



School Financial Integrity Rating System of Texas Annual Financial Management Report

**Conroe Independent School
District's FIRST Rating**

Purpose of the FIRST Report

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- ❖ **The state's financial accountability rating system, known as the School Financial Integrity Rating System of Texas (FIRST), ensures that Texas public schools are held accountable for the quality of their financial management practices.**
 - ❖ **Rating is based upon an analysis of staff and student data reported for the 2023-2024 school year, budgetary and actual financial data for the fiscal year ended August 31, 2024.**

How Ratings are Assessed?

**The School FIRST
accountability rating
system assigns four
possible ratings to
Texas school districts.**

A

- **Superior Achievement**
- 90-100 Points

B

- **Above Standard Achievement**
- 80-89 Points

C

- **Meets Standard Achievement**
- 70-79 Points

F

- **Substandard Achievement**
- 0-69 Points

FIRST Report Scoring

Indicator	Points	Critical Indicators	Ceiling Indicators
1	Pass/Fail	✓	
2	Pass/Fail	✓	
3	Pass/Fail	✓	
4	Pass/Fail	✓	✓
5	Pass/Fail		✓
6	Pass/Fail		✓
7	10		
8	10		
9	10		
10	10		
11	10		
12	10		
13	10		
14	10		
15	5		
16	Pass/Fail		✓
17	Pass/Fail		✓
18	10		
19	5		
20	Pass/Fail		✓
21	Pass/Fail		✓
Total	100		

**Conroe Independent School District
received a rating of**

**A = Superior Achievement
23rd Consecutive Year**

Scoring 98 out of 100 possible points

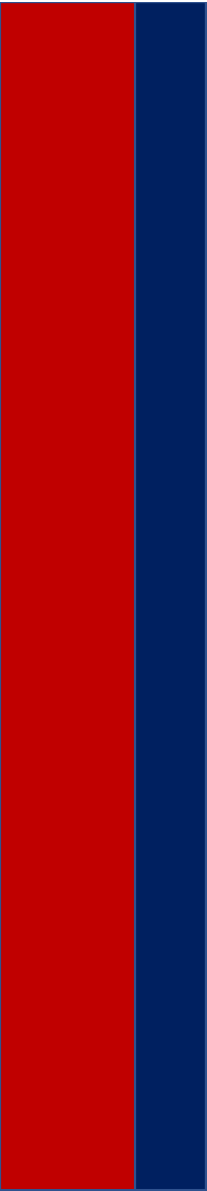
**The “Superior Achievement” rating is the state’s highest,
demonstrating the quality of Conroe ISD’s financial
management and reporting systems.**





Critical Indicators





Indicator Number 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?

Conroe ISD's Answer

Yes (Pass)

Indicator Number 2

Was there an unmodified opinion in the AFR on the financial statements as a whole?

Conroe ISD's Answer

Yes, an Unmodified Opinion is the highest assurance you can receive from the external auditor. (Pass)

Indicator Number 3

Was the school district in compliance with the payment terms of all debt agreements at fiscal year end?

Conroe ISD's Answer

Yes, we were in compliance with all payment terms. (Pass)

Indicator Number 4

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

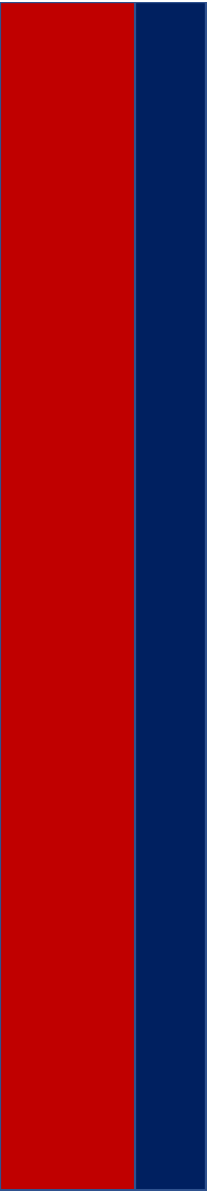
Conroe ISD's Answer

Yes (Pass)



Solvency Indicators





Indicator Number 5

Was the Total Net Position in the Governmental Activities column in the Statement of Net Position greater than zero?

Conroe ISD's Answer

Yes (Pass)

Indicator Number 6

Was the average change in fund balance (assigned and unassigned) over the last 3 years less than a 25 percent decrease **or** did the current year fund balance (assigned and unassigned) exceed 75 days of operational expenditures?

Conroe ISD's Answer

Yes (Pass)

Indicator Number 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?

Conroe ISD's Answer

Yes, the district had sufficient cash & current investments on hand.

Conroe ISD received a 8 out of 10 possible points.

Indicator Number 8

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

Conroe ISD's Answer

Yes, 10 out of 10 possible points

Indicator Number 9

Did the school district's general fund revenues equal or exceed expenditures (excluding facilities acquisition and construction)? If the district has at least 60 days cash on hand the district automatically passes this indicator.

Conroe ISD's Answer

Yes, 10 out of 10 possible points

Indicator Number 10

This indicator is not being evaluated.

Conroe ISD's Answer

10 out of 10 possible points

Indicator Number 11

Was the ratio of long-term liabilities to total assets for the school district sufficient to support long-term solvency? (If the district's increase of students in membership over the last 5 years was 7% or more, the district automatically passes this indicator.)

Conroe ISD's Answer

Yes, 10 out of 10 possible points

Indicator Number 12

What is the correlation between future debt requirements and the district's assessed property value?

Conroe ISD's Answer

10 out of 10 possible points

Indicator Number 13

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

Conroe ISD's Answer

Yes, 10 out of 10 possible points

State's acceptable administrative cost ratio to received a 10 is $\leq 8.55\%$

Conroe ISD's ratio 4.25%

Indicator Number 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 student enrollment increased, the district automatically passes this indicator.)

Conroe ISD's Answer

Yes, 10 out of 10 possible points



Financial Competence Indicators



Indicator Number 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?

Conroe ISD's Answer

Yes, 5 out of 5 possible points

Indicator Number 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?

Conroe ISD's Answer

Yes, (Pass), zero variances

Indicator Number 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 and free from substantial doubt about the school district's ability to continue as a going concern?

Conroe ISD's Answer

We received a clean audit. (Pass)

Indicator Number 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?

Conroe ISD's Answer

We received a clean audit. Received 10 out of 10 possible points.

Indicator Number 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?

Conroe ISD's Answer

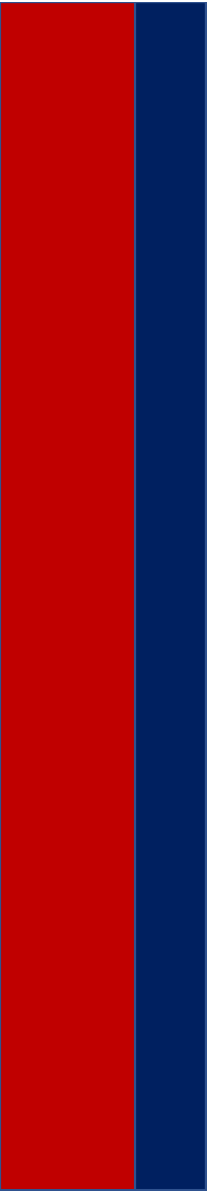
Yes. Received 5 out of 5 possible points.

Indicator Number 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?

Conroe ISD's Answer

Yes (Pass)



Indicator Number 21

Did the school district receive an adjusted repayment schedule for more than one fiscal year for an over-allocation of Foundation School Program (FSP) funds because of a financial hardship?

Conroe ISD's Answer

Pass



The FIRST report along with the additional required disclosures including the Superintendent's Contract and the Annual Financial Management Report can be found on the District's transparency website.

<https://www.conroeisd.net/o/cisd/page/financial-transparency>





Thank you

THE STATE OF TEXAS §
 §
MONTGOMERY COUNTY §

SUPERINTENDENT’S EMPLOYMENT CONTRACT

This Superintendent’s Employment Contract (“Contract”) is made and entered into on the date executed below, by and between the Board of Trustees (the “Board”) of the Conroe Independent School District (the “District”) and Dr. David Vinson (the “Superintendent”).

WITNESSETH:

NOW, THEREFORE, the Board and the Superintendent, for and in consideration of the terms hereinafter established and pursuant to Section 11.201(b) and Chapter 21, Subchapter E 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 commencing on September 18, 2025, and ending on June 30, 2028. 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 No 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.

1.3 Criminal History. At the beginning of this Contract, and at any time during this Contract, the Superintendent specifically agrees to submit to a review of his national criminal history record information if required by the District, the Texas Education Agency, or the State Board for Educator Certification. The Superintendent understands that a criminal history record acceptable to the Board, at its sole discretion, is a condition precedent to this Contract. The Superintendent also agrees that, during the term of this Contract, the Superintendent shall immediately notify the Board in writing of any arrest or of any indictment, conviction, no contest or guilty plea, or other adjudication of the Superintendent for a felony offense, offense involving moral turpitude, or any drug or alcohol related misdemeanor offense within the period specified in Board policy.

1.4 False Statements and Misrepresentations. The Superintendent represents that any records or information provided in connection with his employment application are true and correct. Any knowing or conscious 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.

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 Texas Education Code §§ 11.1512, 11.1513 and 11.201, the job description, Board Policy, and as may be lawfully assigned by the Board, and shall comply with all lawful Board directives, state and federal law, district policy, rules, and regulations as they exist or may hereafter be amended. The Superintendent shall perform the duties of the Superintendent of Schools for the District with reasonable care, diligence, skill, and expertise. All duties assigned to the Superintendent by the Board shall be appropriate to and consistent with state law, Board policy, and the professional role and responsibility of the Superintendent.

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 or the Texas Education Agency 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. In accordance with section 11.051(a-1) of the Texas Education Code, the Board shall provide the Superintendent with an opportunity to provide verbal or written recommendation(s) and/or information as to each of the items of business considered and voted on by the Board at each Board meeting. In the event of illness or Board-approved absence, the Superintendent's designee shall attend such meetings.

The Superintendent shall attend, and shall be permitted to attend, all public meetings of the Board. The Superintendent may also be permitted to attend all closed meetings of the Board of Trustees to the extent necessary to present his recommendations on any matter that is to be voted upon by the Board as required by Tex. Educ. Code § 11.051(a-1). The Superintendent may be excluded from closed meetings of the Board devoted to the consideration of any action or lack of action on the Superintendent's Contract, the Superintendent's evaluation, for purposes of resolving conflicts between individual Board members, when the Board is acting in its capacity as a tribunal, or involving Board discussions on matters not requiring Superintendent recommendations or after such recommendations have been made.

2.5 Criticisms, Complaints, and Suggestions. The Board, individually and collectively, shall refer in a timely manner all substantive criticisms, complaints, and suggestions called to the Board's attention either: (a) to the Superintendent for study and/or appropriate action, and the Superintendent shall refer such matter(s) to the appropriate District employee or shall investigate such matter(s) and shall within a reasonable time inform the Board of the results of such efforts; or, (b) to the appropriate complaint resolution procedure as established by District Board policies. Substantive complaints include, without limitation, allegations of possible wrongdoing by staff and/or students, complaints of possible criminal behavior by staff and/or students, and complaints about personnel which, if true, would require action by the superintendent and/or administration. The Board retains the right to investigate complaints about the Superintendent. The Superintendent shall refer all substantive complaints from staff and/or third parties regarding a Board member to

the Board President for review and action. If the complaint is about the Board President, the Superintendent shall refer the complaint to the next most senior non-implicated Board officer.

2.6 Indemnification. To the extent it may be permitted by applicable law, including, but not limited to, Texas Civil Practice & Remedies Code, Chapter 102, the District does hereby agree to 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 the Superintendent's individual or official capacity as an employee and as Superintendent of the District, providing the incident(s) that is (are) the basis of any such demands, claims, suits, actions, judgments, expenses, and attorneys' fees, arose or does arise in the future from an act or omission of the Superintendent as an employee of the District, acting within the course and scope of the Superintendent's employment with the District; excluding, however, any such demands, claims, suits, actions, judgments, expenses, and attorneys' fees for those claims or any causes of action where it is determined that the Superintendent committed official misconduct; or committed a willful or wrongful act or omission, or an act or omission constituting gross negligence; or acted in bad faith; and excluding any costs, fees, expenses, or damages that would be recoverable or payable under an insurance contract, held either by the District or by the Superintendent. The selection of the Superintendent's legal counsel shall be with the mutual agreement of the Superintendent and the Board if such legal counsel is not also District's legal counsel. A legal defense may be provided through insurance coverage, in which case the Superintendent's right to agree to legal counsel provided for him will depend on the terms of the applicable insurance contract. To the extent this Section 2.6 exceeds the authority provided and limitations imposed by Texas Civil Practice & Remedies Code, Chapter 102, it shall be construed and modified accordingly. The provisions of this Section 2.6 shall survive the termination of this Contract.

III. Compensation and Benefits

3.1 Salary. The District shall pay the Superintendent an annual salary of Three Hundred Ninety-Five Thousand Dollars (\$395,000.00). This annual salary shall be paid to the Superintendent in equal installments consistent with the Board's payroll practices for District employees.

3.2 Consulting to District Prior to September 18, 2025. The Board and the Superintendent agree that prior to September 18, 2025, the Superintendent may provide consulting services to the District. For each day the Superintendent works as a consultant, the District shall pay the Superintendent a daily rate. The daily rate shall be One Thousand Seven Hundred Dollars (\$1,700) per day. Further, the District will pay or reimburse the Superintendent for reasonable and necessary costs incurred by the Superintendent for travel to the District, as well as lodging and meals while performing these consulting duties.

3.3 Salary Adjustments. At any time during the term of this Contract, the Board may, in its sole discretion, review and adjust the salary of the Superintendent, but in no event shall the Superintendent be paid less than the salary set forth in 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 action. In such event, the parties agree to execute a new contract incorporating the adjusted salary.

Subject to and without waiving any Constitutional and/or other legal challenges by the Superintendent, the Superintendent acknowledges that the District may have certain rights pursuant to Education Code Sections 21.212(f), 21.4021 and/or 21.4032.

3.4 Legal Holidays and Personal Leave. The Superintendent shall receive the same number of personal leave days as authorized by policies adopted by the Board for administrators who serve 226 duty days each year. The personal leave days taken by the Superintendent, with prior notice to the Board President, will be taken at such time or times as will not substantially interfere with the performance of the Superintendent's duties as set forth in this Contract. The Superintendent shall observe the same legal holidays as provided by Board policies for administrative employees who serve 226 duty days each year.

Additionally, the Superintendent shall receive one (1) additional day of vacation per each month of this Contract. The additional vacation day shall not accrue, and if not used by the conclusion of each month, shall be paid to the Superintendent on the June payroll of each year as a single taxable lump-sum payment at the Superintendent's then current daily rate of pay.

3.5 Insurance. The Superintendent shall be entitled to participate in the group health care plan(s) provided by the District in accordance with District policies and practices for the administration of the group health care plan. The District shall pay the same premiums for medical insurance coverage for the Superintendent, as provided by the District for its other administrative employees.

3.6 Professional Growth. 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 at and participation in appropriate professional meetings at the local, regional, state and national levels. The Board shall encourage the use of data and information sources, and shall encourage the participation of the Superintendent in pertinent education seminars and courses offered by public or private institutions or by educational associations, as well as the participation in informational meetings with those individuals whose particular skills, expertise, or backgrounds would serve to improve the capacity of the Superintendent to perform the Superintendent's professional responsibilities for the District. Membership fees, registration, and expense reimbursement under this section is limited to the amount budgeted by the Board for this purpose.

3.6.1 Professional Development. 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 seminars, courses, or meetings.

3.6.2 Professional Organizations. The District encourages the continuing professional growth of the Superintendent through participation in professional organizations and activities and shall pay the membership fees of the Superintendent for at least Two (2) professional organizations. In addition, the District shall bear reasonable costs and expenses for other memberships organizations mutually agreed to be necessary to maintain

and improve the Superintendent's professional development. With the prior approval of the Board, the Superintendent may hold office in such professional organizations, serve as a consultant to other school districts or educational agencies, lecture, engage in writing activities and speaking engagements, and engage in other similar activities which are of a short-term duration and do not interfere with the performance of his duties as Superintendent.

3.7 Civic Activities. The Board encourages the Superintendent to become a member of and participate in community and civic affairs, including the chamber of commerce, civic clubs, governmental committees, and educational organizations. The Board concludes that such participation will serve a legitimate purpose related to the educational mission of the District. The Superintendent may hold offices or accept responsibilities in these professional organizations, provided that such responsibilities do not interfere with the performance of his duties as Superintendent. The Superintendent shall seek approval from the Board prior to joining civic organization for which the Superintendent intends to seek reimbursement for participation or membership dues. The District shall reimburse the Superintendent for the cost of membership in Board-approved local civic organizations in which the Superintendent participates and related travel outside of the District, subject to availability of funds budgeted for that purpose.

3.8 Outside Consultant Activities. The Superintendent may not serve as a consultant or undertake compensated speaking engagements, writing, teaching or other professional duties and obligations outside the District (referred to collectively herein as "Consulting Services") without the express voted consent of the Board of Trustees for each such activity. Consulting Services provided by the Superintendent under the terms and conditions of this paragraph must be consistent with State and federal law. The Superintendent shall notify the Board of all intended outside consultant activities. The Superintendent shall not, at any time during the term of this Contract, and any renewal or extension thereof, receive any financial or monetary benefit from District vendors.

3.9 Automobile Allowance. In addition to the base compensation reflected in Section 3.1, The District shall provide the Superintendent with an automobile allowance in the sum of One Thousand Five-Hundred Dollars (\$1,500.00) per month. This allowance is paid in lieu of mileage expense reimbursement for the Superintendent's business travel in his personal vehicle to destinations within and outside of the District.

3.10 Computer. The District shall provide the Superintendent with a laptop computer, notebook computer, or other similar portable device for the Superintendent's professional and personal use in accordance with standard District practices for administrative employees.

3.11 Annual Physical Examination. The Superintendent shall undergo an annual physical examination performed by a licensed physician. The examination will determine the Superintendent's continuing physical fitness to fulfill the duties and responsibilities of the position and may include laboratory analysis of blood, urine, stress, EKG and other procedures as deemed appropriate by the licensed physician. 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 as confidential medical records to the extent permitted by

law. The District shall pay all reasonable costs of the examination.

3.12 Texas Teacher Retirement System. For performance of Superintendent duties, the District shall supplement the Superintendent's salary by an amount equal to the Superintendent's portion of the member contribution to the Texas Teacher Retirement System ("TRS") during the Term of this Contract, including any extensions thereof. This additional salary supplement for services rendered shall be paid to the Superintendent in regular monthly payroll installments and shall be reported as "creditable compensation" by the District for purposes of TRS, to the extent permitted by TRS.

3.13 Business/Technology/Telecommunications. In addition to the base compensation reflected in Section 3.1, the Superintendent shall receive a Two-Hundred Fifty Dollar (\$250.00) allowance per month during the Superintendent's employment with the District to cover the reasonable and necessary costs of telecommunication access such as mobile phone service and internet access. The Superintendent shall maintain a personal account for mobile telephone service and shall not open an account in the name of the District. The Superintendent shall have total responsibility for payment of such personal account and the District shall have no obligation or responsibility related to said mobile telephone account. The Superintendent understands that information stored in his cell phone, computer, or other device is subject to public disclosure if such information is related to the public business of the District or to his duties as Superintendent. Notwithstanding the location of personal data on the cell phone, computer, or other device, whether owned by the District or the Superintendent, the parties agree that any personal or private information of the Superintendent contained on such devices shall be deemed private and the Superintendent's sole property; provided it shall be the responsibility of the Superintendent to assert, and to bear any costs of asserting, privacy or other confidentiality privileges or rights as to any such data or information.

3.14 Benefits. In addition to the benefits expressly set forth herein, the District shall provide other benefits to the Superintendent as provided to District employees 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 such other benefits, at the Board's sole discretion.

IV. Moving Expenses and Residency

4.1 Moving Expenses. The Board shall reimburse the Superintendent for all reasonable and necessary moving and relocation expenses authorized by the Board President.

4.2 Residency. The Superintendent shall maintain a primary residence within the geographical boundaries of the District.

V. Annual Performance Goals

5.1 Development of Goals. The Superintendent shall submit to the Board within the first 90 calendar days of employment, for its consideration and adoption, a preliminary list of goals for the District. The goals approved by the Board shall at all times be memorialized in writing ("District

Goals”) and reflected in Board minutes or the Superintendent’s annual written evaluation and shall be among the criteria on which the Superintendent’s performance is reviewed and evaluated. The Superintendent shall submit to the Board a preliminary list of goals for the District each year thereafter for the Board’s consideration and adoption. The Superintendent and the Board shall then meet, and the Board shall approve or revise the list of goals. The Superintendent shall submit to the Board for its approval a plan to implement the goals. The Superintendent and the Board shall meet biannually to assess the goals and may adjust or revise the goals either by action of the Board or upon recommendation of the Superintendent and approval of the Board. The District Goals approved by the Board shall be specific, definitive and objectively measurable, to the extent feasible. The Board agrees to work with and support the Superintendent in achieving the goals.

VI. Review of Performance

6.1 Time and Basis of Evaluation. The Board shall evaluate and assess in writing the performance of the Superintendent at least once each year during the term of this Contract. The Superintendent shall submit to the Board within the first 90 calendar days of employment, for its consideration and adoption a proposed Superintendent Evaluation Calendar. The Board’s evaluation and assessment of the Superintendent shall be reasonably related to the duties of the Superintendent as outlined in the Superintendent’s job description and shall be based on the District’s progress towards accomplishing the District Goals.

6.2 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 their respective legal counsel.

6.3 Evaluation Format and Procedures. The evaluation format and procedure shall be in accordance with the Board’s policies and state and federal law. The Superintendent shall submit to the Board within the first 90 calendar days of employment, for its consideration and adoption, a proposed Superintendent Evaluation instrument and criteria. In the event that the Board determines that the performance of the Superintendent is unsatisfactory in any respect, it shall describe in writing, in reasonable detail, specific instances of unsatisfactory performance. The evaluation shall include recommendations as to areas of improvement in all instances where the Board deems performance to be unsatisfactory. A copy of the written evaluation shall be delivered to the Superintendent. The Superintendent shall have the right to make a written response to the evaluation. That response shall become a permanent attachment to and form part of the evaluation in the Superintendent’s personnel file. Within thirty (30) days of the delivery of the written evaluation to the Superintendent, the Board shall meet with the Superintendent to discuss the evaluation. The Board shall devote a portion of, or all of, one executive session annually to a discussion of the working relationship between the Superintendent and the Board. 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, such modifications must be adopted with input from the Superintendent and the Superintendent shall be provided a reasonable period of time to demonstrate such expected performance before being evaluated.

VII. Extension or Nonrenewal of Employment Contract

7.1 Extension/Nonrenewal. Extension and/or non-renewal of this Contract shall be in accordance with Board policy, Texas Education Code Chapter 21, Subchapter E, and applicable law.

VIII. Termination of Employment Contract

8.1 Mutual Agreement. This Contract may 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.

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

8.3 Dismissal for Good Cause. The Board may dismiss the Superintendent during the term of the Contract for good cause as determined and defined under and pursuant to applicable Texas law and District Board policies.

8.4 Suspension Without Pay for Good Cause. The Board may suspend, without pay, the employment the Superintendent during the term of the Contract for good cause as determined and defined under and pursuant to applicable Texas law and District Board policies.

8.5 Termination Procedure. In the event that the Board proposes to terminate 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.

8.6 Resignation of Superintendent. The Superintendent may leave the employment of the District at the end of a school year without penalty by filing a written resignation with the Board. The resignation must be addressed to the Board and filed not later than the 45th day before the first day of instruction of the following school year. The Superintendent may resign with the consent of the Board at any other time.

8.7 Severance Payment Limitation. The District shall not provide severance pay exceeding the equivalent of 20 weeks of the Superintendent’s compensation in effect at the time of termination. No severance shall be paid if the Superintendent is terminated due to misconduct. The District shall comply with all applicable laws and regulations regarding severance payments if the parties agree to such a payment.

IX. Miscellaneous

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

9.2 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.

9.3 Conflicts. In the event of any conflict between the terms, conditions, and provisions of this Contract and the provisions of the Board's policies, or any permissive state or federal law, 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.

9.4 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 for the term stated herein 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.

9.5 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.

9.6 Authority. The Board authorized the President to execute the Contract on behalf of the District by action at a duly called and posted meeting.

Executed on the date indicated below.

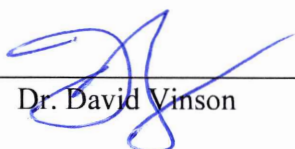
**CONROE INDEPENDENT
SCHOOL DISTRICT:**

By: 

Misty Odenweller
President, Board of Trustees

Date: 9-18-25

SUPERINTENDENT OF SCHOOLS:

By: 
Dr. David Vinson

Date: 9/18/25

School FIRST Annual Financial Management Report

CONROE INDEPENDENT SCHOOL DISTRICT

Reimbursements Received by the Superintendent and Board Members

For the Twelve-Month Period
Ended August 31, 2024

Description of Reimbursements	Superintendent Dr. Curtis Null	Board Member 1 Tiffany Baumann Nelson	Board Member 2 Melissa Dungan	Board Member 3 Misty Odenweller	Board Member 4 Datren Williams	Board Member 5 Theresa Wagaman	Board Member 6 Stacey Chase	Board Member 7 Skeeter Hubert
Meals	\$ 234.80	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Lodging	336.88	-	-	-	-	-	-	-
Transportation	1,160.16	-	-	-	-	387.41	-	-
Motor Fuel	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-
Total	\$1,731.84	\$0.00	\$0.00	\$0.00	\$0.00	\$387.41	\$0.00	\$0.00

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.

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

For the Twelve-Month Period
Ended August 31, 2024

Name(s) of Entity(ies)	Amount Received
N/A	\$ -
Total	\$ -

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

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, 2024

	Superintendent Dr. Curtis Null	Board Member 1 Tiffany Baumann Nelson	Board Member 2 Melissa Dungan	Board Member 3 Misty Odenweller	Board Member 4 Datren Williams	Board Member 5 Theresa Wagaman	Board Member 6 Stacey Chase	Board Member 7 Skeeter Hubert
Total	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

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.

Business Transactions Between School District and Board Members

For the Twelve-Month Period
Ended August 31, 2024

	Board Member 1 Tiffany Baumann Nelson	Board Member 2 Melissa Dungan	Board Member 3 Misty Odenweller	Board Member 4 Datren Williams	Board Member 5 Theresa Wagaman	Board Member 6 Stacey Chase	Board Member 7 Skeeter Hubert
Amounts	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

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.

Summary Schedule of Data Submitted under the Financial Solvency Provisions of TE§39.0822

General Fund - First-Quarter Expenditures By Object Code
Report 2024-2025 first-quarter (first three months of fiscal year 2024-2025) GENERAL FUND expenditures by object code using whole numbers.

Payroll-	Expenditures for payroll costs	object codes 6110-6149	\$ 114,531,961
Contract Costs-	Expenditures for services rendered by firms, individuals, and other organizations	object code series 6200	\$ 7,204,031
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	\$ 6,270,473
Other Operating-	Expenditures for items other than payroll, professional and contracted services, supplies and materials, debt service, and capital outlay	object code series 6400	\$ 7,180,686
Debt Service-	Expenditures for debt service	object code series 6500	\$ 1,067,016
Capital Outlay-	Expenditures for land, buildings, and equipment	object code series 6600	\$ 287,793

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

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?
- Yes

No
- XX
- XX
- 2) Has the school district declared financial exigency within the past two years?
- XX
- 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.

Mean Enrollment-to-Teacher Ratio	85% of Mean Enrollment-to-Teacher Ratio	School District Size
8.39	7.13	Under 100
9.48	8.06	100 to 249
10.73	9.12	250 to 499
11.48	9.76	500 to 999
12.45	10.58	1,000 to 1,599
13.52	11.50	1,600 to 2,999
14.29	12.15	3,000 to 4,999
14.80	12.58	5,000 to 9,999
14.88	12.65	10,000 to 24,999
15.01	12.76	25,000 to 49,999
15.06	12.80	50,000 and Over

- 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

RATING YEAR **2024-2025**DISTRICT NUMBER **district #****Select An Option****Help****Home**

Financial Integrity Rating System of Texas

2024-2025 RATINGS BASED ON SCHOOL YEAR 2023-2024 DATA - DISTRICT STATUS DETAIL

Name: CONROE ISD(170902)		Publication Level 1: 8/8/2025 12:54:09 PM	
Status: Passed		Publication Level 2: 8/8/2025 4:49:42 PM	
Rating: A = Superior Achievement		Last Updated: 8/8/2025 4:49:42 PM	
District Score: 98		Passing Score: 70	
#	Indicator Description	Updated	Score
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>	4/23/2025 6:09:54 PM	Yes
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>	4/23/2025 6:09:54 PM	Yes
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 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>	4/23/2025 6:09:54 PM	Yes
4	<u>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.)</u>	4/23/2025 6:09:54 PM	Yes Ceiling Passed
			1 Multiplier Sum
5	<u>Was the total net position in the governmental activities column in the Statement of Net Position (net of accretion of interest for capital appreciation bonds, net pension liability, and other post-employment benefits) greater than zero? (If it is not, the maximum points and highest rating that the school district may receive is 79 points, C = Meets Standard Achievement, unless the school district has an increase of students in membership over 5 years of 7 percent or more or 1,000 or more students in membership. If the school district has an increase of students in membership over 5 years of 7 percent or more or 1,000 or more students in membership, the</u>	4/23/2025 6:09:54 PM	Ceiling Passed

	<u>maximum points and highest rating that the school district may receive is 89 points, B = Above Standard Achievement.)</u>		
6	<u>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.)</u>	4/23/2025 6:09:54 PM	Ceiling Passed
7	<u>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.</u>	4/23/2025 6:09:54 PM	8
8	<u>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.</u>	4/23/2025 6:09:54 PM	10
9	<u>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.</u>	4/23/2025 6:09:54 PM	10
10	This indicator is not being evaluated.		10
11	<u>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 or 1,000 or more students in membership, then the school district passes this indicator.)</u>	4/23/2025 6:09:54 PM	10
12	<u>What is the correlation between future debt requirements and the district's assessed property value?</u>	4/23/2025 6:09:54 PM	10
13	<u>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.</u>	4/23/2025 6:09:54 PM	10
14	<u>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.</u>	4/23/2025 6:09:54 PM	10
15	<u>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? See ranges below in the Determination of Points section.</u>	4/23/2025 6:09:54 PM	5
16	<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? (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.)</u>	4/23/2025 6:09:54 PM	Ceiling Passed
17	<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 and free from substantial doubt about the school district's ability to continue as a going concern? (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.)</u>	4/23/2025 6:09:54 PM	Ceiling Passed
18	<u>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.)</u>	4/23/2025 6:09:54 PM	10
19	<u>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?</u>	4/23/2025 6:09:54 PM	5

20	<u>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?</u>	4/23/2025 6:09:54 PM	Ceiling Passed
21	<u>Did the school district receive an adjusted repayment schedule for more than one fiscal year for an over-allocation of Foundation School Program (FSP) funds because of a financial hardship?</u>	4/23/2025 6:09:54 PM	Ceiling Passed
			98 Weighted Sum
			1 Multiplier Sum
			(100 Ceiling)
			98 Score

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	
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.			
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.			

CEILING INDICATORS

Did the school district meet the criteria for any of the following ceiling indicators 4, 5, 6, 16, 17, 20, or 21? 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.		
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 5 (Total Net Position) - Negative total net position and do not have 7% or more or 1.000 or more increase in growth in students in membership over 5 years.	79	C = Meets Standard Achievement

Indicator 6 (Average Change in Fund Balance) - Response to indicator is <i>No</i> .	89	B = Above Standard Achievement
Indicator 16 (PEIMS to AFR) - Response to indicator is <i>No</i> .	89	B = Above Standard Achievement
Indicator 17 (Material Weaknesses) - Response to indicator is <i>No</i> .	79	C = Meets Standard Achievement
Indicator 20 (Property Values and Tax Discussion) - Response to indicator is <i>No</i> .	89	B = Above Standard Achievement
Indicator 21 (FSP Repayment Plan) - Response to indicator is Yes.	70	C = Meets Standard Achievement

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THE **TEXAS EDUCATION AGENCY**

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