



**FINANCIAL INTEGRITY RATING SYSTEM OF TEXAS (FIRST)
ANNUAL FINANCIAL MANAGEMENT REPORT
2022-2023 RATINGS**

(Based on Fiscal Year 2021-2022 Data)



ARLINGTON INDEPENDENT SCHOOL DISTRICT



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The **MISSION** of the Arlington ISD is to empower and engage all students to be contributing, responsible citizens striving for their maximum potential through relevant, innovative and rigorous learning experiences.

Our **GOAL** is 100% of Arlington ISD students will graduate exceptionally prepared for college, career and citizenship.



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ARLINGTON INDEPENDENT SCHOOL DISTRICT

Within these pages is Arlington ISD’s annual School FIRST (Financial Integrity Rating System of Texas) rating and annual financial management report. **THE DISTRICT RECEIVED A SCHOOL FIRST RATING OF “A - SUPERIOR” FOR 2023.**

Background on the Financial Accountability Rating System

School FIRST was initially authorized by the 76th Texas Legislature in 1999. HB 5, passed by the 83rd Texas Legislature in 2013, enacted major changes to the law that effectively directed the Commissioner of Education to include metrics in the financial accountability rating system to rate the future financial solvency of each school district and open-enrollment charter school in Texas. The changes required by HB 5 are described in more detail below.

As stated by TEA, School FIRST “ensures that Texas public schools are held accountable for the quality of their financial management practices and that they improve those practices. The system is designed to encourage Texas public schools to better manage their financial resources to provide the maximum allocation possible for direct instructional purposes.”

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Financial Accountability Ratings

Under the School FIRST system, the Texas Education Agency (TEA) assigns each school district a financial accountability rating based on a district’s overall performance on certain financial measurements, ratios, and other indicators established by the Commissioner of Education. The worksheet for 2023 contained 20 indicators and resulted in ratings as follows:

SCHOOL FIRST RATINGS

- A - Superior Achievement**
- B - Above-Standard Achievement**
- C - Standard Achievement**
- F - Substandard Achievement**

SOURCE: 19 TAC Chapter 109, Subchapter AA

Districts that received the F or “Substandard” rating under School FIRST for any year were required to file a corrective action plan with the TEA.

Contacting the District’s Financial Management

This annual financial management report is presented in accordance with the provisions of Texas Education Code Section 39.082 and 19 TAC Chapter 109, Subchapter AA. If you have questions about the report or need additional financial information about the District, please contact the Financial Services Department at Arlington Independent School District, 690 E. Lamar, Arlington, Texas, 76011. Additional financial information about the District, including the official budget and annual comprehensive financial report, can be found at the District’s website at www.aisd.net.

In the future, the Commissioner of Education will evaluate the rating system every three years and may modify the system in order to improve its effectiveness. Any changes made to the rating system will be communicated to school districts by TEA along with the effective dates of the changes.

School District Reporting Requirements

Reporting the School FIRST rating to the public is a key component of the system. Each school district is required to prepare and make available an annual financial management report that presents the district’s performance on the current School FIRST indicators and a comparison with the previous year’s performance. A public hearing must be held on the annual financial management report to afford interested parties the opportunity to comment on the report. The public hearing must be held within two months after receipt of the final financial accountability rating.



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2023 School FIRST Rating

The 2023 School FIRST rating was based on an analysis of staff and financial data submitted to the Texas Education Agency for the 2021-2022 school year and fiscal year. Twenty indicators were evaluated to determine the rating.

The Arlington Independent School District received the rating of **“A - Superior Achievement”** for 2023, the highest School FIRST rating awarded by the State for this year. Similarly, the District received the highest rating for all prior years since School FIRST was established. The rating worksheet detailing the District’s performance on each of the 20 indicators for 2023 may be reviewed at Exhibit A-1. Explanations of the 20 indicators may be found at Exhibit A-2.

The 2023 financial report also includes the following disclosures, as required by 19 TAC Chapter 109, Subchapter AA:

- Exhibit B-1, Superintendent’s Current Employment Contract
- Exhibit B-2, Summary Schedule of Total Reimbursements Received by Superintendent and Each Board Member
- Exhibit B-3, Compensation and/or Fees Received by the Superintendent from Outside Entities for Professional Consulting and/or Other Personal Services
- Exhibit B-4, Summary Schedule of Total Amount by Superintendent and Board Members (and First Degree Relatives) of Gifts that Had an Economic Value Exceeding \$250 in the Aggregate
- Exhibit B-5, Summary Schedule of Total Dollar Amount by Board Member of Business Transactions with the School District.





ARLINGTON INDEPENDENT SCHOOL DISTRICT

EXHIBIT A -1
SCHOOLS FIRST RATING WORKSHEET

2022 - 2023 Financial Integrity Rating System of Texas (FIRST) Based on School Year 2021 - 2022 Data

NAME: Arlington ISD (220901)		RATING: A = Superior Achievement		DISTRICT SCORE: 98	
#	CRITERIA DESCRIPTION	CURRENT YEAR SCORE (2022-2023)	PREVIOUS YEAR SCORE (2021-2022)		
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	Yes		
2	Was there an unmodified opinion in the AFR on the financial statements as a whole?	Yes	Yes		
3	Was the school district in compliance with the payment terms of all debt agreements at fiscal year end?	Yes	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? (If the school district received a warrant hold and the warrant hold was not cleared within 30 days from the date the warrant hold was issued, the school district is considered to not have made timely payments and will fail critical indicator 4. If the school district was issued a warrant hold, the maximum points and highest rating that the school district may receive is 95 points, A = Superior Achievement, even if the issue surrounding the initial warrant hold was resolved and cleared within 30 days.)	Yes Ceiling Passed	Yes Ceiling Passed		
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 Positions greater than zero? (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.) <i>(This indicator is not being evaluated.)</i>	N/A*	N/A*		
6	Was the average change in (assigned and unassigned) fund balances over 3 years less than a 25 percent decrease or did the current year's assigned and unassigned fund balances exceed 75 days of operational expenditures?	Ceiling Passed	Ceiling Passed		
7	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	10		
8	Was the measure of current assets to current liabilities ratio for the school district sufficient to cover short-term debt?	10	10		
9	Did the school district's general fund revenues equal or exceed expenditures (excluding facilities acquisition and construction)?	10	10		
10	Did the school district average less than a 10 percent variance (90% to 110%) when comparing budgeted revenues to actual revenues for the last 3 fiscal years? <i>(This indicator is not being evaluated. Maximum of 10 points were given)</i>	10*	10*		
11	Was the ratio of long-term liabilities to total assets for the school district sufficient to support long-term solvency?	8	8		
12	What is the correlation between future debt requirements and the district's assessed property value?	10	10		
13	Was the school district's administrative cost ratio equal to or less than the threshold ratio?	10	10		
14	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. <i>(This indicator is not being evaluated. Maximum of 10 points were given)</i>	10*	10		
15	Was the school district's ADA within the allotted range of the district's biennial pupil projection(s) submitted to TEA? If the district did not submit pupil projections to TEA, did it certify TEA's projections? <i>(This indicator is not being evaluated. Maximum 5 points were given.)</i>	5*	5*		
16	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?	Ceiling Passed	Ceiling Passed		

*Indicator was not scored; maximum points were given



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17	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?	Ceiling Passed	Ceiling Passed
18	Did the external independent auditor indicate 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.)	10	10
19	Did the school district post the required financial information on its website in accordance with Government Code, Local Government Code, Texas Education Code, Texas Administrative Code and other statutes, laws and rules that were in effect at the school district's fiscal year end?	5	5
20	Did the school district's administration and school board members discuss any changes and/or impact to local, state, and federal funding at a board meeting within 120 days before the district adopted its budget?	Ceiling Passed	Ceiling Passed
TOTAL SCORE		98	98

DETERMINATION OF RATING

A.	Did the school district fail any of the critical indicators 1, 2, 3, or 4? If so, the school district's rating is F for Substandard Achievement regardless of points earned.	
B.	Determine the rating by the applicable number of points.	
	A = Superior Achievement	90 - 100
	B = Above Standard Achievement	80 - 89
	C = Meets Standard Achievement	70 - 79
	F = Substandard Achievement	< 70
<p>No Rating = A school district receiving territory that annexes with a school district ordered by the commissioner under TEC 13.054, or consolidation under Subchapter H, Chapter 41. No rating will be issued for the school district receiving territory until the third year after the annexation/consolidation.</p> <p><i>The school district receives an F if it scores below the minimum passing score, if it failed any critical indicator 1, 2, 3, or 4, if the AFR or the data were not both complete, or if either the AFR or the data were not submitted on time for FIRST analysis.</i></p>		

CEILING INDICATORS

<p>Did the school district fail any of the ceiling indicators 4, 6, 16, 17, or 20? If so, the school district's applicable maximum points and rating are disclosed below. Please note, an F = Substandard Achievement Rating supersedes any rating earned as the result of the school district meeting the criteria of a ceiling indicator.</p>		
Determination of rating based on meeting ceiling criteria.	Maximum Points	Maximum Rating
Indicator 4 (Timely Payments) - School district was issued a warrant hold.	95	A = Superior Achievement
Indicator 6 (Average Change in Fund Balance) - Response to indicator is <i>No</i> .	8	B = Above Standard Achievement
Indicator 16 (PEIMS to AFR) - Response to indicator is <i>No</i> .	8	B = Above Standard Achievement
Indicator 17 (Material Weaknesses) - Response to indicator is <i>No</i> .	7	C = Meets Standard Achievement
Indicator 20 (Property Values and Tax Discussion) - Response to indicator is <i>No</i> .	8	B = Above Standard Achievement



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EXHIBIT A - 2
EXPLANATIONS OF SCHOOLS FIRST INDICATORS

#	INDICATOR DESCRIPTION	EXPLANATION
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?	Was the Annual Financial Report filed with the Texas Education Agency prior to the deadline?
2	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.)	A "modified" version of the auditor's opinion in the annual audit report means corrections are necessary for some reporting or financial controls. A district's goal, therefore, is to receive an "unmodified opinion" on its Annual Financial Report.
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 verifies whether the district has timely paid all obligations and bills, including financing arrangements/bond payments for school construction, buses, copy machines, etc.
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? (If the school district received a warrant hold and the warrant hold was not cleared within 30 days from the date the warrant hold was issued, the school district is considered to not have made timely payments and will fail critical indicator 4. If the school district was issued a warrant hold, the maximum points and highest rating that the school district may receive is 95 points, A = Superior Achievement, even if the issue surrounding the initial warrant hold was resolved and cleared within 30 days.)	This indicator verifies whether the district has timely paid all obligations and bills, including financing arrangements/bond payments for school construction, buses copy machines, etc.
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 Positions greater than zero? (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.)	<i>This indicator is not being evaluated.</i>
6	Was the average change in (assigned and unassigned) fund balances over 3 years less than a 25 percent decrease or did the current year's assigned and unassigned fund balances exceed 75 days of operational expenditures? (If the school district fails indicator 6, the maximum points and highest rating that the school district may receive is 89 points, B = Above Standard Achievement.)	This indicator measures the percentage change in fund balance to see whether the fund balance is declining too quickly, and if it is declining, whether sufficient fund balance remains to operate for at least 75 days.
7	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)? See ranges below in the Determination of Points section.	This indicator measures how long in days after the end of the fiscal year the district could have met its operating expenditures without receiving any new revenue.
8	Was the measure of current assets to current liabilities ratio for the school district sufficient to cover short-term debt? See ranges below in the Determination of Points section.	Measures whether the district had sufficient short-term assets at the end of the fiscal year to pay off its short-term liabilities.



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9	Did the school district's general fund revenues equal or exceed expenditures (excluding facilities acquisition and construction)? If not, was the school district's number of days of cash on hand greater than or equal to 60 days? See ranges below in the Determination of Points section.	A simple indicator that seeks to determine if a district spent more than it earned. The district will automatically pass this indicator if it had at least 60 days cash on hand.
10	Did the school district average less than a 10 percent variance (90% to 110%) when comparing budgeted revenues to actual revenues for the last 3 fiscal years?.	<i>This indicator is not being evaluated.</i>
11	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 increase of students in membership over 5 years was 7 percent or more, then the school district automatically passes this indicator. See ranges below in the Determination of Points section.	This question is similar to asking if an individual's mortgage exceeds the market value of their home. This indicator recognizes that fast growing districts may incur additional operating costs when opening new instructional campuses.
12	What is the correlation between future debt requirements and the district's assessed property value?	This indicator asks about the school district's ability to make debt principal and interest payments.
13	Was the school district's administrative cost ratio equal to or less than the threshold ratio? See ranges below in the Determination of Points section.	Measures the percentage of a district's budget that was spent on administration.
14	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.	<i>This indicator is not being evaluated.</i>
15	Was the school district's ADA within the allotted range of the district's biennial pupil projection(s) submitted to TEA?	<i>This indicator is not being evaluated.</i>
16	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? (If the school district fails indicator 16, the maximum points and highest rating that the school district may receive is 89 points, B = Above Standard Achievement.)	Measures the quality of audited financial data reported to PEIMS. If the difference in any fund type is 3 percent or more the district fails this measure.
17	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.) (If the school district fails indicator 17, the maximum points and highest rating that the school district may receive is 79 points, C = Meets Standard Achievement.)	A clean audit of the AFR would indicate the district has no material weaknesses in internal controls. Material weaknesses create a risk of not being able to properly account for the use of public funds, and should be addressed immediately.
18	Did the external independent auditor indicate 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.)	This indicator measures whether the district is complying with laws, rules and regulations related to the expenditure of grant funds, contracts, and other state and federal funds.
19	Did the school district post the required financial information on its website in accordance with Government Code, Local Government Code, Texas Education Code, Texas Administrative Code and other statutes, laws and rules that were in effect at the school district's fiscal year end?	This indicator measures whether the district is complying with legal requirements related to financial transparency by posting all required information.
20	Did the school district's administration and school board members discuss any changes and/or impact to local, state, and federal funding at a board meeting within 120 days before the district adopted its budget?	This indicator measures whether the school board had the opportunity to consider the funding impact on finances of the district.



ARLINGTON INDEPENDENT SCHOOL DISTRICT

EXHIBIT B - 1
SUPERINTENDENT'S CURRENT EMPLOYMENT CONTRACT

Texas Administrative Code
Chapter 109.AA.1001(o)
Disclosure (3)(B)(i)

Copy of the Superintendent's Current Employment Contract.



State of Texas
County of Tarrant

Date given Employee: 05-08-2023
Date Returned by Employee: 5/8/23

TERM CONTRACT
ADMINISTRATOR IN CERTIFIED POSITION

The ARLINGTON INDEPENDENT SCHOOL DISTRICT (the "District") hereby employs, Steven L Wurtz (the "Employee"), and the Employee accepts employment on the following terms and conditions:

- 1. Term. The District agrees to employ the Employee for the 2023 - 2024 school year, according to the hours and dates set by the District as they exist or may hereafter be amended.
2. Credentials. This Contract is conditioned upon the Employee's, satisfactorily providing, before the first duty day, the certification, service records, documentation of highly-qualified status, and other records and information required by law, the Texas Education Agency ("TEA"), the State Board for Educator Certification ("SBEC"), or the District.
2.1 Certification. The Employee agrees to maintain the required certification throughout the term of this Contract. If the Employee fails to fulfill the requirements necessary to extend a temporary or emergency certificate or permit, or if the Employee's certification expires, is canceled, or is revoked, this Contract is void.
2.2 Qualifications. If the Employee is a classroom teacher, the Employee agrees to become and remain "highly qualified" as that term is defined under the No Child Left Behind Act, 20 U.S.C. § 7801, and by the TEA, to the extent required by law.
3. Representations. The Employee makes the following representations and agreements:
3.1 Criminal History Review. At the beginning of this Contract, and at any time during this Contract, the Employee 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.
3.2 Beginning of Contract. The Employee represents that he/she has disclosed to the District, in writing, any conviction, no contest or guilty plea, or other adjudication of the Employee for any felony or any other offense listed at 19 Tex. Admin. Code § 249.16(b). The Employee understands that a criminal history record acceptable to the District, at its sole discretion, is a condition of this Contract.
3.3 During Contract. The Employee also agrees that, during the term of this Contract, the Employee will notify the Superintendent, in writing, of any arrest, indictment, conviction, no contest or guilty plea, or other adjudication of the Employee for any felony or any other offense listed at 19 Tex. Admin. Code § 249.16(b). Employee agrees to provide such notification within three calendar days or any shorter period specified in Board policy.
3.4 False Statements and Misrepresentations. The Employee represents that any required records or information provided in his or her employment application are true and correct. Any false statements, misrepresentations, omissions of requested information, or fraud by the Employee concerning any required records or in the employment application may be grounds for termination or nonrenewal, as applicable.
4. Duties. The Employee agrees to perform his or her duties as follows:
4.1 General Standard. The Employee shall perform the duties of the position assigned, as prescribed by state law and the District, with reasonable care, skill, and diligence.
4.2 Assignment/Reassignment. The District shall have the right to assign or reassign the Employee to positions, duties, or additional duties and to make changes in responsibilities, work, or transfers, at any time during the contract term.
4.3 Supplemental Duty. This Contract does not cover assignments of or payments for supplemental duties. This Contract does not create a property right to continued employment in any supplemental duty.
4.4 Rules. The Employee shall comply with all Board and District directives, state and federal laws and rules, District policy, and regulations as they exist or may hereafter be amended.
5. Compensation. The District agrees to pay the Employee compensation as follows:
5.1 Salary. The District shall pay the Employee according to the compensation plan adopted by the Board. The Employee's salary includes consideration for all assigned duties, responsibilities, and tasks.
5.2 Annualized Salary. If the Employee will work on a less-than-12-month basis, the Employee's salary will be paid on an annualized basis. The District will make deductions from each paycheck for income tax withholding and benefits.



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- 5.3 **Incentive and Performance Pay.** If the Employee qualifies, the employee may receive incentive pay or pay for performance under the District's compensation plan, federal law, or state law, including Education Code Chapter 21, subchapter O. An incentive payment is not an entitlement as part of the Employee's salary.
- 5.4 **Overpayments.** The Employee agrees that the District may deduct any wage overpayments under this contract from one or more of the Employee's paychecks.
- 5.5 **Benefits.** The District shall provide benefits to the Employee as provided by state law and Board policy. The District 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.
- 6 **Other Provisions.**
 - 6.1 **Equipment and Reports.** The Employee shall satisfactorily submit or account for all grades, reports, school equipment, or other required items upon request from the District.
 - 6.2 **Special Funding.** Employment in federally or categorically funded positions is expressly conditioned on the availability of full funding for the position. If full funding becomes unavailable, the Employee is subject to termination or nonrenewal, as applicable.
 - 6.3 **Addenda.** This Contract does/does not include one or more Addenda, as follows:
 - (1) Addendum A: _____
 - (2) Addendum B: _____
- 7. **Suspension.** In accordance with the Texas Education Code, the District may suspend the Employee without pay during the term of this Contract for good cause as determined by the Board.
- 8. **Termination and Nonrenewal of Contract.**
 - 8.1 **Termination.** This Contract will terminate upon a determination by the Board of good cause, financial exigency, or a program change, in accordance with applicable law and Board policy, or upon the Employee's resignation at the end of a school year without penalty, pursuant to the applicable provisions of Texas Education Code chapter 21.
 - 8.2 **Nonrenewal.** The District may nonrenew this Contract in accordance with Texas Education Code Chapter 21, as applicable, and Board policy.
- 9. **General Provisions.**
 - 9.1 **Amendment.** This Contract may not be amended except by written agreement of the parties.
 - 9.2 **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.
 - 9.3 **Entire Agreement.** All existing agreements, both verbal and written, between the parties regarding the employment of the Employee are superseded by this Contract. This Contract does not constitute a unified contract with any supplemental duties agreement between the parties.
 - 9.4 **Applicable Law.** Texas law shall govern construction of this Contract.
- 10. **Notice to Employee.** The Employee agrees to keep a current address on file with the District's human resources office. The Employee agrees that the District may meet any legal obligation it has to give the Employee written notice regarding the Employee's employment by hand-delivering the notice to the Employee or by sending the notice by certified mail, regular mail, and/or express delivery service to the Employee's address of record.
- 11. **Expiration of Offer.** This offer of employment contract shall expire unless the Employee signs and returns this Contract, without changes, to the Human Resources Department on or before 14 calendar days from receipt. If the Employee fails to sign and return this contract by this date, without changes, the Employee shall be deemed to have rejected this offer and to have resigned from employment with the District, if any, at the end of the existing contract term.

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

Employee ID #: 12935

Date Signed: 5/8/23

Melody Fowler

- President

- Secretary



ARLINGTON INDEPENDENT SCHOOL DISTRICT

STATE OF TEXAS
COUNTY OF TARRANT

Date given employee 6/13/23

Date returned by employee 6/13/23

SUPPLEMENTAL AGREEMENT FOR INTERIM SUPERINTENDENT

The BOARD OF TRUSTEES ("Board") of the ARLINGTON INDEPENDENT SCHOOL DISTRICT, employs the undersigned Employee, Steven Wurtz, and Employee accepts the additional assignment described in this Agreement on the following terms and conditions:

1. Beginning on June 14, 2023 and terminating upon notice from the Board of Trustees or the effective date of hire of a new full-time superintendent of schools, Employee will serve as Interim Superintendent of the Arlington ISD ("Additional Assignment").
2. Employee's term contract for the 2023-2024 school year ("Term Contract") is not affected by this agreement for interim superintendent and the terms and conditions for that contract remain in effect for the term of the Additional Assignment.
3. In consideration of Employee's acceptance and performance of the Additional Assignment the Board shall pay the Employee a monthly salary supplement ("Supplemental Salary") in addition to Employee's current salary under the Term Contract in the amount of \$8,722.90 per contract. Should the assignment as Interim Superintendent terminate under paragraph 1 during a monthly payroll cycle, the Supplemental Salary shall be pro-rated on a daily basis and Employee shall receive pro-rated Supplemental Salary commensurate with the number of days served in the assignment of Interim Superintendent during that payroll cycle. Employee's performance and salary, including the Supplemental Salary, will be reviewed every six months.
4. Employee shall continue in his assignment of Chief Academic Officer under and pursuant to the provisions of the Term Contract after termination of the Additional Assignment. Any subsequent reassignment by the incoming full-time Superintendent shall be in compliance with paragraph 4.2 of the Term Contract which provides "Employee's salary shall not be reduced by any reassignment without providing notice and an opportunity for a due process hearing before the Board."
5. Employee shall comply with and be subject to state and federal law and District policies, rules, regulations, and administrative directives, as they exist at the time this agreement begins or may be amended during the term of this agreement. Employee shall faithfully perform to the satisfaction of the Board all duties set forth in the job description for Superintendent or as lawfully assigned by action of the Board.
6. Employee shall satisfactorily submit or account for all reports, records, school equipment, or other required items at the end of the agreement term. Employee agrees that the last salary payment under this agreement is conditioned upon receipt from Employee of all such items, within the time specified by the District.
7. Employee shall not perform consultant work outside or receive any financial benefit for Consulting Services performed while serving as interim unless pre-approved by the District's Board of Trustees.
8. Employee shall receive a \$1,000 per month travel stipend for travel in Tarrant County and be reimbursed for reasonable travel outside of Tarrant County in furtherance of AISD's business at actual costs, unless expenses are paid with a district-provided credit card.



ARLINGTON INDEPENDENT SCHOOL DISTRICT

EXHIBIT B - 2
SUMMARY SCHEDULE OF TOTAL REIMBURSEMENTS
RECEIVED BY SUPERINTENDENT AND EACH BOARD MEMBER
 For the Twelve-Month Period Ended June 30, 2022

	MEALS	LODGING	TRANSPORTATION	OTHER	TOTALS
Dr. M. Cavazos Superintendent	\$0.00	\$450.00	\$2,918.41	\$3,301.00	\$6,669.41
Kecia Mays Board President	0.00	0.00	554.59	1,530.00	2,084.59
Bowie Hogg Board Vice President	0.00	0.00	0.00	1,495.00	1,495.00
Melody Fowler Board Secretary	20.76	961.32	534.87	1,845.00	3,361.95
John Hibbs Board Member	0.00	0.00	0.00	0.00	0.00
Aaron Reich Board Member	96.79	1,003.48	547.94	1,985.00	3,633.21
David Wilbanks Board Member	42.25	506.17	296.39	1,955.00	2,799.81
Sarah McMurrough Board Member	0.00	1,041.58	1,004.28	2,255.00	4,300.86
Justin Chapa Board Member	0.00	225.00	20.00	1,170.00	1,415.00
TOTAL	\$159.80	\$4,187.55	\$5,876.48	\$15,536.00	\$25,759.86

NOTE - The schedule above reflects total reimbursements paid to and expenditures paid on behalf of the Superintendent and each Board member. The expenditures were incurred for travel and other functions directly related to official school district business. *Other - includes registration fees for conferences, meetings, special events, etc.



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EXHIBIT B - 3

SUMMARY SCHEDULE OF TOTAL AMOUNT BY SUPERINTENDENT AND BOARD MEMBERS (AND FIRST DEGREE RELATIVES) OF GIFTS THAT HAD AN ECONOMIC VALUE EXCEEDING \$250 IN THE AGGREGATE

For the Twelve-Month Period Ended June 30, 2022

	TOTAL VALUE
Dr. Marcelo Cavazos , Superintendent	\$0.00
Kecia Mays , Board President	\$0.00
Bowie Hogg , Board Vice President	\$0.00
Melody Fowler , Board Secretary	\$0.00
John Hibbs , Board Member	\$0.00
Dr. Aaron Reich , Board Member	\$0.00
David Wilbanks , Board Member	\$0.00
Sarah McMurrough , Board Member	\$0.00
Justin Chapa , Board Member	\$0.00

NOTE - The information presented above was reported to the District by the Superintendent and each individual Board member.

EXHIBIT B - 4

COMPENSATION AND/OR FEES RECEIVED BY THE SUPERINTENDENT FROM OUTSIDE ENTITIES FOR PROFESSIONAL CONSULTING AND/OR OTHER PERSONAL SERVICES

For the Twelve-Month Period Ended June 30, 2022

	TOTAL VALUE
Dr. Marcelo Cavazos , Superintendent	\$0.00

NOTE - The preceding information was reported to the District by the Superintendent.

EXHIBIT B - 5

SUMMARY SCHEDULE OF TOTAL DOLLAR AMOUNT BY BOARD MEMBER OF BUSINESS TRANSACTIONS WITH THE SCHOOL DISTRICT

For the Twelve-Month Period Ended June 30, 2022

	TOTAL VALUE		TOTAL VALUE
Dr. Marcelo Cavazos , Superintendent	\$0.00	Dr. Aaron Reich , Board Member	\$0.00
Kecia Mays , Board President	\$0.00	David Wilbanks , Board Member	\$0.00
Bowie Hogg , Board Vice President	\$0.00	Sarah McMurrough , Board Member	\$0.00
Melody Fowler , Board Secretary	\$0.00	Justin Chapa , Board Member	\$0.00
John Hibbs , Board Member	\$0.00		

NOTE - The information presented above was reported to the District by the Superintendent and each individual Board member.



ARLINGTON INDEPENDENT SCHOOL DISTRICT



The FIRST notice of public meeting:

The Board of Trustees of the Arlington Independent School District will hold a public meeting at 5:00 P.M., September 21, 2023, in the Board Room of the Administration Building at 690 E. Lamar Blvd., Arlington, Texas, 76011. The purpose of this meeting is to discuss Arlington Independent School District's 2023 rating on the state's financial accountability system. Public comment is welcome.