



**Special Meeting Agenda
Thursday, February 22, 2024
Concordia University Texas
11400 Concordia University Drive
Austin, TX 78726
6:15 PM**

Board meeting protocols are available at <https://bit.ly/3DHAR4v>.

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.

This is a Special Meeting of the Board of Trustees. At Special meetings, Citizen Comments will be limited to topics listed on the agenda. 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/3ugUzoD>, between noon the day prior to the meeting and noon the day of the meeting and be present when their number is called.

Citizens who need assistance with signing up to speak or special accommodations should contact the office of the Superintendent (512-570-0000) during regular business hours.

The notice of this meeting was posted in compliance with the Texas Open Meetings Act on February 16, 2024, at 12:02 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. CITIZEN COMMENTS** (*Citizen comments will be limited to topics on the agenda. See the notes at the top of the agenda for instructions on how to sign up and details regarding speaking.*)
- 3. BOARD WORKSHOP**
 - A. Understanding Compensation in Texas Public Schools 2
 - B. 2024-2025 Budget Development Update 35
- 4. BOARD MEETING DEBRIEF**
- 5. 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, February 22, 2024

Agenda Item: Understanding Compensation in Texas Public Schools
Purpose (this meeting): Discussion Item/Report Only Action Requested
Administrator Responsible: Karie Lynn Eggeling and TASB Director of HR Services, Amy Campbell
Attachments: Compensation Board Training – Leander ISD Presentation

Background Information:

TASB's HR Services Director Amy Campbell will give an in-depth presentation about compensation in Texas Public Schools, including

- History of pay increases across job groups and connection to legislative action.
- The parts of a pay system and how structures are developed and adjusted.
- Strategies and methods for pay increases, adjustments, and stipends.
- Strategic compensation and how it's used in Texas schools.
- Pay equity and its impact on recruitment and retention.

Administrative Recommendation:

N/A

Sample Motion:

N/A

Compensation Board Training – Leander ISD

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Amy Campbell
Director, HR Services
February 22, 2024



HR Services

This information is provided for educational purposes only to facilitate a general understanding of the law or other regulatory matter. This information is neither an exhaustive treatment on the subject nor is this intended to substitute for the advice of an attorney or other professional advisor. Consult with your attorney or professional advisor to apply these principles to specific fact situations

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TASB HR Services

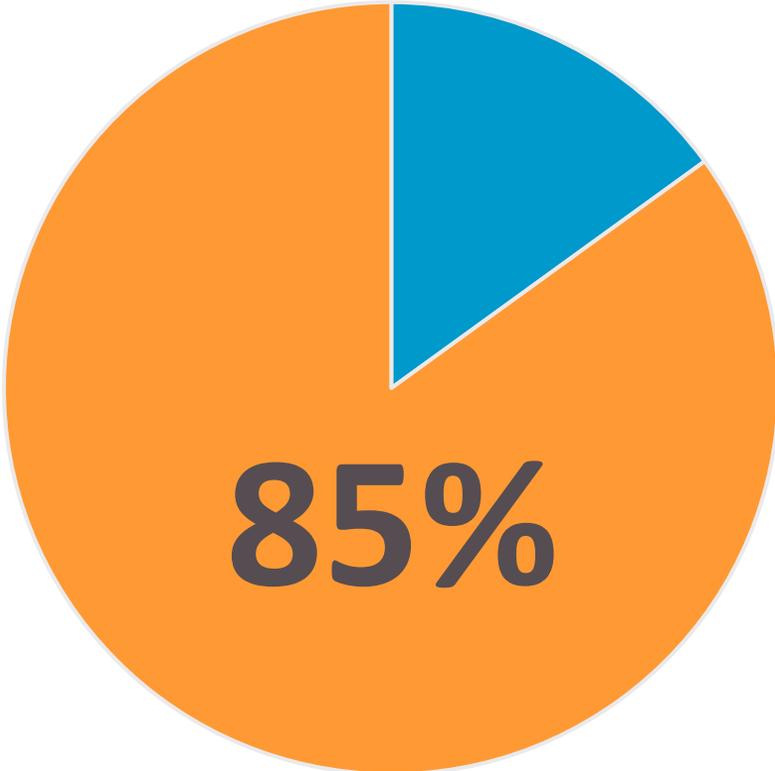
- Supporting HR in public schools since 1984
- Team of 22 with expertise in HR in public schools
- Conduct ~300 consulting projects and trainings for members each year

Why Does Compensation Matter?

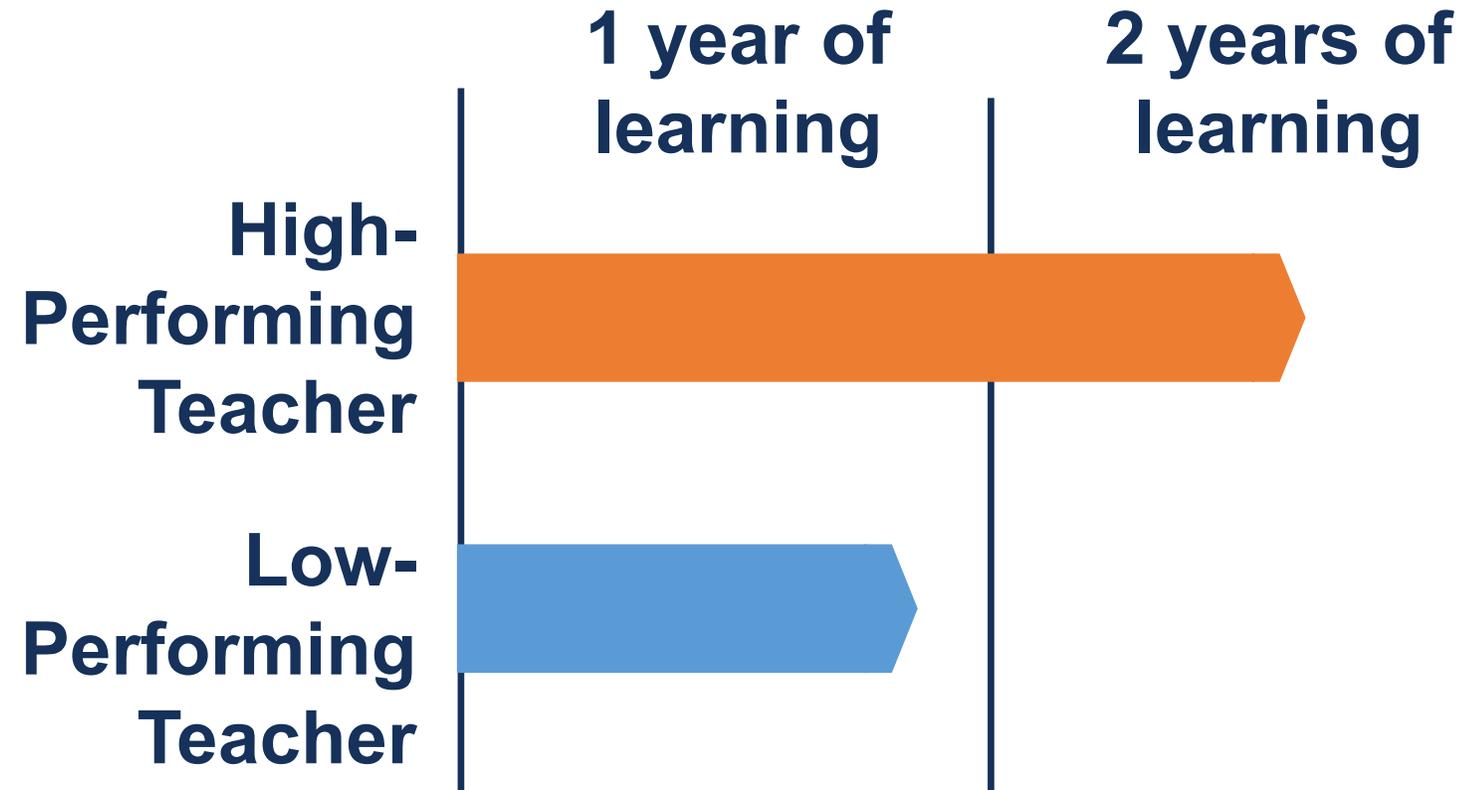
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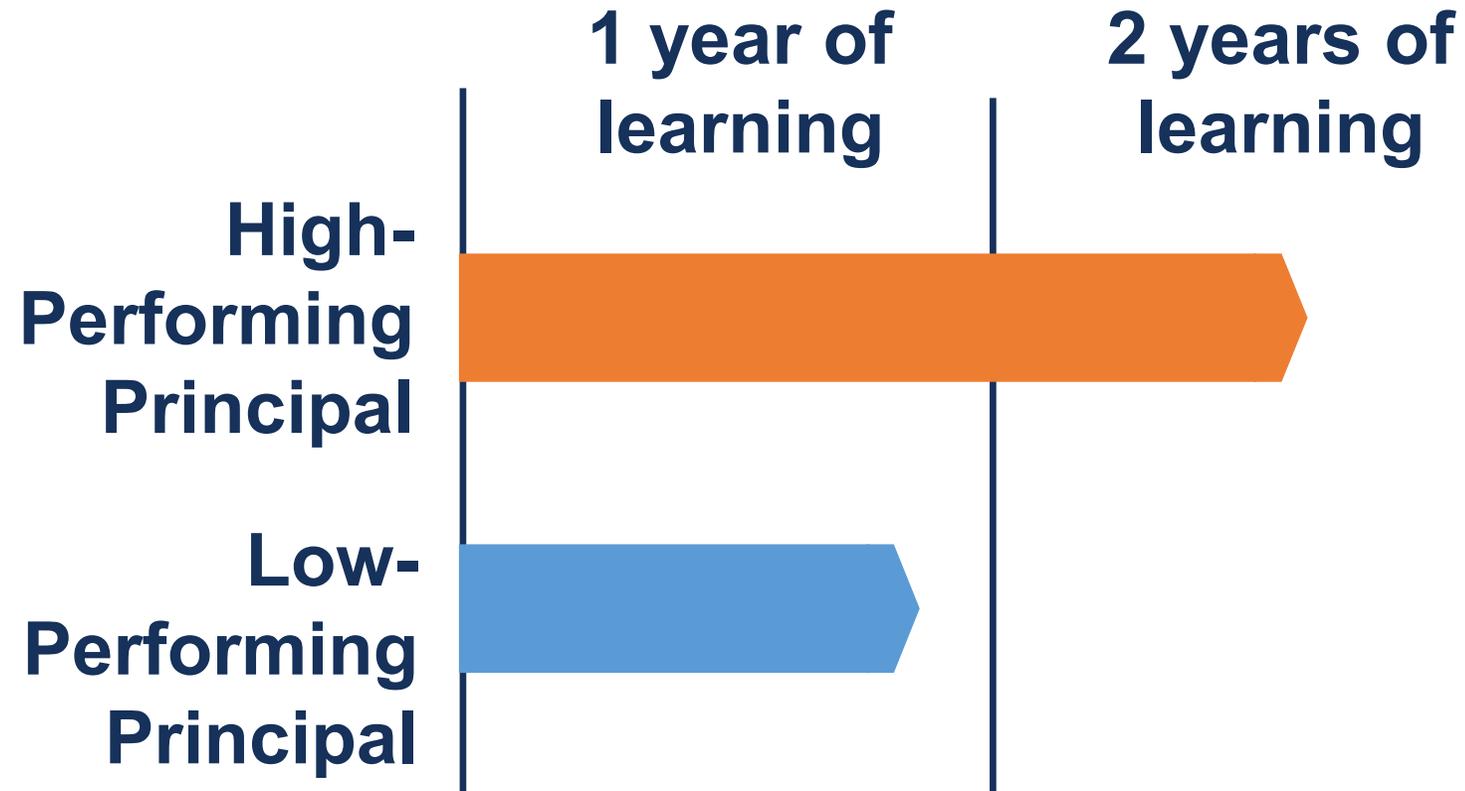
Salaries and benefits



Great teachers matter



Great principals matter



Total rewards



Pay system objectives

- **Recruit Employees**

- Competitive entry rates
- Competitive pay for experienced new hires

- **Pay for Job Value**

- Prevent overpayment or underpayment

- **Retain Employees**

- Advance pay to market rates
- Market-competitive pay increases

- **Control Costs**

- Salary plan and increases driven by budget

Pay system limits

- **Cost controls**

- Budget limits
- Staffing choices limit funding availability

- **Board policy**

- District policy choices may limit pay decisions

- **Pay equity**

- Maintain internal & individual pay equity

The Board's Role



Policy DEA (LOCAL)

The Superintendent shall recommend an annual compensation plan for all District employees. The compensation plan may include wage and salary structures, stipends, benefits, and incentives. The recommended plan shall support District goals for hiring and retaining qualified employees.

Policy DEA (LOCAL)

The Board shall review and approve the compensation plan to be used by the District. The Board shall also determine the total compensation package for the Superintendent.

Policy DEA (LOCAL)

The Superintendent or designee shall implement the compensation plan and establish procedures for plan administration consistent with the budget.

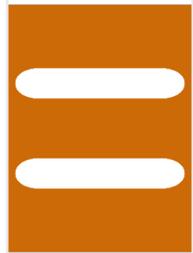
Pay Structure Development

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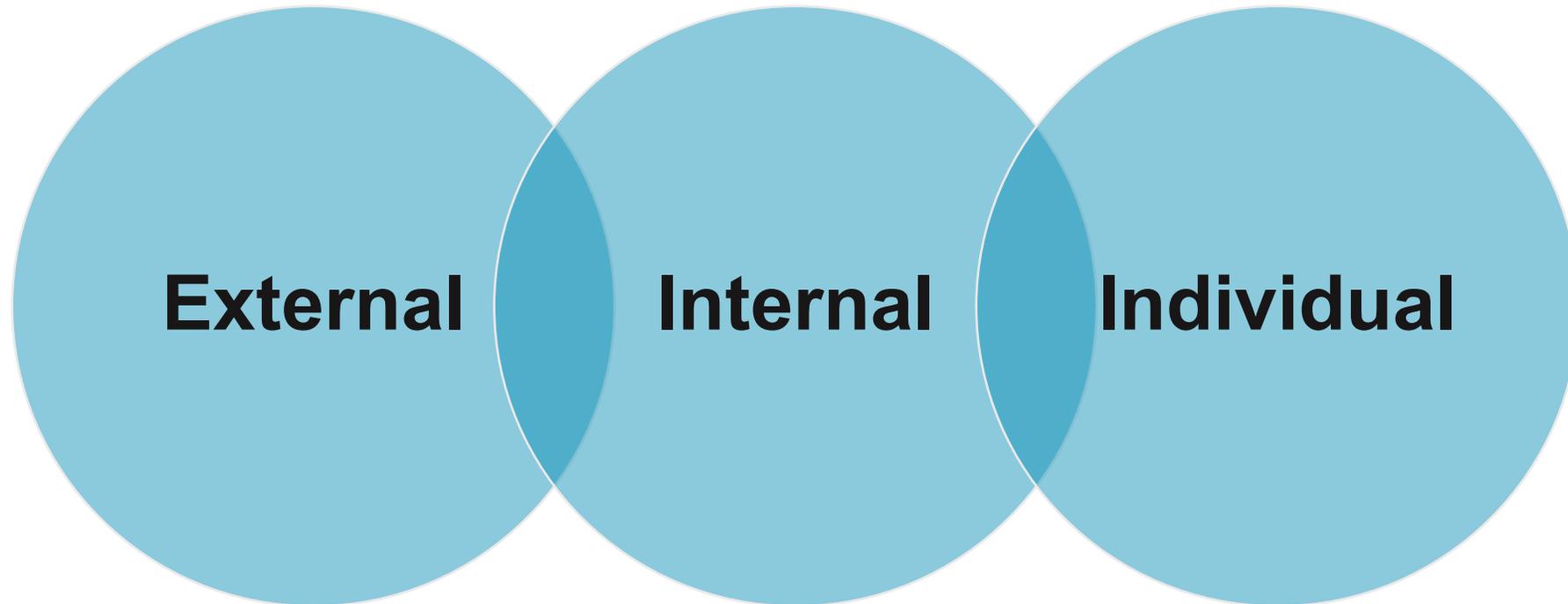
Pay strategies

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 Match

 Lead

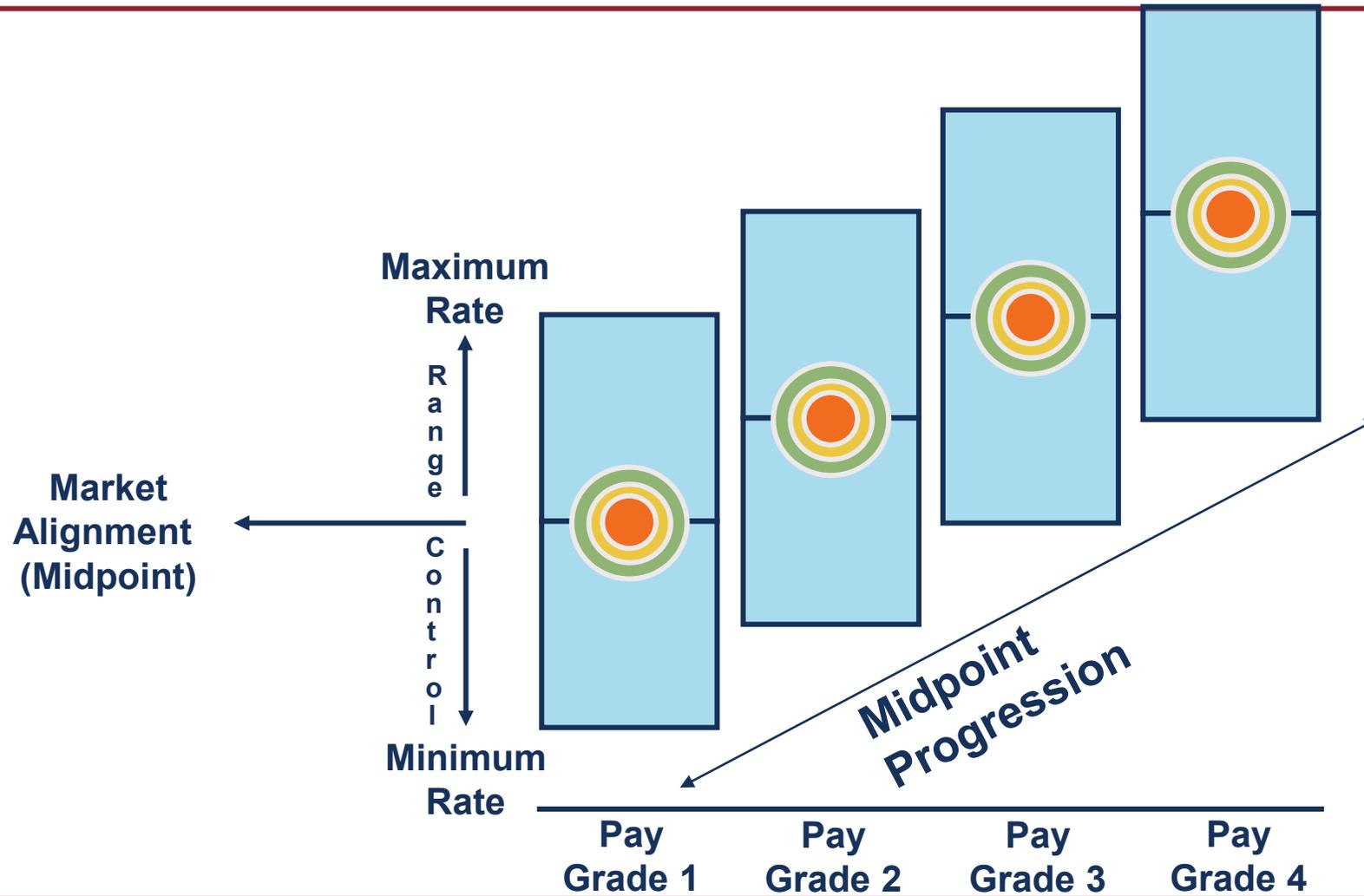
Types of pay equity



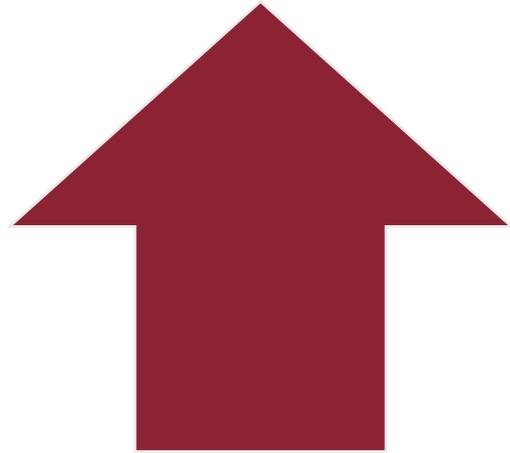
Pay structure development

- Market competitive pay levels
- Manage pay equity between incumbents
- Provide meaningful career progression
- Attract high-quality new hires
- Set pay limits and control payroll costs

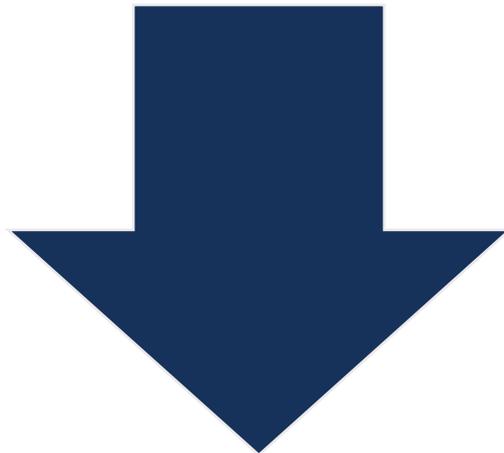
Pay structure



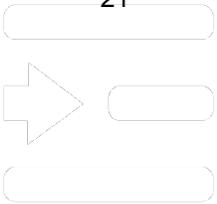
Narrower vs Wider Ranges



Advantages



Disadvantages



Pay Administration

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Legal Issues in Pay

**Texas
Education
Code**

**Non-
Discrimination
Laws**

**Fair Labor
Standards
Act**

Teacher pay systems

- Traditional salary schedule
- Values only experience
- Stipends + extra days

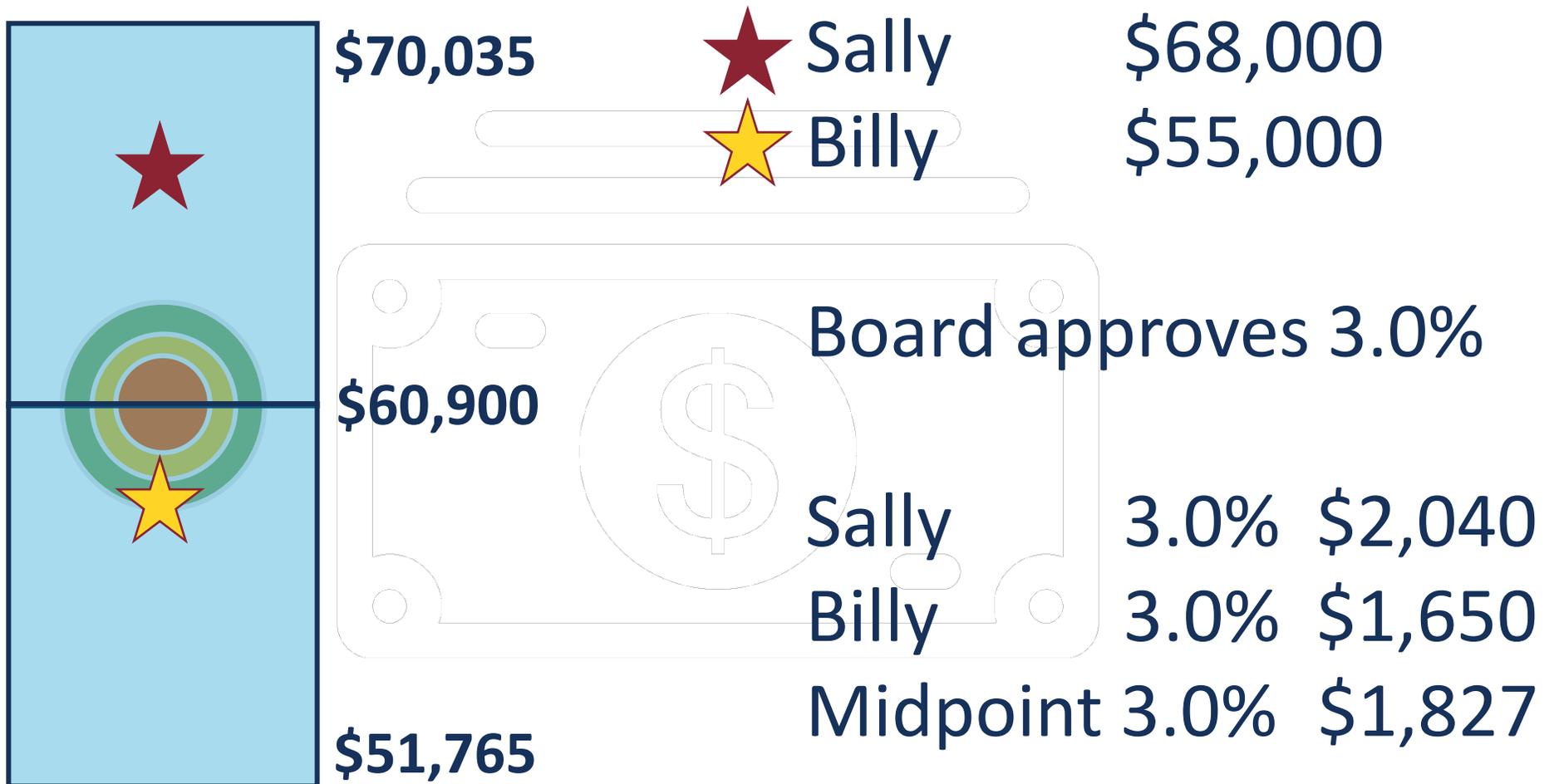
Salary offers for new hires

- Job-specific experience
- Degrees/certifications/licenses
- Salary comparisons
 - Promotional increase vs. outside hire
 - Competitiveness with external market
 - Equity with current employees

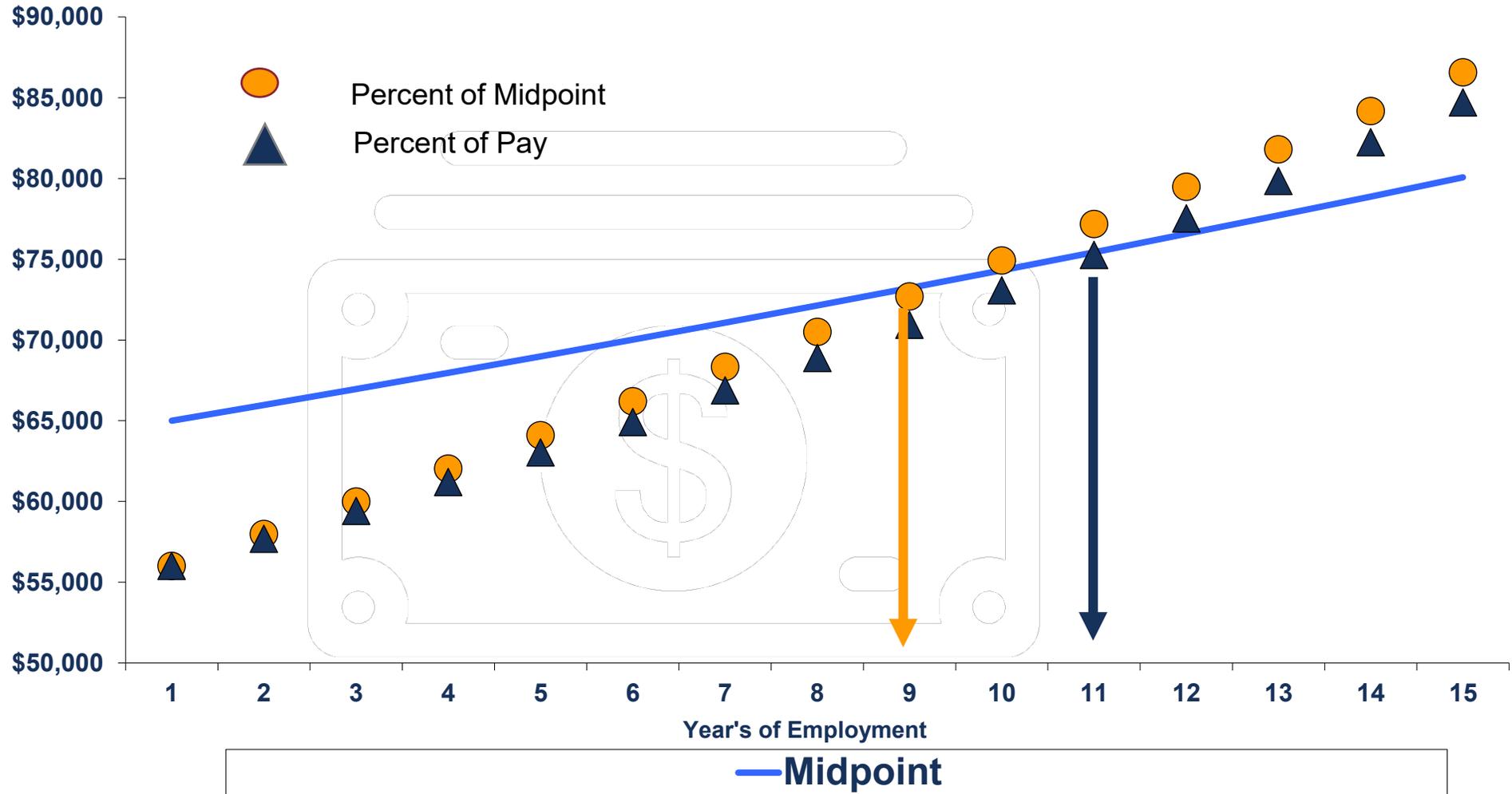
Extra duty stipends

- Stipend covers all work related to extracurricular duty assignment
- May be a total value stipend or include value of additional days
- May include a dual assignment contract and extended duty calendar

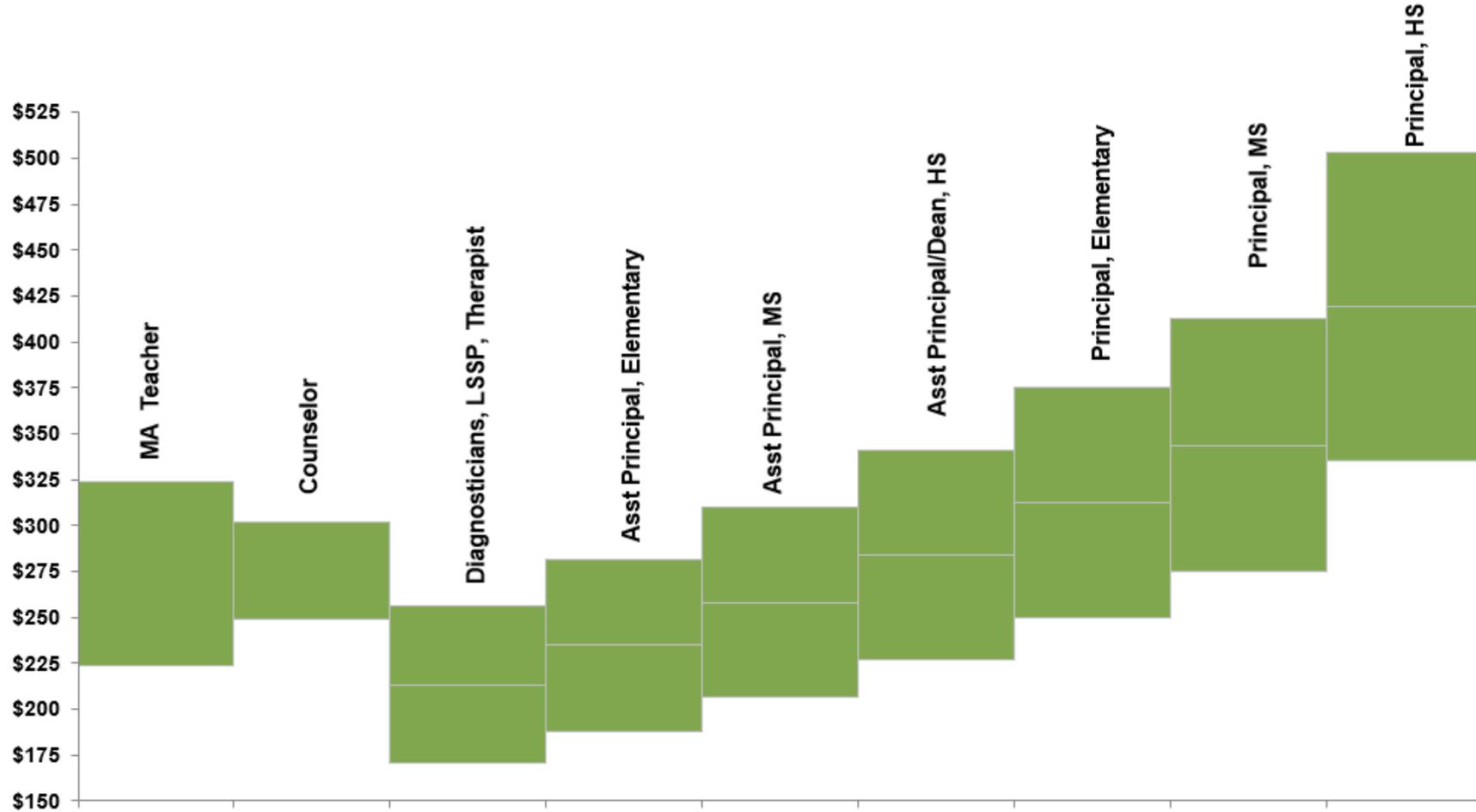
General Pay Increases



Midpoint-based pay increases



Keeping pay connected



Maintaining Your System

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Annual reviews

- Review market data annually and respond to market movement where possible
- Adjust pay structures annually but keep connected to pay increases
- Place new jobs in structure and respond to request for review as appropriate

Making adjustments

- Review market competitiveness and make adjustments where possible
- Review internal equity and make adjustments where possible
- Consider whole system impact when granting increases and adjustments



Amy Campbell, Director HR Services

800-580-7782

hrservices@tasb.org

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HR Services

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Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, February 22, 2024

Agenda Item:	2024-2025 Budget Development Update
Purpose (this meeting):	<input checked="" type="checkbox"/> Discussion Item/Report Only <input type="checkbox"/> Action Requested
Administrator Responsible:	Pete Pape, Ed.D
Attachments:	2024-2025 Budget Development Update Presentation

Background Information:

During the January 18, 2024 Board of Trustees meeting the Board adopted the assumptions for the 2024-2025 budget. Listed below are some of the key assumptions that were adopted.

- Student enrollment of 43,039; moderate growth model (not PreK adjusted)
- Average daily attendance rate of 94%
- Property Taxable value growth based on 7%
- 2% pay increase and \$1.5 million for pay adjustments
- Campus per student allocations are to increase by \$3 at all levels
- Funds to open Elementary School #30 in 2024-25
- Start-up costs for Elementary School #31 to open in 2025-26
- M&O tax rate of \$.7569 and I&S tax rate of \$.3300
- Budget parameter of 3%

Tonight, administration will provide an update on the following as it relates to the 2024-2025 budget:

- Budget development
- Key decision points
- Processes for budget-strategic plan alignment
- Review of district practices
- SHARS & Legislative update

Administrative Recommendation:

N/A

Sample Motion:

N/A



2024-2025 Budget Development Update

Dr. Pete D. Pape, CPA

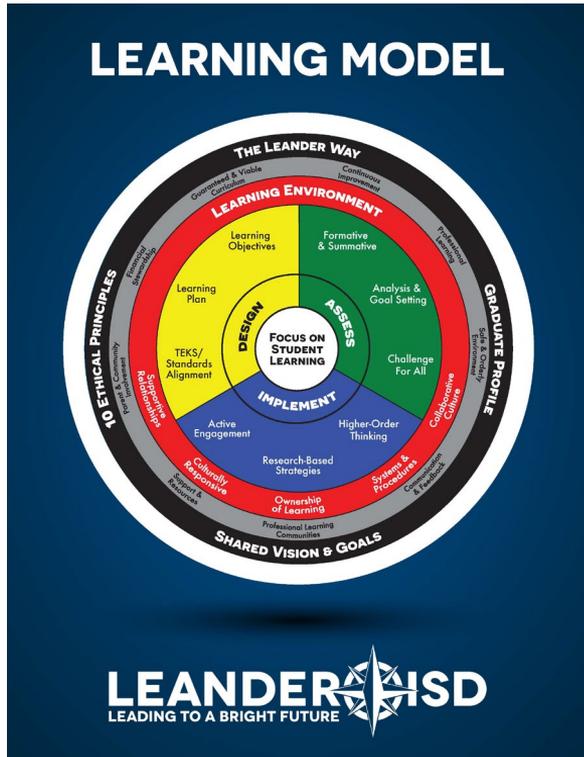
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Leander ISD Strategic Plan

- Empowered student learning
- Empowered staff
- Impactful family engagement
- Equitable access
- Safe and innovative learning environments

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Leander ISD Learning Model



How does LISD balance making student centered decisions while being good financial stewards and data informed?

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Build	Think	Create
Build (relationships, trust, ethical behavior)	Think (students first, systems, continuous improvement)	Create (passion for working/learning, excellence)

The Leander Way and Build Think Create model will be used to further align staffing guidelines and the budget development process.

Seeing Both the Details and the Big Picture



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Update on Budget Development

- Board approved budget assumptions on January 18, 2023
- ESSER positions and costs
- Recurring cost requests
- Non-Recurring cost requests
- Campus budgets
- Department budgets
- Pre-K3 expansion

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Adopted Budget Assumptions

- Student enrollment of 43,039; moderate growth model (not Pre-K adjusted)
- Average daily attendance rate of 94%
- Property taxable value growth based on 7%
- 2% pay increase and \$1.5 million for pay adjustments
- Campus per student allocations are to increase by \$3 at all levels
- Funds to open Elementary School #30 in 2024-2025
- Fund expansion of Early College High School
- Funds to phase in Leander ISD Police Department
- Start-up costs for Elementary School #31 to open in 2025-2026
- M&O tax rate of \$0.7569 and I&S tax rate of \$0.3300
- Budget parameter of 3%

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Budget Process

- Chief Officers have met 4 times to discuss and rank requests based on student needs and available funds
- New funding template was released on February 13, 2024
- Title fund amounts will be known in May
- Autism Grant will be known in May

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Budget Status

	2023-2024 Adopted Budget	2023-2024 Projected Budget	2024-2025 Early Estimate
PROJECTED ENROLLMENT (<i>Moderate growth</i>)	43,543	42,582	43,039
TOTAL ESTIMATED REVENUES:	\$ 490,893,489	\$ 436,001,057	\$ 438,206,511
TOTAL PAYROLL EXPENDITURES:	\$ 382,651,587	\$ 380,573,595	\$ 394,056,417
TOTAL OPERATING EXPENDITURES:	\$ 54,118,843	\$ 46,745,880	\$ 48,236,287
ESTIMATED RECAPTURE:	57,867,040	9,518,117	11,210,102
TOTAL OPERATING AND PAYROLL EXPENDITURES:	\$ 494,637,470	\$ 436,837,592	\$ 453,502,806
RESULTS FROM OPERATIONS:	\$ (3,743,981)	\$ (836,535)	\$ (15,296,295)
OTHER TRANSFERS IN/OUT			
Other Sources	270,000	270,000	270,000
Transfers Out - Other	(50,000)	(50,000)	(50,000)
Transfers Out - Healthcare	(3,000,000)	(3,000,000)	(1,500,000)
TOTAL TRANSFERS IN/OUT:	\$ (2,780,000)	\$ (2,780,000)	\$ (1,280,000)
TOTAL SURPLUS/DEFICIT FOR ADOPTION:	\$ (6,523,981)	\$ (3,616,535)	\$ (16,576,295)
BUDGET PARAMETER			
Budget Deficit Threshold - 3% of Revenues	12,990,793	12,794,488	12,809,892
Deficit (Exceeding)/Within Budget Parameter	\$ 6,466,812	\$ 9,177,953	\$ (3,766,403)

District Philosophy on Budget Development

- Create budget/staffing guidelines focused on efficient use of resources to fund programs aligned to the strategic plan
- Tie budget to strategic plan
- Develop a business plan which funds the strategic plan

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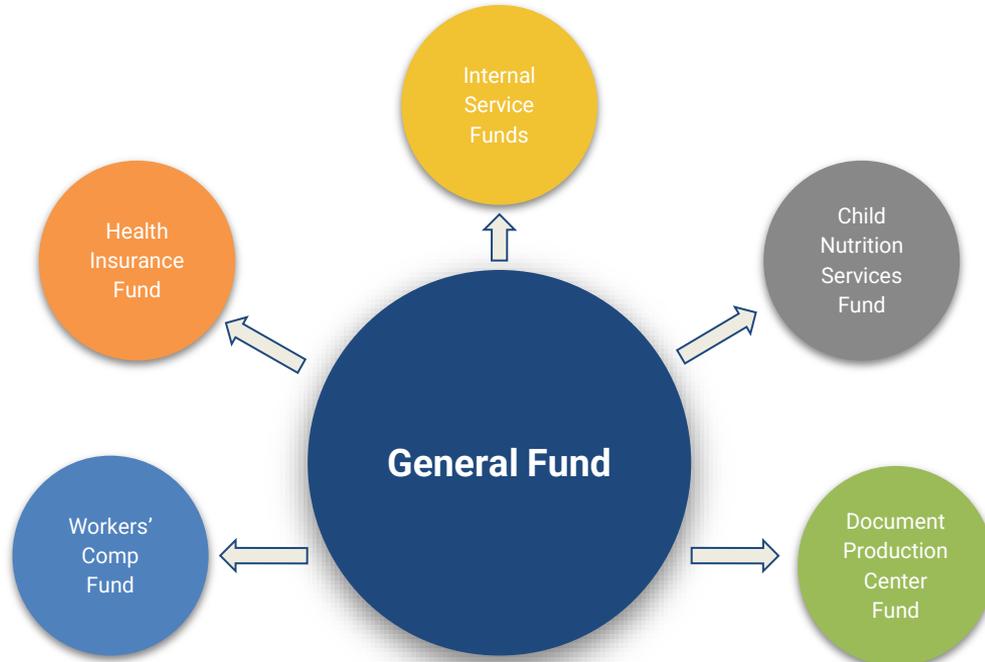
Long Term

- Independent review of staffing guidelines, campus schedules programmatic reviews
- Health Insurance (employer vs employee portion)
- Department budget development
- Implement more operational positions into staffing guidelines (HVAC, mechanics, CNS, grounds, etc.)
- Document Production Center (DPC)
- Copy machines/printers

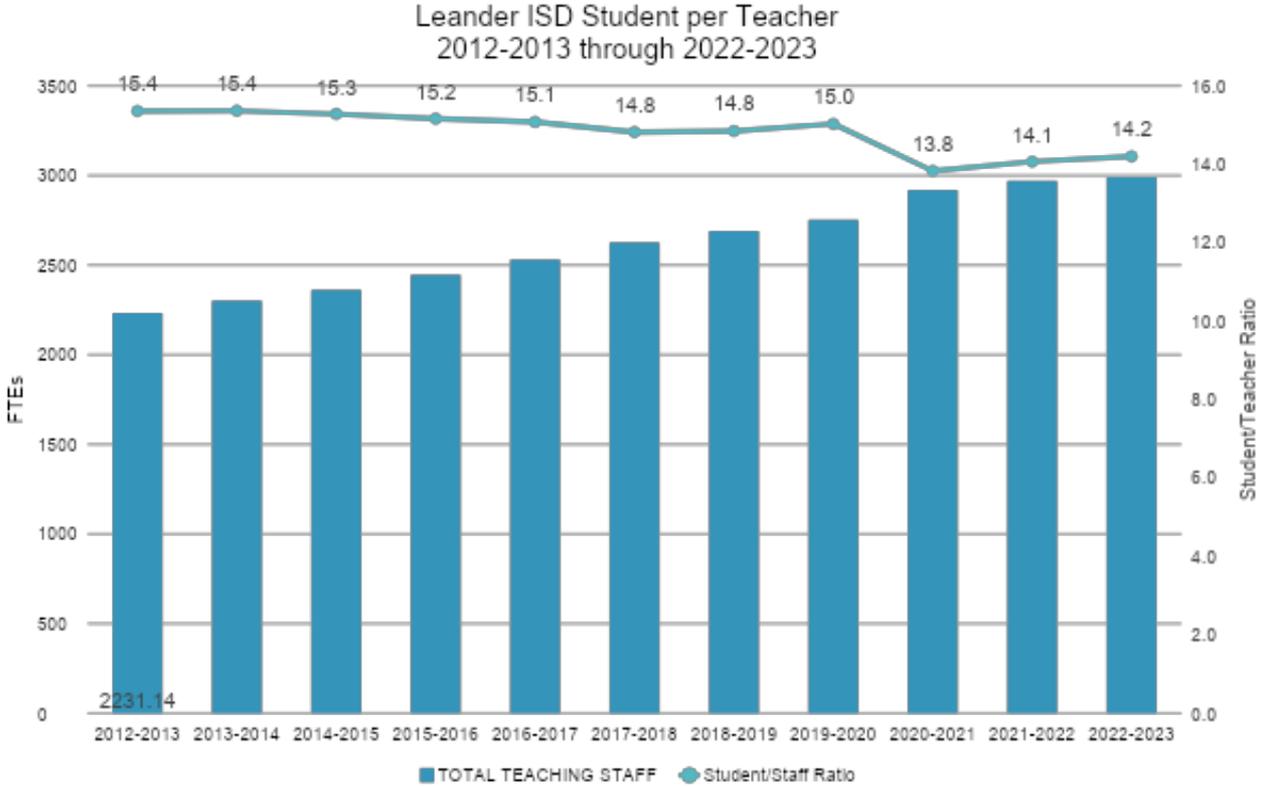
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Long Term (continued)

- Strategize funding of positions. Charge costs to appropriate fund (workers' comp fund, health insurance fund, internal service funds, CNS, DPC, etc.)



Historical Data



Staffing Data

Enrollment 42,242	State Avg FTE's /1000	LISD At State Avg	LISD Actual FTE's	LISD Actual Ratio	Difference	2023/24 Avg Salary	LISD Over / Under
Teaching Staff	67.4	2,859.4	3,025.9	71.3	166.5	\$60,527	\$10,079,101
Professional Support	15.2	644.8	645.4	15.2	0.6	\$74,323	\$41,264
Campus Admin	3.9	165.5	147.8	3.5	(17.7)	\$91,742	(\$1,619,577)
Central Admin	1.8	76.4	29.9	0.7	(46.5)	\$152,110	(\$7,067,517) ⁴⁹
Education Aides	5.6	237.6	613.9	14.5	376.3	\$28,221	\$10,620,285
Auxiliary Staff	34.1	1,446.7	1,086.9	25.6	(359.8)	\$35,767	(\$12,867,479)
Total	128	5,430.4	5,549.8	130.8	119.4		(\$813,922)

Questions?

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