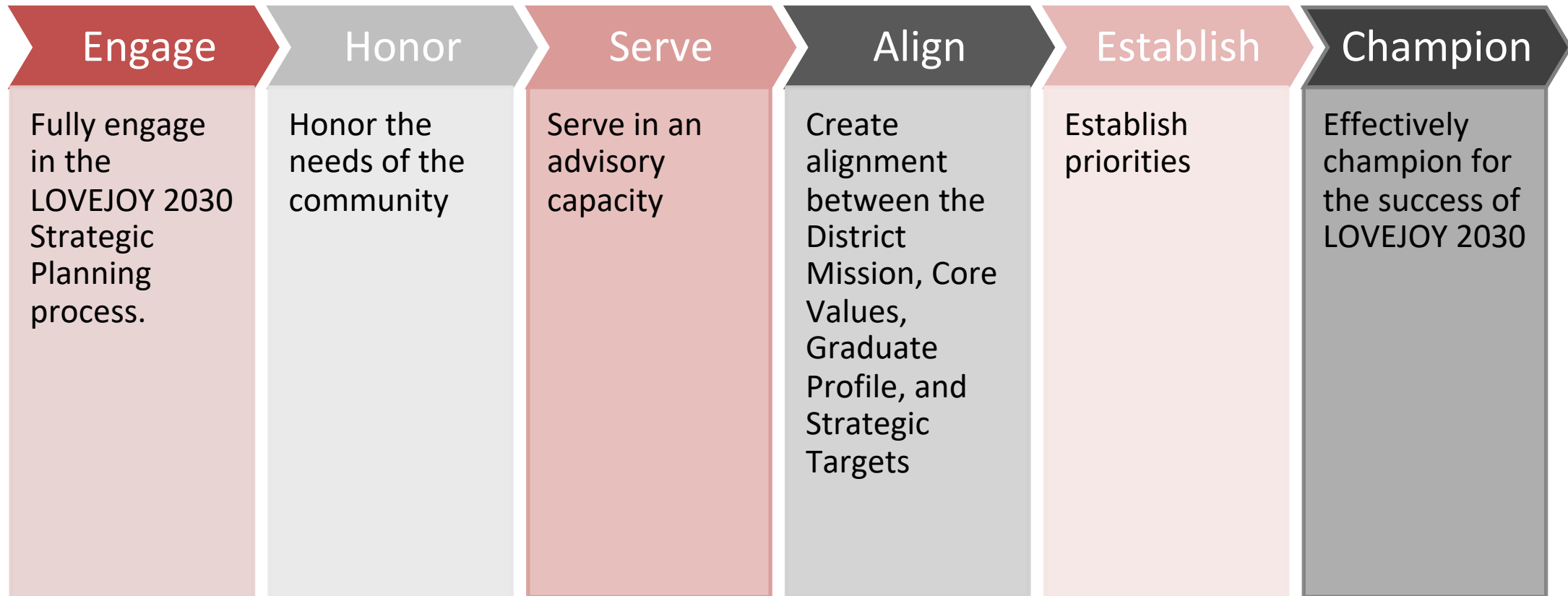




Clarity
precedes
competence.



Role of LOVEJOY 2030 Strategic Planning Committee



LOVEJOY 2030
Strategic Planning
Committee

Teaching &
Learning

Graduate Profile

Legacy of
Excellence

Financial
Sustainability

Operations

Future Ready

Talent Acquisition,
Retention, &
Support

Financial
Sustainability
Committee

Products

Future Ready Skills

Strategic Targets

Strategies

Key Indicators

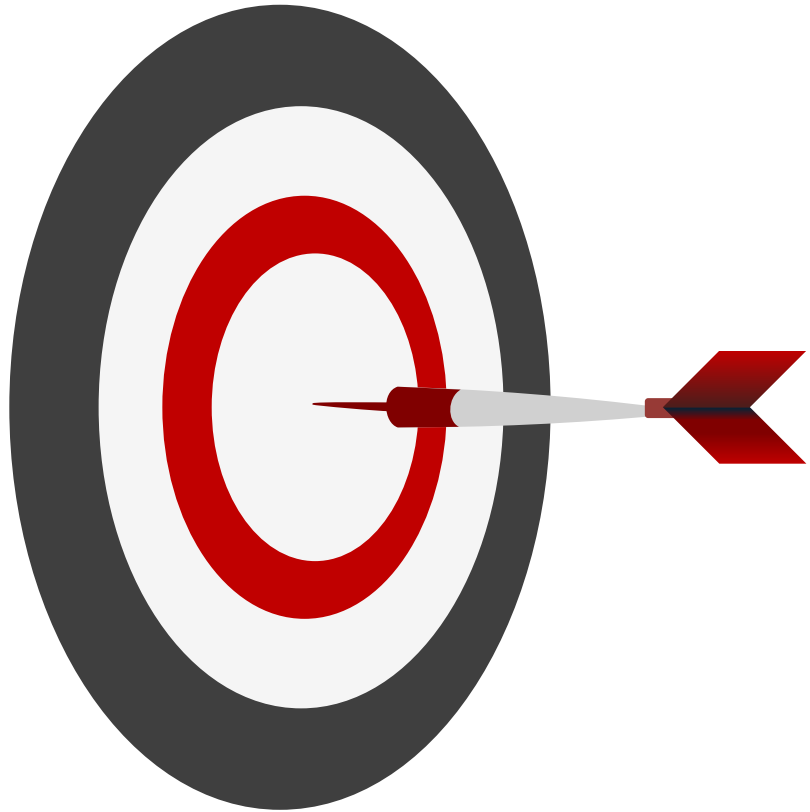


LOVEJOY 2030

Product: Scorecard Example

Goal Area	FUTURE READY	
Strategic Target 1	<p style="text-align: center;">Lovejoy ISD will develop academic programs and learning opportunities to equip students, district staff, and parents with skills to support the growth of responsible digital citizens.</p>	
	Strategy	Key Indicators
Strategy 1.1	<p>Increase learning opportunities for students and parents regarding digital citizenship and managing personal digital footprints</p>	<p>A) List of learning opportunities for students and parents B) Attendance at learning opportunities C) Participant feedback <i>Person(s) Responsible: Jennifer Duplessis and Laurie Tinsley</i></p>
Strategy 1.2	<p>Provide learning opportunities for students, parents, and district staff on digital citizenship, safety, and responsibility</p>	<p>A) List of learning opportunities for staff B) Attendance at learning opportunities C) Participant feedback <i>Person(s) Responsible: Jennifer Duplessis and Laurie Tinsley</i></p>
Strategy 1.3	<p>Develop student skills and strategies to evaluate technology resources and digital information used in learning for credibility</p>	<p>A) Inclusion in curriculum documents B) Artifacts of student learning <i>Person(s) Responsible: Laurie Tinsley</i></p>

Building our Scorecards



Our **Strategic Targets** are where we want to go.

Our **Strategies** are the actions we will take to get there.

178

Our **Key Indicators** are how we will measure effective implementation of our **Strategies**.

Non-Example

Strategic Target:

Ensure two-way communication aligned with the Lovejoy Way.

Strategies

1. Weekly principal video updates.
2. Create a new parent chili cook-off festival.
3. Implement a common district Google Calendar.
4. Create and adopt a school program.

LOVEJOY 2030

Working Groups



Teaching & Learning: Dr. Laurie Tinsley & Sancy Fuller - **GYM**

Graduate Profile: Chris Mayfield & Holly Haynes - **Library**

Legacy of Excellence: Kevin Parker & Wendy Craft - **D100**

Operations: Dr. Jennifer Duplessis & Courtney Halpin - **Library**

Future Ready: Chris Koder & Mary Mullen - **Cabinet Front Meeting Room**

Talent Acquisition, Retention, & Support: Anna Koenig & Dr. Marcy Hambrick - **C112**

Inputs = Outputs



LOVEJOY 2030

Part 1:

**Working Group Scope,
Current State, &
Possibilities**



LOVEJOY 2030

Part 2:
SWOT Analysis

SWOT Analysis



LOVEJOY 2030

SWOT is an acronym for **S**trengths, **W**eaknesses, **O**pportunities, and **T**hreats.

A SWOT analysis is a high-level strategic analysis tool that assists organizations in identifying where they are doing well and where they can improve, both from an internal and external perspective.

SWOT ANALYSIS



Affinity Diagram

Process used to organize data and ideas.

- Helps arrange information by separating findings into classes of related concepts
- Captures and organizes ideas, thoughts, and issues into groupings based on their relationships

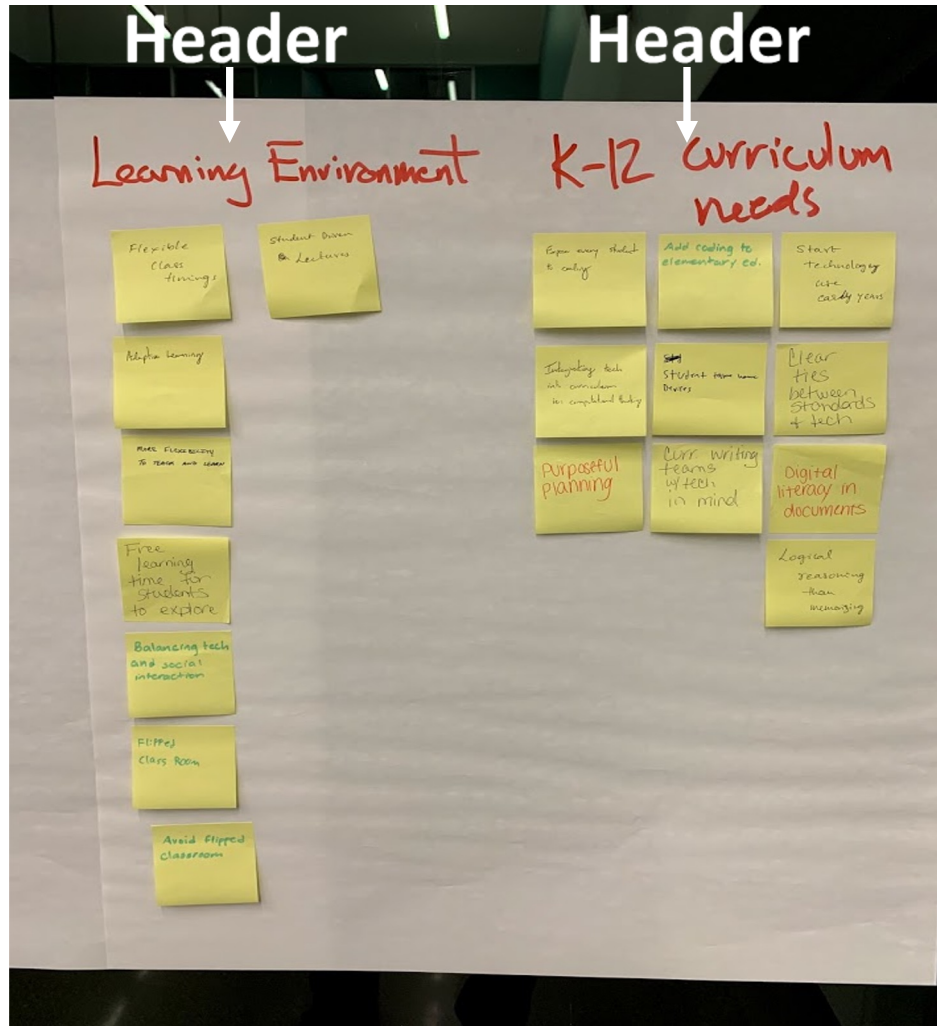


LOVEJOY 2030¹⁸⁶

Affinity Diagram Process



Affinity Diagram to Scorecard



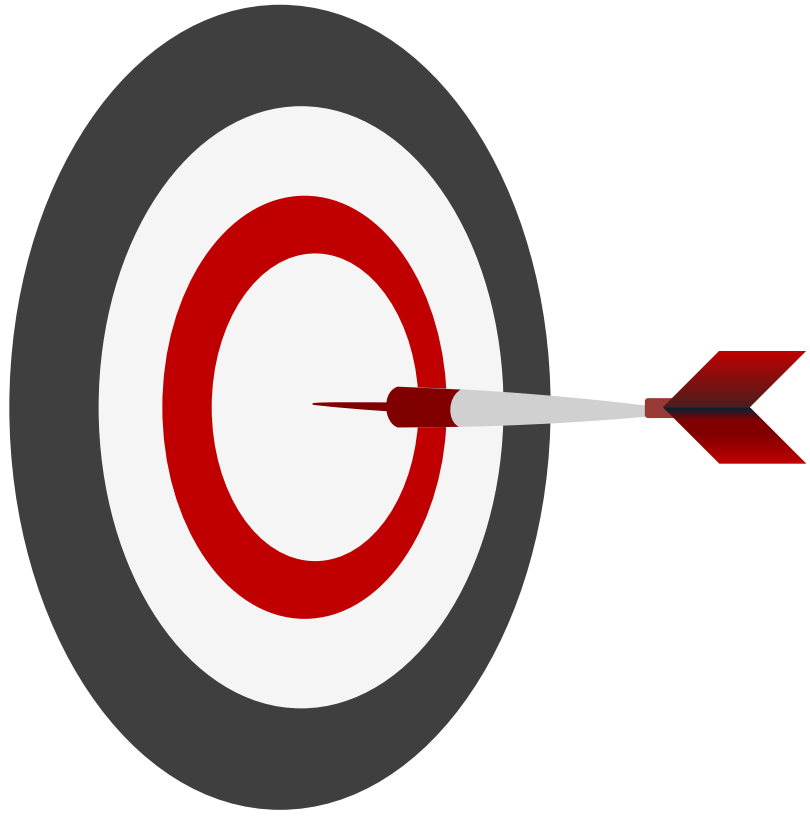
Affinity Diagram

The **Affinity Diagramming** process provided the opportunity for individual input and a collective conversation.

We will continue to use the **Affinity Diagrams** as a reference and a tool in the **Scorecard development process**.

The **Headers** became the focus for our **Strategic Targets** and the ideas on our sticky notes can inspire **Strategies**.

Building our Scorecards



Our **Strategic Targets** are where we want to go.

Our **Strategies** are the actions we will take to get there.

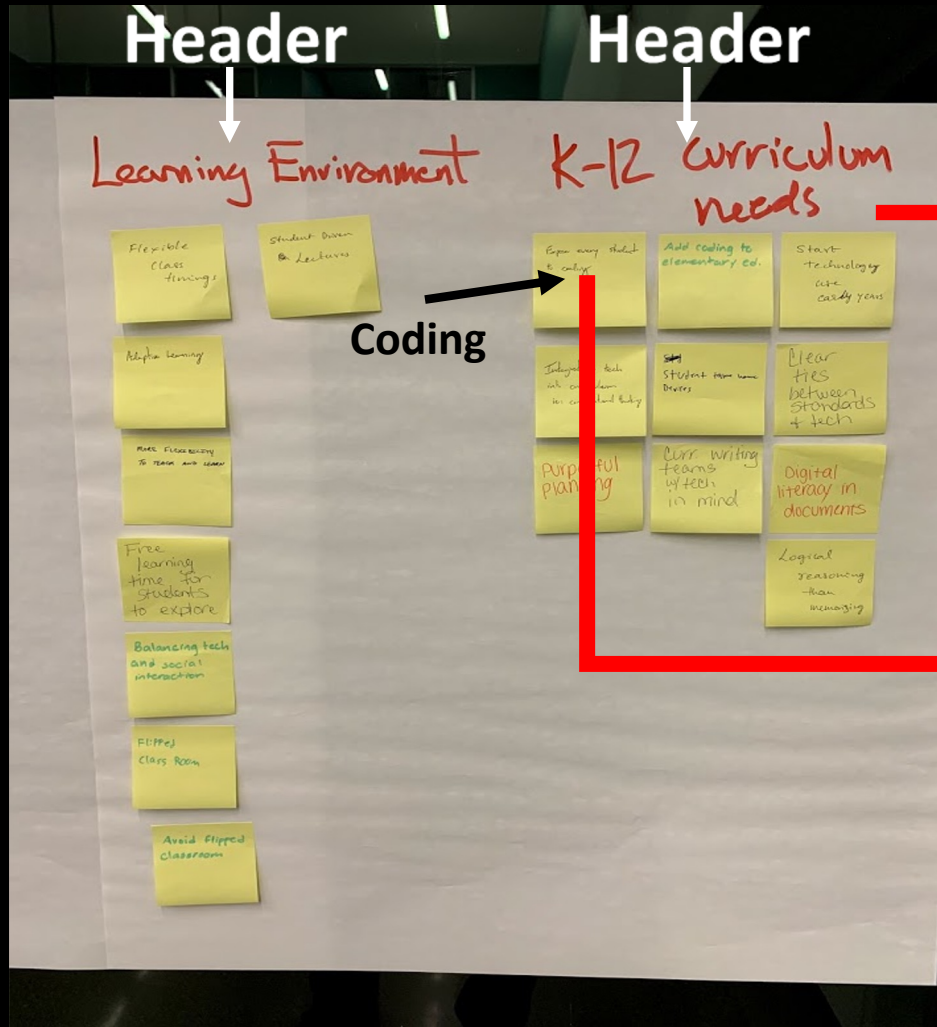
189

Our **Key Indicators** are how we will measure effective implementation of our **Strategies**.

Product: Scorecard Example

Goal Area	FUTURE READY	
Strategic Target 1	<p style="text-align: center;">Lovejoy ISD will develop academic programs and learning opportunities to equip students, district staff, and parents with skills to support the growth of responsible digital citizens.</p>	
	Strategy	Key Indicators
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Affinity Diagram to Scorecard Example



Affinity Diagram

FUTURE READY	
Strategic Target	
Lovejoy ISD will provide educational, collaborative, and technological opportunities for students to develop readily employable skills.	
Strategy	Key Indicators
Provide certification opportunities towards acquiring future ready job skills	A) Number of students earning industry-based certifications B) Number of industry-based certifications offered C) Career readiness indicator data (CCMR ₁₉₁ accountability) Person(s) Responsible: Dr. Laurie Tinsley and Mary Mullen
Establish relationships with various industries to facilitate career development paths	A) Number of students completing internships B) Number of students enrolled in career preparation C) Number of students completing a career pathway Person(s) Responsible: Dr. Laurie Tinsley and Mary Mullen
Implement an aligned K-12 coding curriculum.	A) Curriculum documents B) Artifacts of student learning Person(s) Responsible: Dr. Laurie Tinsley

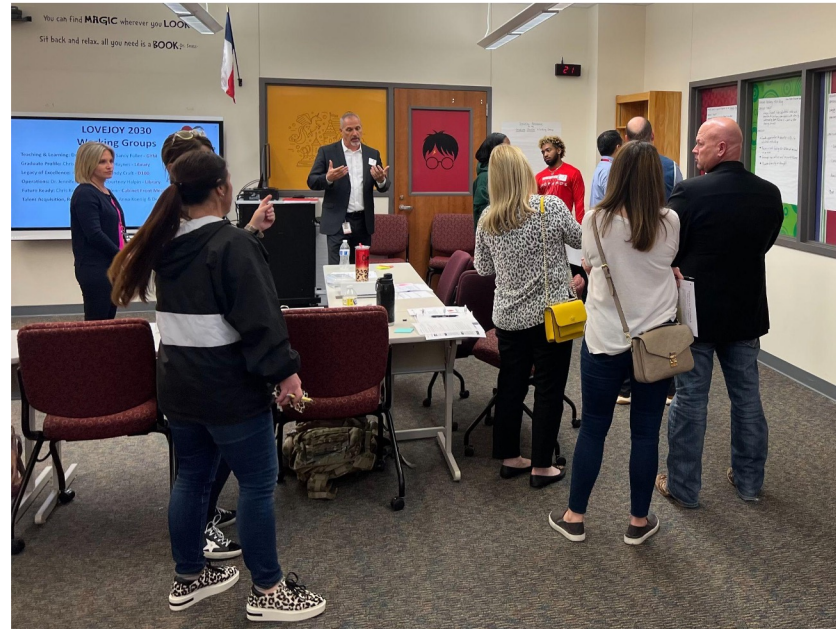
Questions that Support Strong Strategic Targets



LOVEJOY 2030

- Is it exciting and compelling?
- Does it positively impact students?
- Does it align with our strategic planning principles and priorities?
- Is it a mid to long term goal?
- Is it specific and can it be clearly defined?
- Is it relevant now and over time?
- Is it attainable and something we can influence?

Feedback Rotations



LOVEJOY 2030

Thank
You



LOVEJOY 2030

TOGETHER FOR OUR FUTURE

Next Meeting of the Strategic Planning Committee:

8:30 a.m. to 3:30 p.m.

Tuesday, April 5, 2022

16. Cabinet Reports	196
Presenter: Executive Cabinet Members	
Attachments:	
Finance & Operations Update 03.28.2022	196
C&I Update 3.28.22	217
Human Resources and Communications Update - 03.28.2022	228
Student Services Updates 03.28.2022	231
Special Education and Student Support Update 03.28.2022	241

Finance & Operations Cabinet Report

JENNIFER DUPLESSIS, PH.D.

Assistant Superintendent of Finance and
Operations

MARCH 28, 2022

Regular Board Meeting



LOVEJOY
INDEPENDENT SCHOOL DISTRICT

EST. 1917

Updates

- Compensation Grants
- Financial Sustainability Committee
- Operations Update



Competitive Fellowship



\$75-100k (w/20% district match) for development/teacher compensation



Preference Given to districts participating in the Teacher Incentive Allotment (TIA)



Notice of Intent – 12/22



Application Due – 2/4



Contacted TEA-approved grant technical assistance providers

Strategic Compensation Grant

198

SUBMITTED

Interview Completed – will be Notified by 4/15

Teacher Incentive Allotment

- State-funded incentives to high-performing teachers via National Certification or Locally-designated system
- **Required Third-Party Evaluation Instrument (Proof of Validity and Reliability)**
- **Cohort E Open – Intent Submitted; Application Due 4/15 (no fee)**
- Data Capture Year: 2022-23
- Implementation: 2023-24
- Payouts: 2024-25

Meeting with Teachers and engaging stakeholders to Discuss

Financial Sustainability Committee

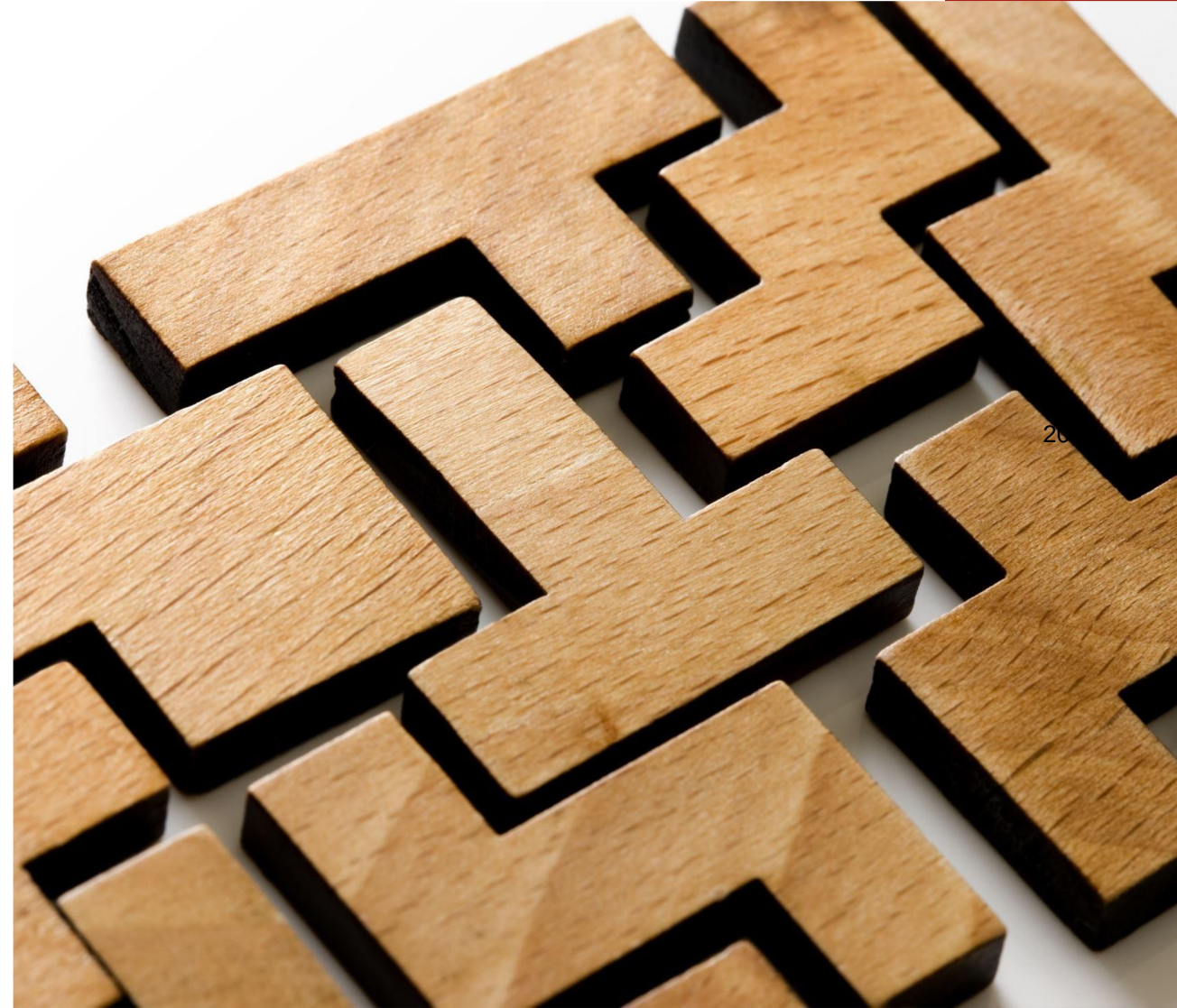
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MEETING #4 MARCH 15, 2022

Meeting #4 Goals

Review Budget Update
Complete Subtopic Inquiry Station Exercise
Participate in Small Group Session on Each Subtopic
Review Key Takeaways
Prepare for SubTopic Group Recommendations in Next Meeting

- Next Meeting: April 12th
- Topic: Preparation of Recommendations to Board



SubTopic Groups



Revenue Generation

- Enrollment
- Demographic Projections and Capacity
- Lovejoy Scholars
- Attendance/ Incentives
- Tax Rate
- Capital Planning to Leverage Debt Service before M&O
- Review CTE Funding, Partnerships
- Donations/Foundation
- Collect Additional Student Fees
- Assess Assets Owned for Potential Sale – Land, Buses, etc.
- Seek Grants and Special Funding



Efficiency Measures

- Benchmark Expenditures
- Review of Largest Expenditures
- Staffing Efficiency
 - Master Schedules
 - Staff Ratios, Class Sizes, Waivers
- Ensure Proper Coding of Expenditures
- Zero-Based Budgeting
- Volunteer Instead of Staff
- Debt Service Plan to Shorten Maturities; Lower Ratios



Program Analysis

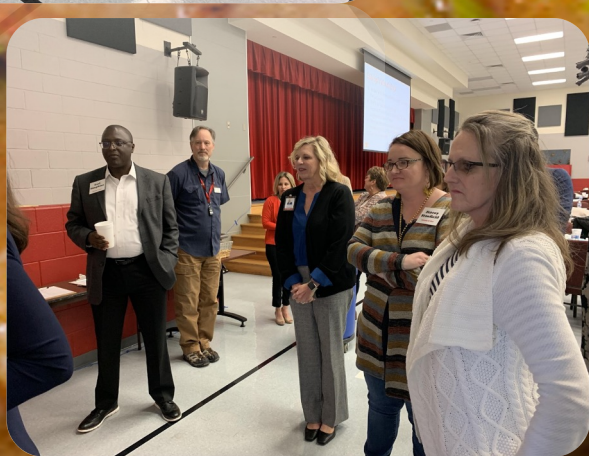
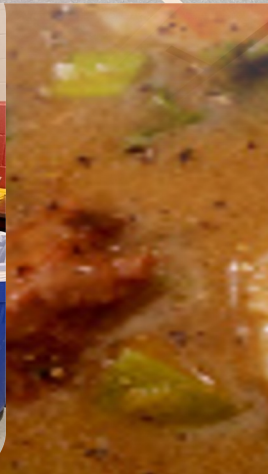
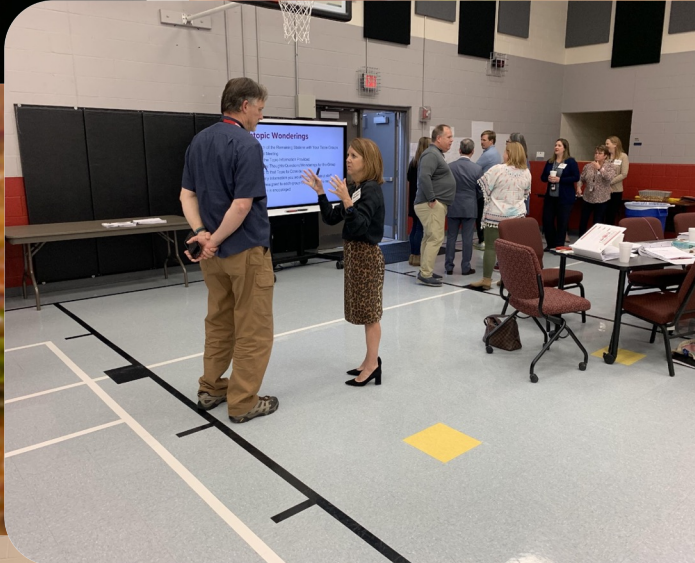
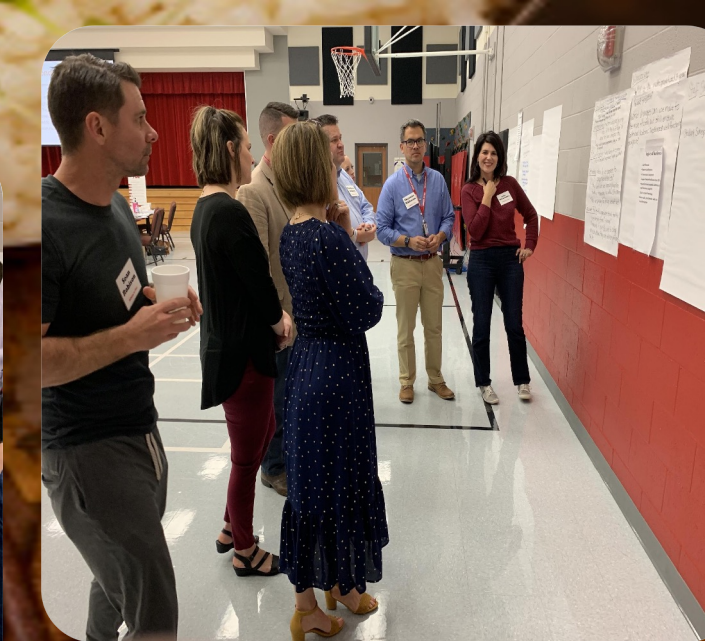
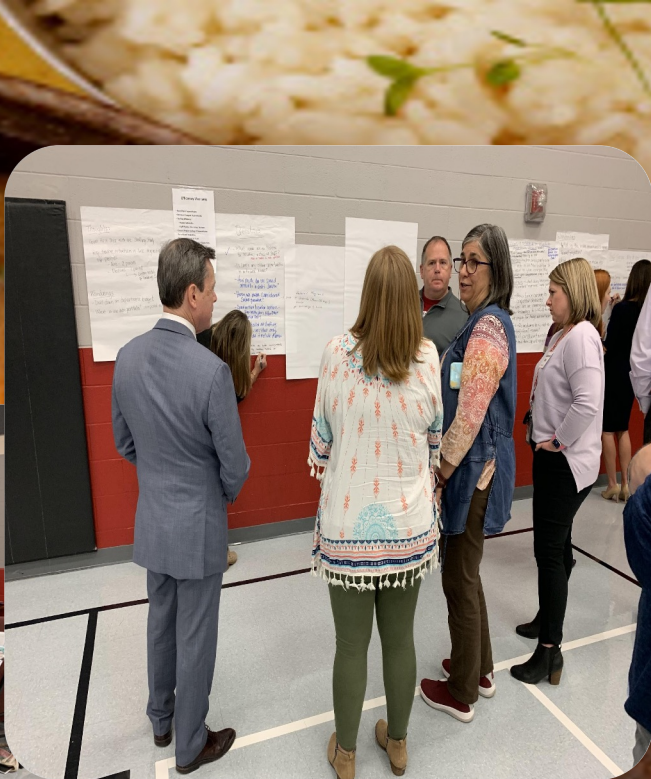
- Ensure program effectiveness for student achievement
- LCDC
- Athletics
- Student Nutrition
- Transportation
- Facility Use/Licensing
- Gifted and Talented
- Advanced Academics
- Safety and Security
- Special Education
- Fine Arts



Legacy of Excellence

- Staff Retention
- Teacher Qualifications
- Compensation Assessment
- Support Graduate Profile and Future Skills
- Ensure Continued Academic Excellence and well-functioning programs
- Ensure access to Technology
- Ensure viable, prioritized plan with 3 year forward projection







KEY TAKEAWAYS - MEETING 4



The current year budget was developed based on a higher enrollment and 97% attendance, which are major drivers of the budget.



Budget management measures put in to place this year include attendance communication, open position, and revenue and expenditure review.



Four focus areas have been identified by the Financial Sustainability Committee: Revenue Generation, Efficiency Measures, Program Analysis, and Legacy of Excellence

Financial Sustainability Committee

<u>Milestones</u>	Responsibility	Timeline
Review of Charge	Board	November 8
Applications Released	District	November 9
Application Deadline	Stakeholders	November 19
Board Adoption of Committee Charge and Membership	District	November 29
Committee Notification	District	November 30
First Meeting — <i>Introduction, School Finance 101</i>	Committee	December 7, 6pm
Second Meeting — <i>Lovejoy ISD Finances - Revenue, Benchmarking, Table Discussion</i>	Committee	January 11, 6pm
Third Meeting — <i>Expenditures, Staffing and Compensation Discussion, Grouping</i>	Committee	February 8, 6pm
Fourth Meeting — <i>Group Meetings, Cabinet-Assisted Deep Dives</i>	Committee	March 15, 6pm

Financial Sustainability Committee

<u><i>Tentative Additional Dates</i></u>	Responsibility	Timeline
<i>Fifth Meeting – Additional Review, Data Compilation for Board</i>	Committee	April 12, 6pm
<i>Committee Recommendations to Board – Board Workshop Presentation</i>	Committee/ District	May 9, 6pm
<i>Final Meeting – Review Committee Work, Recommendations Going Forward</i>	Committee	May 10, 6pm

Operations Update

FACILITY PROJECTS

Project Updates

- ❑ Scoreboards – installed
- ❑ Practice Field Turf – installed
- ❑ HS Athletic Buildings – Inspections/Punch List Finishing Up
- ❑ HS Detention Pond – Finishing up
- ❑ HS Lighting – est. completion end of April
- ❑ Winter Storm Repairs
 - Concession Heaters – waiting for final units
- ❑ LCDC Playground – Canopy in May, then Fencing, etc.



LOVEJOY											SOFTBALL		
AT BAT											H/E		
BALL											OUT		
0											0		
STRIKE											HITS		
0											0		
1 2 3 4 5 6 7 8 9 10											ERR		
DAKTRONICS											0		
LOJO											0		

IL ACHIEVEMENTS IL

- 2009 - 3A BI-DISTRICT CHAMPIONS
- 2010 - 3A REGIONAL QTR. FINAL CHAMPIONS
- 2011 - 3A REGIONAL FINALIST
- 2012 - 3A REGIONAL QTR, FINAL FINALISTS
- 2013 - 4A STATE FINALISTS
- 2014 - 4A BI-DISTRICT CHAMPIONS

IL ACHIEVEMENTS IL

- 2015 - 5A REGIONAL FINALIST
- 2016 - 5A BI-DISTRICT FINALIST
- 2017 - 5A AREA FINALIST
- 2018 - 5A BI-DISTRICT FINALIST
- 2021 - AREA CHAMPIONS
- 2021 - 5A REGIONAL FINALISTS ELITE 8

LOVEJOY LEOPARDS

LOVEJOY BASEBALL

GUEST PITCHES	BALL	STRIKE	OUT	HOME PITCHES
88	0	0	0	88

<small>DAKTRONICS</small>		1	2	3	4	5	6	7	8	9	10	RUNS	HITS	ERR
	WYLIE EAST											0	0	0
	LOVEJOY											0	0	0



YOUR SUPPLY CHAIN
Home Run

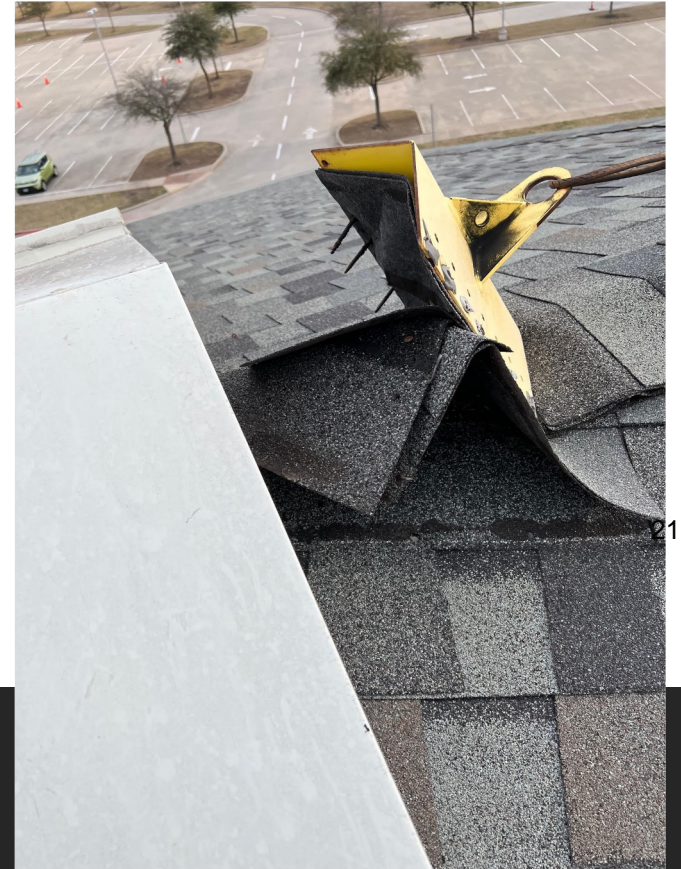
EFW
ESTES FORWARD TO WORLDWIDE

EFWnow.com

SOUTHFORK
SPORTS COMPLEX

LOVEJOY

BASEBALL



211

Minimal Storm Damage

3/21/22

Surplus Items & Portable Building Auction Plan

Surplus Furniture & Furnishings

Projected Date	Action
	Photograph and catalog surplus items at the following locations:- • SCIS • Hart • LCDG • Red Building
December 14, 2021	
December 17, 2021	Upload photographs from completed locations
Friday, February 4, 2022	Prepare presentation with photos and descriptions from completed locations
Monday, February 7, 2022	Photograph and catalog surplus items at Transportation & WSMS
Wednesday, February 16, 2022	Update and finalize presentation
Monday, March 14, 2022	Send Powerpoint presentation district-wide
Wednesday, March 30, 2022	Deadline for removal of desired items by campuses
Wednesday, March 30, 2022	Declaration of Remaining Items & Portables as Surplus/Salvage
Monday, April 4, 2022	Update photographs & descriptions of remaining items and send to online auction
Monday, April 11, 2022	Go live with auction for Surplus Contents in Portables
Thursday, April 14, 2022	Start date for inspections by prospective buyers
Friday, April 22, 2022	Auction Close Date
Wednesday, April 27, 2022	Deadline for removal of purchased items by auction buyers
Friday, April 29, 2022	Disposal of all unspoken for and rejected items

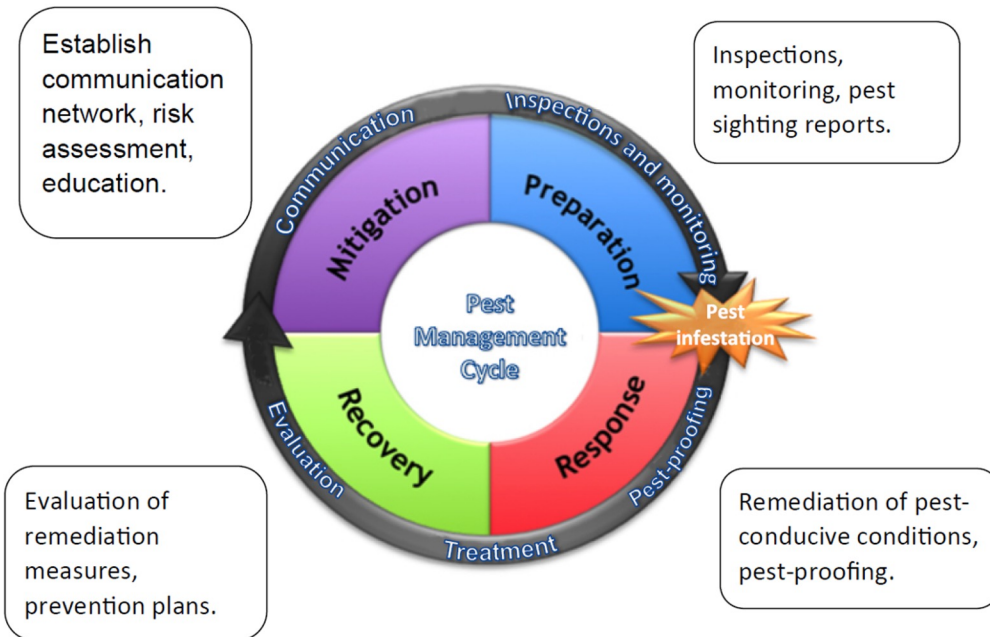
Portable Buildings

Projected Date	Action
Wednesday, February 16, 2022	Photograph all Portable Buildings inside and out
Monday, March 21, 2022	Send photographs & descriptions of portables to online auction
Monday, March 28, 2022	Go live with auction for Portables
Thursday, March 31, 2022	Start date for inspections by prospective buyers
Monday, April 25, 2022	Auction Close Date
Monday, May 2, 2022	Begin removal process with portable buyers
Tuesday, May 31, 2022	Deadline for removal of purchased portables

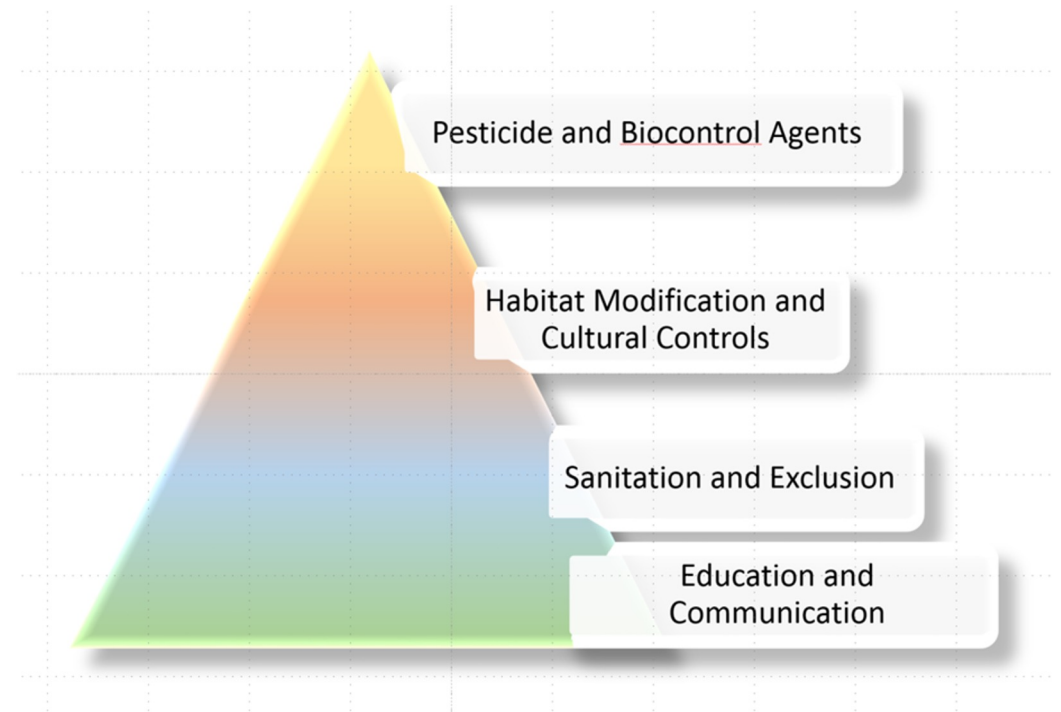
What is IPM?

- Integrated Pest Management (IPM) is a required methodology of managing pests using multiple control tactics that provide the best control with the least negative impact to public health and the environment in public buildings. School IPM programs are required and audited by the Texas Department of Agriculture and are designed to use targeted approaches to make schools less hospitable to pests with environment modifications like improving sanitation and eliminating pest harborage sites. This is done in tandem with using pesticides with the lowest possible impacts, and only as necessary. Managing risks from pests and risks from the pesticides used to control them are top priorities under an IPM program.

IPM Approaches



Dawn H. Gouge, University of Arizona



What about Environmental Approaches in Lovejoy?

- Updated Responsible IPM Coordinator:
Alex Roman
- Developed Required District IPM Plan
- Audit Conducted During Spring Break
- Documentation and Posting Improvements
Made and Ongoing
- Also Updated Asbestos Designated Person

NOTICE OF PEST CONTROL TREATMENT OR SERVICE

Date(s) of planned Treatment pest management service calls for the

_____ Campus will be on _____.

Re-entry (if applicable) _____

_____ ISD conducts regular pest management inspections and service. These service calls may include inspections, pest exclusion, use of mechanical pest control devices, and occasional bait, dust, and pesticide spray applications.

Extenuating Circumstances may require unplanned treatments. To confirm treatment dates, please call the contact listed below:

For more information call or contact:

District IPM Coordinator:

Licensed Pest Control Contractor:

National Pesticide Information Center
1-800-858-7378
<http://mpic.orst.edu>

A Consumer Information Sheet may be obtained from the IPM Coordinator.

Pest Control applicators are licensed and regulated by
TEXAS DEPARTMENT OF AGRICULTURE
P.O. BOX 12847, AUSTIN, TEXAS 78711-2847
Phone: 866-918-4481 Fax: 888-232-2567



THANK YOU

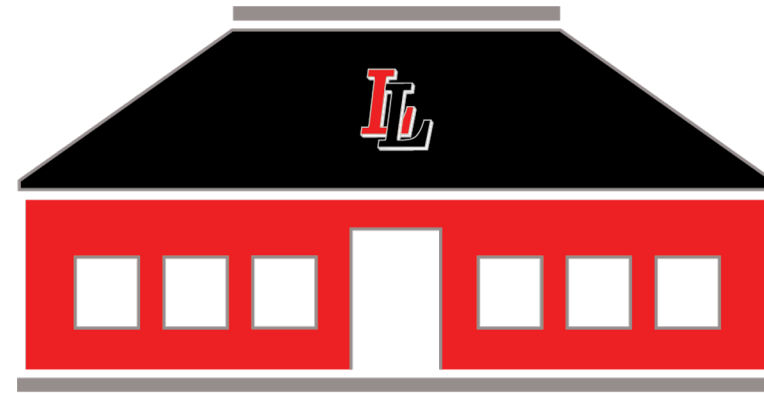
Curriculum and Instruction Update

DR. LAURIE TINSLEY

Assistant Superintendent of Curriculum and Instruction

MARCH 28, 2022

Regular Board Meeting



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Master Scheduling



The function of a master schedule is to arrange the allotted time, staff, students and physical resources together for optimum learning.

A school's master schedule defines which teachers meet with which students, for how long, and areas of study. The priorities it represents, whether explicit or implicit, are a critical aspect of defining how learning takes place in the school.



Master Scheduling Highlights

MASTER SCHEDULING - LOVEJOY ISD

- Process began November 2021
- Team: Principals, Directors, Coordinators, Cabinet
- Factors Drive Scheduling
 - Course Offerings and Selection
 - Staffing Considerations
 - Student Enrollment
 - Resources

MASTER SCHEDULING Hart & Puster

- Increase teacher planning period from 45 minutes to 60 minutes daily. This also results in 60 minutes daily for students to participate in Art, Music or PE.
- Incorporate a 30 minute flex period that will allow teachers a period to provide additional intervention and enrichment opportunities for students. Aligns with guidelines of HB4545.
- Concentrated blocks of time for teaching all content areas. (Reading, Writing, Math, Science and Social Studies)
- 30 minute lunch period and 30 minute daily recess

MASTER SCHEDULING Sloan Creek IS

- Shift from an 8 period day to 6 period day for 6th grade. This extends each period from 45 minutes to 60 minutes.
- Shift from 8 period day to 5 period day 5th grade. This extends each period from 45 minutes to 70 minutes.
- Incorporate a 30 minute flex time that allows teachers a period to provide additional intervention and enrichment opportunities for students. Aligns with guidelines of HB4545.
- Protected blocks of time for teaching all content areas. (Reading, Writing, Math, Science and Social Studies)

MASTER SCHEDULING Sloan Creek IS

- Increase frequency of PE class time for all students by moving from coaches' schedules to full time PE teachers. Allows for additional sections of PE.
- Implement a 60 minute planning period for 6th grade teachers.
- Implement a 70 minute planning period for 5th grade teachers.
- Changes with arrival and dismissal process improves efficiencies of the master schedule.
- No changes to fine arts offerings for 6th grade students.
- Opportunities for GT Reading Language Arts and Social Studies teachers to teach both 5th and 6th grades.

MASTER SCHEDULING Willow Springs MS

- Maintain an 8 period schedule.
- Offer single block math with the option of a math lab period. Maintain the double block period for Advanced and Algebra 1 math courses.
- Incorporate a club period 3-4 times a week. Allows for student enrichment, choice, and additional period for remediation. Aligns with guidelines of HB4545.²²⁴
- Coaching assignments will be concentrated in serving WSMS students by eliminating travel and sharing between campuses.
- Maintain two 45 minute daily teacher planning periods.

MASTER SCHEDULING **Lovejoy HS**

- Maintain an 8 period schedule.
- Offer opportunities for students requiring increased concentrated support. Double blocked classes will be offered for Algebra 1, Geometry, Algebra II and Pre-Calculus.
- Addition of math lab. Aligns guidelines of HB4545.
- Addition of a fourth-year advanced math course - Advanced Quantitative Reasoning.

MASTER SCHEDULING **Lovejoy HS**

- Addition of a Reading Language Arts lab course is currently under review.
- Coaching assignments will be concentrated in serving LHS students by eliminating travel and sharing between campuses.
- Maintain two 45 minute daily teacher planning periods.



QUESTIONS

Human Resources and Communications Update

ANNA KOENIG

Executive Director of HR & Communications

MARCH 28, 2022

Regular Board Meeting



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Efficiency Measures for 2022-2023



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- **Updated Work Calendars**
- **Determined Master Schedule Blocks**
- **Reviewing Stipends**
- **Facilitating Staff Transfers**
- **Monitor Position Postings**

Thank You



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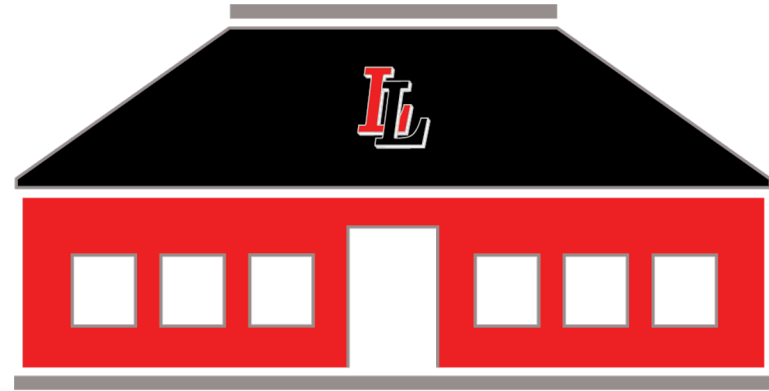
Student Services Update

KEVIN PARKER

Executive Director of Student Services

MARCH 28, 2022

Regular Board Meeting



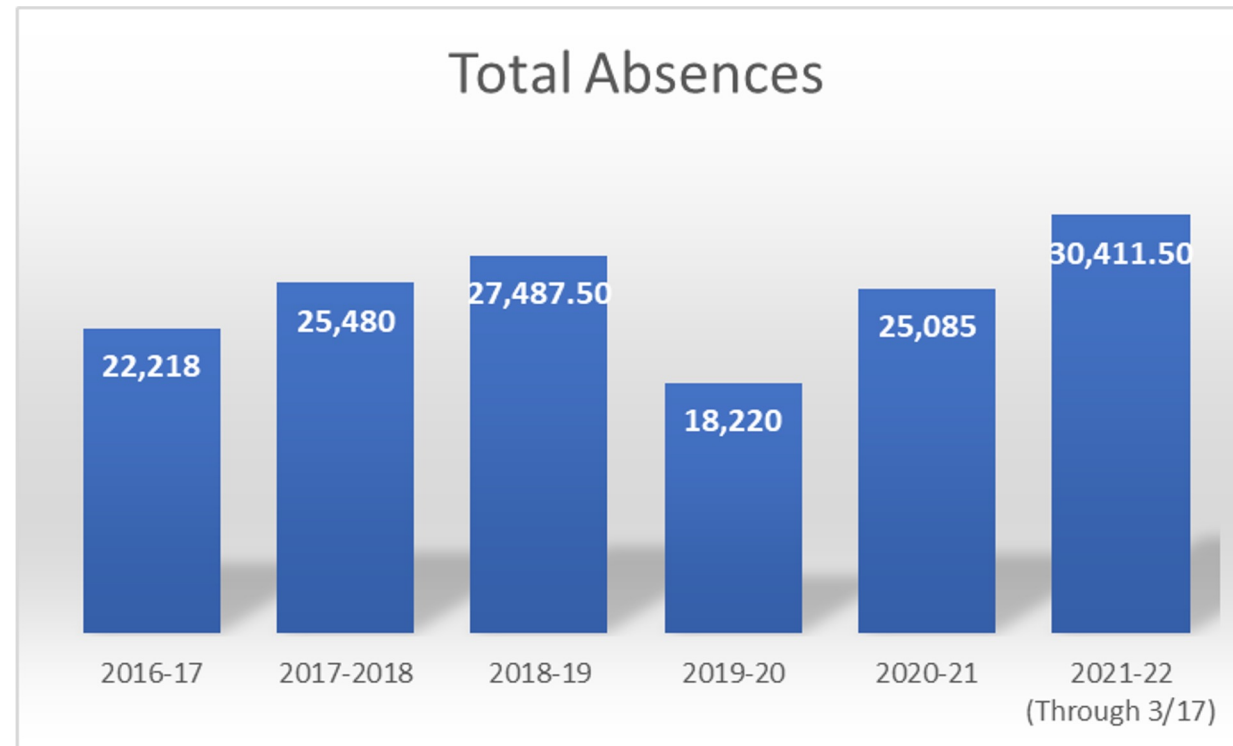
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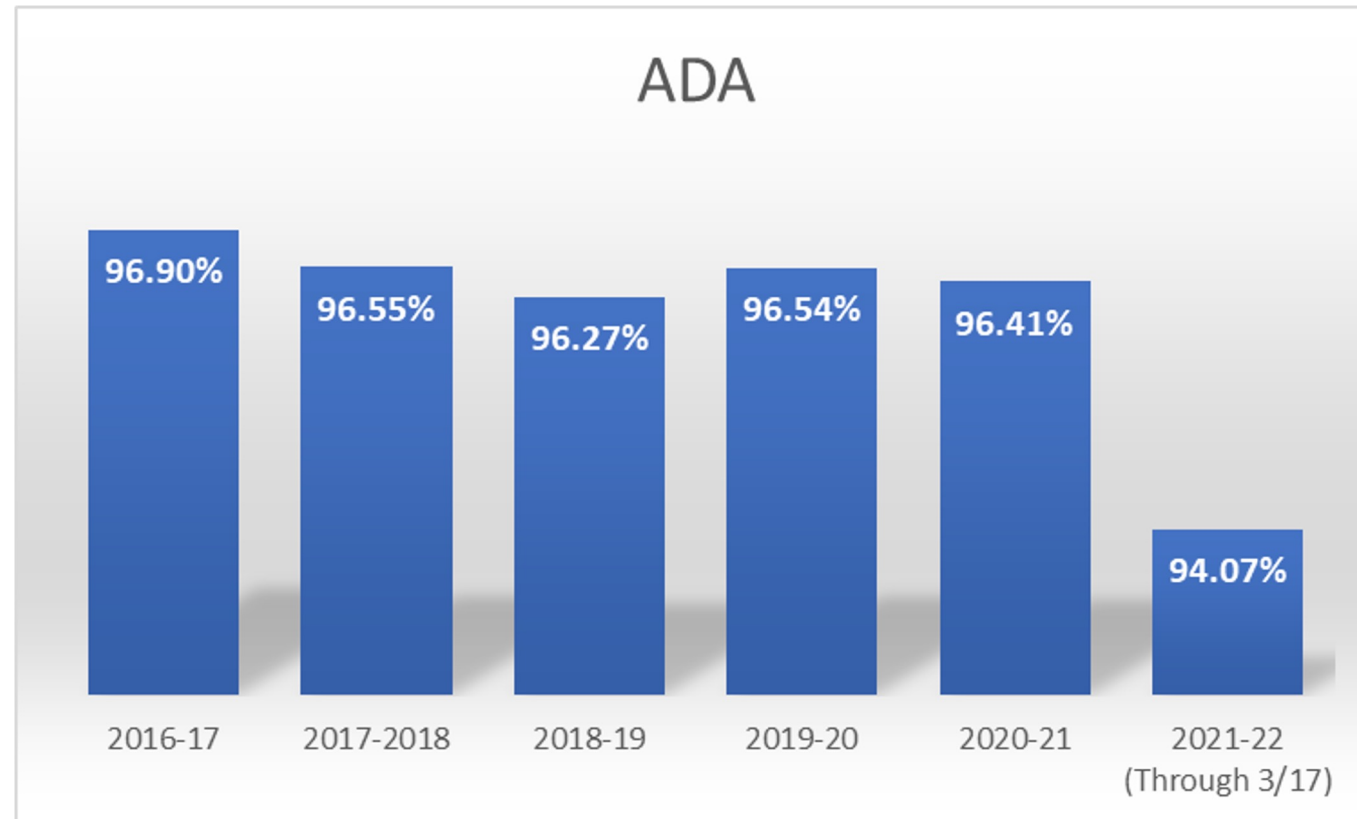
Student Services

Attendance Updates

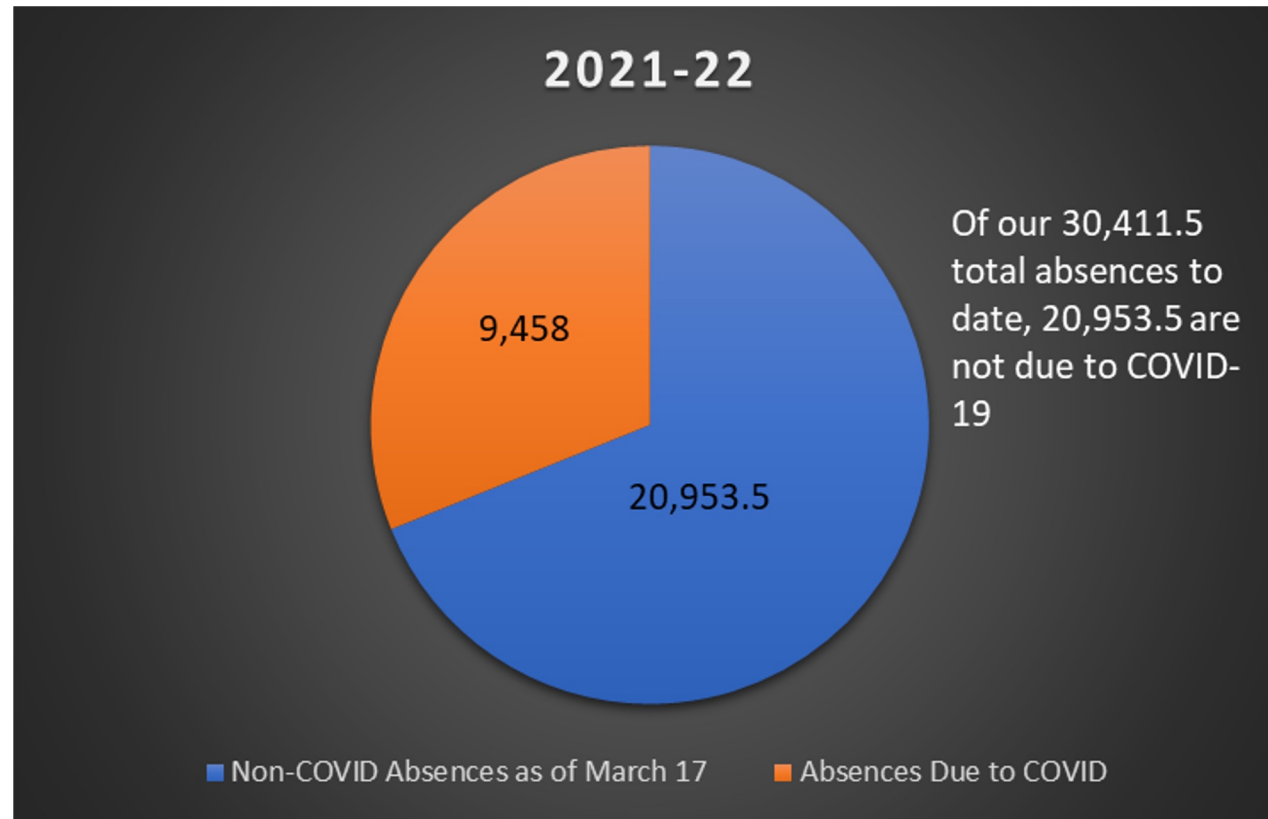
- As of March 17, LISD has had a total of 30,411.5 absences.



Attendance Updates



Attendance Updates



Attendance Updates

With our current enrollment of 4,361 students, a 1% reduction in ADA results in a loss of approximately

\$316,800/year

Attendance Updates

2020-21 ADA= **96.41%**

2021-22 ADA (through 3/17)= **94.07%**



**Difference of 2.34%=
Over \$740,000**

Difference Between a Funded Absence and an Unfunded Absence

A student not on physically on campus at the time attendance is taken (10:00 AM in Lovejoy) may be considered present for funding purposes if the absence is due to:

- off-campus dual credit programs
- off-campus work-based learning opportunity
- participating in an activity that is approved by the school board and is under the direction of a professional staff member
- observance of a religious holy day
- Required Court Appearance
- is in the conservatorship of DFPS and is participating in an activity ordered by the court
- Activities related to obtaining U.S. citizenship
- ***is temporarily absent due to documented health-care appointments for the student or child of the student. For a temporary absence to be considered, the student must begin classes or return to class on the same day of the appointment (documentation of appointment must be provided to the school)***

Difference Between a Funded Absence and an Unfunded Absence

A student not on physically on campus at the time attendance is taken (10:00 AM in Lovejoy) may be considered present for funding purposes if the absence is due to:

- absence is a result of a serious or life-threatening illness or related treatment that makes the student's attendance infeasible (documentation that includes student's illness and the anticipated period of the absence provided to the school is required)
- student is in their junior or senior year of high school and the absence is due to a college visit (limited to 2 visits during junior year and 2 visits during senior year). Verification of the college visit must be obtained
- student is 17 years of age or older and pursuing enlistment in a branch of the US armed services (limited to four days and verification must be provided)
- misses school to obtain a driver's license (limited to one day)



THANK YOU

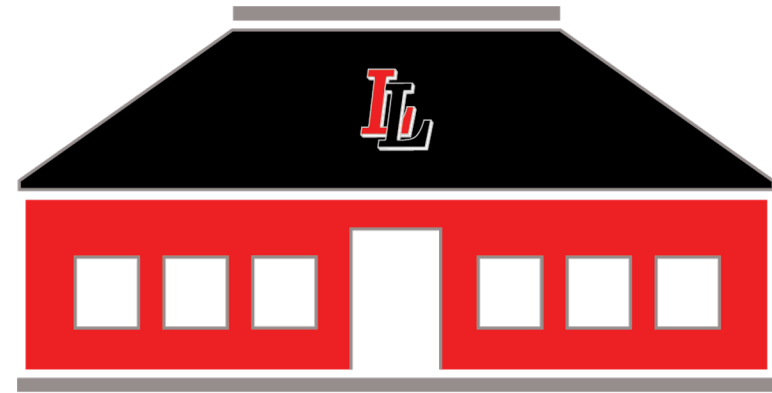
Special Education and Student Support

SANCY FULLER

Executive Director of Special Education and
Student Support

MARCH 28, 2022

Regular Board Meeting



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GRANT UPDATES

DYSLEXIA & AUTISM

Dyslexia Grant	Autism Grant
Intervention Materials K-2nd	Joint Grant with Sherman & Denison
Reading Academy 3rd-5th	Curriculum – Elementary & Secondary
Structured Literacy Training for Secondary	Coaching Support
Grow Your Own - Diagnostician	Training – General Education & Special Education Teachers and Parents
Reading Academy 6-8 & PK	Social Skills Curriculum
Intervention Materials 2 nd – 5 th & Special Education	
Total – 347,048	Total – 147,000

Special Olympics Update

Upcoming Local Tournaments:

April 14 - McKinney

April 28 – Anna

May 18 – Prosper

Banquet – May 17



THANK YOU

17. **Superintendent's Report**

Presenter: Katie Kordel, Superintendent of Schools

18. **Public Comments Related to Non-Agenda Items**

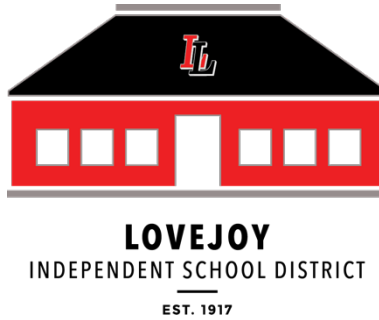
247

Presenter: Kim Steiner, Coordinator of Community Engagement and Organizational Development / Executive Assistant to the Superintendent

Attachments:

Public Comment Procedures Regular Meetings 247

Public Comments Sign In.Agenda and Open Forum 03.28.2022 249



Public Comment Procedures

Regular Meetings

Submitting for Public Comment

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

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

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

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

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

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

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

Order of Agenda and Limitations

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

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

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

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

Disruptive Behavior

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

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

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

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

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

Board's Response to Public Comment

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

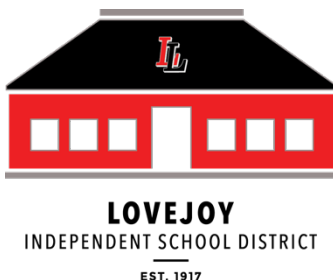
For specific complaints or concerns, speakers are encouraged to utilize the District's appropriate grievance procedures and policies set forth in Board Policies FNG (LOCAL), DGBA (LOCAL), and GF (LOCAL).

Special Meetings

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

Statement of Non-Discrimination

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



School Board Public Comments Sign In March 28, 2022

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

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

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

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

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

***I wish to address the Board about an item appearing on the March 28, 2022 agenda.**

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

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

First and Last Name:

Address:

Phone:

Organization (if applicable):



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19. **Announcements**

Presenter: Barrett Owens, President

20. **Adjournment**

Presenter: Barrett Owens, President