



School FIRST
Financial Integrity Rating System of Texas

State	HEB ISD	HEB ISD	HEB ISD	HEB ISD
-------	---------	---------	---------	---------

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

Yes	Yes	Yes	Yes	Yes
-----	-----	-----	-----	-----

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 balance 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.)

*NEW INDICATOR IN 2021 FIRST

Yes

Yes

N/A

N/A

N/A

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

10 points
max

10 points

10 points

10 points

10 points

8.

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?

*NEW INDICATOR IN 2021 FIRST

10 points
max

10 points

N/A

N/A

N/A

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 is not currently audited, the ratio of long term liabilities to total assets for the most recent fiscal year shall be used.)

10 points
max

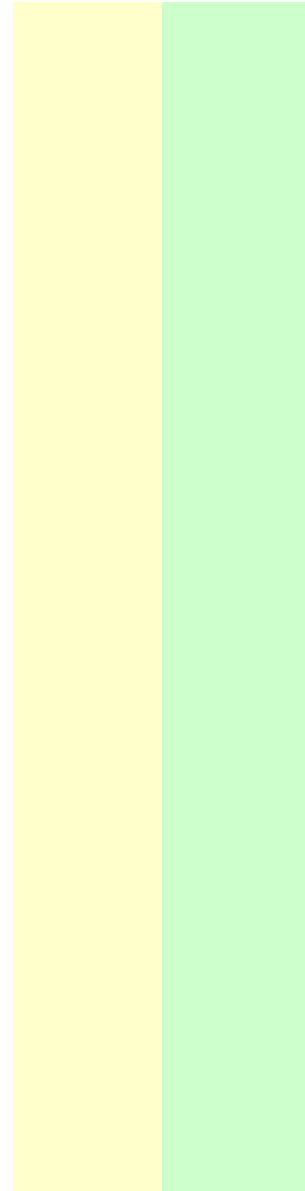
10 points

10 points

10 points

10 points

13.



School FIRST

HEB ISD
 REIMBURSEMENTS RECEIVED BY SUPERINTENDENT AND BOARD MEMBERS

	Steve Chapman	Julie Cole	Matt Romero	Rochelle Ross	Faye Beaulieu	Fred Campos	Andy Cargile	Dawn Jordan-Wells	TOTAL
Meals									
Lodging									
Transportation									
Milage									
Other									
TOTAL \$	4,986.44	\$ 4,211.23	\$ 1,238.17	\$ 3,846.52	\$ 2,444.10	\$ 3,467.03	\$ 41.33	\$ 1,043.02	21,277.84

HEB ISD
Compensation / Fees Received by Superintendent for Consulting And / Or Other Services
Fiscal Year 2019-2020

HEB ISD

HEB ISD
Business Transactions Between School District and Board Member
Fiscal Year 2019-2020

Superintendent Term Contract

This Contract is entered into between the Board of Trustees (the "Board") of the HURST-EULESS-BEDFORD INDEPENDENT SCHOOL DISTRICT (the "District") and Steven A. Chapman (the "Superintendent").

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

1. **Term.** The Board agrees to employ the Superintendent on a twelve-month basis per school year, beginning September 1, 2021 and ending August 31, 2025. The Board and the Superintendent (the "Parties") may extend the term of this Contract by agreement.
2. **Extension.** At any time during the contract term, but not until the Superintendent's second formal appraisal, the Board in its discretion may reissue the contract for an extended term. Failure to extend a contract shall not constitute contract nonrenewal.
3. **Certification and Records.** The Superintendent agrees to maintain the required certification and experience records throughout the term of employment with the District and all other records required for personnel or payroll purposes. If the

application may be grounds for termination or nonrenewal, as applicable.

6. **Duties.** The Superintendent shall be the educational leader and chief executive officer of the District. The Superintendent agrees to perform his or her duties as follows:

6.1 **Authority:** The Superintendent shall perform such duties and have such powers as may be prescribed by the law, the job description, and the Board. The Board shall have the right to assign additional duties to the Superintendent and to make changes in responsibilities or work at any time

(a) **Financial Exigency.** If the Board declares a financial exigency under Texas Education Code Section 44.011, the statute allows the Board to choose to amend this Superintendent's Contract. If this Contract is amended, then the Superintendent may choose to accept the amended Contract or resign without penalty upon the provision of reasonable notice.

(b) **Widespread Salary Reduction.** If the Board implements a widespread salary reduction under Texas Education Code Section 21.4023, then the Superintendent's annual salary shall be reduced by

or fraction of a percent by which teacher salaries have been reduced.

(c) **Furlough.** If the Board implements a furlough under Texas Education Code Section 21.4021, then the Superintendent shall be furloughed for

be converted into compensation at the termination of the employment relationship, in accordance with and subject to the limits of Board Policy DED (Local) and (Regulation).

8. **Suspension.** In accordance with Texas Education Code Chapter 21, the Board may

11.2 **Severability:** If any provision in this Contract is, for any reason, held to be invalid, illegal, or unenforceable, such invalidity, illegality, or unenforceability shall not affect any other provision of the Contract. This Contract shall be construed as if such invalid, illegal, or unenforceable provision had never been a part of the Contract.

11.3 **Entire Agreement:** All existing agreements and contracts, both verbal and written, between the Parties regarding the employment of the Superintendent are superseded by this Contract. This Contract constitutes the entire agreement between the Parties.

11.4 **Contracting Authority:** The Superintendent is authorized to execute this Contract on behalf of the Board of Education.

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

Date signed: _____

Accounting:

Ad Valorem Property Tax:

Adopted Tax Rate:

All Funds:

Capital Outlay:

Capital Project Funds:

Cash:

Debt Service Fund:

Federal Revenues:

Function:

Incremental Costs:

M&O Tax Rate:

Operating Expenditures/Student:

Payments for Shared Services Arrangements:

Restricted Fund Balance:

State Revenues:

Unassigned Fund Balances:

Unmodified Opinion:

Unrestricted Net Asset Balance:

WADA:

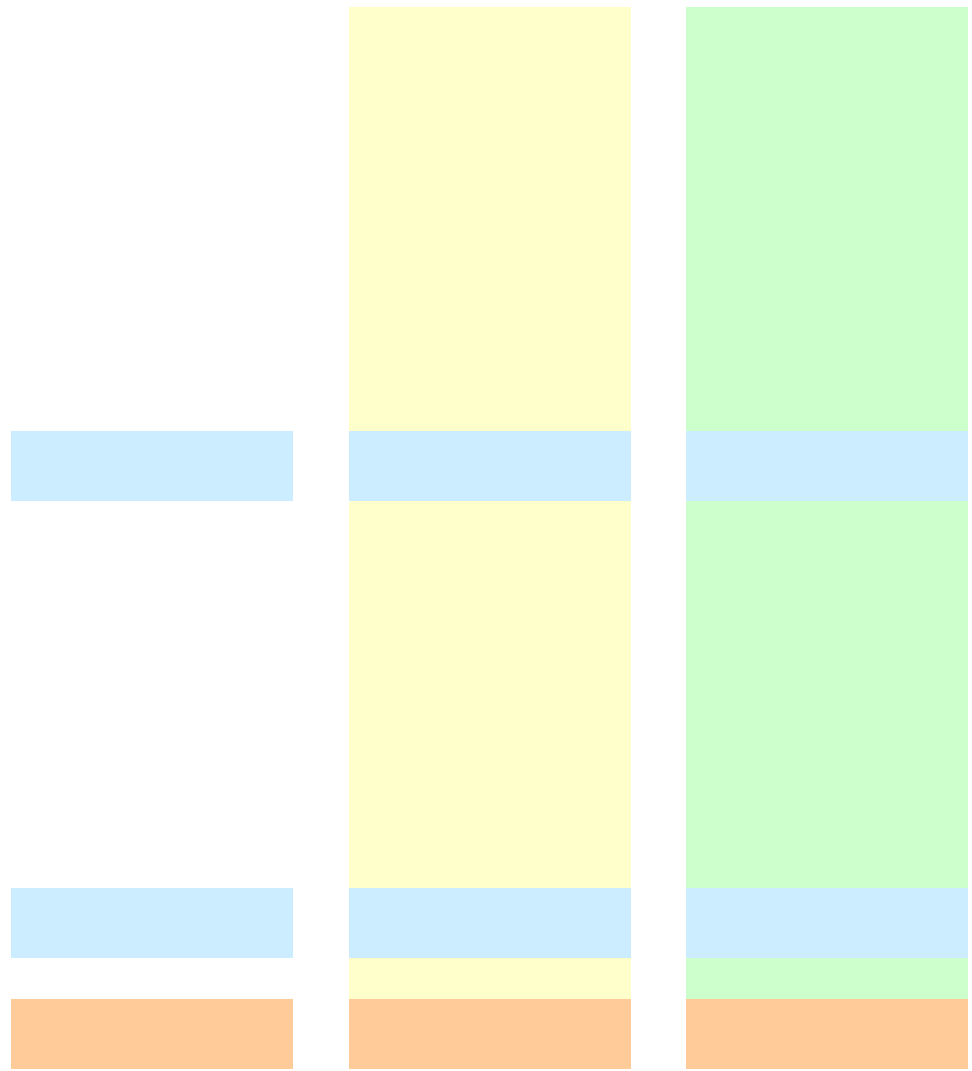
School FIRST
Hurst Euless Bedford ISD
2019-2020 District Status

Rating: Superior

HEB ISD Score: 100

Determination of Rating

NO



If No:

