



**Regular Meeting Agenda
Thursday, March 9, 2023
LEO Conference Center
300 S. West Dr.
Leander, TX 78641
6:15 PM**

During meetings of the Board of Trustees, we want to give our public access while providing a safe and secure environment. If you're planning to attend the meeting, please review the meeting protocols designed to help manage health, safety, decorum and citizen comments. The Board meeting protocols are available at <https://bit.ly/3DHAR4v>.

Note, the district has instituted a clear bag policy for members of the public at all Board meetings (see the link above for details).

Doors will open to the public at 5:30 PM.

Members of the public may access this meeting via live stream at <https://live.myvrspot.com/st?cid=MmVIZD>. Please note, this link will not be active until approximately 5 minutes before the scheduled meeting time.

Citizens wishing to address the Board of Trustees may do so in-person at the meeting location noted on the agenda. In order to address the Board, individuals must sign up online at <https://bit.ly/3wmAquD>, between noon the day prior to the meeting and noon the day of the meeting. Citizens who need special accommodations or assistance with sign-up should contact the office of the Superintendent (512-570-0000) during regular business hours.

The notice for this meeting was posted in compliance with the Texas Open Meetings Act on March 3, 2023, at 5:21 PM.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

- 1. CALL TO ORDER AND DECLARATION OF QUORUM**
- 2. OPENING CEREMONY**
 - A. Pledge of Allegiance
 - B. Moment of Silence
- 3. RECOGNITION**
 - A. Spotlight on Learning: Westside Elementary School
 - B. Texas High School Wrestling Coaching Association (THSWCA) Hall of Honor - Paul Muck
 - C. Texas Association of School Business Officials (TASBO) - Award of Merit - LISD Purchasing Department
 - D. University Interscholastic League(UIL) - State Wrestling Medalists and State Swimming & Diving Medalists
 - E. Leander Lazers Special Olympics State Powerlifting Medalists
 - F. Texas Educational Diagnosticians Week - March 6 - 10
 - G. Texas School Public Relations Association (TSPRA) Star Awards - School & Community Relations (SCR)
 - H. Celebrate Texas Public Schools
- 4. COMMUNICATIONS / ANNOUNCEMENTS**
 - A. Board Member Remarks
- 5. CITIZEN COMMENTS** *(See the notes at the top of the agenda for instructions on how to*

sign up and details regarding speaking.)

6. CONSENT AGENDA	
A. Consider Approval of Remote Homebound Waiver	3
7. SUPERINTENDENT'S REPORT	4
A. Safe and Innovative Learning Environments	
B. Empowered Student Learning	
8. DISCUSSION / ACTION ITEMS	
A. STUDENT EXPERIENCE	
1. Empowered Staff Formative Review	14
B. GOVERNANCE	
1. Update on Policy Review Board Sub Committee	33
2. Board Learning Update	34
C. OPERATIONS	
1. Discuss and Consider Approval of Special Education Stipend and Supplemental Pay Recommendations Effective with the 2023-2024 School Year	35
9. CLOSED SESSION	
A. Texas Government Code 551.071: consultation with attorney regarding, pending or contemplated litigation, and/or attorney client privileged matter	
B. Texas Government Code 551.074: deliberation regarding resignations, terminations, employment, reassignments, duties, and evaluation of personnel and public officers	
C. Texas Government Code 551.0821: deliberation regarding matters whereby personally identifiable information regarding one or more students will be disclosed	
10. ACTION PURSUANT TO CLOSED SESSION	
A. Consider Approval of Teacher and Administrator Contracts	
11. BOARD MEETING DEBRIEF	
12. ADJOURNMENT	

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E or Texas Government Code section 418.183(f). Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting. [See BEC(LEGAL)]

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, March 9, 2023

Agenda Item: Consider Approval of Remote Homebound Waiver
Purpose (this meeting): Discussion Item/Report Only Action Requested
Administrator Responsible: Kimberly Waltmon

Background Information:

One student has medical needs that impair their ability to have in-person Homebound services due to their health condition. The Admission, Review, Dismissal (ARD) committees and/or Section 504 recommended that this student be given a remote homebound option so that they can be supported in their coursework at their appropriate level given their needs. An individual waiver will be submitted for this student.

Administrative Recommendation:

Administration recommends the Board allow administration to seek a waiver from TEA to request that remote homebound instruction be provided to one student. The waiver for remote homebound will allow for a remote instructional arrangement to generate attendance (eligible days present) according to the homebound funding provisions in 4.7.2.5 Homebound Funding and Homebound Documentation Requirements.

Sample Motion:

I move to allow Leander ISD administration to seek a waiver from TEA to request that remote homebound be provided to one student and counted for Homebound funding purposes and to count the student as in attendance when remote instruction is provided.



Superintendent's Report

March 09, 2023

|

Board of Trustees Meeting

Safe and Innovative Learning Environments

5



2

2023

May
2023

2026

2029

2033

2ary Attendance
Zoning

Bond Election

Possible Bond
Election

Possible Bond
Election

6

10-Year Long Range Plan

NEW SCHOOL OPENS	ZONING (effective date)	RENOVATION MODIFIED UTILIZATION SCHOOLS OF CHOICE	SCHOOLS OF CHOICE	YEAR
ES 29 - North funded with 2017 Bond				2022-23 *completed
				2023-24
ES_A - #30 funded with project savings	Elementary school zoning for ES 30 <u>Secondary school zoning for relief</u>			2024-25
ES_C - #31	Elementary school zoning for ES 31 Central and South ES zoning for Reno/MU/SOC	2 or 3 Central ES and 1 South ES available for Reno/MU/SOC		2025-26
			Early Childhood Center(s) Open	
			School of Choice Complex (NHHS/SOC) ECHS building at ACC	2026-27
ES_B - #32	Elementary school zoning for ES 32			2027-28
	South MS zoning for Reno/MU/SOC	1 South MS available for Reno/MU/SOC		2028-29
HS 7	High school zoning for HS 7			2029-30
MS 10 Early Childhood Center	Middle school zoning for MS 10			2030-31
ES_A2 - #33 & ES_C2- #34	Elementary school zoning for ES 33 & ES 34			2031-32



What Does the LRP Address?

The plan utilizes a variety of approaches to prioritize fiscal responsibility by maximizing the usage of district facilities through:

new construction	➔	ES31 and ES32 included in bond package	8
strategic rezoning	➔	secondary schools attendance zoning Spring 2023 (effective Fall 2024)	
renovation/modified utilization	➔	repurposing costs included in bond package	
schools of choice	➔	continuing to research	

2023

BOND
LEANDER ISD

www.leanderisd.org/bond2023

Empowered Student Learning & Empowered Staff

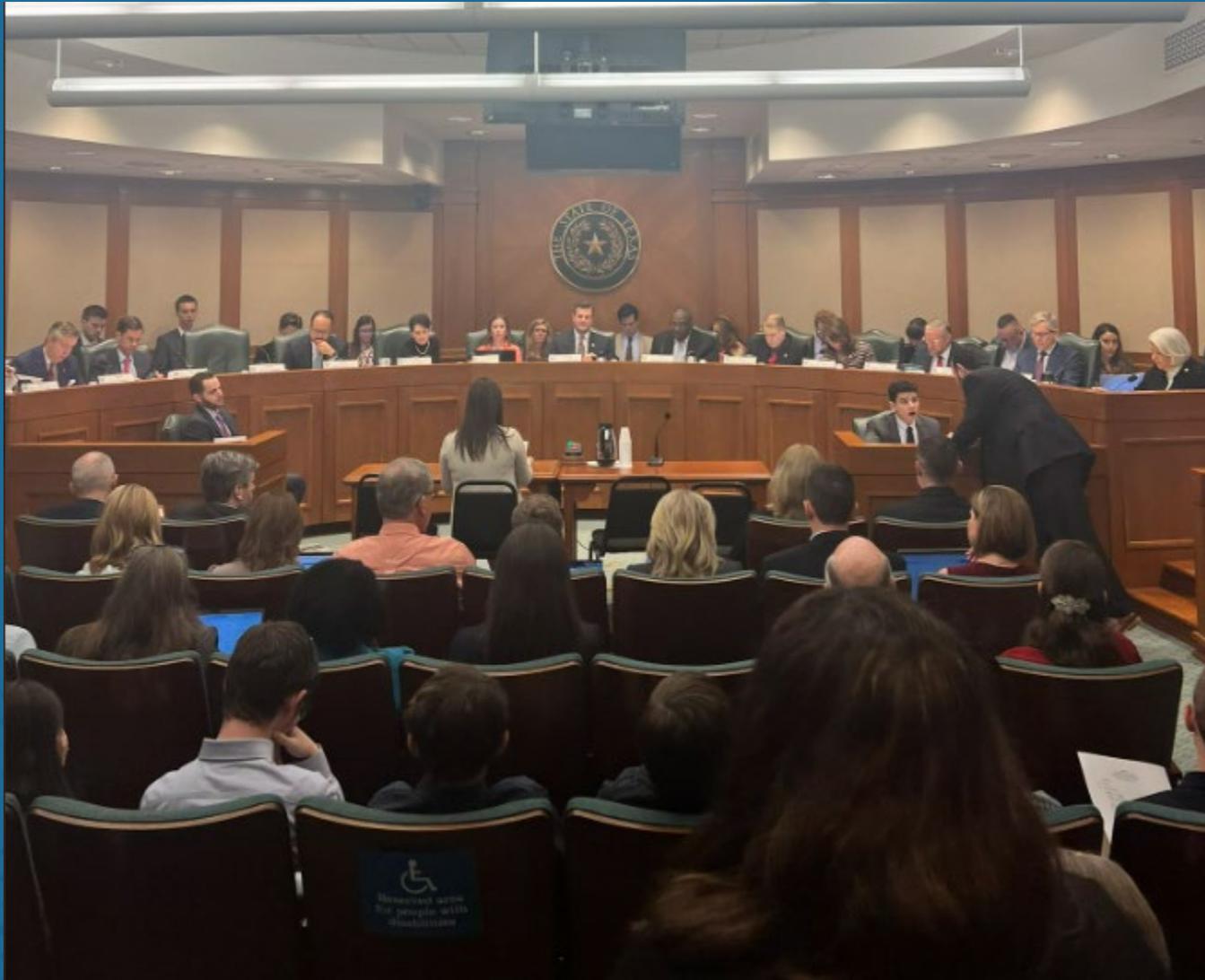
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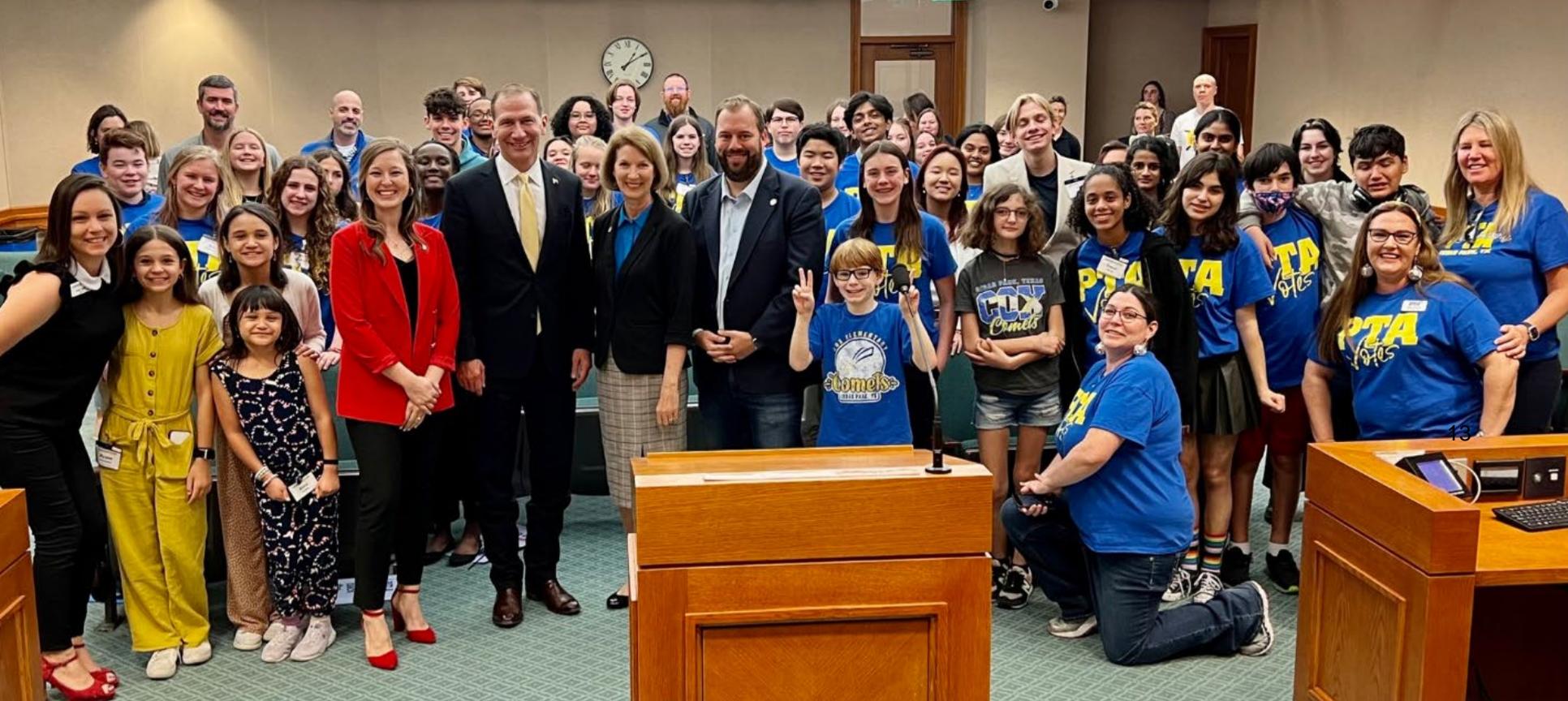




Tarvin Trailblazers







Discussion

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, March 9, 2023

Agenda Item: Empowered Staff Formative Review
Purpose (this meeting): Discussion Item/Report Only Action Requested
Administrator Responsible: Karie Lynn Eggeling and Christine Simpson
Attachments: Empowered Staff Formative Review Presentation

Background Information:

The purpose of this presentation is to update the Board of Trustees on the progress of efforts aligned to the District Improvement Plan and Five-year Strategic Plan. The focus of the presentation is Empowered Staff.

Administrative Recommendation:

N/A

Sample Motion:

N/A



Strategic Plan/ District Improvement Plan Formative Review

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*Presentation to the
LISD Board of Trustees*

March 9, 2023

Purpose

The purpose of this presentation is to update the Board of Trustees on the progress of efforts aligned to the district improvement plan and five-year strategic plan. Tonight's presentation will focus on Empowered Staff.

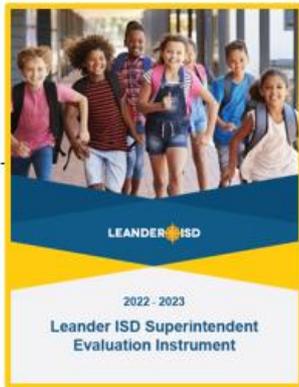


System Alignment



LISD 5-Year Strategic Plan

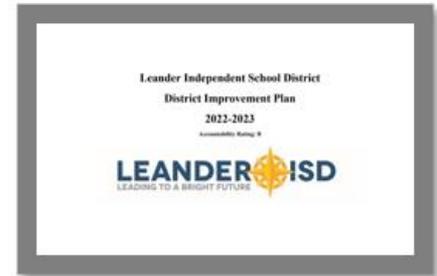
Superintendent Evaluation



Community-Based Accountability



District and Campus Improvement Plans



Empowered Staff

Goal

Attract, grow, and retain a collaborative community of first-rate employees who are empowered to meet the needs of each and every student



Impact

Students and staff leverage impactful relationships and high-quality learning experiences to inspire curiosity, interests, and passions.

18

System Responses

Continue to expand and enrich recruitment and retention efforts to attract and retain high-quality candidates and identify campus-specific needs.

Improve processes for recognizing and supporting LISD staff.

Empowered Staff - Growing our Own



Elementary Career Fairs



Ready, Set, Teach



IA to Teacher Info Session



TWU/TCLAS Grant



ACP Community Info Session

Empowered Staff - Exploring Options

Bringing the Programs
to our IA's



ACP's for those with
Bachelors Degree

Universities for those
with Associates or no
College



50

Empowered Staff - Teacher Recruitment



Job Fairs

Huston-Tillotson

Texas State

University of Arkansas

UTSA



Spirit Cultural Exchange

Texas Tech

UT El Paso

University of Texas

WGU



Meet Ups & Mixers

UNT/TWU

Texas A&M Int. Laredo

LISD In-Person Job Fair

Baylor



Connecting with College Students

UT Rio Grande Valley

ACP

Hispanic-Serving Institutions Career Expo



Campus Tours

Lamar University

Concordia

Texas A&M

Indiana Wesleyan

LISD Virtual Job Fairs

Empowered Staff - Teacher Recruitment through Social Media



LISD Recruiters
spotlighted by both
Career Arc and Brazen
for their exceptional
recruitment efforts
using social media



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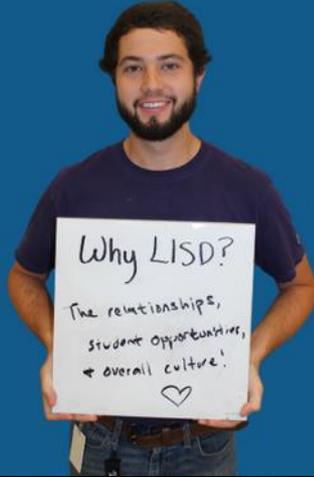
Talk To A Recruiter



Empowered Staff - Teacher Recruitment with LISD Staff & Students



#bettertogether



#LISDteachwithme



23

#1LISD



#LISDcareers

Empowered Staff - Teacher Retention



Teachers who Play Together Stay Together



Campus Celebrations of Teachers



Showing Appreciation with Snacks



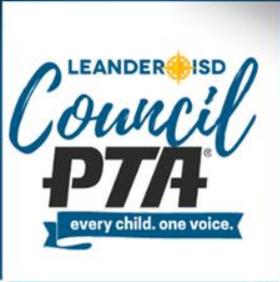
Campuses Showing Teachers Love



Saying "Thank You" in Lots of Ways



Empowered Staff - Teacher Retention



Empowered Staff - Stay Interviews

100

Approximate Number of
Teachers Being Interviewed

*Why do you
stay in LISD?*

*WHAT CAN WE DO
TO MAKE YOUR EXPERIENCE
IN LISD EVEN
BETTER?*

Analyze
Results
& Share

Empowered Staff - Recognizing Staff

System Response: Improve processes for recognizing and supporting LISD staff.



Support Recognition

Recognizing people who keep our district running

STAFF SPOTLIGHT

#1LISD



Lynita Prator

Cafeteria Manager
Winkley Elementary School

Staff Spotlight

Recognizing those who do what they love to do



Campuses & Departments

Create initiatives to reward the hard work of employees

Empowered Staff - Recognizing Subs



Empowered Staff - Gathering Feedback for Continuous Improvement



Empowered Staff - Pathways for Growth



Empowered Staff - Improving Systems through Feedback



Pay Cycle
Options
for New
Hire Teachers

Insurance
Coverage Start
Date

Pay Cycle
Options for IA's &
Auxiliary

Teacher
Qualification
Options

Staffing
Guideline
PDSA in
Discussion 31

Pink Bus &
BEXA Screening
on-site

Pet
Insurance

Increased
EAP
Options

Empowered Staff



Discussion

Questions

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, March 9, 2023

Agenda Item: Update on Policy Review Sub Committee
Purpose (this meeting): Discussion Item/Report Only Action Requested
Administrator Responsible: Shawn Swisher
Attachments: None

Background Information:

The Board will be given an update on the Board's Policy Committee work and next steps on the comprehensive policy review that was started in 2022.

Administrative Recommendation:

N/A

Sample Motion:

N/A

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, March 9, 2023

Agenda Item: Board Learning Update
Purpose (this meeting): Discussion Item/Report Only Action Requested
Administrator Responsible: Bruce Gearing, Ed.D.
Attachments: None

Background Information:

This is an opportunity for Board Members to share the learning they have done at conferences, through webinars, or other meetings and associations. Board Members are encouraged to share their experiences so others can learn with them. If they have any materials they would like to share, they can send them to the Board of Trustees Executive Assistant, Cindy and she will make sure other Board Members receive them.

Administrative Recommendation:

N/A

Sample Motion:

N/A

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, March 9, 2023

Agenda Item:	Discuss and Consider Approval of Special Education Stipend and Supplemental Pay Recommendations Effective with the 2023-2024 School Year
Purpose:	<input type="checkbox"/> Discussion Item/Report Only <input checked="" type="checkbox"/> Action Requested
Action Requested:	March 9, 2023
Administrator Responsible:	Pete D. Pape – Chief Financial Officer, Karie Lynn Eggeling, Chief Human Resources Officer
Attachments:	Special Education Supplemental Pay Presentation

Background Information:

Over the past few years, it has become more difficult to fill special education positions. The COVID pandemic only made it harder to fill these positions.

Recently many area districts have increased stipends and supplemental pay to help recruit and retain staff for special education positions.

Leander ISD compared its current special education and supplemental pay with local area districts and developed a proposal to increase special education and supplemental pay in an effort to ensure LISD is a competitive leader in the Austin area.

Administrative Recommendation:

Approve the special education supplemental pay recommendation as presented.

Sample Motion:

I move the Board accept the recommendation to increase the Leander ISD special education stipend and supplemental pay effective with the 2023-24 school year.



Special Education Supplemental Pay Recommendations

2023-24 School Year



2023-2024 Proposed SPED Stipend Changes

Position Stipend	2022-23	Proposed 2023-24	Change	Total Cost 2022-23	Total Cost 2023-24	Total Increase
Self-Contained	\$2,000	\$5,000	\$3,000	\$354,000	\$940,000	\$586,000
Behavior	\$0	\$3,000	\$3,000	\$0	\$219,000	\$219,000
General	\$0	\$2,500	\$2,500	\$0	\$1,040,000	\$1,040,000
Vision	\$2,700	\$2,700	\$0	\$27,000	\$27,000	\$0
Total budgeted annual cost \$2,226,000					Total Budget Increase	\$1,845,000

Position Titles Impacted:

Self Contained: ELE, ESLE, SLE, ICAP, ICAP C, Life Skills, Autism Grant, 18+/SELF, TASC, IBC

SPED Behavior: Behavior (GOALS, Aspire, SCSS)

SPED General: Res/Incl, VAC, Deaf/Hard of Hearing, Adapted PE, DL, Virtual, ARD Spec, MS/HS Team Lead, IRS Staff (Diag, LSSP, OT, PT, SLP)

*SPED Vision: Vision, O&M (\$2,700 - no change recommended)



2022-23 Local ISDs SPED Stipend Comparison

School District	Self-Contained	Market percentage	Self-Contained Behavior	Market Percentage	SPED Behavior	Market Percentage	SPED General	Market Percentage
Austin	\$2,500	115.9%	\$2,500	125.0%	\$2,500	250.0%	\$0	0.0%
Eanes	\$1,600	74.2%	\$0	0.0%	\$0	0.0%	\$2,000	400.0%
Georgetown	\$1,000	46.4%	\$0	0.0%	\$0	0.0%	\$0	0.0%
Lake Travis	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
Leander	\$2,000	92.7%	\$2,000	100.0%	\$0	0.0%	\$0	0.0%
Liberty Hill	\$2,000	92.7%	\$2,000	100.0%	\$2,000	200.0%	\$0	0.0%
Pflugerville	\$5,000	231.8%	\$7,000^	350.0%	\$3,500	350.0%	\$1,500	300.0%
Round Rock	\$3,000	139.1%	\$2,500*	125.0%	\$0	0.0%	\$0	0.0%

*RRISD Behavior - Elementary = \$2,000, Secondary = \$3,000

^PflISD Self-Contained Behavior = only 3 classes (ES, MS, HS)



2023-24 LISD Proposed Stipend Increases

School District	Self-Contained	Market percentage	Self-Contained Behavior	Market Percentage	SPED Behavior	Market Percentage	SPED General	Market Percentage
Austin	\$2,500	115.9%	\$2,500	125.0%	\$2,500	250.0%	\$0	0.0%
Eanes	\$1,600	74.2%	\$0	0.0%	\$0	0.0%	\$2,000	400.0%
Georgetown	\$1,000	46.4%	\$0	0.0%	\$0	0.0%	\$0	0.0%
Lake Travis	\$0	0.0%	\$0	0.0%	\$0	0.0%	\$0	0.0%
Leander	\$5,000	231.8%	\$5,000	250.0%	\$3,000	300.0%	\$2,500	500.0%
Liberty Hill	\$2,000	92.7%	\$2,000	100.0%	\$2,000	200.0%	\$0	0.0%
Pflugerville	\$5,000	231.8%	\$7,000 [^]	350.0%	\$3,500	350.0%	\$1,500	300.0%
Round Rock	\$3,000	139.1%	\$2,500 [*]	125.0%	\$0	0.0%	\$0	0.0%

Comparisons based on 2022-23 Stipends; 2023-24 Stipends not available from other districts

*RRISD Behavior - Elementary = \$2,000, Secondary = \$3,000

[^] PflISD Self Contained Behavior = only 3 classes (ES, MS, HS)



2023-24 SPED Sign-On Incentives

School District 2022-23	Sign On Incentive
Austin	\$2,000
Eanes	\$0
Georgetown	\$0
Lake Travis	\$1,700
Leander	\$1,000
Liberty Hill	\$0
Pflugerville	\$1,000*
Round Rock	\$0

* Coming from Charter School Only

LISD Sign-on Incentives	
Special Education Teacher	\$1,000
Special Education Instructional Assistants	\$500

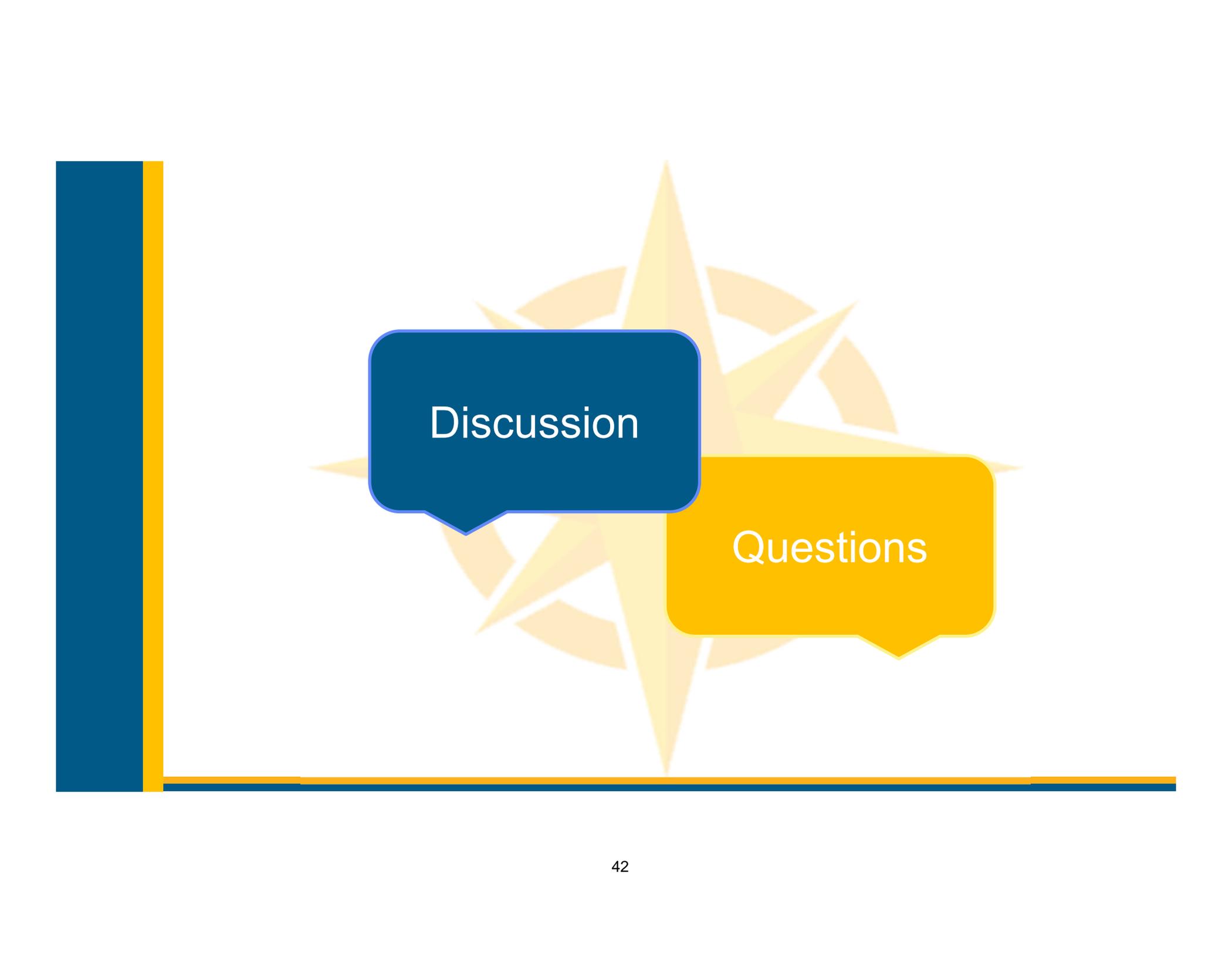
Total annual estimated impact is \$150,000

Comparisons based on 2022-23 Stipends; 2023-24 Stipends not available from other districts



2023-2024 Proposed SPED Cost Summary

Stipend	Rate 2023-24	Total Cost 2023-24	Total Budget Increase
Self-Contained	\$5,000	\$940,000	\$586,000
Behavior	\$3,000	\$219,000	\$219,000
General	\$2,500	\$1,040,000	\$1,040,000
Vision	\$2,700	\$27,000	\$0
Teacher SPED Sign-On	\$1,000	\$100,000	\$0
IA SPED Sign-on	\$500	\$50,000	\$0
		\$2,376,000	\$1,845,000



Discussion

Questions