



Ahuja & Consultants, Inc.

Certified Public Accountants

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PRIVILEGED & CONFIDENTIAL

Executive Summary
Examination of Complaints Regarding 2018 Bond Funds

Lake Travis Independent School District





February 7, 2025

Pam Sanchez
Acting Superintendent
Lake Travis Independent School District
3322 Ranch Road 620 South
Austin, TX 78738

Cory Rush
Spalding Nichols Lamp Langlois
3700 Buffalo Speedway, Suite 500
Houston, TX 77098

Via Email: sanchezp@ltsidschools.org, crush@snll-law.com

RE: Executive Summary of the Examination of Complaints Regarding 2018 Bond Fund Use for Lake Travis Independent School District

I. BACKGROUND AND SCOPE

Ahuja & Consultants, Inc. (A&C) was engaged to perform forensic accounting services in response to a Public Complaint Form and other supporting documentation submitted by Ms. Jessica Howard (“Ms. Howard”) and Ms. Kara Bell (“Ms. Bell”) on January 16, 2024 (the “Howard Complaint”)¹ against Lake Travis Independent School District (“LTISD” or the “District”). The Howard Complaint alleges, among other things, that there was misuse of funds relating to the District’s 2018 Bond (the “2018 Bond Funds”).

Specifically, A&C was engaged to review the complaints related to bond money being used to pay for District salaries. The Howard Complaint alleges the following:

*4- Open Records Requests prove LTISD is illegally using bond money to pay salaries. Brad Goerke, your name is on that list of one of the employees who has been paid with bond money. Our question to you, Were you aware you were being illegally paid from bond money? We believe this is a clearcut case of the "Fox Guarding the Hen House" and we want to put on record the conflict of interest in you handling this grievance, today. **Exhibit F***

¹ Ms. Bell was identified as a representative of Ms. Howard in the “Public Complaint Form – Level One” on January 16, 2024, which included 48 pages of documentation. Both parties wrote a letter to LTISD’s Director of Finance Brad Goerke dated February 8, 2024, which was provided to us along with nearly 600 pages of documentation. A&C considered all documentation submitted by Ms. Howard and Ms. Bell, which is collectively referred to as the “Howard Complaint” in this report.



5-During a meeting to promote the 2022 Bond, Jessica Howard asked why over \$2,000,000.00 in Bond Money was being used to pay employee salaries. While answering questions from the public Erin Archer (Trustee) Pam Sanchez and Norton responded by saying, "Bond money cannot be used to pay district employees", "we are not using bond money to pay teachers", lying and defrauding the public.

6-Pam Sanchez after receiving a ORR in regard to Bond Money being paid for teacher salaries, sought legal counsel from attorneys in San Antonio who clearly defined the legal use of bond money. Following this email exchange, Kara Bell received documents via an open records request proving there was even more misuse of our fiduciary property.

On November 6, 2024, A&C reached out to Ms. Howard and Ms. Bell to clarify their specific allegations surrounding the use of 2018 Bond Funds. Via email on November 12, 2024, Ms. Bell rejected A&C's request for a meeting. Ms. Howard did not respond to our request.

Based on the bullet points listed above, and using the context of documents included in Exhibit F related to the Bond Funds, it appears that Ms. Howard and Ms. Bell allege that 1) 2018 Bond Funds were used to pay the salaries of District employees (specifically, administrative officials, teachers, and police officers), and 2) that the usage of 2018 Bond Funds in that manner was illegal. Additionally, the attached documentation included invoices from Fiverr that were notated as paid out of 2018 Bond Funds, and general ledger information related to the purchase of police department vehicles from 2018 Bond Funds.

A&C addressed certain other allegations of the Howard Complaint in a prior report dated June 28, 2024 (the "June 2024 Report"). Please review the June 2024 Report for more detail.

The scope of A&C's investigation for this report is limited to these specific allegations as requested by the District and does not include allegations in the Howard Complaint relating to any employment applications or employment contracts as those allegations are legal in nature (e.g. contract interpretation) and are therefore outside the scope of a forensic accounting review.

A&C's current engagement must be viewed in the context that we are identifying facts in relation to fraudulent activity with respect to the 2018 Bond Funds, if any such facts exist. The following summary of procedures and results relates to facts discovered by A&C in our review of the use of 2018 Bond Funds.

II. A&C PROCEDURES

A&C held preliminary discussions about the Howard Grievance with LTISD employees, including Superintendent Paul Norton and his Executive Assistant Suzanne Kelbaugh. Additionally, A&C also discussed the grievance review process with LTISD's external counsel, Ellen Spalding and Cory Rush of Spalding Nichols Lamp Langlois and Amber King of Thompson Horton.



Although A&C relied upon LTISD to provide documentation and coordinate interviews with persons identified in the allegations, A&C independently determined our procedures, and LTISD officials did not deny any requests for documentation or interviews.

A list of all documents received regarding our review can be found in **Exhibit A**.

A&C’s procedures included a review of the general ledger for any payroll expensed to the 2018 Bond Funds during the period of July 1, 2019, to November 30, 2024. A&C identified several District employees where the District used 2018 Bond Funds for payroll. A&C requested and received the general ledger payroll records for these identified employees. This review consisted of the total payroll for each of the identified employees, as it was noted that payroll for certain employees was expensed under multiple budget codes. A&C reviewed annual Year-to-Date payroll reports in addition to monthly payroll reports, and we were able to successfully reconcile the data from both reports. A&C also received and reviewed “Supplemental Pay Reports” for the following employees that were involved with the Frontline conversion project: Ms. Antonella “Toni” Larsen, Ms. Tamara Odenthal, Ms. Kim Heinen, and Mr. Brad Goerke.² A&C was able to successfully reconcile the amounts from the Supplemental Pay Reports to the payroll records.

Our investigation included interviews with the following current and former LTISD employees:

Employee	Employment Status	Job Title	Interview Format	Date of Interview
Susan Arbuckle	Former Employee	Buyer	Remote	12/10/2024
Brandon Snyder	Former Employee	Construction Project Manager	Remote	12/10/2024
Mackie Price	Former Employee	Construction Project Manager	Remote	12/10/2024
Danielle Hinson	Former Employee	HR Coordinator	Remote	12/10/2024
Tamara Odenthal	Current Employee	Accounts Payable Coordinator	In Person	12/12/2024
Brad Goerke	Current Employee	Director of Finance	In Person	12/12/2024
Ryan Petru	Current Employee	Technical Project Engineer	In Person	12/12/2024
Kirill Braynin	Current Employee	Buyer	In Person	12/12/2024
Richard Harrison	Current Employee	Construction Project Manager	In Person	12/12/2024

² Ms. Danielle Hinson and Ms. Angela Marsh were also involved with the Frontline conversion project. Ms. Hinson and Ms. Marsh have both resigned from LTISD in 2021. Per Pam Sanchez, their Supplemental Paysheets have not been retained pursuant to the District’s standard document retention policies. The amount paid to these two employees from the 2018 Bond Funds, as recorded in retained payroll records, is immaterial.



Kim Heinen	Current Employee	Human Resource Manager	In Person	12/12/2024
Austin Resch	Current Employee	Construction Project Manager	In Person	12/12/2024
Robert Winovitch	Current Employee	Director of Facilities & Construction	In Person	12/12/2024
Antonella "Toni" Larsen	Current Employee	Payroll & Benefits Manager	In Person	12/12/2024

Additionally, we discussed clarifications of specific accounting for 2018 Bond Fund expenses with the following District employees and District counsel:

- Pam Sanchez, Assistant Superintendent of Business Services
- Christy Soares, Director of Purchasing
- Clayton Binford, Bond counsel with McCall, Parkhurst & Horton LLP

A&C also requested interviews with Wesley Perkins (former Director of Facilities & Construction) and Angela Marsh (former Director of Purchasing). A&C was informed that Wesley Perkins was deceased, and that Angela Marsh was unavailable for interviews.

III. SUMMARY OF RESULTS

A&C was provided accounting records of payroll (from all funds)³ for employees that were paid any amount out of the 2018 Bond fund from July 1, 2019 to November 30, 2024. A summary of A&C's quantitative analysis of the source of payroll funds can be found in Exhibit B. As reflected in Exhibit B, the following District employees were paid using 2018 Bond Funds.

EMPLOYEE	<i>% of Salary Allocated to Bond Funds</i>	<i>% of Salary Allocated to Non-Bond Funds</i>
SNYDER, BRANDON	100.00%	0.00%
RESCH, AUSTIN	100.00%	0.00%
PETRU, RYAN	99.35%	0.65%
HARRISON, RICHARD	99.24%	0.76%
PERKINS, WESLEY	99.18%	0.82%
PRICE, MACKIE	99.15%	0.85%
WINOVITCH, ROBERT	98.64%	1.36%
BRAYNIN, KIRILL	98.39%	1.61%
ARBUCKLE, SUSAN	94.47%	5.53%

³ This includes general funds as well as various bond funds. The budget code used for the 2018 Bond Program is 668, the budget code used for the 2023 Bond Program is 663, and the budget code used for the 2024 Bond is 664 per Mr. Goerke.



GOERKE, BRAD*	4.16%	95.84%
LARSEN, ANTONELLA*	1.44%	98.56%
ODENTHAL, TAMARA*	1.04%	98.96%
HEINEN, KIM*	1.03%	98.97%
HINSON, DANIELLE*	0.87%	99.13%
MARSH, ANGELA*	0.49%	99.51%

**These employees were involved with the Frontline conversion project.*

Based on interviews with District employees, A&C learned that employees were never requested to record their time to a specific fund. Hourly employees of the District would generally “badge in” at the beginning of the day and “badge out” at the end of the day. This process simply recorded the time at which the employee started and ended the day. Employees receiving a salary did not record their time and generally worked in excess of 40 hours per week.

Administrative Payroll

The Howard Complaint alleges that Brad Goerke and other administrative staff members were “illegally” paid using 2018 Bond Funds. A&C extensively reviewed payroll reports and supporting documentation relating to all employees paid, in whole or in part, using 2018 Bond Funds. A&C also interviewed LTISD administrative personnel about their knowledge of the use of 2018 Bond Funds to pay their payroll.

Based on interviews with District administrative employees, A&C learned that a portion of the payroll for the following employees came from the 2018 Bond Fund (Fund 668): Danielle Hinson, Tamara Odenthal, Brad Goerke, Kim Heinen, and Antonella "Toni" Larsen. Each of these interviews confirmed the employee’s involvement and responsibilities with the 2018 Bond projects as corroborated through the documentation and other interviews. A summary of the results of A&C’s interviews follows:

- As part of the 2018 Bond budget, the District included funding for technology improvements. One technology improvement was the implementation of new educational administration software. Prior to the implementation of the new software, the District used Texas Computer Cooperative's iTCCS software (“iTCCS”). iTCCS was no longer going to be supported after July 2021.
- Therefore, the District needed to migrate data to a new system. The District chose Frontline following a bidding process. The implementation project began in January 2020 and continued until July 2021, when iTCCS was fully closed.
- Rather than hiring an outside consulting firm to manage the process, the District decided to implement the conversion using internal personnel with the primary reason being that internal staff had more background knowledge regarding the specifics for the set up. Additionally, Brad Goerke had experience with the complexities of managing the conversion process at a prior job for another school district. Had the District hired outside consultants for this conversion, then the 2018 Bond Funds would have been used to pay for those consultants.
- Since the conversion required a significant amount of extra duty work (hours above and beyond normal work hours) from salaried employees, the District considered compensating those employees with some kind of supplemental pay. Brad Goerke, who led the Frontline conversion



project, suggested that District employees working on the project should receive a fixed stipend. The ultimate decision to instead use supplemental hourly pay was made by Evalene Murphy (former Assistant Superintendent for Human Resource Services) and Johnny Hill (former Assistant Superintendent of Business, Financial and Auxiliary Services). The supplemental pay would be based on actual hours logged outside of normal working hours (i.e. after working 8 hours on weekdays or any hours on weekends). These hours were recorded on forms titled “Supplemental Pay Report.” These forms were prepared by each employee on a monthly basis. Each form was signed by 1) the employee submitting the form and 2) a “Principal/Supervisor/Manager or Program Coordinator.”

- A&C interviewed employees who worked on the Frontline conversion. These employees stated that they only reported hours worked outside of normal working hours. These employees also stated that they worked on the conversion during normal working hours without logging that time for supplemental pay. The supplemental pay was recorded using forms provided by the District. A&C reviewed the forms to confirm that they were 1) properly approved and 2) matched up with the amounts listed on payroll reports.
- Interviewees reported that, sometime in late 2020, Evalene Murphy made the ultimate decision to end the supplemental pay program for the Frontline conversion. Although the interviewees could not recall a specific date for that decision, payroll reports and forms that were completed contemporaneously with the work suggest that the supplemental pay ended after October 2020. The interviewees also stated that this decision came after they were substantially finished with the most difficult and time-consuming part of the conversion process.

Of the \$2,385,507.94 in 2018 Bond Funds used for payroll purposes during the six-year time period analyzed by A&C, \$50,572.18 (2.12%) went to administrative employees involved in the Frontline project.

Construction and Procurement Payroll

The following current and former employees had nearly 100% of their payroll come from the 2018 Bond Fund (Fund 668): Susan Arbuckle, Brandon Snyder, Mackie Price, Ryan Petru, Kirill Braynin, Richard Harrison, Austin Resch and Robert Winovitch.

Via interviews with A&C, these District employees confirmed that 100% or nearly 100% of their time was spent working on bond projects. Additionally, Brad Goerke confirmed that District construction or procurement employees work 100% of their time on bond projects, and their payroll comes out of bond funds.

Ms. Arbuckle is a former employee of the District as a Buyer, whose position was taken over by Mr. Braynin. The Buyers for the District stated that they worked on procurement of materials for new construction projects, including issuing solicitations, reviewing competitive sealed proposals, selecting vendors, and managing invoices. The other current and former employees (Mr. Snyder, Mr. Price, Mr. Petru, Mr. Harrison, Mr. Resch, and Mr. Winovich) stated that their work for the District involved



construction management on bond projects, which included determining specific needs for construction projects, selecting contractors, and monitoring the construction projects from start to finish.

Of the \$2,385,507.94 in 2018 Bond Funds used for payroll purposes during the six-year time period analyzed, \$2,334,935.76 (97.88%) went to employees directly involved in construction and procurement on bond projects.

Teacher and Police Officer Payroll

Regarding the allegations that teachers or police officers were paid using 2018 Bond Funds, A&C did not uncover any evidence of those allegations from the Howard Complaint documentation.

The supporting documentation to the Howard Complaint includes allegations in emails from a redacted sender, a person identified as “Concerned Taxpayer” (LTCommunity@protonmail.com), and Ms. Bell along with certain general ledger detail that was provided by the District. Additionally, documentation in the Howard Complaint contains handwritten notes⁴ on printouts of the Payroll Account Distribution Journal. Certain District “staff” members are noted in brackets.

A&C reviewed the general ledger information, all payroll recorded to the Bond Fund as noted above, the Payroll Account Distribution Journal included in the Complaint, and applicable board minutes. A close review of the Payroll Account Distribution Journal reveals that the “Staff” were paid out of funds unrelated to the bonds (i.e. not from Fund 668, 662, or 663).

Of the \$2,385,507.94 in 2018 Bond Funds used for payroll purposes during the time period analyzed by A&C, there is no evidence of funds being used for teacher or police officer payroll.

A&C did note reimbursements to librarians Deborah Foster of Lake Pointe Elementary (\$98.89) and Michelle McMillin of Rough Hollow Elementary (\$182.02) from 2018 Bond Funds, for the total amount of \$280.91. The 2018 Bond included a budget for the funding of school libraries. Each campus oversees procurement of books for their own library. Some librarians purchased approved books and were reimbursed using 2018 Bond Funds. These reimbursements were approved by the principal of the school where the library was located.

Police Expenditures

The Howard Complaint also included general ledger print outs noting police department purchases as part of the 2018 Bond Fund. A&C reviewed the general ledger detail along with board meeting agendas and minutes related to these purchases.

On December 16, 2020, the Board approved the establishment of a Lake Travis ISD Police Department. Resolution No. 12162020-01 established the budget for the police department, with \$400,000 of the budget coming from the 2018 Bond Program. Per the 2018 Bond Fund general ledger, a budget of

⁴ Based on context, the notes appear to be written by either Ms. Howard or Ms. Bell.



\$100,000 was allocated for “Police Uniforms and Supplies” and \$300,000 was allocated for “Police Vehicles”. Under board policy, the Board was notified of the purchase of six patrol vehicles in the amount of \$271,041.00 at the March 24, 2021 Board meeting. This purchase was from the approved allocated budget.

A&C was also provided documentation evidencing the approval to reimburse Andrew Michael for a supply of “Impoundment Record and Traffic Tickets” and “Raincoats for Police Officers” in the amount of \$753.13. These reimbursements were funded from the approved allocated budget for uniforms and supplies using 2018 Bond Funds. These reimbursements were part of the \$100,000 budgeted for “Police Uniforms and Supplies”. Additional purchases from suppliers of police uniforms, equipment and other supplies were made under the same \$100,000 allocation of 2018 Bond Funds in the general ledger.

Per discussion with LTISD bond counsel, through the bond issuance, the Board is given authorization and general authority under the umbrella of the three general categories of District Structures and Facilities, Transportation, and Land (outside of the priority projects) to change or add projects. A&C noted all three of these categories were part of the 2018 Bond. This allows the Board to respond to change and provides flexibility for the more minimal projects not contemplated when the bond was initially approved.

In addition, there is flexibility for the Board to reallocate funds when there is a surplus of bond funds identified either through increased earnings, overbudgeting in estimates, or additional sources of other funds for the capital projects. For example, if an event occurs in which insurance funds become available for certain projects, then the Board can reallocate funds to new projects via board approval.

Fiverr and Mayes Media Group Expenditures

The Howard Complaint also included copies of Fiverr invoices that had been charged to the 2018 Bond Fund. Based on our review of the Fiverr invoices, the approved check request, and the general ledger descriptions related to these expenses, a total of \$4,282.65 was incurred in August and September of 2023 described as “Animated Explainers” on the invoices and described as “Bond Video #1, #2 and #3” per the general ledger. A&C noted these expenses were charged to the 2018 Bond fund.

In addition, we noted that \$78,010 was paid to Mayes Media Group between September 21, 2022, and December 12, 2022. Mayes Media Group was also paid from the 2018 Bond Fund. Per a review of the service agreement, Mayes Media Group was to serve as the public relations, communications, and advertising agency for LTISD for the period September 1, 2022, through December 31, 2022. Per a review of the invoices these services included the following: 2022 bond consulting fees, video production for the public information video for bond referendum, additional studio time for edits to video, design and printing for pop up banners in English and Spanish, database for mail campaign, design and printing of handouts in English and Spanish, design and printing of public information mailer #1, #2, #3, and #4.

Per our discussion with Pam Sanchez, she confirmed that the Fiverr expenses were three videos to communicate the details of the 2023 proposed bond and that the expenses for Mayes Media Group related to the mailings and handouts for communication of the 2022 proposed bond. She further confirmed that these expenses were paid from 2018 Bond Funds.



A&C followed up with LTISD's bond counsel regarding the guidelines related to bond funds and their related use. According to counsel there are two principal factors to consider: i) the bond funds are to be used toward capital expenditures or capital items as a general concept and ii) the legal obligation to inform the electorate.

The use of the funds includes those expenses incurred that are necessary for the delivery of the capital item. For example, the payment of salaries to those employees whose efforts are necessary in the delivery of the capital projects is an acceptable expenditure. In many cases, districts do not have the in-house expertise required, so experts are brought in.

As part of the District's obligation to inform the electorate, the District requires certain planning and studies to be conducted so that the Board can make informed decisions. Packages of information must be delivered to the Board, as well as communicated to the community, and the information must be compiled and disseminated in a way that is digestible to the larger community. Often experts are brought in to assist with these communications.

In regard to which bond funds may be used, many bond projects have a two to five year window and under the budget guidelines any excess can be used for a current or currently contemplated capital program. Therefore, it is legally acceptable that any excess from one bond program can be used for planning for the next bond program.

Conclusions

A&C has reviewed the information contained in the Howard Complaint and additional documentation provided by the District. A&C also interviewed certain District employees identified as receiving payroll from the 2018 Bond Fund. A&C followed up with District employees and District counsel to provide further context behind certain transactions.

Based on our investigation, A&C makes the following conclusions:

- Certain District administrative employees were granted supplemental pay for work performed after-hours on a technology conversion project that was included in the 2018 Bond budget. The District decided to provide supplemental pay to District employees for the extra work, rather than paying an outside consultant with 2018 Bond Funds for the conversion project.
- Other District employees provided direct support on construction or procurement for 2018 Bond projects. The payroll for the District employees who worked directly on 2018 Bond projects came from 2018 Bond Funds.
- The Howard Complaint contains no evidence that salaries for "teachers" or "police officers" was paid out of 2018 Bond Funds (or any other bond fund). However, the District volunteered the information that 1) librarians were reimbursed using 2018 Bond Funds for book purchases made in support of 2018 Bond library projects and 2) Chief of Police Andrew Michael was reimbursed



using 2018 Bond Funds for police department startup expenses made in support of an approved 2018 Bond project.

- Regarding the use of 2018 Bond Funds to pay for Fiverr and Mayes Media Group, these expenses were for legitimate communication of capital projects as required as part of the Bond Programs. LTISD's bond counsel stated that it is legally acceptable that any excess from one bond program can be used for planning for the next bond program.

A&C reserves the right to update this summary for additional information and data received.

DOCUMENT INDEX
Lake Travis Independent School District - Bond Fund Examination

DATE RECEIVED	RECEIVED FROM	ENTITY/IN RELATION TO	DOCUMENT/DESCRIPTION	DATE	FILE NAME
11/14/2024	Pam Sanchez		Payroll Account Distribution Journal	1/1/2019-1/31/2019	Acct Disto- 6xx 01.2019.pdf
11/14/2024	Pam Sanchez		Payroll Account Distribution Journal	2/1/2019-2/28/2019	Acct Disto- 6xx 02.2019.pdf
11/14/2024	Pam Sanchez		Payroll Account Distribution Journal	3/1/2019-3/31/2019	Acct Disto- 6xx 03.2019.pdf
11/14/2024	Pam Sanchez		Payroll Account Distribution Journal	4/1/2019-4/30/2019	Acct Disto- 6xx 04.2019.pdf
11/14/2024	Pam Sanchez		Payroll Account Distribution Journal	5/1/2019-5/31/2019	Acct Disto- 6xx 05.2019.pdf
11/14/2024	Pam Sanchez		Payroll Account Distribution Journal	6/1/2019-6/30/2019	Acct Disto- 6xx 06.2019.pdf
11/14/2024	Pam Sanchez		Payroll Account Distribution Journal	7/1/2018-7/31/2018	Acct Disto- 6xx 07.2018.pdf
11/14/2024	Pam Sanchez		Payroll Account Distribution Journal	7/1/2019-7/31/2019	Acct Disto- 6xx 07.2019.pdf
11/14/2024	Pam Sanchez		Payroll Account Distribution Journal - Incentive Payroll	8/1/2018-8/31/2018	Acct Disto- 6xx 08.2018- Incentive.pdf
11/14/2024	Pam Sanchez		Payroll Account Distribution Journal	8/1/2018-8/31/2018	Acct Disto- 6xx 08.2018.pdf
11/14/2024	Pam Sanchez		Payroll Account Distribution Journal - Incentive Payroll	8/1/2019-8/31/2019	Acct Disto- 6xx 08.2019- Incentive.pdf
11/14/2024	Pam Sanchez		Payroll Account Distribution Journal	8/1/2019-8/31/2019	Acct Disto- 6xx 08.2019.pdf
11/14/2024	Pam Sanchez		Payroll Account Distribution Journal	9/1/2018-9/30/2018	Acct Disto- 6xx 09.2018.pdf
11/14/2024	Pam Sanchez		Payroll Account Distribution Journal	9/1/2019-9/30/2019	Acct Disto- 6xx 09.2019.pdf
11/14/2024	Pam Sanchez		Payroll Account Distribution Journal	10/1/2018-10/31/2018	Acct Disto- 6xx 10.2018.pdf
11/14/2024	Pam Sanchez		Payroll Account Distribution Journal	10/1/2019-10/31/2019	Acct Disto- 6xx 10.2019.pdf
11/14/2024	Pam Sanchez		Payroll Account Distribution Journal	11/1/2018-11/30/2018	Acct Disto- 6xx 11.2018.pdf
11/14/2024	Pam Sanchez		Payroll Account Distribution Journal	11/1/2019-11/30/2019	Acct Disto- 6xx 11.2019.pdf
11/14/2024	Pam Sanchez		Payroll Account Distribution Journal	12/1/2018-12/31/2018	Acct Disto- 6xx 12.2018.pdf
11/14/2024	Pam Sanchez		Payroll Account Distribution Journal	12/1/2019-12/31/2019	Acct Disto- 6xx 12.2019.pdf
11/14/2024	Pam Sanchez		General Ledger Detail (System Conversion)	7/31/2021-8/31/2021	Fund 6xx General Ledger Detail - System Conversion 7.31.21 and 8.31.21 New System
11/14/2024	Pam Sanchez		General Ledger Detail	9/1/2017-8/31/2018	Fund 668 General Ledger Detail 9.1.17-8.31-18.pdf
11/14/2024	Pam Sanchez		Payroll Detail	7/22/2021-10/25/2024	Fund 668 Payroll July 2021 to current.xlsx
11/14/2024	Pam Sanchez		General Ledger Detail	9/1/2018-8/31/2019	Fund 668 General Ledger Detail 9.1.18-8.31-19.pdf
11/14/2024	Pam Sanchez		General Ledger Detail	9/1/2019-8/31/2020	Fund 6xx General Ledger Detail 9.1.19-8.31-20.pdf
11/14/2024	Pam Sanchez		General Ledger Detail	9/1/2020-8/31/2021	Fund 6xx General Ledger Detail 9.1.20-8.31-21.pdf
11/14/2024	Pam Sanchez		General Ledger Detail	9/1/2021-8/31/2022	Fund 6xx General Ledger Detail - 9.1.21-8.31.22.xlsx
11/14/2024	Pam Sanchez		General Ledger Detail	9/1/2022-8/31/2023	Fund 6xx General Ledger Detail - 9.1.22-8.31.23.xlsx
11/14/2024	Pam Sanchez		General Ledger Detail	9/1/2023-8/31/2024	Fund 6xx General Ledger Detail - 9.1.23-8.31.24.xlsx
11/14/2024	Pam Sanchez		General Ledger Detail	9/1/2024-11/14/2024	Fund 6xx General Ledger Detail - 9.1.24-Current.xlsx
11/14/2024	Pam Sanchez		Payroll Detail - Cash Basis	2/28/2023-10/25/2024	PAYROLLCASHBASIS- Fund 663 02.2023-10.2024.xlsx
11/14/2024	Pam Sanchez		Payroll Account Distribution Journal	1/1/2021-1/31/2021	PIA- Wages Paid 2xx_6xx_7xx- 01.2021.pdf
11/14/2024	Pam Sanchez		Payroll Account Distribution Journal	2/1/2021-2/28/2021	PIA- Wages Paid 2xx_6xx_7xx- 02.2021.pdf
11/14/2024	Pam Sanchez		Payroll Account Distribution Journal	3/1/2020-3/31/2020	PIA- Wages Paid 2xx_6xx_7xx- 03.2020.pdf
11/14/2024	Pam Sanchez		Payroll Account Distribution Journal	3/1/2021-3/31/2021	PIA- Wages Paid 2xx_6xx_7xx- 03.2021.pdf
11/14/2024	Pam Sanchez		Payroll Account Distribution Journal	4/1/2020-4/30/2020	PIA- Wages Paid 2xx_6xx_7xx- 04.2020.pdf
11/14/2024	Pam Sanchez		Payroll Account Distribution Journal	4/1/2021-4/30/2021	PIA- Wages Paid 2xx_6xx_7xx- 04.2021.pdf
11/14/2024	Pam Sanchez		Payroll Account Distribution Journal	5/1/2020-5/31/2020	PIA- Wages Paid 2xx_6xx_7xx- 05.2020.pdf
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11/14/2024	Pam Sanchez		Payroll Account Distribution Journal	8/1/2020-8/31/2020	PIA- Wages Paid 2xx_6xx_7xx- 08.2020.pdf
11/14/2024	Pam Sanchez		Payroll Account Distribution Journal	8/1/2021-8/31/2021	PIA- Wages Paid 2xx_6xx_7xx- 08.2021.pdf
11/14/2024	Pam Sanchez		Payroll Account Distribution Journal	9/1/2020-9/30/2020	PIA- Wages Paid 2xx_6xx_7xx- 09.2020 (1).pdf
11/14/2024	Pam Sanchez		Payroll Account Distribution Journal	10/1/2020-10/31/2020	PIA- Wages Paid 2xx_6xx_7xx- 10.2020.pdf

DOCUMENT INDEX
 Lake Travis Independent School District - Bond Fund Examination

DATE RECEIVED	RECEIVED FROM	ENTITY/IN RELATION TO	DOCUMENT/DESCRIPTION	DATE	FILE NAME
11/14/2024	Pam Sanchez		Payroll Account Distribution Journal	11/1/2020-11/30/2020	PIA- Wages Paid 2xx_6xx_7xx- 11.2020.pdf
11/14/2024	Pam Sanchez		Payroll Account Distribution Journal	12/1/2020-12/31/2020	PIA- Wages Paid 2xx_6xx_7xx- 12.2020.pdf
11/21/2024	Pam Sanchez		Payroll Account Distribution Journal	1/1/2020-1/31/2020	PIA- Wages Paid 2xx_6xx_7xx- 01.2020.pdf
11/21/2024	Pam Sanchez		Payroll Account Distribution Journal	2/1/2020-2/29/2020	PIA- Wages Paid 2xx_6xx_7xx- 02.2020
11/22/2024	Pam Sanchez		Fund 600s Payroll Distribution List	2018-2025	Fund 600s - Payroll Distribution.xlsx
12/5/2024	Pam Sanchez	Employee Reimbursements	Police Officers/Librarians Employee Reimbursements Support		Request #6 Employee Reimbursements - Police Officers Librarians and Employees.pdf
12/5/2024	Pam Sanchez	Admin	Payroll Account Distribution Journal	1/1/2020-1/31/2020	Bond Review- Admin 01.2020.pdf
12/5/2024	Pam Sanchez	Admin	Payroll Account Distribution Journal	1/1/2021-1/31/2021	Bond Review- Admin 01.2021.pdf
12/5/2024	Pam Sanchez	Admin	Payroll Account Distribution Journal	2/1/2020-2/29/2020	Bond Review- Admin 02.2020.pdf
12/5/2024	Pam Sanchez	Admin	Payroll Account Distribution Journal	2/1/2021-2/28/2021	Bond Review- Admin 02.2021.pdf
12/5/2024	Pam Sanchez	Admin	Payroll Account Distribution Journal	3/1/2020-3/31/2020	Bond Review- Admin 03.2020.pdf
12/5/2024	Pam Sanchez	Admin	Payroll Account Distribution Journal	3/1/2021-3/31/2021	Bond Review- Admin 03.2021.pdf
12/5/2024	Pam Sanchez	Admin	Payroll Account Distribution Journal	4/1/2020-4/30/2020	Bond Review- Admin 04.2020.pdf
12/5/2024	Pam Sanchez	Admin	Payroll Account Distribution Journal	4/1/2021-4/30/2021	Bond Review- Admin 04.2021.pdf
12/5/2024	Pam Sanchez	Admin	Payroll Account Distribution Journal	5/1/2020-5/31/2020	Bond Review- Admin 05.2020.pdf
12/5/2024	Pam Sanchez	Admin	Payroll Account Distribution Journal	5/1/2021-5/31/2021	Bond Review- Admin 05.2021.pdf
12/5/2024	Pam Sanchez	Admin	Payroll Account Distribution Journal	6/1/2020-6/30/2020	Bond Review- Admin 06.2020.pdf
12/5/2024	Pam Sanchez	Admin	Payroll Account Distribution Journal	6/1/2021-6/30/2021	Bond Review- Admin 06.2021.pdf
12/5/2024	Pam Sanchez	Admin	Payroll Account Distribution Journal	7/1/2019-7/31/2019	Bond Review- Admin 07.2019.pdf
12/5/2024	Pam Sanchez	Admin	Payroll Account Distribution Journal	7/1/2020-7/31/2020	Bond Review- Admin 07.2020.pdf
12/5/2024	Pam Sanchez	Admin	Payroll Detail	7/22/2021-11/22/2024	Bond Review- Admin 07.2021 to current.xlsx
12/5/2024	Pam Sanchez	Admin	Payroll Account Distribution Journal - Incentive Payroll	8/1/2019-8/31/2019	Bond Review- Admin 08.2019- incentive.pdf
12/5/2024	Pam Sanchez	Admin	Payroll Account Distribution Journal	8/1/2019-8/31/2019	Bond Review- Admin 08.2019.pdf
12/5/2024	Pam Sanchez	Admin	Payroll Account Distribution Journal - Incentive Payroll	8/1/2020-8/31/2020	Bond Review- Admin 08.2020- incentive.pdf
12/5/2024	Pam Sanchez	Admin	Payroll Account Distribution Journal	8/1/2020-8/31/2020	Bond Review- Admin 08.2020.pdf
12/5/2024	Pam Sanchez	Admin	Payroll Account Distribution Journal	9/1/2019-9/30/2019	Bond Review- Admin 09.2019.pdf
12/5/2024	Pam Sanchez	Admin	Payroll Account Distribution Journal	9/1/2020-9/30/2020	Bond Review- Admin 09.2020.pdf
12/5/2024	Pam Sanchez	Admin	Payroll Account Distribution Journal	10/1/2019-10/31/2019	Bond Review- Admin 10.2019.pdf
12/5/2024	Pam Sanchez	Admin	Payroll Account Distribution Journal	10/1/2020-10/31/2020	Bond Review- Admin 10.2020.pdf
12/5/2024	Pam Sanchez	Admin	Payroll Account Distribution Journal	11/1/2019-11/30/2019	Bond Review- Admin 11.2019.pdf
12/5/2024	Pam Sanchez	Admin	Payroll Account Distribution Journal	11/1/2020-11/30/2020	Bond Review- Admin 11.2020.pdf
12/5/2024	Pam Sanchez	Admin	Payroll Account Distribution Journal	12/1/2019-12/31/2019	Bond Review- Admin 12.2019.pdf
12/5/2024	Pam Sanchez	Admin	Payroll Account Distribution Journal	12/1/2020-12/31/2020	Bond Review- Admin 12.2020.pdf
12/5/2024	Pam Sanchez	Admin & Const/Purch	Payroll Detail	7/22/2021-11/22/2024	Bond Review- All 07.2021 to current.xlsx
12/5/2024	Pam Sanchez	Const/Purch	Payroll Account Distribution Journal	1/1/2020-1/31/2020	Bond Review- Const_Purch 01.2020.pdf
12/5/2024	Pam Sanchez	Const/Purch	Payroll Account Distribution Journal	1/1/2021-1/31/2021	Bond Review- Const_Purch 01.2021.pdf
12/5/2024	Pam Sanchez	Const/Purch	Payroll Account Distribution Journal	2/1/2020-2/29/2020	Bond Review- Const_Purch 02.2020.pdf
12/5/2024	Pam Sanchez	Const/Purch	Payroll Account Distribution Journal	2/1/2021-2/28/2021	Bond Review- Const_Purch 02.2021.pdf
12/5/2024	Pam Sanchez	Const/Purch	Payroll Account Distribution Journal	3/1/2020-3/31/2020	Bond Review- Const_Purch 03.2020.pdf
12/5/2024	Pam Sanchez	Const/Purch	Payroll Account Distribution Journal	3/1/2021-3/31/2021	Bond Review- Const_Purch 03.2021.pdf
12/5/2024	Pam Sanchez	Const/Purch	Payroll Account Distribution Journal	4/1/2020-4/30/2020	Bond Review- Const_Purch 04.2020.pdf
12/5/2024	Pam Sanchez	Const/Purch	Payroll Account Distribution Journal	4/1/2021-4/30/2021	Bond Review- Const_Purch 04.2021.pdf
12/5/2024	Pam Sanchez	Const/Purch	Payroll Account Distribution Journal	5/1/2020-5/31/2020	Bond Review- Const_Purch 05.2020.pdf
12/5/2024	Pam Sanchez	Const/Purch	Payroll Account Distribution Journal	5/1/2021-5/31/2021	Bond Review- Const_Purch 05.2021.pdf
12/5/2024	Pam Sanchez	Const/Purch	Payroll Account Distribution Journal	6/1/2020-6/30/2020	Bond Review- Const_Purch 06.2020.pdf
12/5/2024	Pam Sanchez	Const/Purch	Payroll Account Distribution Journal	6/1/2021-6/30/2021	Bond Review- Const_Purch 06.2021.pdf
12/5/2024	Pam Sanchez	Const/Purch	Payroll Account Distribution Journal	7/1/2019-7/31/2019	Bond Review- Const_Purch 07.2019.pdf
12/5/2024	Pam Sanchez	Const/Purch	Payroll Account Distribution Journal	7/1/2020-7/31/2020	Bond Review- Const_Purch 07.2020.pdf

DOCUMENT INDEX
 Lake Travis Independent School District - Bond Fund Examination

DATE RECEIVED	RECEIVED FROM	ENTITY/IN RELATION TO	DOCUMENT/DESCRIPTION	DATE	FILE NAME
12/5/2024	Pam Sanchez	Const/Purch	Payroll Account Distribution Journal - Incentive Payroll	8/1/2019-8/31/2019	Bond Review- Const_Purch 08.2019- incentive.pdf
12/5/2024	Pam Sanchez	Const/Purch	Payroll Account Distribution Journal	8/1/2019-8/31/2019	Bond Review- Const_Purch 08.2019.pdf
12/5/2024	Pam Sanchez	Const/Purch	Payroll Account Distribution Journal - Incentive Payroll	8/1/2020-8/31/2020	Bond Review- Const_Purch 08.2020- incentive.pdf
12/5/2024	Pam Sanchez	Const/Purch	Payroll Account Distribution Journal	8/1/2020-8/31/2020	Bond Review- Const_Purch 08.2020.pdf
12/5/2024	Pam Sanchez	Const/Purch	Payroll Account Distribution Journal	9/1/2019-9/30/2019	Bond Review- Const_Purch 09.2019.pdf
12/5/2024	Pam Sanchez	Const/Purch	Payroll Account Distribution Journal	9/1/2020-9/30/2020	Bond Review- Const_Purch 09.2020.pdf
12/5/2024	Pam Sanchez	Const/Purch	Payroll Account Distribution Journal	10/1/2019-10/31/2019	Bond Review- Const_Purch 10.2019.pdf
12/5/2024	Pam Sanchez	Const/Purch	Payroll Account Distribution Journal	10/1/2020-10/31/2020	Bond Review- Const_Purch 10.2020.pdf
12/5/2024	Pam Sanchez	Const/Purch	Payroll Account Distribution Journal	11/1/2019-11/30/2019	Bond Review- Const_Purch 11.2019.pdf
12/5/2024	Pam Sanchez	Const/Purch	Payroll Account Distribution Journal	11/1/2020-11/30/2020	Bond Review- Const_Purch 11.2020.pdf
12/5/2024	Pam Sanchez	Const/Purch	Payroll Account Distribution Journal	12/1/2019-12/31/2019	Bond Review- Const_Purch 12.2019.pdf
12/5/2024	Pam Sanchez	Const/Purch	Payroll Account Distribution Journal	12/1/2020-12/31/2020	Bond Review- Const_Purch 12.2020.pdf
12/5/2024	Pam Sanchez	Const/Purch	Payroll Detail	7/22/2021-11/22/2024	Bond Review- Contr_Purch 07.2021 to current.xlsx
12/5/2024	Pam Sanchez	Antonel Larsen	Supplemental Pay Report - Frontline Conversion Project	1/9/2020-10/16/2020	Antonel Larsen - Frontline Conversion Project Extra Duty Pay Sheets.pdf
12/5/2024	Pam Sanchez	Mayes Media Group	Vendor Information	9/14/2022	Brian Mayes DBA Mayes Media Group (Vendor Information) (9-14-2022).pdf
12/5/2024	Pam Sanchez	Mayes Media Group	Form W9	9/15/2022	Brian Mayes DBA Mayes Media Group (W-9) (9-15-2022).pdf
12/5/2024	Pam Sanchez	Mayes Media Group	Form W9	12/16/2019	Brian Mayes DBA Mayes Media Group (W-9) (12-16-2019).pdf
12/5/2024	Pam Sanchez	Brad Goerke	Supplemental Pay Report - Frontline Conversion Project	2012-2020	Brad Goerke - Frontline Conversion Project Extra Duty Pay Sheets.pdf
12/5/2024	Pam Sanchez		LTISD Email Thread - Toni Larsen/Pam Sanchez - Bond Payroll Revie	12/5/2024	Lake Travis ISD Mail - Explanation of Bond Payroll for Request #1 and #2.pdf
12/5/2024	Pam Sanchez	Mayes Media Group	Invoices & Payments	9/2022-12/2022	Mayes Media Group invoices and payments.pdf
12/5/2024	Pam Sanchez	Mayes Media Group	Service Agreement	8/30/2022	Mayes Media Group Service Agreement.pdf
12/5/2024	Pam Sanchez	Independent Bankersbank	Credit Card Statements & Receipts		Request #5 Independent Bankersbank Paul Norton Credit Card.pdf
12/5/2024	Pam Sanchez	Kim Heinen	Supplemental Pay Report - Frontline Conversion Project	1/20/2020-8/26/2020	Kim Heinen - Frontline Conversion Project Extra Duty Pay Sheets.pdf
12/5/2024	Pam Sanchez	Tamara Odenthal	Supplemental Pay Report - Frontline Conversion Project	2/3/2020-10/21/2020	Tamara Odenthal - Frontline Conversion Project Extra Duty Pay Sheets.pdf
12/5/2024	Pam Sanchez		Fiverr Video 1/3		Explainer Video 3 - What to Expect on the Ballot - YouTube.url
12/5/2024	Pam Sanchez		Fiverr Video 2/3		Explainer Video 1 - What is a Bond Election- - YouTube.url
12/5/2024	Pam Sanchez		Fiverr Video 3/3		Explainer Video 2 - Impact of Bond Election on Lake Travis Taxpayers - YouTube.url
12/16/2024	Pam Sanchez	Const/Purch	Payroll Detail	7/22/21-11/22/24	Bond Review- Contr_Purch 07.2021 to current - Updated 12.16.24.xlsx
12/16/2024	Pam Sanchez	Antonel Larsen	Paycheck Detail YTD	2021	Bond Review- YTD 2021 July- Dec_ Larsen.pdf
12/16/2024	Pam Sanchez	Robert Winovitch	Paycheck Detail YTD	2024	Bond Review- YTD 2024 thru Nov- Winovitch.pdf
12/16/2024	Pam Sanchez	Richard Harrison	Paycheck Detail YTD	2021	Bond Review- YTD 2021 July- Dec_ Harrison.pdf
12/16/2024	Pam Sanchez	Susan Arbuckle	Paycheck Detail YTD	2021	Bond Review- YTD 2021 July- Dec_ Arbuckle.pdf
12/16/2024	Pam Sanchez		Pay Detail for All Employees YTD	2020	Bond Review- YTD 2020.pdf
12/16/2024	Pam Sanchez	Kim Heinen	Paycheck Detail YTD	2021	Bond Review- YTD 2021 July- Dec_ Heinen.pdf
12/16/2024	Pam Sanchez	Brad Goerke	Paycheck Detail YTD	2021	Bond Review- YTD 2021 July- Dec_ Goerke.pdf
12/16/2024	Pam Sanchez		Pay Detail for All Employees YTD	2019	Bond Review- YTD 2019.pdf
12/16/2024	Pam Sanchez		Pay Detail for All Employees YTD	2021	Bond Review- YTD 2021 Jan-June.pdf
12/16/2024	Pam Sanchez	Austin Resch	Paycheck Detail YTD	2024	Bond Review- YTD 2024 thru Nov- Resch.pdf
12/16/2024	Pam Sanchez	Kim Heinen	Paycheck Detail YTD	2024	Bond Review- YTD 2024 thru Nov- Heinen.pdf
12/16/2024	Pam Sanchez	Brad Goerke	Paycheck Detail YTD	2024	Bond Review- YTD 2024 thru Nov- Goerke.pdf
12/16/2024	Pam Sanchez	Ryan Petru	Paycheck Detail YTD	2024	Bond Review- YTD 2024 thru Nov- Petru.pdf
12/16/2024	Pam Sanchez	Tamara Odenthal	Paycheck Detail YTD	2024	Bond Review- YTD 2024 thru Nov- Odenthal.pdf
12/16/2024	Pam Sanchez	Antonel Larsen	Paycheck Detail YTD	2024	Bond Review- YTD 2024 thru Nov- Larsen.pdf
12/16/2024	Pam Sanchez	Richard Harrison	Paycheck Detail YTD	2024	Bond Review- YTD 2024 thru Nov- Harrison.pdf
12/16/2024	Pam Sanchez	Brandon Snyder	Paycheck Detail YTD	2024	Bond Review- YTD 2024 Snyder.pdf
12/16/2024	Pam Sanchez	Ryan Petru	Paycheck Detail YTD	2023	Bond Review- YTD 2023 Petru.pdf
12/16/2024	Pam Sanchez	Mackie Price	Paycheck Detail YTD	2023	Bond Review- YTD 2023 Price.pdf
12/16/2024	Pam Sanchez	Kirill Braynin	Paycheck Detail YTD	2024	Bond Review- YTD 2024 thru Nov- Braynin.pdf

DOCUMENT INDEX
Lake Travis Independent School District - Bond Fund Examination

DATE RECEIVED	RECEIVED FROM	ENTITY/IN RELATION TO	DOCUMENT/DESCRIPTION	DATE	FILE NAME
12/16/2024	Pam Sanchez	Tamara Odenthal	Paycheck Detail YTD	2023	Bond Review- YTD 2023 Odenthal.pdf
12/16/2024	Pam Sanchez	Robert Winovitch	Paycheck Detail YTD	2023	Bond Review- YTD 2023 Winovitch.pdf
12/16/2024	Pam Sanchez	Susan Arbuckle	Paycheck Detail YTD	2023	Bond Review- YTD 2023 Arbuckle.pdf
12/16/2024	Pam Sanchez	Kim Heinen	Paycheck Detail YTD	2023	Bond Review- YTD 2023 Heinen.pdf
12/16/2024	Pam Sanchez	Brad Goerke	Paycheck Detail YTD	2023	Bond Review- YTD 2023 Goerke.pdf
12/16/2024	Pam Sanchez	Kirill Braynin	Paycheck Detail YTD	2023	Bond Review- YTD 2023 Braynin.pdf
12/16/2024	Pam Sanchez	Robert Winovitch	Paycheck Detail YTD	2022	Bond Review- YTD 2022 Winovitch.pdf
12/16/2024	Pam Sanchez	Richard Harrison	Paycheck Detail YTD	2023	Bond Review- YTD 2023 Harrison.pdf
12/16/2024	Pam Sanchez	Susan Arbuckle	Paycheck Detail YTD	2022	Bond Review- YTD 2022 Arbuckle.pdf
12/16/2024	Pam Sanchez	Ryan Petru	Paycheck Detail YTD	2021	Bond Review- YTD 2021 July- Dec_ Petru.pdf
12/16/2024	Pam Sanchez	Kim Heinen	Paycheck Detail YTD	2022	Bond Review- YTD 2022 Heinen.pdf
12/16/2024	Pam Sanchez	Brad Goerke	Paycheck Detail YTD	2022	Bond Review- YTD 2022 Goerke.pdf
12/16/2024	Pam Sanchez	Ryan Petru	Paycheck Detail YTD	2022	Bond Review- YTD 2022 Petru.pdf
12/16/2024	Pam Sanchez	Mackie Price	Paycheck Detail YTD	2021	Bond Review- YTD 2021 July- Dec_ Price.pdf
12/16/2024	Pam Sanchez	Mackie Price	Paycheck Detail YTD	2022	Bond Review- YTD 2022 Price.pdf
12/16/2024	Pam Sanchez	Tamara Odenthal	Paycheck Detail YTD	2022	Bond Review- YTD 2022 Odenthal.pdf
12/16/2024	Pam Sanchez	Antonel Larsen	Paycheck Detail YTD	2022	Bond Review- YTD 2022 Larsen.pdf
12/16/2024	Pam Sanchez	Tamara Odenthal	Paycheck Detail YTD	2021	Bond Review- YTD 2021 July- Dec_ Odenthal.pdf
12/16/2024	Pam Sanchez	Richard Harrison	Paycheck Detail YTD	2022	Bond Review- YTD 2022 Harrison.pdf
12/16/2024	Pam Sanchez	Robert Winovitch	Paycheck Detail YTD	2021	Bond Review- YTD 2021 July- Dec_ Winovitch.pdf
12/16/2024	Pam Sanchez	Tamara Odenthal	Paycheck Detail	8/31/2022	Employee PayCheck - Odenthal, Tamara 08.2022.pdf
12/16/2024	Pam Sanchez	Ryan Petru	Paycheck Detail	3/31/2023	Employee PayCheck - Petru, Ryan 03.2023.pdf
12/20/2024	Pam Sanchez		Paycheck Detail YTD	01/01/2019-6/30/2019	Bond Review- YTD Jan-June 2019.pdf
12/20/2024	Pam Sanchez		Paycheck Detail YTD	1/1/2019-12/31/2019	Bond Review- YTD 2019 (Copy).pdf
1/30/2025		Police Dept	Board Meeting Minutes	12/16/2020	December 16, 2020 at 6_00 PM - Minutes.pdf
1/30/2025		Police Dept	Board Meeting Agenda	12/16/2020	December 16, 2020 at 6_00 PM - Regular Meeting Agenda.pdf
1/30/2025		Police Dept	Agenda Item Action Sheet	12/16/2020	File_ Action Sheet_police dept.pdf
1/30/2025		Police Dept	Agenda Item Action Sheet	3/24/2021	File_ Action Sheet_Vehicles.pdf
1/30/2025		Police Dept	Board Meeting Agenda	3/24/2021	March 24, 2021 at 6_00 PM - Regular Meeting.pdf
1/31/2025		Police Dept	Board Meeting Minutes	3/24/2021	March 24, 2021 at 6_00 PM - Minutes.pdf

Former & Current LTISD Employees Paid from Bond Funds*
July 1, 2019 - November 30, 2024

EMPLOYEE STATUS (as of 12/20/2024)	EMPLOYEE	Budget Codes (Non-Bond Funds)				% of Salary Allocated to Non- Bond Funds	Budget Codes (Bond Funds)			% of Salary Allocated to Bond Funds	TOTAL SALARY
		185	199	283	711		662	663	668		
Former	SNYDER, BRANDON					0.00%			\$27,265.23	100.00%	\$27,265.23
	2024					0.00%			\$27,265.23	100.00%	\$27,265.23
Current	RESCH, AUSTIN					0.00%		\$6,879.16	\$2,277.24	100.00%	\$9,156.40
	2024					0.00%		\$6,879.16	\$2,277.24	100.00%	\$9,156.40
Current	PETRU, RYAN			\$3,773.00		0.65%	\$7,671.87	\$28,364.97	\$542,316.70	99.35%	\$582,126.54
	2019					0.00%	\$7,671.87		\$43,435.00	100.00%	\$51,106.87
	2020					0.00%			\$102,250.71	100.00%	\$102,250.71
	2021					0.00%			\$104,015.20	100.00%	\$104,015.20
	2022			\$2,773.00		2.50%			\$107,998.63	97.50%	\$110,771.63
	2023			\$1,000.00		0.91%			\$109,443.16	99.09%	\$110,443.16
	2024					0.00%		\$28,364.97	\$75,174.00	100.00%	\$103,538.97
Current	HARRISON, RICHARD		\$200.00	\$3,813.50		0.76%	\$7,588.16	\$25,491.27	\$488,050.67	99.24%	\$525,143.60
	2019					0.00%	\$7,588.16		\$39,718.80	100.00%	\$47,306.96
	2020		\$200.00			0.21%			\$93,742.54	99.79%	\$93,942.54
	2021					0.00%			\$90,092.37	100.00%	\$90,092.37
	2022			\$2,813.50		2.81%			\$97,348.76	97.19%	\$100,162.26
	2023			\$1,000.00		0.99%			\$99,640.54	99.01%	\$100,640.54
	2024					0.00%		\$25,491.27	\$67,507.66	100.00%	\$92,998.93
Current	PERKINS, WESLEY		\$419.04			0.82%	\$7,857.00		\$42,949.00	99.18%	\$51,225.04
	2019					0.00%	\$7,857.00		\$41,063.00	100.00%	\$48,920.00
	2020		\$419.04			18.18%			\$1,886.00	81.82%	\$2,305.04
Former	PRICE, MACKIE		\$200.00	\$2,813.50		0.85%			\$353,294.47	99.15%	\$356,307.97
	2020		\$200.00			0.31%			\$65,068.00	99.69%	\$65,268.00
	2021					0.00%			\$97,028.98	100.00%	\$97,028.98
	2022			\$2,813.50		2.74%			\$99,738.69	97.26%	\$102,552.19
	2023					0.00%			\$91,458.80	100.00%	\$91,458.80
Current	WINOVITCH, ROBERT		\$4,744.81	\$4,398.50		1.36%	\$9,552.75	\$32,266.08	\$623,136.00	98.64%	\$674,098.14
	2019					0.00%	\$9,552.75		\$50,115.75	100.00%	\$59,668.50
	2020		\$200.00			0.17%			\$118,181.98	99.83%	\$118,381.98
	2021					0.00%			\$119,369.32	100.00%	\$119,369.32
	2022			\$3,398.50		2.69%			\$122,954.60	97.31%	\$126,353.10
	2023			\$1,000.00		0.78%			\$127,092.15	99.22%	\$128,092.15
	2024		\$4,544.81			3.72%		\$32,266.08	\$85,422.20	96.28%	\$122,233.09
Current	BRAYNIN, KIRILL		\$437.17	\$1,000.00		1.61%		\$14,591.70	\$73,284.15	98.39%	\$89,313.02
	2023		\$437.17	\$1,000.00		4.02%			\$34,282.91	95.98%	\$35,720.08
	2024					0.00%		\$14,591.70	\$39,001.24	100.00%	\$53,592.94
Former	ARBUCKLE, SUSAN		\$8,682.74	\$1,994.50		5.53%			\$182,362.30	94.47%	\$193,039.54
	2019		\$1,582.54			5.82%			\$25,627.20	94.18%	\$27,209.74
	2020		\$1,783.14			3.59%			\$47,926.00	96.41%	\$49,709.14
	2021					0.00%			\$49,050.00	100.00%	\$49,050.00

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		185	199	283	711	662	663	668			
Current	2022			\$1,994.50				\$52,922.49	96.37%	\$54,916.99	
	2023		\$5,317.06					\$6,836.61	56.25%	\$12,153.67	
	GOERKE, BRAD		\$508,460.99	\$4,398.48	\$265,810.52	95.84%		\$33,787.48	4.16%	\$812,457.47	
Involved in Frontline Conversion Project	2019		\$41,757.80		\$25,923.18	100.00%			0.00%	\$67,680.98	
	2020		\$88,465.75		\$44,565.61	80.63%		\$31,963.58	19.37%	\$164,994.94	
	2021		\$88,923.15		\$45,760.63	98.66%		\$1,823.90	1.34%	\$136,507.68	
	2022		\$95,857.64	\$3,398.48	\$48,232.85	100.00%			0.00%	\$147,488.97	
	2023		\$99,435.06	\$1,000.00	\$53,542.00	100.00%			0.00%	\$153,977.06	
	2024		\$94,021.59		\$47,786.25	100.00%			0.00%	\$141,807.84	
Current	LARSEN, ANTONELLA		\$339,437.93	\$1,665.00		98.56%		\$4,978.04	1.44%	\$346,080.97	
Involved in Frontline Conversion Project	2019		\$38,617.87			100.00%			0.00%	\$38,617.87	
	2020		\$74,606.98			93.75%		\$4,978.04	6.25%	\$79,585.02	
	2021		\$80,050.43			100.00%			0.00%	\$80,050.43	
	2022		\$68,790.82	\$1,665.00		100.00%			0.00%	\$70,455.82	
	2024		\$77,371.83			100.00%			0.00%	\$77,371.83	
Current	ODENTHAL, TAMARA	\$390.00	\$401,898.76	\$3,341.00		98.96%		\$4,265.83	1.04%	\$409,895.59	
Involved in Frontline Conversion Project	2019	\$390.00	\$31,843.50			100.00%			0.00%	\$32,233.50	
	2020		\$65,145.12			93.85%		\$4,265.83	6.15%	\$69,410.95	
	2021		\$67,093.22			100.00%			0.00%	\$67,093.22	
	2022		\$75,729.92	\$2,341.00		100.00%			0.00%	\$78,070.92	
	2023		\$84,092.54	\$1,000.00		100.00%			0.00%	\$85,092.54	
	2024		\$77,994.46			100.00%			0.00%	\$77,994.46	
Current	HEINEN, KIM		\$525,229.04	\$3,813.50		98.97%		\$5,492.83	1.03%	\$534,535.37	
Involved in Frontline Conversion Project	2019		\$42,911.48			100.00%			0.00%	\$42,911.48	
	2020		\$86,796.82			94.05%		\$5,492.83	5.95%	\$92,289.65	
	2021		\$89,209.75			100.00%			0.00%	\$89,209.75	
	2022		\$98,361.65	\$2,813.50		100.00%			0.00%	\$101,175.15	
	2023		\$107,960.54	\$1,000.00		100.00%			0.00%	\$108,960.54	
	2024		\$99,988.80			100.00%			0.00%	\$99,988.80	
Former	HINSON, DANIELLE		\$133,003.67			99.13%		\$1,173.00	0.87%	\$134,176.67	
Involved in Frontline Conversion Project	2019		\$32,478.75			100.00%			0.00%	\$32,478.75	
	2020		\$64,312.91			98.21%		\$1,173.00	1.79%	\$65,485.91	
	2021		\$36,212.01			100.00%			0.00%	\$36,212.01	
Current	MARSH, ANGELA		\$178,891.40			99.51%		\$875.00	0.49%	\$179,766.40	
Involved in Frontline Conversion Project	2019		\$48,612.98			100.00%			0.00%	\$48,612.98	
	2020		\$96,554.48			99.64%		\$344.70	0.36%	\$96,899.18	
	2021		\$33,723.94			98.45%		\$530.30	1.55%	\$34,254.24	
TOTAL SALARY		\$390.00	\$2,101,605.55	\$31,010.98	\$265,810.52	48.71%	\$32,669.78	\$107,593.18	\$2,385,507.94	51.29%	\$4,924,587.95

*The salaries shown are gross wages.