



A PROUD TRADITION | A BRIGHT FUTURE

Annual Financial Accountability Management Report



For the Year Ended August 31, 2019

Lamar Consolidated Independent School District
3911 Avenue I
Rosenberg, Texas 77471

Dr. Thomas Randle, Superintendent of Schools
Ms. Jill Ludwig, CPA, RTSBA, Chief Financial Officer

**LAMAR CONSOLIDATED
INDEPENDENT SCHOOL DISTRICT**

ANNUAL FINANCIAL ACCOUNTABILITY MANAGEMENT REPORT

For the Year Ended August 31, 2019

**Thomas E. Randle, Ed. D.
Superintendent of Schools**

Prepared by:

**Jill R. Ludwig, CPA, RTSBA
Chief Financial Officer**

**Yvonne L. Dawson, CTSBS, RTSBA
Director of Budget & Treasury**

**3911 Avenue I
Rosenberg, Texas 77471**

**Lamar Consolidated Independent School District
School FIRST
August 31, 2019**

Table of Contents

	Page
Transmittal Letter.....	1
School FIRST Rating and Worksheet	2
Responses to Base Indicators.....	5
Additional Information and Comparisons:	
Financial Strength	10
Operating Cost Management	10
Administrative Cost Management.....	11
Budgetary Planning and Allocations.....	12
Personnel Management.....	12
Cash Management and Investment Policies.....	13
Annual Audit Report.....	14
Ratings and Awards.....	14

Lamar Consolidated Independent School District
School FIRST
August 31, 2019

December 17, 2020

Mrs. Joy Williams, President
Members of the Board of Trustees
Lamar Consolidated Independent School District

Dear Mrs. Williams and Members:

Senate Bill 218 of the 77th Legislature (2001) authorized the implementation of the Financial Integrity Rating System of Texas, officially known as School FIRST. This law requires each school district to prepare and distribute an annual financial management report, and to provide the public an opportunity to comment on the report at a public meeting. The annual financial management report must include a description of the district's financial management performance based on a comparison of the district's performance on the indicators provided by the Texas Education Agency (TEA). The primary goal of School FIRST is to improve the management of school districts' financial resources.

School FIRST was developed by TEA in consultation with the Texas Comptroller of Public Accounts, Texas Business and Education Council (TBEC), Texas Association of School Business Officials (TASBO), Texas Schools Public Relations Association (TSPRA) and other professional organizations.

The current School FIRST rating is based on student, staff, and budgetary and actual financial data reported through the Public Education Information Management System (PEIMS) for the fiscal year ended August 31, 2019. On November 6, 2020, we received notice of the 2019 final School FIRST rating. We are pleased to announce Lamar Consolidated Independent School District received a "Superior" rating based on the fifteen indicators established by the Texas Education Agency. This is the eighteenth year the district has achieved the highest rating.

This report includes a copy of the worksheet TEA used to determine the rating, along with the District's responses to the indicators and other relevant information that expands on the indicators.

Respectfully submitted,



Dr. Thomas Randle
Superintendent



Jill Ludwig, CPA, RTSBA
Chief Financial Officer

School Year 2018-2019
 Fiscal Year Ended August 31, 2019

County District: #079-901
 District Name: Lamar CISD

Indicator	Indicator Description	Yes/No/ Points
1	Was the complete Annual Financial Report (AFR) and data submitted to the TEA within 30 days of the November 27 or January 28 deadline depending on the school district's fiscal year end date of June 30 or August 31, respectively?	YES
2 A	Was there an unmodified opinion in the AFR on the financial statements as a whole? (The American Institute of Certified Public Accountants (AICPA) defines unmodified opinion. The external independent auditor determines if there was an unmodified opinion.)	YES
2 B	Did the external independent auditor report that the AFR was free of any instance(s) of material weaknesses in internal controls over financial reporting and compliance for local, state, or federal funds? (The AICPA defines material weakness.)	YES
3	Was the school district in compliance with the payment terms of all debt agreements at fiscal year end? (If the school district was in default in a prior fiscal year, an exemption applies in following years if the school district is current on its forbearance or payment plan with the lender and the payments are made on schedule for the fiscal year being rated. Also exempted are technical defaults that are not related to monetary defaults. A technical default is a failure to uphold the terms of a debt covenant, contract, or master promissory note even though payments to the lender, trust, or sinking fund are current. A debt agreement is a legal agreement between a debtor (= person, company, etc. that owes money) and their creditors, which includes a plan for paying back the debt.)	YES
4	Did the school district make timely payments to the Teachers Retirement System (TRS), Texas Workforce Commission (TWC), Internal Revenue Service (IRS), and other government agencies?	YES
5	This indicator is not being scored.	
	<i>A negative answer to indicators 1, 2A, 3, or 4, automatically results in district rating of "F for Substandard Achievement."</i>	
6	Was the number of days of cash on hand and current investments in the general fund for the school district sufficient to cover operating expenditures (excluding facilities acquisition and construction)?	10 points
7	Was the measure of current assets to current liabilities ratio for the school district sufficient to cover short-term debt?	10 points
8	Was the ratio of long-term liabilities to total assets for the school district sufficient to support long-term solvency? (If the school district's change of students in membership over 5 years was 7 percent or more, then the school district passes this indicator.)	10 points

Determination of District Rating

Did the District answer No to indicators 1, 2.A, 3, or 4? If so, the District’s rating is F for substandard achievement regardless of points earned.

No.

Determine the rating by the applicable number of points. (Indicators 6-15).

Lamar CISD earned 92 points.

A = Superior	90-100
B = Above Standard	80-89
C = Meets Standard	60-79
F = Substandard Achievement:	< 60

RATING:
Superior – 92 pts.

**Lamar Consolidated Independent School District
School FIRST
August 31, 2019**

Responses to Base Indicators

Indicator #1 – Was the complete annual financial report (AFR) and data submitted to the TEA within 30 days of the November 27 Or January 28 deadline depending on the school district’s fiscal year end date of June 30 Or August 31, respectively?

The District prepares its Annual Financial Report (AFR) for board approval at the regularly scheduled January meeting. The AFR was filed with the Texas Education Agency (TEA) by February 28, 2020 for the fiscal year ending August 31, 2019 and by February 28, 2019 for the fiscal year ending August 31, 2018, after approval by the Board of Trustees. This indicator is considered “passed” if the audit report is filed within 30 days of the deadline.

Indicator #2A – Was there an unmodified opinion in the AFR on the financial statements as a whole? (The American Institute of Certified Public Accountants (AICPA) defines unmodified opinion. The external independent auditor determines if there was an unmodified opinion.)

When the AFR is audited by independent auditors, they issue an opinion stating that the financial statements are fairly presented and free of material misstatements. The affirmation of this process is indicated by issuance of an unmodified opinion by the auditors. A modified opinion from the independent auditors generally means that the District needs to take some type of corrective action on reporting its assets or internal controls. LCISD received an Unmodified Opinion from its independent auditors for the 2018-19 fiscal year and all prior years.

Indicator #2B – Did the external independent auditor report that the AFR was free of any instance(s) of material weakness in internal controls over financial reporting and compliance for local, state, or federal funds? (The AICPA defines material weakness).

Internal control may be defined as a process designed to provide management with reasonable, but not absolute, assurance that:

- Assets are safeguarded against loss from unauthorized use or disposition,
- Transactions are executed in accordance with management’s authorizations and recorded properly,
- Financial reporting is reliable, and
- The District remains in compliance with applicable laws and regulations.

The internal control environment is affected by various factors, such as integrity and ethical values, the commitment to competence, management's philosophy and operating style, and the school district's organizational structure.

A weakness in the system of internal control creates the risk that any or all of the objectives outlined will not be met. A **material** weakness is a condition in which the design or operation of one or more of the internal control components does not reduce to a relatively low level the risk that material misstatements to the financial statements **or** material noncompliance with applicable laws, regulations, contracts, and grants may occur and not be detected within a timely period by employees in the normal course of performing their assigned functions.

A clean audit of the District's Annual Financial Report means the District has no material weaknesses in internal controls. Any internal weaknesses create a risk of the District not being able to properly account for its use of public funds. Lamar CISD's AFR was free of any material weaknesses for 2018-19 and all prior years.

Indicator #3 – Was the school district in compliance with the payment terms of all debt agreements at fiscal year end? (If the school district was in default in a prior fiscal year, an exemption applies in following years if the school district is current on its forbearance or payment plan with the lender and the payments are made on schedule for the fiscal year being rated. Also exempted are technical defaults that are not related to monetary defaults. A technical default is a failure to uphold the terms of a debt covenant, contract, or master promissory note even though payments to the lender, trust, or sinking fund are current. A debt agreement is a legal agreement between a debtor (= person, company, etc. that owes money) and their creditors, which includes a plan for paying back the debt.)

This indicator seeks to make certain that the District has paid its obligations on bonds issued to pay for school construction, etc..

Lamar CISD has a longstanding commitment to maintain its credit worthiness and has never defaulted on any debt payments. The District successfully passed this indicator for the 2018-19 fiscal year and all prior years.

Indicator # 4 – Did the school district make timely payments to the Teachers Retirement System (TRS), Texas Workforce Commission (TWC), Internal Revenue Service (IRS), and other government agencies?

This indicator seeks to make sure the District fulfilled its obligation to TRS, TWC and IRS to transfer payroll withholdings and to fulfill any additional payroll-related obligations required to be paid by the District. Lamar CISD has always made timely payments to TRS, TWC, and IRS.

Indicator # 5 – Was the total unrestricted net position balance (Net of the accretion of interest for capital appreciation bonds) in the governmental activities column in the Statement of Net Position greater than zero? (If the school district's change of students in membership over 5 years was 7% or more, then the school district passes this indicator.)

TEA did not score this Indicator for this year.

Indicator #6 – Was the number of days of cash on hand and current investments in the general fund for the school district sufficient to cover operating expenditures (excluding facilities acquisition and construction)?

This indicator measures how long (after the end of the fiscal year) the District could disburse funds for operating expenditures without receiving any new revenues. The optimal number of days considered acceptable by the TEA is 90 or more. The District exceeds this target with 103.7349 days cash and investments on hand.

Indicator #7 – Was the measure of current assets to current liabilities ratio for the school district sufficient to cover short-term debt?

This indicator measures whether the District had sufficient short-term assets at the end of the fiscal year to pay off its short-term liabilities. TEA's targeted current ratio is 3.0 or more. Lamar CISD's current ratio is 6.5327.

Indicator #8 – Was the ratio of long-term liabilities to total assets for the school district sufficient to support long-term solvency? (If the school district's change of students in membership over 5 years was 7 percent or more, then the school district passes this indicator.)

The long-term debt ratio measures the financial leverage of the District. It indicates what portion of the District's total assets are financed from long-term debt, so the ratio value should be less than 1.0. The lower the ratio, the better it is. The District's long-term debt ratio is 0.9302.

This indicator also recognizes that high-growth districts incur additional operating costs to open new instructional campuses. Lamar CISD is considered a high growth district with a **18.03%** increase in students over a five year period, and automatically passes this indicator.

Indicator #9 – Did the school district's general fund revenues equal or exceed expenditures (excluding facilities acquisitions and construction)? If not, was the school district's number of days of cash on hand greater than or equal to 60 days?

This indicator is a solvency and resource allocation measurement. The District's revenues exceeded expenditures and Lamar CISD had 103.7349 days cash on hand, exceeding the 60-day benchmark. Therefore, the District received the full 10 points.

Indicator #10 – Was the debt service coverage ratio sufficient to meet the required debt service?

This indicator measures the District's ability to make debt principal and interest payments that will become due during the year. The prescribed calculation takes into account both General Fund and Debt Service Fund data elements, as well as costs and fees relating to bond issuance. To receive full points for this indicator, the district's debt service coverage ratio must be equal to or greater than 1.20, meaning that resources must exceed the annual debt service requirements by

20% or more. Districts are scored according to a sliding scale ranging from 1.00 to 1.20. Lamar CISD's ratio of 1.0399 earned 2 of the 10 available points. Districts earn additional points by having a greater excess of revenues over expenditures for the year in the General Fund, a larger fund balance in the Debt Service Fund, and/or little or no bond issuance costs, etc.. Lamar CISD loses points for this indicator because General Fund revenues more closely match expenditures, and the District does not carry an excessive fund balance in the Debt Service Fund. The District strategically uses its debt service fund balance to manage and sustain its traditionally low Interest and Sinking (I&S) tax rate in the best interest of its taxpayers.

Indicator #11 – Was the school district's administrative cost ratio equal to or less than the threshold ratio?

The administrative cost ratio is determined by dividing the non-capital expenditures for central administration (functions 21 & 41) by total expenditures for instruction, curriculum & staff development, and guidance/counseling/evaluation services (functions 11, 12, 13, 31). TEA and state law set a cap on the percentage of their budget that Texas school districts should spend on administrative costs based on district size. For districts in Lamar's category, the administrative cost ratio should fall below 8.55 percent. Lamar's ratio for the 2018-19 school year was 4.43 percent, well below the state cap. The administrative cost ratio was 4.46 percent for the 2017-18 fiscal year.

Indicator #12 – Did the school district not have a 15 percent decline in the students to staff ratio over 3 years (total enrollment to total staff)? (If the student enrollment did not decrease, the school district will automatically pass this indicator)

If the school district has a decline in students over 3 school years, the District should decrease the number of staff on the payroll in proportion to the decline in students. The school district automatically passes this indicator if there was no decline in students. Lamar CISD's enrollment has increased by 2,615 students or 8.4823% over the past three years and automatically earns full points for this indicator.

Indicator #13 – Did the comparison of Public Education Information Management System (PEIMS) data to like information in the school district's AFR result in a total variance of less than 3 percent of all expenditures by function?

This indicator measures the quality of data submitted to TEA through the Public Education Information Management System (PEIMS) and reported in the Annual Financial Report by making certain that the data in both systems agree to each other. It is extremely important that data reported to the State among the various systems agree, because it is used in a variety of ways and by various different user groups for comparison and decision-making purposes. If the difference in numbers reported in any fund type is more than 3 percent, the district "fails" this measure.

Lamar CISD's data quality ratio was less than one percent (**0.0001145%**) for the fiscal year ending August 31, 2019, well below the allowable 3 percent variation. The District's data quality measurement was also less than 1% (0.0017%) for the fiscal year ending August 31, 2018.

Indicator # 14 – Did the external independent auditor report that the AFR was free of any instance(s) of material noncompliance for grants, contracts, and laws related to local, state, or federal funds? (The AICPA defines material noncompliance.)

No instances of material noncompliance for grants, contracts, or laws were noted in the District's 2018-19 Annual Financial Report.

Indicator # 15 – Did the school district not receive an adjusted repayment schedule for more than one fiscal year for an over allocation of Foundation School Program (FSP) funds as a result of financial hardship?

Lamar CISD has never required a special repayment schedule to return monies to TEA.

Additional Information and Comparisons

The following information expands on the base indicators by providing information on current financial management practices and a historical view of some of the quantifiable indicators. Although our current rating reflects Superior Achievement, it is not an implication that monitoring or a need for improvement should be relaxed. It is our goal to monitor and improve all aspects of the District's business and financial services to maximize and protect available resources so that our main educational objectives are achieved.

Financial Strength

The District has enjoyed a very strong financial position for many years. A primary indicator of this strength is our liquidity position and the amount of available resources going into the next fiscal year. A commonly used benchmark of financial strength is the ratio of fund balance as a percentage of expenditures.

It has been recommended by the Texas Education Agency that an adequate fund balance target ranges between **12.5% and 25%** of expenditures. As a result of prudent financial management, Lamar CISD's total fund balance remains above this target range at 23.7% for the year ending August 31, 2019. Maintaining an adequate fund balance eliminates the need for short-term borrowing while providing flexibility in decision-making and strategic planning for long-term educational and financial goals.

Operating Cost Management

Budgeted salary and benefit costs comprise the largest category of expenditures each year, amounting to about **85.4%** of the General Fund budget for 2018-19. Utility costs, another large category, totaled **2.7%**. Considering that these two categories combined account for over **88%** of the annual operating budgets, only a small portion of our budget is flexible or variable in nature. Contracted services, supplies, materials, and other operating costs (property/liability insurance, travel, and training) make up the remainder of what may be referred to as controllable operating costs.

With 33,347 students in membership, the District's operating cost per student is less than most of the larger districts in the area who tend to enjoy some economies of scale. It is also less than the state average.

The chart below illustrates how Lamar CISD's overall operating cost per student compares to surrounding districts, as well as to the state average. This information is taken from the 2018-19 Standard Reports and reflects the audited PEIMS data for the fiscal year. The Standard Reports

for all districts may be found on the TEA website under “Reports and Data.”
 (www.tea.texas.gov)

District	Operating Cost	Students in Membership	Operating Cost per Student
Lamar CISD	\$291,018,664	33,347	\$8,727
<hr/>			
Alief ISD	\$425,126,429	45,423	\$9,359
Fort Bend ISD	\$651,787,649	75,797	\$8,599
Katy ISD	\$691,668,600	79,710	\$8,677
<hr/>			
State Average	\$46,678,003,579	5,416,161	\$8,618

Administrative Cost Management

Another measure used by the Texas Education Agency to analyze operating cost efficiency is the administrative cost ratio. This formula is mandated by law and divides identified administrative costs by selected instructional costs to arrive at a percentage. A district’s size determines its administrative cost limitation. Based on Lamar CISD’s size, our administrative cost limit is 8.55%.

The following chart presents the District’s low administrative cost ratios. At 4.43% for 2018-19 and less than 5% for the five years presented, Lamar CISD’s ratio falls well below the limit.

School Year	Administrative Cost Ratio	Ratio Limitation
2018-2019	4.43%	8.55%
2017-2018	4.46%	8.55%
2016-2017	4.38%	8.55%
2015-2016	4.53%	8.55%
2014-2015	4.88%	8.55%

Budgetary Planning and Allocations

State law requires that every local education agency in Texas prepare and file an annual budget of anticipated revenues and expenditures with the Texas Education Agency. It is the intent of management that the budgetary process result in the most efficient use of available resources while effectively attaining the goals and objectives set by the administration and campus staff.

The budget process at Lamar CISD typically begins in January of each year as administrators, teachers, and District planning committees evaluate current year progress toward goals set for student achievement and begin the goal-setting process for the next year. Local, state, and federal funds are budgeted at the campus level, based on specified allocations provided by central administration. Site-based teams allocate funds for contracted services, supplies and materials, and miscellaneous other operating costs according to District and Campus Improvement Plans. Non-campus (departmental) budgets for all costs other than personnel and fringe benefits are prepared by each department. The budgets are based on an assessment of current year requirements and projections of subsequent year needs. Budgets for personnel costs, fringe benefits, and salary increases are developed cooperatively by Financial Services and the Human Resources Department. Special project and large capital outlay requests are considered on a case-by-case basis.

Our budget process is a highly participatory one, and campuses are given much discretion as to how to budget their funds. After all the budgets are prepared, they are combined and the review process begins. Allocations are verified, and campuses and departments are given the opportunity to make changes where necessary. Meanwhile, revenues are also being projected. Property taxes are estimated using preliminary appraised taxable values (provided by the appraisal district) and the proposed tax rate. State revenues are estimated using state funding templates and student population estimates developed by administration and demographers contracted by the District. Other minor sources of revenue are estimated based on past experience and any additional information available. Final calculations are made in August based on the most current information, and if necessary, adjustments to expenditure budgets are made. The General, Child Nutrition, and Debt Service Fund budgets are adopted by the Board of Trustees at the functional category level in August.

Personnel Management

The education of students is a labor-intensive process and payroll expenditures comprised over 85% of the General Fund expenditures in 2018-19. In order to attract and retain highly qualified staff, Lamar CISD must offer a competitive salary and benefit package.

The District Compensation Plan, approved by the Board of Trustees and published annually, contains the following:

- Teacher Hiring Schedule
- Table of Extra Days and Stipends
- Concession Stand and Athletic Event Schedules
- Administrative/Professional and Clerical/Paraprofessional Salary Schedules
- Technical and Manual Trades Schedules, and
- Substitute and Part-Time Employee Rate Schedules

The Teacher Hiring Schedule is used by the Human Resources Department to place new employees into the compensation system. Salaries listed are based on an annual contract of 187 days, priced at market value commensurate with years of experience. For 2018-19, the Board of Trustees approved a flat raise amount of \$1,200. The additional \$1,200 amounted roughly to a 2.0% raise.

Non-teaching positions are paid according to market-driven schedules as outlined above. Positions are placed on paygrades within the schedules according to the complexity of the job duties and the knowledge, skills, and certifications/licenses required for performing the duties encompassed by the position. Raises are awarded based on a percentage of midpoint, with all positions in each pay grade receiving the same dollar amount. For 2018-19, employees received a raise valued at 2.00% of midpoint.

The table below illustrates the competitiveness of the Lamar CISD starting teacher salaries and average raises awarded for the periods shown.

<u>School Year</u>	<u>Starting Teacher Salary (Bachelor)</u>	<u>Midpoint Raise % (Non- Teaching Staff)</u>
2014-15	50,000	3.50%
2015-16	51,500	3.50%
2016-17	52,300	2.00%
2017-18	53,750	3.00%
2018-19	54,500	2.00%

Cash Management and Investment Policies

It is the practice of the District to pursue a cash management program that stresses safety of principal, while generating favorable rates of return. This program is managed so that a sufficient level of liquidity is maintained to support anticipated expenditures without subjecting the District to material, unfavorable fluctuations of the market and to interest rate risk. The District's investments include participation in five diverse investment pools (Texpool, Lonestar, MBIA Texas CLASS, TexSTAR, and Texas DAILY).

Cash balances are monitored daily by the District through on-line banking. Using this system allows accounting personnel to minimize bank balances by only transferring into the accounts the funds necessary to cover the dollar amount of checks that have been issued each day. This keeps non-interest bearing demand deposit bank balances at a minimum, thus maximizing interest earnings on invested funds.

The Board of Trustees has adopted a written policy regarding the investment of its funds as defined in the Public Funds Investment Act of 1995. This policy authorizes the District to invest in obligations of the U.S. Treasury, the State of Texas, or certain U.S. Agencies, certificates of deposit, fully collateralized repurchase agreements, banker's acceptances, commercial paper, money market and no-load mutual funds, guaranteed investment contracts, and public investment pools as permitted by Chapter 2256, Texas Government Code.

Assets of the District shall be invested mainly in instruments whose maturities do not exceed one year from the time of purchase. The investment portfolio is diversified in terms of investment instrument and financial institutions to reduce the risk of loss.

Monitoring of investments is performed monthly as investment reports are submitted to the Board of Trustees for review. In addition, the District's investment officers present comprehensive quarterly reports on the investment program and investment activity.

Annual Audit Report

Each year the District is required to be audited by an external independent auditor to provide reasonable assurance that the financial statements of the District are free of material misstatement. The independent audit involves examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements, assessing the accounting principles used and significant estimates made by management, and evaluating the overall financial statement presentation. Our auditors, Whitley Penn, LLP have concluded, based on the audit, that there was a reasonable basis for rendering an unmodified opinion, and that the District's financial statements for the fiscal year ended August 31, 2019 are fairly presented in accordance with accounting principles generally accepted in the United States of America.

Ratings and Awards

Certificate of Financial Excellence

The Association of School Business Officials International (ASBO) has awarded the Certificate of Excellence in Financial Reporting to the Lamar Consolidated Independent School District for its Annual Financial Report for the fiscal year ended August 31, 2019.

To be awarded a Certificate of Excellence, a governmental unit must publish an easily readable and efficiently organized Annual Financial Report (AFR), the contents of which conform to program standards. Such reports must satisfy both accounting principles generally accepted in the United States of America and applicable legal requirements. The District has received this award annually since it began submitting its report for the year ending August 31, 2000.

School First Rating: Superior

Lamar Consolidated Independent School District has received the highest rating under Texas' School FIRST financial accountability rating system since its implementation for the fiscal year ending August 31, 2002. Fiscal 2002 was the transitional year of implementation for the new accountability project, with full implementation for years thereafter. School FIRST (Financial Integrity Rating System of Texas) is a financial accountability system for Texas school districts developed by the Texas Education Agency in cooperation with the State Comptroller's Office and in response to Senate Bill 218 of the 77th Texas Legislature (in 2001). The primary goal of School FIRST is to achieve quality performance in the management of school districts' financial resources, a goal made more significant due to the complexity of accounting associated with Texas' school finance system.

DISCLOSURES



Disclosures

1. Superintendent's Employment Contract

The school district is to provide a copy of the superintendent's employment contract that is effective on the date of the Schools FIRST hearing in calendar year 2020. In lieu of publication in the Schools FIRST financial management report, the school district may choose to publish the superintendent's employment contract on the school district's Internet site. **If published on the Internet**, the contract is to remain accessible for twelve months.

See Attached

Lamar CISD
A Proud Tradition • A Bright Future

Thomas Randle, Ed.D. Superintendent of Schools
Tel: 832.223.0110 / Fax: 832.223.0111 / trandle@lcsd.org / www.lcsd.org
3911 Avenue I / Rosenberg, Texas 77471

MEMORANDUM AND AGREEMENT OF THOMAS E. RANDLE

To: Michael Richard
Board President
Lamar Consolidated Board of Trustees

From: Dr. Thomas Randle

Re: Employment Contract

Date: June 1, 2011

This memo is to clarify two issues in my employment contract approved by the Board of Trustees on May 19, 2011 and to provide agreements on my part regarding these provisions.

In consideration for the Board agreeing to include Paragraph 3.3 (a) in my employment contract whereby the Board agrees to supplement my annual salary by an amount equal to my portion of the monthly contribution to the Texas Teacher Retirement System, which supplement will include both the retirement and TRS-Care parts of the TRS member contribution, as well as agreeing to include Paragraph 3.5 in my employment contract related to deferred income, I hereby agree that if the Texas Retirement System determines that any portion of this contribution is not counted as creditable compensation and refunds to me any portion of contributions made by me, I promise and agree to remit that amount refunded to me back to the Lamar Consolidated ISD. I will notify the then Chief Financial Officer of the District as well as the then Board President of the refund and make arrangements to remit the money back to the District within 30 calendar days from my receipt of the refund from TRS.

Further, I understand and agree that any payment made to me on July 1, 2011 in accordance with Paragraph 3.16 of my employment contract is made in the nature of a retention incentive. Any payment made to me in accordance with Paragraph 3.16 in subsequent years covered by the contract approved on May 19, 2011 will be in the nature of a performance bonus.

I understand and agree that I am bound to the representations and agreements in this document.

Executed this 1 day of June, 2011

Thomas E. Randle
By: Thomas E. Randle
Superintendent of Schools
Lamar Consolidated ISD

SUPERINTENDENT'S EMPLOYMENT CONTRACT

STATE OF TEXAS §
COUNTY OF FORT BEND § KNOW ALL MEN BY THESE PRESENTS:

THIS CONTRACT ("Contract") is made and entered into effective the 19th day of May, 2011, by and between the Board of Trustees (the "Board") of the Lamar Consolidated Independent School District (the "District") and Thomas E. Randle ("Superintendent").

WITNESSETH:

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

I. Term

1.1 Term. The Board, by and on behalf of the District, does hereby employ the Superintendent, and the Superintendent does hereby accept employment as Superintendent of Schools for the District for a term of four (4) years, commencing on July 1, 2011, and ending on June 30, 2015. The District may, by action of the Board, and with the consent and approval of the Superintendent, extend the term of this Contract as permitted by state law.

1.2 Tenure. The Board has not adopted any policy, rule, regulation, law, or practice providing for tenure. No right of tenure is created by this Contract. No property interest, express or implied, is created in continued employment beyond the Contract term.

II. Employment

2.1 Duties. The Superintendent is the chief executive of the district and shall faithfully perform the duties of the Superintendent of Schools for the District as prescribed in the job description and as may be assigned by the Board, and shall comply with all Board directives, state and federal law, district policy, rules, and regulations as they exist or may hereafter be amended. Specifically, it shall be the duty of the Superintendent to recommend for employment all professional employees of the District subject to the Board's approval. It shall be the further duty of the Superintendent to employ all non-contractual personnel consistent with the Board's policies. It shall be the further duty of the Superintendent to direct, assign, reassign, and evaluate all of the employees of the District (except for the Superintendent) consistent with Board policies and federal and state law. It shall be the further duty of the Superintendent to organize, re-organize, and arrange the staff of the District, and to develop and establish administrative regulations, rules, and procedures which the Superintendent deems necessary for the efficient and effective operation of the District consistent with the Board's lawful directives, the Board's policies, and state and federal law. It shall be the further duty of the Superintendent to accept all resignations of employees of the District consistent with the Board's policies, except the Superintendent's resignation, which must be accepted by the Board. The Superintendent shall perform the duties of the Superintendent of Schools for the District with reasonable care, diligence, skill and expertise.

2.2 Professional Certification. The Superintendent shall at all times during the term of this Contract, and any renewal or extension thereof, hold and maintain a valid certificate required of a superintendent by the State of Texas and issued by the State Board for Educator Certification and all other certificates required by law.

2.3 Reassignment. The Superintendent cannot be reassigned from the position of Superintendent to another position without the Superintendent's express written consent.

2.4 Board Meetings. The Superintendent shall attend, and shall be permitted to attend, all meetings of the Board, both public and closed, with the exception of those closed meetings devoted to the consideration of any action or lack of action on the Superintendent's Contract, or the Superintendent's evaluation, or for purposes of resolving conflicts between individual Board members, or when the Board is acting in its capacity as a tribunal to consider grievances or other hearings when the Superintendent or administrator are a party to the proceeding, or when the Board wants to consult with the Board's attorney. In the event of illness or Board-approved absence, the Superintendent's designee shall attend such meetings.

2.5 Criticisms, Complaints, and Suggestions. The Board, individually and collectively, shall refer all substantive criticisms, complaints, and suggestions called to the Board's attention to the Superintendent for study and appropriate action, and the Superintendent shall investigate such matters and inform the Board of the results of such efforts.

2.6 Indemnification. The Board contracts that the District shall defend, hold harmless and indemnify the Superintendent from any and all demands, claims, suits, actions, judgments, expenses and attorneys' fees incurred in any legal proceedings brought against the Superintendent in his individual capacity or in his official capacity providing the incident(s) which is (are) the basis of any claim or lawsuit arise while the Superintendent was acting within the course and scope of his employment with the District. The District shall provide insurance coverage to protect the Superintendent through the Texas Association of School Administrators liability insurance coverage or other similar insurance carrier. The District's obligation to indemnify, defend and hold the Superintendent harmless under this paragraph survives the

termination of this Contract.

III. Compensation

3.1 Salary. The District shall provide the Superintendent with an annual salary in the sum of TWO HUNDRED FORTY THOUSAND AND NO/100 DOLLARS (\$240,000.00). Beginning on July 1, 2011 and on July 1 of each year thereafter, the Superintendent shall be given at least the same percentage annual raise in salary as the District provides for other administrators. This annual salary rate shall be paid to the Superintendent in equal installments consistent with the Board's policies.

3.2 Salary Adjustments. At any time during the term of this Contract, the Board may, in its discretion, review and adjust the salary of the Superintendent, but in no event shall the Superintendent be paid less than the salary set forth pursuant to Section 3.1 of this Contract except by mutual agreement of the two parties. Such adjustments, if any, shall be in the form of a new contract or an addendum to this Contract.

3.3 Texas Teacher Retirement System.

While the Superintendent is employed by the District:

(a) shall supplement the Superintendent's annual salary by an amount equal to the Superintendent's portion of the monthly contribution to the Texas Teacher Retirement System ("TRS") required by the Superintendent. This supplement shall include both the retirement and TRS-Care parts of the TRS member contribution. This additional salary supplement shall be paid to the Superintendent by regular monthly payroll installments and shall be reported as "creditable compensation" by the District for purposes of TRS, to the extent permitted by TRS.

3.4 Automobile. During the term of this Contract, the District shall provide to the

Superintendent a monthly automobile allowance in the amount of Eleven Hundred and Fifty Dollars (\$1,150.00). This allowance shall be increased on each anniversary date of the term of this Contract by the percentage increase of the Consumer Price Increase as published by the U.S. Bureau of Labor Statistics ("CPI") for the previous calendar year end. The Superintendent will be reimbursed for out of district travel at the district mileage rate.

3.5 Additional Deferred Income. Provided that the Superintendent executes a salary deferral agreement in accordance with the requirements of Sections 403(b) and/or 457(b) of the Internal Revenue Code (the "Code") in the amount of the salary deferral contribution, the District shall add to the Superintendent's compensation Eight Hundred, Thirty-Three and 33/100 Dollars (\$833.33) each month, which the Superintendent shall contribute to a salary deferral plan established by the District under either Section 403(b) or Section 457(b) of the Code, which plans may include investments as allowed under Sections 403(b)(7) and/or 457(b) of the Code, respectively, at the Superintendent's option. This contribution shall be treated as a salary deferral contribution under the Code and shall be reported as creditable compensation by the District for purposes of TRS, to the extent permitted by TRS.

3.6 Annual Physical Examination. The Superintendent shall undergo an annual physical examination performed by a licensed physician mutually acceptable to the Board and the Superintendent. The physician shall submit a confidential statement to the Board verifying the Superintendent's fitness to perform the Superintendent's duties and copies of all such statements shall be maintained in the Superintendent's personnel file. The District shall pay all costs of the annual physical examination.

3.7 Insurance. The District shall pay all premiums for hospitalization, major medical, and dental insurance coverage for the Superintendent and the Superintendent's family pursuant

to the group health care plan provided by the District for its employees under whatever option(s) are chosen by the Superintendent, with the amount of the premium adjusted annually for any increases in premiums.

3.8 Life Insurance. The District shall pay the annual premium toward the purchase of a life insurance policy(ies) on behalf of the Superintendent and/or his beneficiaries having an aggregate face amount of One Hundred Thousand Dollars (\$100,000.00), with the amount of the premium adjusted annually for any increases in premiums. All life insurance policies provided hereunder shall be owned by the Superintendent on the life of the Superintendent, with the Superintendent having the sole right to determine the beneficiary under each of the life insurance policies.

3.9 Disability Insurance. The District shall pay the annual insurance premium to provide disability insurance for the benefit of the Superintendent. Disability insurance shall be the maximum amount that can be purchased under the District's group disability insurance, with the amount of the premium adjusted annually for any increases in premiums.

3.10 Expense Account. The District shall pay to the Superintendent the sum of Nine Hundred and No/100 Dollars (\$900.00) per month as a discretionary expense account for the Superintendent to spend in his sole discretion. Expenses will be directly or indirectly related to the duties as Superintendent. The amount of this payment shall be increased on each anniversary date of the term of this Contract by the percentage increase of the Consumer Price Increase as published by the U.S. Bureau of Labor Statistics ("CPI") for the previous calendar year end.

3.11 Expenses. In Addition to those sums otherwise payable to the Superintendent as set forth in this Agreement, the District shall pay or reimburse the Superintendent for reasonable

expenses incurred by the Superintendent in the continuing performance of the Superintendent's duties under this Contract. The District agrees to pay the actual and incidental costs incurred by the Superintendent for travel; such costs may include, but are not limited to, gasoline, hotels and accommodations, meals, rental car, and other expenses incurred in the performance of the business of the District. The Superintendent shall comply with all procedures and documentation requirements in accordance with Board policies.

3.12 Civic Activities and Organizations. The Superintendent is encouraged to participate in community and civic activities and organizations in accordance with the Board's policies subject to prior notice to the Board. All reasonable membership fees in said organizations shall be borne by the District.

3.13 Professional Organizations and Meetings. The Superintendent is encouraged to attend and participate in appropriate professional organizations, activities and meetings at the local, state, and national levels. The Superintendent may hold offices or accept responsibilities in such professional organizations. Subject to prior notice to the Board, all reasonable expenses and membership fees incurred by the Superintendent in connection with said organizations, activities or meetings shall be borne by the District.

3.14 Outside Consultant Activities. The Superintendent may serve as a consultant, engage in writing activities and speaking engagements, and engage in other activities which are of a short term duration, provided, however, that these activities do not interfere with the performance of his duties as Superintendent. In addition to any other leave to which the Superintendent is entitled under the terms of this Contract or applicable law, subject to prior notice to the Board, the Superintendent shall have five (5) days annual leave to perform the foregoing activities.

3.15 **Vacation Time and Holidays.** The Superintendent may take, at the Superintendent's option, subject to Board approval, twenty (20) days of vacation per year during first year of the Contract, twenty-five (25) days of vacation per year during the second year of the Contract, and thirty (30) days of vacation during the third year of the Contract and for the remaining term of the Contract. Any unused vacation days will carry over to the next year of the contract and accumulate without limit. At the sole option of the Superintendent, either at the end of each year of the term of this Contract, at retirement, or when the Contract is terminated, either voluntarily or involuntarily, the District shall pay in lump sum to the Superintendent any accrued but unused vacation days. The per day amount shall be determined by dividing the Superintendent's then-current gross annual salary by 230 days.

The Superintendent shall also observe the same legal holidays as provided by Board policies for administrative employees on twelve month contracts.

3.16 **Annual Performance Bonus.** Beginning on July 1, 2011 and on each anniversary date of the term of this Contract thereafter, a performance bonus of up to Twenty Four Thousand and No/100 Dollars (\$24,000) shall be paid to the Superintendent in accordance with Section 5.4 of the Contract.

IV. Annual Performance Goals

4.1 **Development of Goals.** The Superintendent shall submit to the Board, on or before March 31 of each year, for the Board's consideration and adoption, a preliminary list of goals for the District. The goals approved by the Board shall at all times be reduced to writing and shall be among the criteria on which the Superintendent's performance is reviewed and evaluated.

V. Review of Performance

5.1 **Time and Basis of Evaluation.** The Board shall evaluate and assess in writing the performance of the Superintendent at least twice each year, in the months of January and June or at another mutually agreeable time. The Superintendent shall participate in this meeting and the meeting shall include a review and appraisal of the roles of the Superintendent and the Board and their relationship, and the confidential written evaluation of the Superintendent's performance shall be maintained in the Superintendent's personnel file. The evaluation and assessment shall be reasonably related to the duties of the Superintendent as outlined in the Superintendent's job description.

5.2 **Confidentiality.** The evaluation of the Superintendent shall at all times be conducted in executive session and shall be considered confidential to the extent permitted by law. Nothing herein shall prohibit the Board or the Superintendent from sharing the content of the Superintendent's evaluation with either party's respective legal counsel.

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

5.4 **Determination of Performance Bonus.** The Superintendent and the Board do hereby acknowledge that the current appraisal system upon which the Performance Evaluation shall be based shall provide for a rating system of "exceptional," "exceeds expectation," "proficient," "below expectation," or "needs improvement." For purposes of determining payment of the

performance bonus under Section 3.16 of this Contract each year, the rating system shall have the following numerical designations:

Exceptional - "5"

Exceeds expectation - "4"

Proficient - "3"

Below expectation - "2"

Needs improvement - "1"

In the event the Superintendent's annual appraisal equals a cumulative average score of "5" or above, one hundred percent (100.00%) of the performance bonus in Section 3.16 of this Contract shall be paid to the Superintendent. In the event the Superintendent's annual appraisal equals a cumulative average score of from "4" to "4.99," seventy-five percent (75.00%) of the performance bonus in Section 3.16 of this Contract shall be paid to the Superintendent. In the event the Superintendent's annual appraisal equals a cumulative average score of from "3" to "3.99," fifty percent (50.00%) of the performance bonus in Section 3.16 of this Contract shall be paid to the Superintendent. In the event the Superintendent's annual appraisal equals a cumulative average score of from "0" to "2.99," none of the performance bonus in Section 3.16 of this Contract shall be paid to the Superintendent.

VI. Renewal or Nonrenewal of Employment Contract

6.1 **Renewal/Nonrenewal.** Renewal or nonrenewal shall be in accordance with the terms of this Contract, Board policy and applicable law.

6.2 **Notice of Nonrenewal and Extension.** The Superintendent is entitled to written notice from the District delivered at least ninety (90) days prior to the end of the contract term provided

herein concerning any proposal of nonrenewal of this Contract. In the event the Superintendent does not receive said written notice timely as provided herein, the term of this Contract shall be automatically extended by one full year without the necessity of further action by either party.

VII. Termination of Employment Contract

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

7.2 Retirement or Death. This Contract shall be terminated upon the retirement or death of the Superintendent.

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

- (a) Failure to fulfill duties or responsibilities as set forth under the terms and conditions of this Contract;
- (b) Incompetence or inefficiency in the performance of required or assigned duties as documented by evaluations, supplemental memoranda, or other written communication. (The terms and conditions of this paragraph shall not justify good cause unless the Board has provided the Superintendent reasonable opportunity to remediate any incompetence or inefficiency.);
- (c) Insubordination or failure to comply with lawful written Board directives;
- (d) Failure to comply with the Board's policies or the District's administrative regulations;
- (e) Neglect of duties;
- (f) Drunkenness or excessive use of alcoholic beverages;
- (g) Illegal use of drugs, hallucinogens, or other substances regulated by the Texas Controlled Substances Act;

- (h) Conviction of a felony or crime involving moral turpitude;
- (i) Failure to meet the District's standards of professional conduct;
- (j) Failure to comply with reasonable District professional development requirements regarding advanced course work or professional development;
- (k) Disability, not otherwise protected by law, that impairs performance of the required duties of the Superintendent;
- (l) Immorality, which is conduct the Board determines is not in conformity with the accepted moral standards of the community encompassed by the District. Immorality is not confined to sexual matters, but includes conduct inconsistent with rectitude or indicative of corruption, indecency, or depravity;
- (m) Knowingly falsifying records or documents related to the District's activities;
- (n) Conscious misrepresentation of facts to the Board or other District officials in the conduct of the District's business;
- (o) Failure to fulfill requirements for superintendent certification;
- (p) Any other reason constituting "good cause" under Texas law.

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

7.5 Resignation. The Superintendent shall be entitled to resign his employment with the District as provided by the Texas Education Code §21.212(e) and other applicable laws.

Article VIII. Miscellaneous

8.1 Controlling Law. This Contract shall be governed by the laws of the State of Texas and shall be performable in Fort Bend County, Texas, unless otherwise provided by law. Venue for any legal proceeding relating to this Contract shall be in Fort Bend County, Texas.

8.2 Complete Agreement. This Contract embodies the entire agreement between the

parties hereto and cannot be varied except by written agreement of the undersigned parties, except as expressly provided herein.

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

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

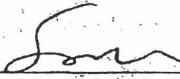
SIGNATURES ON NEXT PAGE


LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT

EXECUTED this 19 day of May, 2011.


By: THOMAS E. RANDLE
Superintendent of Schools

EXECUTED this 19 day of May, 2011.


By: Sam Hopkins
President Board of Trustees


Secretary Board of Trustees
Lamar Consolidated Independent School District

ADDENDUM TO CONTRACT OF EMPLOYMENT

THE STATE OF TEXAS §
 § KNOW ALL MEN BY THESE PRESENTS
COUNTY OF FORT BEND §

This Contract Addendum ("Addendum") is entered into between Thomas Randle ("Superintendent") and the Lamar Consolidated Independent School District ("District").

WITNESSETH:

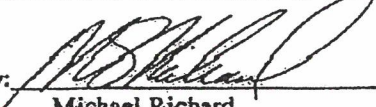
WHEREAS, on February 14, 2012 at a meeting of the Lamar Consolidated Independent School District Board of Trustees the Board approved changes to the Superintendent's Employment Contract (hereinafter "Superintendent's Contract") originally executed on May 9, 2001 and subsequently amended.

NOW THEREFORE, the Superintendent and the District agree as follows:

1. Section 1.1 of the Superintendent's Contract is amended to extend the term of the contract to June 30, 2016.
2. Other than the changes set out in this Addendum and other amendments/addenda that have been approved by the Superintendent and the Board of Trustees, all other terms of the Superintendent's Contract remain unchanged in all respects.

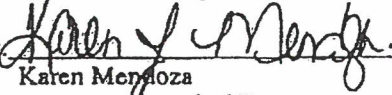
EXECUTED in duplicate on the first date shown below.

BOARD OF TRUSTEES
LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT

By: 

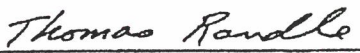
Michael Richard
President, Board of Trustees
As Authorized by Board Action

Date: 2/15/12

Attest: 

Karen Mendoza
Secretary, Board of Trustees

Date: 2/15/12



Dr. Thomas E. Randle
Superintendent

Date: 2/15/12

ADDENDUM TO CONTRACT OF EMPLOYMENT

THE STATE OF TEXAS §
 § KNOW ALL MEN BY THESE PRESENTS
COUNTY OF FORT BEND §

This Contract Addendum ("Addendum") is entered into between Thomas Randle ("Superintendent") and the Lamar Consolidated Independent School District ("District").

WITNESSETH:

WHEREAS, on January 17, 2013 at a meeting of the Lamar Consolidated Independent School District Board of Trustees the Board approved changes to the Superintendent's Employment Contract (hereinafter "Superintendent's Contract") originally executed on May 9, 2001 and subsequently amended.

NOW THEREFORE, the Superintendent and the District agree as follows:

1. Section 1.1 of the Superintendent's Contract is amended to extend the term of the contract to June 30, 2017.
2. Other than the changes set out in this Addendum and other amendments/addenda that have been approved by the Superintendent and the Board of Trustees, all other terms of the Superintendent's Contract remain unchanged in all respects.

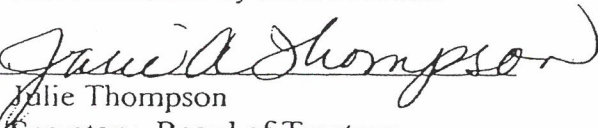
EXECUTED in duplicate on the first date shown below. ...

BOARD OF TRUSTEES
LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT

By: 

Michael Richard
President, Board of Trustees
As Authorized by Board Action

Date: 1-23-13

Attest: 
Julie Thompson
Secretary, Board of Trustees

Date: 1-24-13

Thomas E. Randle
Dr. Thomas E. Randle
Superintendent

Date: 1-25-13

ADDENDUM TO CONTRACT OF EMPLOYMENT

THE STATE OF TEXAS §
 § KNOW ALL MEN BY THESE PRESENTS
COUNTY OF FORT BEND §

This Contract Addendum ("Addendum") is entered into between Thomas Randle ("Superintendent") and the Lamar Consolidated Independent School District ("District").

WITNESSETH:

WHEREAS, on January 21, 2016 at a meeting of the Lamar Consolidated Independent School District Board of Trustees the Board approved changes to the Superintendent's Employment Contract (hereinafter "Superintendent's Contract") originally executed on May 9, 2001 and subsequently amended.

NOW THEREFORE, the Superintendent and the District agree as follows:

1. Section 1.1 of the Superintendent's Contract is amended to extend the term of the contract to June 30, 2020.
2. Other than the changes set out in this Addendum and other amendments/addenda that have been approved by the Superintendent and the Board of Trustees, all other terms of the Superintendent's Contract remain unchanged in all respects.

EXECUTED in duplicate on the first date shown below.

BOARD OF TRUSTEES
LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT

By: *Kathryn Kaminski*
Kathryn Kaminski
President, Board of Trustees
As Authorized by Board Action

Date: 1-25-16

Attest: *Anna M. Gonzales*
Anna Gonzales
Secretary, Board of Trustees

Date: 1-25-16

Thomas E. Randle
Dr. Thomas E. Randle
Superintendent

Date: 1-27-16

ADDENDUM TO CONTRACT OF EMPLOYMENT

THE STATE OF TEXAS §
 § KNOW ALL MEN BY THESE PRESENTS
COUNTY OF FORT BEND §

This Contract Addendum ("Addendum") is entered into between Thomas Randle ("Superintendent") and the Lamar Consolidated Independent School District ("District").

WITNESSETH:


WHEREAS, on January 19, 2017 at a meeting of the Lamar Consolidated Independent School District Board of Trustees the Board approved changes to the Superintendent's Employment Contract (hereinafter "Superintendent's Contract") originally executed on May 9, 2001 and subsequently amended.

NOW THEREFORE, the Superintendent and the District agree as follows:

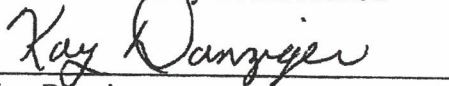
1. Section 1.1 of the Superintendent's Contract is amended to extend the term of the contract to June 30, 2021.
2. Other than the changes set out in this Addendum and other amendments/addenda that have been approved by the Superintendent and the Board of Trustees, all other terms of the Superintendent's Contract remain unchanged in all respects.

EXECUTED in duplicate on the first date shown below.

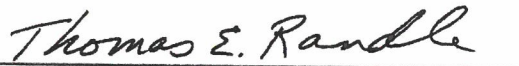
BOARD OF TRUSTEES
LAMAR CONSOLIDATED INDEPENDENT SCHOOL DISTRICT

By: 
James Steenbergen
President, Board of Trustees
As Authorized by Board Action

Date: 1/19/17

Attest: 
Kay Danziger
Secretary, Board of Trustees

Date: 1/19/17


Dr. Thomas E. Randle
Superintendent

Date: 1/19/17



Disclosures

2. Reimbursements Received by the Superintendent and Board Members for Fiscal Year 2019

For the Twelve-month Period Ended August 31, 2019	Dr. Thomas Randle	Mandi Bronsell	Kay Danziger	Dr. Tyson Harrell	Joe Hubenak	Alex Hunt	Kathryn Kaminski	Melisa Roberts	James Steenbergen	Jon Welch	Joy Williams
Description of Reimbursements											
Meals	\$ 49.00	\$ 0.00	\$ 0.00	\$.00	\$ 0.00	\$ 0.00	\$.00	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
Lodging	3,858.42	1,736.35	1,444.23	260.51	923.21	662.70	1,996.86	781.53	781.53	662.70	662.70
Transportation	3,162.95	668.99	97.44	0.00	476.25	294.64	100.68	88.68	263.08	261.00	535.02
Motor Fuel	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other	1,799.00	1,421.50	786.50	0.00	395.00	395.00	1,245.00	392.00	375.00	395.00	395.00
Total	\$ 8,869.37	\$ 3,826.84	\$ 2,328.17	\$ 260.51	\$ 1,794.46	\$ 1,352.34	\$ 3,342.54	\$ 1,262.21	\$ 1,419.61	\$ 1,318.70	\$ 1,592.72

Note – The spirit of the rule is to capture all “reimbursements” for fiscal year 2019, regardless of the manner of payment, including direct pay, credit card, cash, and purchase order. Reimbursements to be reported per category include:

Meals – Meals consumed off of the school district’s premises, and in-district meals at area restaurants (excludes catered meals for board meetings).

Lodging - Hotel charges.

Transportation - Airfare, car rental (can include fuel on rental), taxis, mileage reimbursements, leased cars, parking and tolls.

Motor fuel – Gasoline.

Other - Registration fees, telephone/cell phone, internet service, fax machine, and other reimbursements (or on-behalf of) to the superintendent and board member not defined above.

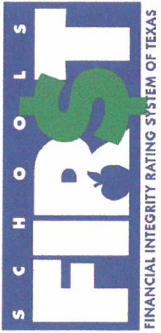


Disclosures

3. Outside Compensation and/or Fees Received by the Superintendent for Professional Consulting and/or Other Personal Services in Fiscal Year 2019

For the Twelve-Month Period Ended August 31, 2019	
Name(s) of Entity(ies)	\$0.00
Total	\$0.00

Note – Compensation does not include business revenues from the superintendent’s livestock or agricultural-based activities on a ranch or farm. Report gross amount received (do not deduct business expenses from gross revenues). Revenues generated from a family business that have no relationship to school district business are not to be disclosed.



Disclosures

6. Any other information the board of trustees of the school district or open-enrollment charter school determines to be useful.