



2015 FINAL FIRST RATINGS
(2013-2014 FISCAL YEAR)



2013-2014 FISCAL YEAR

ACCOUNTABILITY RATINGS INDICATORS



Bowie Independent School District

2013-2014

FISCAL YEAR F.I.R.S.T. SCHOOL DISTRICT RATING





Bowie Independent School District

2013-2014

FISCAL YEAR F.I.R.S.T. SCHOOL DISTRICT RATING



**NOTICE OF PUBLIC MEETING TO DISCUSS
BOWIE INDEPENDENT SCHOOL DISTRICT'S
STATE FINANCIAL ACCOUNTABILITY RATING**

The BOWIE Independent School District will hold a public meeting at 5:30 p.m. on Monday, October 19, 2015 in the Bowie ISD Board Room 100 West Wichita Street, Bowie, Montague County, Texas. The purpose of this meeting is to discuss the Bowie Independent School District's rating on the State's Financial Accountability System, and will be held in conjunction with the regularly scheduled monthly board meeting.

Published October 7th, 2015 and October 14th, 2015 in the BOWIE NEWS.



2013-2014

FISCAL YEAR F.I.R.S.T. SCHOOL DISTRICT RATING



LEGAL AUTHORITY:

TEXAS ADMINISTRATIVE CODE

<u>TITLE 19</u>	EDUCATION
<u>PART 2</u>	TEXAS EDUCATION AGENCY
<u>CHAPTER 109</u>	BUDGETING, ACCOUNTING, AND AUDITING
<u>SUBCHAPTER AA</u>	COMMISSIONER'S RULES CONCERNING FINANCIAL ACCOUNTABILITY
<u>DIVISION 1</u>	FINANCIAL ACCOUNTABILITY RATING SYSTEM

Introduction

The purpose of the financial accountability rating system is to ensure that school districts and open-enrollment charter schools will be held accountable for the quality of their financial management practices and achieve improved performance in the management of their financial resources. The system is designed to encourage Texas public schools to manage their financial resources better in order to provide the maximum allocation possible for direct instructional purposes. The system will also disclose the quality of local management and decision-making processes that impact the allocation of financial resources in Texas public schools. An evaluation of the long-term effectiveness of the system should disclose a measurable improvement in the quality of Texas public schools' financial decision-making processes.

Prior and Current Ratings

Bowie ISD earned a **Superior Achievement** rating for twelve consecutive year in the state’s financial accountability rating system ending in 2012-2013. However, the reporting system has changed and there is just a Pass rating or a Substandard Achievement rating. The 2013-2014 ratings are based on the following guidelines:

Pass	16-30
Substandard Achievement	<16

Bowie ISD scored a rating of 30 for the 2013-2014 school year which is the maximum allowable score.

To view the TEA District Posting online visit the following Internet link:

<http://tuna.tea.state.tx.us/First/forms/main.aspx>

Status: **Passed** For the Fiscal Year Ending August 31, 2014

District Score: **30**



2013-2014

FISCAL YEAR F.I.R.S.T. SCHOOL DISTRICT RATING

#	Indicator Description	How Ratings Are Assessed	BISD Response
1	<u>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?</u>	This indicator states the district's requirement for timely reporting.	YES PASSED The annual financial report was submitted to the Texas Education Agency on December 3, 2014 which was before the deadline (February 28).
2	<u>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.)</u>	An "unmodified" report means the auditor has reviewed the financial statements and that the financial statements give a "true and fair view" of the organizations financials.	YES PASSED Bowie ISD received an unmodified opinion for the audited financial statements for 2013-2014 (Clean Audit).
3	<u>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</u>	This indicator seeks to make certain that the district has paid bills and obligations on bonds issued to pay for school construction as well as all other debt agreements.	YES PASSED BOWIE ISD has been able to make all bond payments and has never defaulted on any debt.



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	<p><u>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.)</u></p>		
4	<p><u>Was the total unrestricted net asset balance (Net of the accretion of interest for capital appreciation bonds) in the governmental activities column in the Statement of Net Assets greater than zero? (If the school district's change of students in membership over 5 years was 10 percent or more, then the school district passes this indicator.)</u></p>	<p>This indicator simply asks, "Did the district's total assets exceed the total amount of liabilities (according to the very first financial statement in the annual audit report)?" This indicator recognizes that high-growth districts incur large amounts of debt to fund construction, and that total debt may exceed the total amount of assets under certain scenarios.</p>	<p>PASSED</p> <p>The total Unrestricted Net Asset Balance for the period ending August 31, 2014, was \$7,048,364 (greater than zero).</p> <p>The Five-Year Percent Change in Students was 5.64% (increase).</p> <ul style="list-style-type: none"> 2014 Total Students = 1704 2009 Total Students = 1613
5	<p><u>Was the school district's administrative cost ratio equal to or less than the threshold ratio?</u></p>	<p>Administrative Cost Ratio for ADA size of 1000 to 4999 equals 10 points if less than or equal to 0.1151.</p>	<p>10 Points</p> <p>BISD had an administrative cost ratio that was .093 which is less than the .1151 required for 10 points.</p>
6	<p><u>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?</u></p>	<p>The total sum of differences for all expenditures by function was 26. The total expenditures for all functions was 13,282,922. Total variance for a school district that is less than 3% receives 10 points.</p>	<p>10 Points</p> <p>BISD had a total variance of zero.</p> <p>$26/13,282,922 = .00002$</p>
7	<p><u>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.)</u></p>	<p>An unqualified opinion on the district's annual financial report indicates that 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 and should be immediately addressed.</p>	<p>10 Points</p> <p>No material weaknesses in internal controls were disclosed.</p>



Bowie Independent School District

2013-2014

FISCAL YEAR F.I.R.S.T. SCHOOL DISTRICT RATING

2013-2014 Rating: "PASS" (30 of 30 possible score)



CURRENT SUPERINTENDENT CONTRACT



SUPERINTENDENT'S EMPLOYMENT CONTRACT

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 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 any 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, of 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. 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 District shall defend, hold harmless and indemnify the Superintendent regarding any claims, demands, duties, actions or other legal proceedings against the Superintendent for any act or failure to act involving the exercises of judgment and discretion within the normal course and scope of the Superintendent's duties as Superintendent of the District, to the extent and to the limit permitted by law. This paragraph does not apply if the Superintendent is found to have acted with gross negligence or with intent to violate a person's clearly established legal rights, or to have engaged in criminal conduct. The District may, at its sole discretion, fulfill its obligation under this paragraph by purchasing appropriate insurance coverage for the benefit of the Superintendent. No individual member of the Board shall be personally liable for indemnifying or defending the Superintendent under this paragraph. The District's obligation to indemnify, defend and hold the superintendent harmless under this paragraph survives the termination of this Contract



SUPERINTENDENT'S EMPLOYMENT CONTRACT

III. Compensation

3.1 Salary. The District shall provide the superintendent with an annual salary in the sum of ninety three thousand dollars (\$109,952.00). 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 made pursuant to a lawful Board resolution. In such event, the parties agree to provide their best efforts and reasonable cooperation to execute a new contract incorporating the adjusted salary.

The Superintendent agrees that his position of employment is exempt under the Fair Labor Standards Act, and therefore pursuant to school policy DEA (Legal) he is not entitled to overtime compensation.

3.3 Other Benefits.

A. Expense Reimbursement. 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 actual or incidental 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.

B. Automobile Expense. The District shall provide the Superintendent with an automobile and gas for personal and business use. Should an automobile not be available for the Superintendent from time to time, the District will reimburse the Superintendent at the State rate.

C. Health Insurance. The District shall pay the premium which includes the amount from the District and State for hospitalization, major medical, and dental insurance coverage for the Superintendent and dependents pursuant to the group health care plan which is Active Care II available by the District for its employees.

D. Vacation Leave. The Superintendent may take, at the Superintendent's choice, subject to Board approval, ten (10) days of vacation per year during the term of this Contract. Vacation days taken by the Superintendent will be taken at such time or times as will least interfere with the performance of the Superintendent's duties as set forth in this Contract.

SUPERINTENDENT'S EMPLOYMENT CONTRACT

E. 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 cost of the annual physical examination.

F. Civic Activities. The Superintendent is encouraged to participate in community and civic affairs in accordance with the Board's policies.

3.4 Insurance. The District shall pay the annual premium toward the purchase of a term life insurance policy(ies) or similar life insurance policy(ies) having an aggregate face amount of fifty thousand dollars (\$50,000.00). All life insurance policies provided hereunder shall be owned by the District on the life of the Superintendent, with the Superintendent having sole right to determine the beneficiary under each of the life insurance policies.

IV. Annual Performance Goals

4.1 Development of Goals. The Superintendent shall submit to the Board 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 in January of each year during the term of this Contract ("Superintendent's Evaluation"). The Superintendent's evaluation instrument and process shall be developed and/or revised with input from the Superintendent and shall be reasonably related to the duties of the Superintendent as outlined in the Superintendent's job description.

VI. Renewal or Non-renewal of Employment Contract

6.1 Renewal/Non-renewal. Renewal or Non-renewal shall be in accordance with Board policy and applicable law.

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.



SUPERINTENDENT'S EMPLOYMENT CONTRACT

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 the contract for good cause.

7.4 Termination Procedure. In the event that 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 Buy Out Agreement. "Notwithstanding paragraph 1.1 of this Contract which provides the Superintendent a three year term, and in the event that the Board of Trustees determines that the Superintendent has failed to maintain 'good rapport with the Board', which reason is 'good cause' for termination of this contract (failure to maintain 'good rapport with the Board' shall be determined by a majority vote of the Board, plus one) the Superintendent hereby waives his constitutional right to notice and a hearing, and all other requirements of due process by law. If the Board invokes the terms and conditions of this paragraph and votes to terminate this contract on the grounds that the Superintendent has failed to maintain 'good rapport with the Board', the District shall pay to the Superintendent, as severance pay, all of the aggregate salary the Superintendent would have earned under the employment contract from the date of termination, as determined by the Board, to the termination date set forth in this Contract, but in no event to exceed the sum of six month's salary.

VII. Miscellaneous

8.1 Controlling Law. This Contract shall be governed by the laws of the State of Texas and shall be performable in Montague County, Texas, unless otherwise provided by law.

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



SUPERINTENDENT'S EMPLOYMENT CONTRACT

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.

8.5 Acceptance. This offer will expire unless signed and returned to the Board or its authorized representative by 4:00 p. m. the 30th day of June, 2015.

SUPERINTENDENT

BOWIE INDEPENDENT SCHOOL DISTRICT

By: Steven Monkres 3-10-15
Steven Monkres Date

By: Holley Dean 3.9.15
President, Board of Trustees Date

Attest: [Signature]
By: [Signature] 3.9.15
Secretary, Board of Trustees Date

ADDENDUM TO SUPERINTENDENT'S CONTRACT MODIFYING SALARY

The Board of Trustees of the Bowie Independent School District and Steven Monkres, the Superintendent, agree to amend the Superintendent's Contract entered into between the Board and the Superintendent on the 30th day of June, 2015. The parties agree to amend the Contract as follows:

Paragraph 3.1 of the Contract is changed to provide for a salary of \$113,555.00 per year. This salary modification will begin with the 2015-2016 school year and shall continue unless modified between the parties in writing.

The Board and the Superintendent agree that there have been no oral modifications to the Superintendent's Contract. All other terms and conditions of the Contract, as amended, shall remain in full force and effect.

I have read this Addendum and agree to abide by its terms and conditions.

Steven Monkres
Steven Monkres, Superintendent

9-22-15
Date

Bowie Independent School District

By: Shea Brown
Shea Brown, President
Board of Trustees

9/21/2015
Date



2013-2014 FISCAL YEAR

FINANCIAL MANAGEMENT REPORT



Bowie Independent School District

School First Annual Financial Management Report For the Twelve-Month Period Ended August, 31, 2013

REIMBURSEMENTS RECIEVED BY THE SUPERINTENDENT AND BOARD MEMBERS

NAME	STEVEN MONKRES	HOLLY DEAN	TRAVIS THORNE	SHEA BROWN	TODD MCMURRAY	KEVIN POLK	KEVIN ROTH	BRENDA OGLE
POSITION	SUPERINTENDENT	TRUSTEE PLACE 1	TRUSTEE PLACE 2	TRUSTEE PLACE 3	TRUSTEE PLACE 4	TRUSTEE PLACE 5	TRUSTEE PLACE 6	TRUSTEE PLACE 7
TERM EXPIRES	N/A	May 2015	May 2015	May 2016	May 2016	May 2017	May 2017	May 2017
LODGING	\$1,349	\$347	\$0	\$0	\$0	\$0	\$0	\$0
MEALS	\$791	\$0	\$0	\$0	\$0	\$0	\$0	\$0
AIRFARE	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
MILEAGE	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
FUEL	\$54	\$0	\$0	\$0	\$0	\$0	\$0	\$0
OTHER FEES	\$950	\$276	\$0	\$0	\$0	\$0	\$0	\$0
CELL PHONE	\$769	\$0	\$0	\$0	\$0	\$0	\$0	\$0
TOTAL	\$3,914	\$623	\$0	\$0	\$0	\$0	\$0	\$0

All "reimbursements" expenses, regardless of the manner of payment, including direct pay, credit card, cash, and purchase order are to be reported. Items to be reported per category include: Meals- Meals consumed out of town, and in-district meals at area restaurants (outside of board meetings, excludes catered board meeting meals). 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.



Bowie Independent School District

School FIRST Annual Financial Management Report
For the Fiscal Year ending August 31, 2013

OUTSIDE COMPENSATION AND/OR FEES RECEIVED BY SUPERINTENDENT MONKRES FOR PROFESSIONAL CONSULTING AND/OR OTHER PERSONAL SERVICES FOR THE TWELVE-MONTH PERIOD ENDING AUGUST 31, 2014.

ENTITY NAMES	\$ AMOUNTS RECEIVED BY SUPERINTENDENT MONKRES AS COMPENSATION FROM OUTSIDE SOURCES
NONE	\$0.00
TOTAL	\$0.00

Compensation does not include business revenues generated from a family business (farming, ranching, etc.) that has no relation to school district business.



Bowie Independent School District

School FIRST Annual Financial Management Report
For the Twelve-Month Period Ended August 31, 2013

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 August 31, 2014.

NAME	STEVEN MONKRES	HOLLEY DEAN	TRAVIS THORNE	SHEA BROWN	TODD MCMURRAY	KEVIN POLK	KEVIN ROTH	BRENDA OGLE
POSITION	SUPERINTENDENT	TRUSTEE PLACE 1	TRUSTEE PLACE 2	TRUSTEE PLACE 3	TRUSTEE PLACE 4	TRUSTEE PLACE 5	TRUSTEE PLACE 6	TRUSTEE PLACE 7
TOTAL VALUE OF GIFTS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

NOTE - An executive officer is defined as the superintendent, unless the board of trustees or the district administration names additional staff under this classification for local officials.



Bowie Independent School District

School FIRST Annual Financial Management Report
For the Twelve-Month Period Ended August 31, 2013

Business Transactions Between School District and Board Members

NAME	HOLLEY DEAN	TRAVIS THORNE	SHEA BROWN	TODD MCMURRAY	KEVIN POLK	KEVIN ROTH	BRENDA OGLE
POSITION	TRUSTEE PLACE 1	TRUSTEE PLACE 2	TRUSTEE PLACE 3	TRUSTEE PLACE 4	TRUSTEE PLACE 5	TRUSTEE PLACE 6	TRUSTEE PLACE 7
VALUE OF BUSINESS TRANSACTIONS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
TOTAL	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

NOTE: The summary amounts reported under this disclosure are not to duplicate the items disclosed in the summary schedule of reimbursements received by board members.



Bowie Independent School District

School FIRST Annual Financial Management Report For the Twelve-Month Period Ended August 31, 2013

Summary Schedule of Data Submitted under the Financial Solvency Provisions of TEC 39.0822

General Fund - 2014-2015 First-Quarter Expenditures By Object Code			
Payroll-	Expenditures for payroll costs	object codes 6110-6149	\$3,119,815
Contract Costs-	Expenditures for services rendered by firms, individuals, and other organizations	object code series 6200	\$397,205
Supplies and Materials-	Expenditures for supplies and materials necessary to maintain and/or operate furniture, computers, equipment, vehicles, grounds, and facilities	object code series 6300	\$303,787
Other Operating-	Expenditures for items other than payroll, professional and contracted services, supplies and materials, debt service, and capital outlay	object code series 6400	\$179,466
Debt Service-	Expenditures for debt service	object code series 6500	\$0
Capital Outlay-	Expenditures for land, buildings, and equipment	object code series 6600	\$42,894
Additional Financial Solvency Questions			
1) Districts with a September 1- August 31 fiscal year:			
Within the last two years, did the school district			
1) draw funds from a short-term financing note (term less than 12 months) between the months of September and December, inclusive, and			NO
2) for the prior fiscal year, have a total General Fund balance of less than 2 percent of total expenditures for General Fund function codes 11-61?			NO
2) Has the school district declared financial exigency within the past two years?			NO
3) Provide comments or explanations for student-to-staff ratios significantly (more than 15%) below the norm, rapid depletion of General Fund balances, or any significant discrepancies between actual budget figures and projected revenues and expenditures, or any other information that may be helpful in evaluating the school district's financial solvency.			
<u>Mean Enroll-to-Teacher Ratio</u>	<u>85% of Mean Enroll-to-Teacher Ratio</u>	<u>School District Size</u>	1704 STUDENTS:119.9 FTE TEACHERS
8.30	7.05	Under 100	-----
9.54	8.11	100 to 249	
10.80	9.18	250 to 499	
11.54	9.81	500 to 999	
12.65	10.75	1,000 to 1,599	
13.65	11.60	1,600 to 2,999	
14.43	12.26	3,000 to 4,999	
14.97	12.73	5,000 to 9,999	
15.12	12.86	10,000 to 24,999	
15.27	12.98	25,000 to 49,999	
15.44	13.12	50,000 and Over	
Bowie ISD is within the norm. No comments required.			
4) How many superintendents has your school district had in the last five years?			2
5) How many business managers has your school district had in the last five years?			2