



DRIPPING SPRINGS
Independent School District

**Annual Financial
Accountability Management
Report**

2011-2012 Fiscal Year

**Rating: Superior
Achievement**

Dripping Springs Independent School District Annual Financial Accountability Management Report

Introduction

This is the 11th year of the School FIRST (Financial Accountability Rating System of Texas), a financial accountability system for Texas school districts developed by the Texas Education Agency in response to Senate Bill 875 of the 76th Texas Legislature in 1999. The primary goal of Schools FIRST is to achieve quality performance in the management of school districts' financial resources, a goal made more significant due to the complexity of accounting associated with Texas' school finance system. Legislative rules require the district to present a FIRST management report, which covers any business-related issues. The district must hold a public meeting to discuss the report. The district's School FIRST rating is based upon an analysis of staff and student data reported for the 2011-2012 school year as well as budgetary and actual financial data for the 2012 fiscal year. This information is submitted through the district's annual PEIMS (Public Education Information Management System) submissions.

The financial accountability rating of the district is based on its overall performance on certain financial measurements, ratios, and other indicators established by the commissioner of education with the financial accountability rating worksheet.

For the 11th consecutive year, Dripping Springs ISD continues its financial excellence with a rating of **"Superior Achievement"** for the 2011-2012 fiscal year, scoring positive responses on 20 of 20 indicators on the worksheet with a score of 70 out of 70. This report briefly focuses on how this Superior rating was achieved.

Schools FIRST
Financial Integrity Rating System of Texas
Dripping Springs Independent School District
2011 - 2012

State Indicator	Indicator Background	State Yes or Points Avail.	DSISD 11-12 Result
<p>1. Was The Total Fund Balance Less Nonspendable and Restricted Fund Balance Greater Than Zero In The General Fund?</p> <p>Additional Information: <i>The Total Fund Balance less the Nonspendable and Restricted Fund Balance is the amount available to the governmental entity for commitment to specific projects. Unassigned Fund Balance is intended to serve as a measure of the financial resources available to meet a school district's operational needs. The Unassigned Fund Balance is the amount available for spending. The adequacy of Unassigned Fund Balance in the General Fund should be assessed based upon a school district's own specific circumstances. DSISD's Unreserved Fund Balance as of June 30, 2012 was \$18.2 million or 52% of the General Fund expenditures.</i></p>	<p>School districts must legally have a fund balance to ensure adequate funding for operations. This indicator is designed to ensure that the District has a positive amount of fund balance cash (savings) that is not designated or "reserved" for a specific purpose.</p>	Yes	Yes
<p>2. Was the Total Unrestricted Net Asset Balance (Net of Accretion of Interest on Capital Appreciation Bonds) In the Governmental Activities Column in the Statement of Net Assets Greater than Zero? (If the District's 5 Year % Change in Students was 10% more)</p> <p>Additional Information: <i>The District's Unrestricted Net Asset Balance (Net of Accretion of Interest on Capital Appreciation Bonds) was \$18 million as of June 30, 2012.</i></p>	<p>This indicator seeks to make certain that the District has a positive asset balance to cover liabilities.</p>	Yes	Yes
<p>3. Were There NO Disclosures In The Annual Financial Report And/Or Other Sources Of Information Concerning Default On Bonded Indebtedness Obligations?</p> <p>Additional Information: <i>Dripping Springs ISD has never defaulted on any of its bond indebtedness obligations.</i></p>	<p>This indicator seeks to make certain that the District has made payments for obligations on bonds issued to pay for school construction, etc.</p>	Yes	Yes

Schools FIRST
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2011 - 2012

State Indicator	Indicator Background	State Yes or Points Avail.	DSISD 11-12 Result
<p>4. Was The Annual Financial Report Filed Within One Month After November 27th or January 28th Deadline Depending Upon The District's Fiscal Year End Date (June 30th or August 31st)?</p> <p>Additional Information: <i>Dripping Springs ISD's Fiscal Year end date is June 30. The November deadline is applicable to Dripping Springs ISD. TEA received the audit report on November 27, 2012 which was within one month of the November 27th due date.</i></p>	<p>Was your Annual Financial Report filed with TEA by the deadline?</p>	Yes	Yes
<p>5. Was There An Unqualified Opinion in Annual Financial Report?</p> <p>Additional Information: <i>Padgett Stratemann & Co., the District's external auditors, issued an unqualified opinion for the year ending June 30, 2012.</i></p>	<p>A "qualification" on the financial report means the District needs to correct some of the reporting or financial controls. A district's goal, therefore, is to receive an "unqualified opinion" on its Annual Financial Report. This is a simple "Yes" or "No" indicator.</p>	Yes	Yes
<p>6. Did The Annual Financial Report Not Disclose Any Instance(s) Of Material Weaknesses In Internal Controls?</p> <p>Additional Information: <i>Padgett Stratemann & Co., the District's external auditors, reported no material weaknesses in the 2011-2012 audit.</i></p>	<p>A clean audit of the Annual Financial Report would state the District has no material weaknesses in the internal controls. Any internal weaknesses create a risk of the District not being able to properly account for its use of public funds, and should be immediately addressed.</p>	Yes	Yes

Schools FIRST
Financial Integrity Rating System of Texas
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2011 - 2012

State Indicator	Indicator Background	State Yes or Points Avail.	DSISD 11-12 Result								
<p>7. Was The Three-Year Average Percent Of Total Tax Collections (Including Delinquent) Greater Than 98%?</p> <p>Additional Information: <i>DSISD's tax collection rate for 2011-2012 was 100.48%. The District's three-year average is also 100.48%. This history is depicted in the following table.</i></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;">Year</th> <th style="text-align: center;">% Total Tax Collections</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">2009 - 2010</td> <td style="text-align: center;">100.27%</td> </tr> <tr> <td style="text-align: center;">2010 - 2011</td> <td style="text-align: center;">100.68%</td> </tr> <tr> <td style="text-align: center;">2011 - 2012</td> <td style="text-align: center;">100.48%</td> </tr> </tbody> </table>	Year	% Total Tax Collections	2009 - 2010	100.27%	2010 - 2011	100.68%	2011 - 2012	100.48%	<p>This indicator measures the District's success in collecting property taxes, placing a 98% minimum collections standard. The District must collect 98 percent or more of taxes, including any delinquent taxes owed from past years.</p>	5	5
Year	% Total Tax Collections										
2009 - 2010	100.27%										
2010 - 2011	100.68%										
2011 - 2012	100.48%										
<p>8. Did The Comparison Of PEIMS Data To Like Information In Annual Financial Report Result In An Aggregate Variance Of Less Than 3 Percent Of Expenditures Per Fund Type (Data Quality Measure)?</p> <p>Additional Information: <i>There were no significant differences between the Annual Financial Report and the PEIMS financial data.</i></p>	<p>This indicator measures the quality of data reported to PEIMS and in the Annual Financial Report to make certain that the data reported in each case "matches up." If the difference in numbers reported in any fund type is more than 3 percent, the District "fails" this measure.</p>	5	5								
<p>9. Were Debt Related Expenditures (Net Of IFA And/OR EDA Allotment) < \$350.00 Per Student? (If The District's Five-Year Percent Change In Students = Or > 7%, Or If Property Taxes Collected Per Penny Of Tax Effort > \$200,000 Per Student)</p> <p>Additional Information: <i>The District's debt-related expense per student was \$3,176.99. However, the five-year percent change in students was 13.99% and the property taxes collected per penny of tax effort was \$257,544, satisfying the two alternate tests.</i></p>	<p>This indicator shows how much the District spends on debt-related expenditures in relation to change in student population.</p>	5	5								

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State Indicator	Indicator Background	State Yes or Points Avail.	DSISD 11-12 Result
<p>10. Was There No Disclosure In The Annual Audit Report Of Material Noncompliance?</p> <p>Additional Information: <i>Padgett Stratemann & Co., the District's external auditors, noted no material non-compliance in the 2011-2012 audit.</i></p>	<p>The Annual Audit Report includes no disclosure indicating that the school district failed to comply with laws, rules, and regulations for a government entity.</p>	5	5
<p>11. Did The District Have Full Accreditation Status In Relation To Financial Management Practices? (e.g. No Conservator Or Monitor Assigned)</p> <p>Additional Information: <i>DSISD had full accreditation status for Fiscal Year 2011-2012.</i></p>	<p>TEA did not take control of the district due to financial issues such as fraud or having a negative fund balance.</p>	5	5
<p>12. Was The Aggregate Of Budgeted Expenditures And Other Uses Less Than The Aggregate Of Total Revenues, Other Resources and Fund Balance In General Fund?</p> <p>Additional Information: <i>The District's fund balance was sufficient to cover the \$1,634,122 budget deficit at June 30, 2012.</i></p>	<p>The District will receive a negative rating on this measure if total expenditures and other uses for the fiscal year exceeded total funds available.</p>	5	5
<p>13. If The District's Aggregate Fund Balance In The General Fund And Capital Projects Fund Was Less Than Zero, Were Construction Projects Adequately Financed? (To Avoid Creating Or Adding To The Fund Balance Deficit Situation)</p> <p>Additional Information: <i>The District's aggregate fund balances in the General Fund and Capital Projects Fund was \$18,663,845 at the beginning of the 2011-2012 fiscal year.</i></p>	<p>This indicator measures the District's ability to construct facilities without damaging Fund Balance.</p>	5	5

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State Indicator	Indicator Background	State Yes or Points Avail.	DSISD 11-12 Result
<p>14. Was The Ratio Of Cash And Investments To Deferred Revenues (Excluding Amount Equal To Net Delinquent Taxes Receivable) In The General Fund Greater Than Or Equal To 1:1? (If Deferred Revenues Are Less Than Net Delinquent Taxes Receivable)</p> <p>Additional Information: <i>The District's General Fund had cash and investments of \$23.2 million at June 30, 2012. Deferred revenues at this same point in time were \$1.2 million thus exceeding the 1:1 ratio requirement.</i></p>	<p>This indicator measures whether or not the District has sufficient cash and investments to balance Fund Balance monies such as TEA overpayments (deferred revenues).</p>	5	5
<p>15. Was The Administrative Cost Ratio Less Than The Threshold Ratio?</p> <p>Additional Information: <i>The State of Texas establishes limits on the amount of money school districts are allowed to spend on administrative costs. The limit is set as a ratio of administrative costs to instructional costs and is titled the "Administrative Cost Ratio". Administrative costs are defined as Instructional Leadership and General Administration. Instructional Leadership includes costs to provide leadership for staff and all instructional services. This excludes campus leadership. General Administration includes costs for managing the school district as an overall entity. The District's administrative cost ratio for 2011-2012 was 10.23%, well below the state limit of 14.01%.</i></p>	<p>TEA and state law set a cap on the percentage of the budget that Texas school districts can spend on administrative costs.</p>	5	5
<p>16. Was The Ratio Of Students To Teachers Within the Ranges Shown Below According To District Size?</p> <p><i>District Size - No. of Students Between 1,000 - 4,999. Ranges for Ratios: Low 11.5 - High 22</i></p> <p>Additional Information: <i>The District's ratio of students per teacher was 16.4211 for fiscal year 2011-2012. Any ratio between 11.5 and 22 students per teacher meets the state standard.</i></p>	<p>This indicator measures the District's pupil-teacher ratio to ensure that it is within TEA recommended ranges for the District's student population range. For example, districts with a student population between 1,000 and 4,999 should have no more than 22 students per teacher and no fewer than 11.5 students per teacher.</p>	5	5

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<p>17. Was the Ratio of Students to Total Staff within the ranges shown below according to district size?</p> <p><i>District Size - No. of Students Between 1,000 - 4,999. Ranges for Ratios: Low 6.3 - High 14</i></p> <p>Additional Information: <i>The District's ratio of students to total staff was 8.0581 for fiscal year 2011-2012. Any ratio between 6.3 and 14 students to total staff meets the state standard.</i></p>	<p>This indicator measures the District's pupil-staff ratio to ensure that it is within TEA-recommended ranges for the District's population range. For example, districts with a student population between 1,000 and 4,999 should have no more than 14 students per staff member and no fewer than 6.3 students per district employee.</p>	5	5
<p>18. Was The Decrease In Undesignated Unreserved Fund Balance < 20% Over Two Fiscal Years? (If Total Revenues > Operating Expenditures In The General Fund, Then District Receives 5 Points)</p> <p>Additional Information: <i>There was not a decrease in undesignated unreserved fund balance exceeding 20% over the two fiscal years.</i></p>	<p>This indicator notes rapid decreases in the District's undesignated fund balance (those dollars not designated as a "land fund" or "construction fund" or emergency fund).</p>	5	5
<p>19. Was The Aggregate Total Of Cash And Investments In The General Fund More Than \$0?</p> <p>Additional Information: <i>The District's General Fund had cash and investments of \$23.2 million as of June 30, 2012.</i></p>	<p>Does your district have cash in the bank and/or investments?</p>	5	5
<p>20. Were Investment Earnings In All Funds (Excluding Debt Service Fund and Capital Projects Fund) Meet or Exceed the 3-Month Treasury Bill Rate?</p> <p>Additional Information: <i>Investment earnings for fiscal year 2011-2012 equated to a return of .2282%. The 3-month T-bill rate for this period was .05917%.</i></p>	<p>Is the District investing cash or reserve fund balance monies wisely?</p>	5	5
Total Points Available/Earned		70	70

**Required Disclosures for
Dripping Springs Independent School District
2011-2012 FIRST Report
October 28, 2013**

SUPERINTENDENT TERM CONTRACT

THIS AGREEMENT is made and entered into by and between the Board of Trustees (the "Board") of the Dripping Springs Independent School District (the "District") and Dr. Bruce Gearing (the "Superintendent").

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

1. **Term.** The Board agrees to employ the Superintendent on a 12-month basis per school year for three years, beginning July 1, 2013 and ending June 30, 2016. The Superintendent will be eligible for an extension on each subsequent anniversary date thereafter.
2. **Certification.** The Superintendent agrees to maintain the required certification throughout the term of employment with the District. If the Superintendent's certification expires, is canceled, or is revoked, this Contract is void.
3. **Representations.** The Superintendent makes the following representations:
 - 3.1 **Beginning of Contract.** The Superintendent represents that he or she has disclosed to the Board, in writing, any arrests, indictment, conviction, no contest or guilty plea, or other adjudication of the Superintendent, other than minor traffic violations. The Superintendent understands that a criminal history record acceptable to the Board, at its sole discretion, is a condition precedent to this Contract.
 - 3.2 **During Contract.** The Superintendent also agrees that, during the term of this Contract, the Superintendent will notify the Board, in writing, of any arrests, indictment, conviction, no contest or guilty plea, or other adjudication of the Superintendent, other than for minor Class C misdemeanors such as speeding tickets, etc. The Superintendent agrees to provide such notification in writing within 7 calendar days of the event or any shorter period specified in Board policy.
 - 3.3 **False Statements and Misrepresentations.** The Superintendent represents that any records or information provided in connection with his or her employment application are true and correct. Any false statements, misrepresentations, omissions of requested information, or fraud by the Superintendent in or concerning any required records or in the employment application may be grounds for termination or nonrenewal, as applicable.
4. **Duties.** The Superintendent shall be the educational leader and Chief Executive Officer of the District. The Superintendent agrees to perform his or her duties as follows:
 - 4.1 **Authority.** The Superintendent shall perform the duties and have the powers prescribed by the law and the Board. The Board may assign additional duties to the Superintendent and change the Superintendent's responsibilities or work at any time during this Contract, but the duties shall be appropriate to and consistent with the professional role of the Superintendent.
 - 4.2 **Standard.** Except as otherwise permitted by this Contract or Board action, the Superintendent agrees to devote his or her full time and energy to the performance of his or her duties. The Superintendent shall perform his or her duties with reasonable care, skill, and diligence. The Superintendent shall comply with all lawful Board directives, state and federal laws and rules, Board policy, and regulations as they exist or may hereafter be amended.
5. **Compensation.** The District shall pay the Superintendent an annual salary and as follows:
 - 5.1 **Salary.** The District shall provide the Superintendent with an annual salary in the sum of \$172,010.00 for a standard 226 days of service. This annual salary rate shall be effective July 1, 2013, and paid to the Superintendent in equal monthly installments consistent with the Board's policies. The Board will review

the Superintendent's compensation for a possible salary increase no later than June 30, 2014. The Board may also, in its discretion, review the compensation of the Superintendent for a possible salary increase at any other time during the term of this Contract. In no event shall the Superintendent be paid less than the salary set forth in this Section 5.1 except by mutual agreement of the Superintendent and the Board and except as law allows. The Board agrees not to unilaterally reduce the Superintendent's salary in cases of financial exigency.

5.2 **Benefits.** The District shall provide benefits to the Superintendent as provided by this Contract, state law, and Board policies. The Board reserves the right to amend its policies at any time during the term of this Contract to reduce or increase these benefits, at the Board's sole discretion. However, any reduction in benefits occasioned by an amendment of the Board's policies will take affect only in the next contract year (July 1 – June 30) unless otherwise mutually agreed to by the Superintendent and the Board. In addition, the District shall provide to the Superintendent the employment benefits set forth on Exhibit A attached hereto and incorporated herein for all purposes. Notwithstanding any provision in this Contract to the contrary, the employment benefit set forth on Exhibit A may not be reduced except by mutual agreement of the Superintendent and to the Board.

6. **Suspension.** In accordance with Texas Education Code chapter 21, the Board may suspend the Superintendent without pay during the term of this contract for good cause as determined by the Board. In the event that the Board proposes to suspend the Superintendent without pay for good cause, the Superintendent shall be afforded all the rights set forth in the Board's policies and state law.

7. **Termination, Renewal, and Nonrenewal of Contract and Resignation.**

7.1 ***Renewal/Nonrenewal.*** Renewal or nonrenewal of this Contract shall be in accordance with Board policy and applicable law.

7.2 ***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.

7.3 ***Death/Retirement.*** This Contract shall be terminated upon the death of the Superintendent or upon the Superintendent's retirement under the Teacher Retirement System of Texas.

7.4 ***Dismissal for Good Cause.*** The Board may terminate this Contract and dismiss the Superintendent during the term of this Contract for good cause as determined by the Board. In the event the Board proposes to terminate this contract for good cause, the Superintendent shall be afforded all rights set forth in the Board's policies and state law.

7.5 ***Resignation.*** 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 no 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. **REVIEW OF PERFORMANCE**

8.1 ***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.

8.2 ***Evaluation Format and Procedure.*** The evaluation format and procedure shall be in accordance with the Board's policies and state and federal law.

8.3 Unless the Superintendent expressly requests otherwise in writing, the evaluation of the Superintendent shall at all times be conducted in closed 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.

9. PROFESSIONAL LIABILITY

- 9.1 The District shall, to the extent it is permitted to do so by applicable law, including, but not limited to, Texas Civil Practice & Remedies Code Chapter 102, indemnify, defend, and hold the Superintendent harmless regarding any claims, demands, duties, actions or other legal proceedings against the Superintendent, or damages, including court costs and attorney's fees incurred by the Superintendent in his individual or official capacity for any act or failure to act involving the exercise of judgment and discretion within the normal course and scope of his duties as Superintendent of the District, 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. This paragraph does not apply to criminal investigations or proceedings. The District may, at its discretion, purchase appropriate insurance coverage for the benefit of the Superintendent or include the Superintendent as a covered party under any insurance contract providing errors and omissions insurance coverage purchased for the protection of the Board and the professional employees of the District in order to meet its obligations under this paragraph. However, the purchase of such insurance or the inclusion of the Superintendent as a covered party shall not relieve the District of its obligation under this paragraph if the relevant insurance company refuses to afford coverage or if the insurance coverage is not sufficient to fully indemnify, defend, and hold the Superintendent harmless. The Board may retain attorneys to represent the Superintendent in any proceedings for which he could seek indemnification under this paragraph. No individual member of the Board shall be personally liable for indemnifying and defending the Superintendent under this paragraph. The District's obligation under this paragraph shall continue after the termination of this Contract for qualifying acts or failures to act occurring during the term of this Contract or any extension thereof.
- 9.2 The Superintendent shall fully cooperate with the District in the defense of any and all demands, claims, suits, actions, and legal proceedings brought against the District. The Superintendent's obligation under this paragraph shall continue after the termination of this Contract.

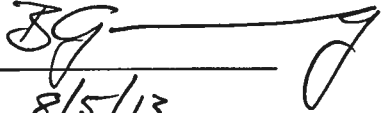
10. General Provisions.

- 10.1 **Amendment.** This Contract may not be amended except by written agreement of the Board and the Superintendent (the "Parties").
- 10.2 **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 constructed as if such invalid, illegal, or unenforceable provision had never been a part of the Contract.
- 10.3 **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 and any addenda constitute the entire agreement between the Parties.
- 10.4 **Applicable Law and Venue.** Texas law shall govern this Contract. The Parties agree that venue for any litigation relating to the Superintendent's employment with the District, including this Contract, shall be in the county in which the District's administration building is located. If litigation is brought in federal court, the Parties agree that venue shall be the federal district and division in which the District's administration building is located.
- 10.5 **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.

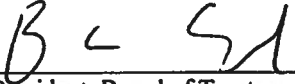
11. Notices.

- 11.1 To Superintendent. The Superintendent agrees to keep a current address on file with the District's Human Resources office and the Board President. The Superintendent agrees that the Board may meet any legal obligation it has to give the Superintendent written notice by delivering the notice through hand delivery, certified mail, regular mail, and/or express delivery service to the Superintendent's address of record.
- 11.2 To Board. The Board agrees that the Superintendent may meet any legal obligation to give the Board written notice by providing one copy of the notice to the President of the Board and one copy to the Vice President of the Board. The Superintendent may provide such notices by hand delivery, or by certified mail, regular mail, and/or express delivery service to the Board President and Vice President's addresses of Record, as provided to the District.

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

Superintendent: 
Date signed: 8/5/13

Dripping Springs Independent School District

By: 
President, Board of Trustees

Date signed: 7-31-13

**ATTACHMENT A
OTHER BENEFITS**

1. **Insurance.** The District shall pay the same premiums for hospitalization, major medical, and dental insurance coverage for the Superintendent pursuant to the group health care plan(s) provided by the District for its administrative employees.
2. **Automobile.** The District shall provide the Superintendent with an automobile allowance in the sum of five hundred dollars (\$500.00) per month. This allowance is for all mileage inside the District, Region XIII Education Service Center, and the District's UIL area. Such amounts shall be subject to payroll tax withholding by the District.
3. **Supplemental Compensation - Retention Incentive.** As an incentive to encourage the Superintendent to remain employed as Superintendent with the District, the District agrees to open a savings account in the name of the District for contributions as provided herein ("Account"). Beginning on June 30, 2013, and on or before June 30 of each year thereafter during the term of this Contract, the District shall contribute two thousand five hundred and no dollars (\$2,500.00) annually to the Account. In the event that on June 30, 2017 ("Vesting Date") the Superintendent remains employed by the District, the Superintendent shall be vested one hundred percent (100%) in the Account, and all amounts therein, including both the District's contributions and any interest or other earnings thereon shall be paid to the Superintendent. The Superintendent shall not have any rights in or to the Account prior to the Vesting Date and in the event the Superintendent's employment with the District terminates for any reason prior to the Vesting Date, the Account, all amounts in the Account and those amounts remaining unpaid to the Account shall be forfeited and the District shall have no further liability with respect to the Account.
4. **Electronic Devices.** The District will provide the Superintendent with a laptop computer at District expense for District business use and for a reasonable amount of personal use. The Superintendent is further authorized to use District equipment such as computers and telephones for a reasonable amount of personal use.
5. **Holidays, Sick Leave.** The Superintendent shall observe the same legal holidays as provided by Board policies for administrative employees on twelve-month contracts. The Superintendent is hereby granted the same number of illness benefits and leave and vacation days as authorized by Board policies for administrative employees on twelve-month contracts.
6. **Professional Organizations.** The Superintendent is encouraged to participate in various professional educational organizations. The reasonable cost of membership in two such organizations shall be borne by the District each District fiscal year.
7. **Civic Organizations.** The Superintendent is encouraged to participate in community and civic affairs such as chamber of commerce, civic clubs, etc. The reasonable expenses of such local activities, including any membership fees and dues, shall be borne by the District.
8. **Professional Growth.** The Superintendent shall devote the Superintendent's time, attention, and energy to the direction, administration, and supervision of the District. However, the Board 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 utilization of any person's expertise or background which would serve to improve the capacity of the Superintendent to perform the Superintendent's professional responsibilities for the District. In its encouragement of the Superintendent to grow professionally, the Board shall permit a reasonable amount of release time for the Superintendent to attend such seminars, courses or meetings. The District shall bear the reasonable costs and expenses for such attendance or membership with prior Board approval.
9. **Expenses.** The District shall reimburse the Superintendent for reasonable expenses directly incurred by the Superintendent in the continuing performance of the Superintendent's duties under this Agreement. The District shall

reimburse the Superintendent for District use of the Superintendent's personal automobile for miles traveled outside of the District by the Superintendent in the continuing performance of the Superintendent's duties under this Contract at the per mile reimbursement rate approved by the Texas Comptroller that is in effect at the time of the out-of-district travel. The District shall reimburse the Superintendent for all other out-of-district travel expenses incurred by the Superintendent in the continuing performance of the Superintendent's duties under this Contract to the extent allowed by law and Board policy. The Superintendent shall comply with all procedures and documentation requirements in accordance with Board policy.



Dripping Springs Independent School District

Reimbursements Received by the Superintendent and Board Members for Fiscal Year 2011-2012

For the Twelve-Month Period Ended June 30, 2012	Superintendent Mard Herrick	Superintendent Bruce Gearing	Tim Kurpiewski	John Adams	Shelly Reeves	Caroline Pekarek	Alan Atwood	Barbara Stroud	Carrie Kroll	Liz Ing
Meals	\$ -	\$ 37.70	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Lodging	1,952.76	1,033.86	448.53		448.53	448.53		448.53	-	
Transportation	2,881.01	93.00	109.56					48.66		
Motor Fuel										
Other-Registrations		650.00	50.00	50.00	50.00	50.00	50.00	50.00		50.00
Total	\$ 4,833.77	\$ 1,814.56	\$ 608.09	\$ 50.00	\$ 498.53	\$ 498.53	\$ 50.00	\$ 547.19	\$ -	\$ 50.00



Dripping Springs Independent School District

Outside Compensation and/or Fees Received by the Superintendent for Professional Consulting and/or Other Personal Services in Fiscal Year 2011-2012

For the Twelve-Month Period Ended June 30, 2012	Superintendent Mary Ward	Superintendent Bruce Gearing
Name of Entity	\$ -	\$ -
Total	\$ -	\$ -

