



**SEGUIN INDEPENDENT SCHOOL DISTRICT
SUMMARY OF 2015 FIRST RATING INDICATORS
PASSED
2013-14 Fiscal Year**

| INDICATOR DESCRIPTION | | SISD |
|---|-----------|--------------|
| 1 Annual Financial Report and data submitted to TEA on time? | Y | |
| 2 Unqualified opinion on annual financial report? | Y | |
| 3 No disclosures concerning default on bonded debt? | Y | |
| 4 Unrestricted net asset balance in the governmental activities in the Statement of Net Assets > \$0? | Y | |
| 5 Administrative cost ratio less than the state standard of 12.5%? | 10 | 7.31% |



**SEGUIN INDEPENDENT SCHOOL DISTRICT
SUMMARY OF 2015 FIRST RATING INDICATORS
PASSED
2013-14 Fiscal Year**

| INDICATOR DESCRIPTION | | SISD |
|---|-----------|------------------|
| 6 PEIMS data agree to audit? | 10 | 0.000003% |
| 7 No instances of material weakness in internal control? | 10 | |
| Score | 30 | |



**SEGUIN ISD
2015 RATING OF PASSED
For 2013-14 Fiscal Year
DETERMINATION OF RATING**

- A. Did the District Answer "NO" to Indicators 1,2,3, or 4? If So, The District's Rating is Substandard Achievement.**
- B. Determine Rating By Applicable Range for summation of indicator scores (5-7).**

| | |
|--------------------|---------------|
| Pass | 16-30 |
| Substandard | <16 |



**SEGUIN INDEPENDENT SCHOOL DISTRICT
PUBLIC HEARING ON SCHOOLS FIRST
2015 Financial Accountability Rating System
for Fiscal Year 2013-14**

Superintendent's Current Employment Contract is attached as Addendum A

Reimbursements Received by the Superintendent and Board Members

For the twelve-month Period
Ended June 30, 2014

| Description of Reimbursement | Superintendent Irene Garza | Board Members | | | | | | |
|------------------------------|-------------------------------|----------------------|------------------------|-------------------|-------------------|-----------------|-----------------|-----------------|
| | | Louis Q Reyes III | Barbara Effengerger | Ishmael Flores | Ricardo Guerra | Nancy Ayotte | Craig Thomas | Carol Teepie |
| Meals | 112.75 | 525.25 | 162.00 | 78.00 | 547.50 | 45.00 | 0.00 | 54.00 |
| Lodging | 2,195.51 | 3,306.48 | 1,647.10 | 988.09 | 2,839.72 | 803.44 | 0.00 | 803.44 |
| Transportation | 2,275.39 | 1,761.60 | 43.20 | 265.05 | 1,120.05 | 33.75 | 121.05 | 292.26 |
| Fuel | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| Registration | 2,590.00 | 2,045.00 | 975.00 | 770.00 | 1,695.00 | 585.00 | 400.00 | 770.00 |
| Other | 455.59 | 158.47 | 0.00 | 152.05 | 54.00 | 92.00 | 70.00 | 37.89 |
| | | | | | | | | |
| | \$7,629.24 | \$7,796.80 | \$2,827.30 | \$2,253.19 | \$6,256.27 | \$1,559.19 | \$591.05 | \$1,957.59 |
| | | | | | | | | |

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

For the twelve-month Period
Ended June 30, 2014 \$0.00

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

For the twelve-month Period
Ended June 30, 2014 N/A - None

Business Transactions Between School District and Board Members

For the twelve-month Period
Ended June 30, 2014 N/A - None

ADDENDUM A

Superintendent Term Contract

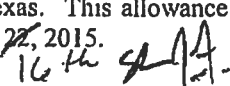
This Contract is entered into between the Board of Trustees (the "Board") of Seguin ISD (the "District") and Stetson Roane (the "Superintendent").

The Board and the Superintendent, for and in consideration for the terms stated in this Contract, hereby agree as follows:

1. **Term.** The Board agrees to employ the Superintendent on a twelve-month basis per school year, beginning July 22, 2015 and ending June 30, 2017. The Board and the Superintendent (the "Parties") may extend the term of this Contract by agreement. 16th BJR
2. **Certification.** The Superintendent agrees to maintain the required certification throughout the term of employment with the District. If the Superintendent's certification expires, is canceled, or is revoked, this Contract is void.
3. **Representations.** The Superintendent makes the following representations:
 - 3.1 **Beginning of Contract:** At the beginning of this Contract, and at any time during this Contract, the Superintendent specifically agrees to submit to a review of his or her national criminal history record information (NCHRI) if required by the District, TEA, or SBEC. The Superintendent understands that a criminal history record acceptable to the Board, at its sole discretion, is a condition precedent to this Contract.
 - 3.2 **During Contract:** The Superintendent also agrees that, during the term of this Contract, the Superintendent will notify the Board in writing of any arrest or of any indictment, conviction, no contest or guilty plea, or other adjudication of the Superintendent. The Superintendent agrees to provide such notification in writing within seven calendar days of the event or any shorter period specified in Board policy.
 - 3.3 **False Statements and Misrepresentations:** The Superintendent represents that any records or information provided in connection with his or her employment application are true and correct. Any false statements, misrepresentations, omissions of requested information, or fraud by the Superintendent in or concerning any required records or in the employment application may be grounds for termination or nonrenewal, as applicable.
4. **Duties.** The Superintendent shall be the educational leader and chief executive officer of the District. The Superintendent agrees to perform his duties as follows:
 - 4.1 **Authority:** The Superintendent shall perform such duties and have such powers as may be prescribed by the law and the Board. The Board shall have the right to assign additional duties to the Superintendent and to make changes in responsibilities or work at any time during the contract term. All duties assigned by the Board shall be appropriate to and consistent with the professional role and responsibility of the Superintendent.

- 4.2 **Standard:** Except as otherwise permitted by this Contract, the Superintendent agrees to devote his full time and energy to the performance of his duties. The Superintendent shall perform his duties with reasonable care, skill, and diligence. The Superintendent shall comply with all board directives, state and federal laws and rules, board policy, and regulations as they exist or may hereafter be amended.
- 4.3 **Notice to Board President:** The Superintendent shall notify the Board President when he is out of the district for district business and when he is out on personal leave.
5. **Compensation.** The District shall pay the Superintendent an annual salary as follows:
 - 5.1 **Salary.** The District shall pay the Superintendent an annual salary of \$180,000.00. The annual salary shall be paid to the Superintendent in equal monthly installments consistent with the Board's policies.
 - (a) **Widespread Salary Reduction.** If the Board implements a widespread salary reduction under Texas Education Code section 21.4023, the Superintendent's annual salary shall be reduced by the percent or fraction of a percent that is equal to the average percent or fraction of a percent by which teacher salaries have been reduced.
 - (b) **Furlough.** If the Board implements a furlough under Texas Education Code section 21.4021, the Superintendent shall be furloughed for the same number of days as other contract personnel and the Superintendent's salary shall be reduced in proportion to the number of furlough days.
 - 5.2 **Benefits:** The District shall provide benefits to the Superintendent as provided by state law and Board policies. The Board reserves the right to amend its policies at any time during the term of this Contract to reduce or increase these benefits, at the Board's sole discretion.
 - 5.3 **Communications.** The District shall provide the Superintendent with a district mobile phone for conducting district business.
 - 5.4 **Civic Activities.** The Superintendent is encouraged to participate in community and civic affairs. The expense of these activities, subject to Board approval in advance, may be borne by the District.
 - 5.5 **Professional Organizations.** The Superintendent shall devote the Superintendent's time, attention, and energy to the direction, administration, and supervision of the District. The Board, however, encourages the continued professional growth of the Superintendent through the Superintendent's active attendance and participation in appropriate professional meetings, seminars, conferences, or courses at the local, regional, state, and national level. In its encouragement of the Superintendent to grow professionally, the Board shall permit a reasonable amount of release time for the Superintendent as the Superintendent and the Board deem appropriate, to attend such meetings, seminars, conferences, or courses. The District does hereby agree to

provide in the District's budget per contract year an amount to be used for registration, travel, meals, lodging, and other related expenses. The District shall pay for the Superintendent's membership dues to the Texas Association of School Administrators and one other professional organization selected by the Superintendent.

- 5.6 **Residence in District.** As a condition of employment with the Seguin Independent School District, the Superintendent shall reside within the geographic boundaries of the District at all times while employed by the District.
- 5.7 **Relocation/Moving Expenses:** The District shall pay the Superintendent a relocation allowance in the amount of \$8,000.00 for moving his family and personal possessions to Seguin, Texas. This allowance will be paid within five days from the start of the contract, July 22, 2015.
16th 
6. **Suspension.** In accordance with Texas Education Code chapter 21, the Board may suspend the Superintendent without pay during the term of this Contract for good cause as determined by the Board.
7. **Termination and Nonrenewal of Contract.** Termination or nonrenewal of this contract, or resignation under this contract, will be pursuant to Texas Education Code chapter 21.
8. **General Provisions.**
 - 8.1 **Amendment:** This Contract may not be amended except by written agreement of the Parties.
 - 8.2 **Severability:** If any provision in this Contract is, for any reason, held to be invalid, illegal, or unenforceable, such invalidity, illegality, or unenforceability shall not affect any other provision of the Contract. This Contract shall be construed as if such invalid, illegal, or unenforceable provision had never been a part of the Contract.
 - 8.3 **Entire Agreement:** All existing agreements and contracts, both verbal and written, between the Parties regarding the employment of the Superintendent are superseded by this Contract. This Contract constitutes the entire agreement between the Parties.
 - 8.4 **Applicable Law and Venue:** Texas law shall govern construction of this Contract. The Parties agree that venue for any litigation relating to the Superintendent's employment with the District, including this Contract, shall be the county in which the District's administration building is located. If litigation is brought in federal court, the Parties agree that venue shall be the federal district and division in which the district's administration building is located.
 - 8.5 **Paragraph Headings:** The headings used at the beginning of each numbered paragraph in this Contract are not intended to have any legal effect; the headings do not limit or expand the meaning of the paragraphs that follow them.
 - 8.6 **Legal Representation:** Both Parties have been represented by legal counsel of their choice, or have had the opportunity to consult with legal counsel, in the negotiation and

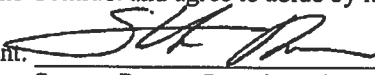
execution of this Contract.

9. Notices.

9.1 **To Superintendent:** The Superintendent agrees to keep a current address on file with the District's human resources office and the Board President. The Superintendent agrees that the Board may meet any legal obligation it has to give the Superintendent written notice regarding this Contract or the Superintendent's employment by hand-delivery, or by certified mail, regular mail, and/or express delivery service to the Superintendent's address of record.

9.2 **To Board:** The Board agrees that the Superintendent may meet any legal obligation to give the Board written notice regarding this Contract or the Superintendent's employment by providing one copy of the notice to the President of the Board and one copy to the Vice President of the Board. The Superintendent may provide such notices by hand delivery, or by certified mail, regular mail, and/or express delivery service, to the Board President and Vice President's addresses of record, as provided to the District.

I have read this Contract and agree to abide by its terms and conditions:

Superintendent: 
Stetson Roane, Superintendent

Date signed: 7/15/2015

Signed By: 
Ishmael Flores, Board President

Date signed: 7/15/2015