



**Regular Meeting Agenda  
Thursday, October 24, 2024  
Concordia University Texas  
11400 Concordia University Drive  
Austin, TX 78726  
6:15 PM**

The 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.

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/4gpDTyq>, between noon the day prior to the meeting and noon the day of the meeting and be present at the meeting when their number is called.

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 October 18, 2024, at 2:02 PM. A revised notice of this meeting was posted in compliance with the Texas Open Meetings Act on October 21, 2024, at 3:20 PM.

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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: Cedar Park Middle School
- B. Video Recognitions
  - 1. ACT Perfect Score - Yiming Peng, Vandegrift High School
  - 2. Finance/Business Office's Superior "FIRST" rating
  - 3. National Merit Semifinalists
  - 4. National School Bus Safety Week - October 21-25, Transportation, Crossing Guards
  - 5. National School Lunch Week - October 14-18, Child Nutrition Staff

**4. CITIZEN COMMENTS**

*(See the notes at the top of the agenda for instructions on how to sign up and details regarding speaking.)*

**5. CONSENT AGENDA**

- A. Consider Approval of Guaranteed Maximum Price #2 for the Grandview Hills Ancillary Building Project 3
- B. Consider Approval of Minutes of Regular and Called Board Meetings 6

**6. SUPERINTENDENT'S REPORT**

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**13**

- A. Empowered Student Learning
- B. Empowered Staff Learning
- C. Safe and Innovative Learning Environments
- 7. 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: personnel - deliberate the appointment, employment, evaluation, reassignment, duties of a public officer or employee
  - C. Texas Government Code 551.0821: deliberation regarding matters whereby personally identifiable information regarding one or more students will be disclosed
- 8. DISCUSSION/ACTION ITEMS**
  - A. STUDENT EXPERIENCE
    - 1. Discussion of 2023-2024 Leander ISD Community Based Accountability System - Part 2 26
    - 2. Discussion of Global Languages & Cultures Annual Update 54
  - B. GOVERNANCE
    - 1. Annual Announcement Regarding Continuing Education of Board Members 69
  - C. OPERATIONS
    - 1. Discussion of the Annual Demographic Report: Population and Survey Analyst (PASA) 74
    - 2. Consider Approval of Purchase of Attendance Credit and Delegation of Authority to Obligate the District 118
    - 3. Consider Approval of Employee One-Time Lump Sum Payment Resolution 121
    - 4. Consider Approval of FY25 Budget Amendment - #4 124
    - 5. Discussion and Consider Approval of a Resolution to Grant the Superintendent the Authority to Continue Wages for Employees Due to Emergency Closure of Schools 127
- 9. ACTION PURSUANT TO CLOSED SESSION**
- 10. BOARD MEETING DEBRIEF**
- 11. ADJOURNMENT**

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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, October 24, 2024

<b>Agenda Item:</b>	Consider Approval of Guaranteed Maximum Price #2 for the Grandview Hills Ancillary Building Project
<b>Purpose:</b>	<input type="checkbox"/> Discussion Item/Report Only <input checked="" type="checkbox"/> Action Requested
<b>Administrator Responsible:</b>	Jeremy Trimble, M.Arch, Chief Operations Officer
<b>Attachments:</b>	Grandview Hills Ancillary Building Project GMP2

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## **Background Information:**

The [Leander ISD–Bond 2023](#) included the Grandview Hills Ancillary building project. During the [August 24, 2023](#) Board of Trustees meeting, the board approved Bartlett Cocke General Contractors as the Construction Manager at Risk. The GMP #1 of \$1,344,854 was approved during the [August 8, 2024](#) Board of Trustees meeting

The Guaranteed Maximum Price (GMP) #2 of \$17,510,428, is for the start of the construction phase of the project. Each project may have additional GMPs as the project progresses. This GMP will be funded by 2023 Bond Authorization.

## **Administrative Recommendation:**

Administration recommends that the Board approve the Guaranteed Maximum Price #2 of \$17,510,428 for Grandview Hills Ancillary Building Project as presented.

## **Sample Motion:**

I move that the Board of Trustees approve the Guaranteed Maximum Price #2 of \$17,510,428 for Grandview Hills Ancillary Building Project as presented.

**Bartlett Cocke General Contractors**  
**Grandview Hills - GMP2**  
**100CD - GMP2**  
**October 10, 2024**

		<b>GMP 2</b>
DIV	ITEM DESCRIPTION	
01 & 02	General and Existing Conditions	\$ 772,236.00
03	Concrete Work	\$ 1,653,701.00
04	Masonry	\$ 426,011.00
05	Structural Steel	\$ 342,964.00
06	Woods and Plastics	\$ 106,666.00
07	Thermal & Moisture Protection	\$ 704,580.00
08	Openings	\$ 361,307.00
09	Finishes	\$ 489,799.00
10	Specialties	\$ 88,820.00
11	Equipment	\$ 10,585.00
12	Furnishings	\$ 1,829.00
13	Special Construction (Fuel Depot)	\$ 1,311,006.00
14	Elevator	\$ -
21	Fire Suppression	\$ 186,151.00
22	Plumbing	\$ 444,896.00
23	HVAC	\$ 676,164.00
26	Electrical	\$ 1,799,811.00
27	Communications	\$ 384,970.00
28	Electronic Safety and Security	\$ 145,989.00
31	Earthwork	\$ 980,231.00
32	Exterior Improvements	\$ 623,739.00
33	Utilities	\$ 843,444.00
50	Job Site Management	\$ 1,343,378.00
52	Bonds & Insurance	\$ 427,602.00
52	CM Fee	\$ 592,140.00
53	Allowances & Alternates	\$ -
	Permit Allowance	\$ 15,000.00
	Extended Warranty Allowance	\$ 50,000.00
	Tree Mitigation Allowance	\$ 500,000.00
	Arborist Allowance	\$ 100,000.00
	Framing at Openings Allowance	\$ 40,200.00
	Building C Floor Repair Allowance	\$ 155,000.00
	Clean-Agent Fire Suppression Allowance	\$ 142,500.00
	Heaters Allowance	\$ 8,000.00
	Building F Lighting Allowance	\$ 4,000.00
	UPS Lithium Battery and Warranty Allowance	\$ 97,500.00
	Site Allowance	\$ 200,000.00
	Water and Sewer Connections Allowance	\$ 100,000.00
	Technology Allowance	\$ 30,000.00
54	Contingencies	\$ -

Construction Manager	\$ 350,209.00
Owner	\$ 1,000,000.00
GMP 2 Total	\$ 17,510,428.00

**SUMMARY**

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GMP 1 - Approved August 8, 2024	\$ 1,344,854
GMP 2	\$ 17,510,428
<b>Project Total</b>	<b>\$ 18,855,282</b>

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, October 24, 2024

**Agenda Item:** Consider Approval of Minutes of Regular and Called Board Meetings  
**Purpose:**  Discussion Item/Report Only  Action Requested  
**Administrator Responsible:** Bruce Gearing, Ed.D., Superintendent  
**Attachments:** 09-05-24 Regular Board Meeting Minutes DRAFT  
09-19-24 Regular Board Meeting Minutes DRAFT

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## **Background Information:**

Board meeting minutes are attached for your review.

## **Administrative Recommendation:**

Administration recommends approval of the minutes as presented.

## **Sample Motion:**

I move the Board approve the minutes for the September 5 and 19 meetings as presented.



## Minutes of Regular Meeting

The Board of Trustees  
Leander Independent School District

### STATE OF TEXAS COUNTY OF WILLIAMSON

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A meeting of the Board of Trustees of the Leander Independent School District was held on Thursday, September 5, 2024, beginning at 6:15 PM in Concordia University Texas located at 11400 Concordia University Drive, Austin, TX 78726. The following members were present: Gloria Gonzales-Dholakia, Anna Smith, Christine Mauer, Trish Bode, and Francesca Romans. Sade Fashokun and Paul Gauthier were absent.

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: Hisle Elementary School
  - B. Video Recognitions
    1. Hill Country Community Ministries "Sunshine in Education" Award - Denise Geiger, Leander ISD Senior Coordinator, Special Education Transition Services
    2. Journalism Education Association Rising Star - Shelby Nickells, Journalism Teacher, Rouse HS
    3. Leader in Me Lighthouse Recertification - Reed Elementary School
    4. Solution Tree Model Professional Learning Community (PLC) - Block House Creek Elementary
    5. Texas High School Coaches Association (THSCA) President-Elect - Drew Sanders, Athletic Coordinator, Head Football Coach, Vandegrift HS
4. **CITIZEN COMMENTS**

*No citizens addressed the Board of Trustees.*
5. **CONSENT AGENDA**

*I move the Consent Agenda items be approved as presented. This motion made by Anna Smith and seconded by Christine Mauer passed five in favor with two Board Members absent.*

- A. Consider Adoption of Local Policies CKE, CKEC, CSA, DGBA, FFB, FNG, and GF
- B. Consider Approval of Internal Audit Plan for 2024-2025 School Year
- C. Consider Approval of Remote Homebound Wavier

**6. SUPERINTENDENT'S REPORT**

- A. Empowered Student Learning
- B. Empowered Staff Learning
- C. Safe and Innovative Learning Environments

**7. DISCUSSION/ACTION ITEMS**

**A. STUDENT EXPERIENCE**

- 1. Substance Abuse Prevention Education and Support Services Update
- 2. Strategic Plan & District Improvement Plan Formative Review - Empowered Learning Part 2
- 3. Discussion of Elementary Tiered Math Initiative Program Evaluation

**B. GOVERNANCE**

- 1. Discussion of 2024-2025 Superintendent Evaluation Instrument

**C. OPERATIONS**

- 1. Leander Educational Excellence Foundation (LEEF) Annual Report 2023-2024
- 2. Business and Finance Monthly Reports
  - a. Monthly Bond Status Report
  - b. Monthly Financial Report
  - c. Monthly Investment Report
  - d. Monthly Tax Collection Report

**8. CLOSED SESSION**

*The Board went into closed session at 9:52 PM after the Board President announced the right to do so under:*

- 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
- D. Texas Government Code 551.074: deliberation and consideration of employment of Leander Middle School Principal

*The Board of Trustees returned from closed session at 10:31 PM.*

**9. ACTION PURSUANT TO CLOSED SESSION**

**A. Consider Employment of Leander Middle School Principal**

*I move that the Board of Trustees accept the recommendation of Thomas Robbins for Principal at Leander Middle School 1 year probationary employment contract for personnel addition as presented in accordance with the salary scale, policies and contract of Leander Independent School District for the 2024-25 school year. This motion made by Francesca Romans and seconded by Anna Smith passed five in favor with two Board Members absent.*

**10. BOARD MEETING DEBRIEF**

**11. ADJOURNMENT**

THE BOARD OF TRUSTEES, HAVING NO FURTHER BUSINESS, ADJOURNED THE MEETING.  
Time: 10:32 PM

These minutes were read and approved by the Board of Trustees on the 24th day of October 2024.

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary

Copies of Board information referred to are attached to the official minutes or filed in the office indicated.



## Minutes of Regular Meeting

The Board of Trustees  
Leander Independent School District

### STATE OF TEXAS COUNTY OF WILLIAMSON

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A meeting of the Board of Trustees of the Leander Independent School District was held on Thursday, September 19, 2024, beginning at 6:16 PM in Concordia University Texas, located at 11400 Concordia University Drive, Austin, TX 78726. The following members were present: Gloria Gonzales-Dholakia, Anna Smith, Christine Mauer (virtual), Trish Bode, Sade Fashokun, Paul Gauthier, and Francesca Romans. Christine Mauer left the meeting at 8:02 PM and Paul Gauthier left the meeting at 10:49 PM.

**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: New Hope High School
- B. Video Recognitions
  - 1. National IT Professionals Week, Sept 16-20

**4. CITIZEN COMMENTS**

*10 citizens addressed the Board of Trustees.*

**5. CONSENT AGENDA**

*I move the Board approve the Consent Agenda items as presented with the exception of item 5C. This motion, made by Trish Bode and seconded by Anna Smith, passed seven in favor and none opposed.*

*I move that an exception be made to the requirement that a Legislative Committee member being selected as a delegate to the Texas Association of School Boards delegate assembly as stated in the Board Operating Procedures. This motion, made by Trish Bode and seconded by Anna Smith, passed seven in favor and none opposed.*

*I move that Francesca Romans be appointed as Leander ISD alternate representative to the 2024 Texas Association of School Boards Delegate Assembly. This motion, made by Trish Bode and seconded by Anna Smith, passed six in favor and one, Paul Gauthier, opposed.*

- A. Consider Approval of School Health Advisory Council Membership Recommendation
- B. Consider Approval of Amending the 2024-2025 Budget with the Final 2024 Tax Rate Calculations Worksheet
- C. Consider Approval of Appointing an Alternate Representative to the 2024 Texas Association of School Boards (TASB) Delegate Assembly
- D. Consider Approval of Guaranteed Maximum Price for the Plant Services Mechanic Shop
- E. Consider Approval of Minutes of Regular and Called Board Meetings
- F. Consider Approval of Remote Homebound Waiver

**6. SUPERINTENDENT'S REPORT**

- A. Empowered Student Learning
- B. Empowered Staff Learning
- C. Safe and Innovative Learning Environments

**7. DISCUSSION/ ACTION ITEMS**

**A. STUDENT EXPERIENCE**

- 1. Discussion of Instructional Materials Review & Approval Process
- 2. Discussion of District and Campus Improvement Plans and Annual House Bill 3 (HB3) Update

**B. GOVERNANCE**

- 1. Legislative Committee Update
- 2. Discussion and Consider Approval of 2024-2025 Superintendent Evaluation Instrument

**C. OPERATIONS**

- 1. Consider Approval of Texas Education Agency (TEA) Certification Waiver for Teachers  
*I move the Board accept the administration's recommendation to apply for Certification Waivers for Teachers due to critical need for the 2024-2025 school year as presented. This motion, made by Francesca Romans and seconded by Trish Bode, passed five in favor and two, Paul Gauthier and Christine Mauer, absent.*
- 2. Discussion of Long-Range Planning Committee
- 3. Discussion of a Resolution Nominating an Individual to the Travis Central Appraisal District (TCAD) Board of Directors
- 4. Discussion of a Resolution Nominating an Individual to the Williamson Central Appraisal District (WCAD) Board of Directors
- 5. Consider Approval of FY25 Budget Amendment - #3

*I move that the Board of Trustees approve FY25 Budget Amendment - #3 as presented. This motion, made by Francesca Romans and seconded by Trish Bode, passed five in favor and two, Paul Gauthier and Christine Mauer absent.*

6. Business and Finance Monthly Reports
  - a. Monthly Bond Status Report
  - b. Monthly Financial Report
  - c. Monthly Investment Report
  - d. Monthly Tax Collection Report

**8. CLOSED SESSION**

*The Board of Trustees went into closed session at 11:13 PM after the Board President announce the right to do so under:*

- 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: personnel - deliberate the appointment, employment, evaluation, reassignment, duties of a public officer or employee
- C. Texas Government Code 551.0821: deliberation regarding matters whereby personally identifiable information regarding one or more students will be disclosed
- D. Texas Government Code 551.074: deliberation regarding appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee or hear a complaint or charge against an officer or employee

*The Board of Trustees returned from closed session at 11:36 PM.*

**9. ACTION PURSUANT TO CLOSED SESSION**

**10. BOARD MEETING DEBRIEF**

**11. ADJOURNMENT**

THE BOARD OF TRUSTEES, HAVING NO FURTHER BUSINESS, ADJOURNED THE MEETING.  
Time: 11:36 PM

These minutes were read and approved by the Board of Trustees on the 24th day of October, 2024.

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary

Copies of Board information referred to are attached to the official minutes or filed in the office indicated.



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OCTOBER 24, 2024

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# Superintendent's Report

Board of Trustees Meeting



# EMPOWERED LEARNERS



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# EMPOWERED LEARNERS





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# CULTURE OF VOTING

## Voter Registration

Convocation  
& Graduation  
VR Drives:

44 registrations  
15 mail-in

Registration events or  
information provided at  
all six comprehensive  
high schools.

Community  
support  
and  
goodwill

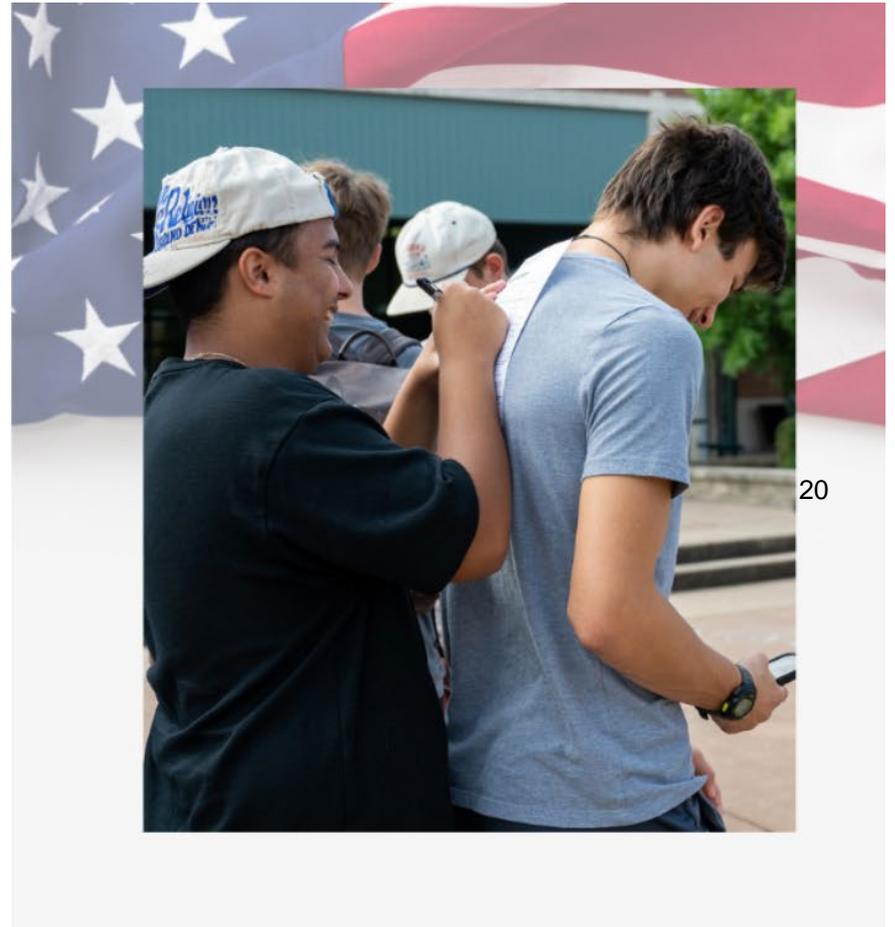
Answered  
questions,  
distributed  
voter guides

# LEANDER ISD VOTES



**EARLY VOTING**  
October 21 - November 1

**ELECTION DAY**  
Tuesday, November 5





# EMPOWERED COMMUNITY



21

We have to advocate for our own kids, [but] if I advocate at the expense of another child, then we are pulling each other down.

I had a 3rd-grade teacher who I would continue to visit. He impacted me enough to become an educator, because he took an interest in me.

My child did not have a great elementary school experience. But, in middle school, every day someone makes her feel seen, heard, and that she belongs. "You're cool, you're awesome, you can do anything. She is in such a better place.

I came from another school district. I felt like we had everything we could ever imagine! We didn't need a booster or fundraiser because the school paid for everything. Title I funding really

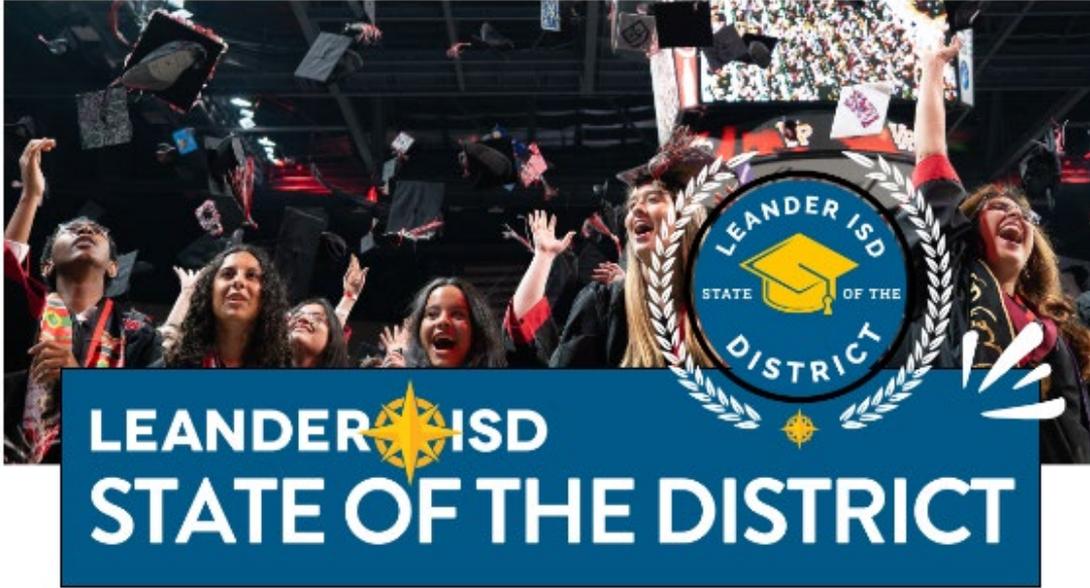
I feel valued in Leander. I don't think I feel valued to Texas. That's what keeps me in Leander. I love this district. I love the history, meeting different groups. I feel so connected in so many ways.

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# Unity Podcast with Tom Glenn



 **OCTOBER 30**  
**11:30 AM**  
**FACILITIES RESOURCE**  
**1641 SCOTTSDALE DR, CEDAR PARK**  
24





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# DISCUSSION

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, October 24, 2024

<b>Agenda Item:</b>	Discussion of 2023-2024 Leander ISD Community Based Accountability System - Part 2
<b>Purpose:</b>	<input checked="" type="checkbox"/> Discussion Item/Report Only <input type="checkbox"/> Action Requested
<b>Administrator Responsible:</b>	Brenda Cruz, M.Ed., Assistant Superintendent, Empowered Learning; Crestina Hardie, Chief Communications Officer; Angela Hodges, M.Ed., Area Superintendent; Coleen Brighton, Executive Director, Leander Educational Excellence Foundation; DeWayne Street, M.Ed., Chief, Office of Educational Access; Melody Maples, M.Ed., Executive Director, Office of Educational Access; Paige Collier, M.Ed., Assistant Superintendent, Special Programs; Kimberly Waltmon, M.Ed., Area Superintendent; Jeremy Trimble, M.Arch, Chief Operations Officer
<b>Attachments:</b>	2023-2024 Leander ISD Community Based Accountability System - Part 2 Presentation

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## **Background Information:**

The 2023-2024 Leander ISD Community Based Accountability System - Part 2 report will be shared with the Board of Trustees and the Leander ISD community. During this meeting, Goal 3: Impactful Family Engagement; Goal 4: Equitable Access and Goal 5: Safe and Innovative Learning Environments will be addressed. Our Community Based Accountability System report focuses on the indicators our community has stated are meaningful to them beyond what is measured in state accountability.

## **Administrative Recommendation:**

N/A

## **Sample Motion:**

N/A



October 24, 2024

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## **Discussion of 2023-2024 Leander ISD Community Based Accountability System - Part 2**



## Purpose

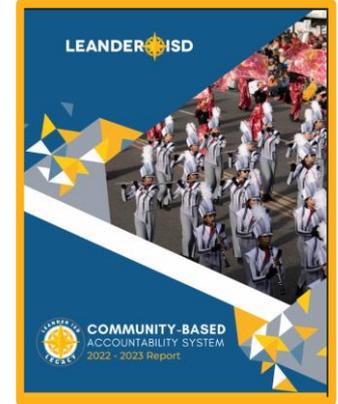
- Continue to build capacity with our community on why Leander ISD engages in a Community Based Accountability System (CBAS)
- Share highlights of Goals 3 - 5 from the 2023-2024 Community Based Accountability System report
- Introduce the Community Based Accountability System Executive Summary

# SYSTEM ALIGNMENT



LISD 5-Year Strategic Plan

Community-Based Accountability



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Board Evaluation

District & Campus Improvement Plans

Superintendent Evaluation



3



## STRATEGIC FOCUS AREAS & GOALS

### EMPOWERED STUDENT LEARNING



Empower students through meaningful learning experiences to optimize growth and embody the Leander ISD Graduate Profile.

### EMPOWERED STAFF



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

### IMPACTFUL FAMILY ENGAGEMENT



Engage our diverse community by fostering positive relationships through reciprocal communication and collaboration.

### EQUITABLE ACCESS



Ensure equitable access to opportunities by eliminating barriers for each and every student.

### SAFE & INNOVATIVE LEARNING ENVIRONMENTS

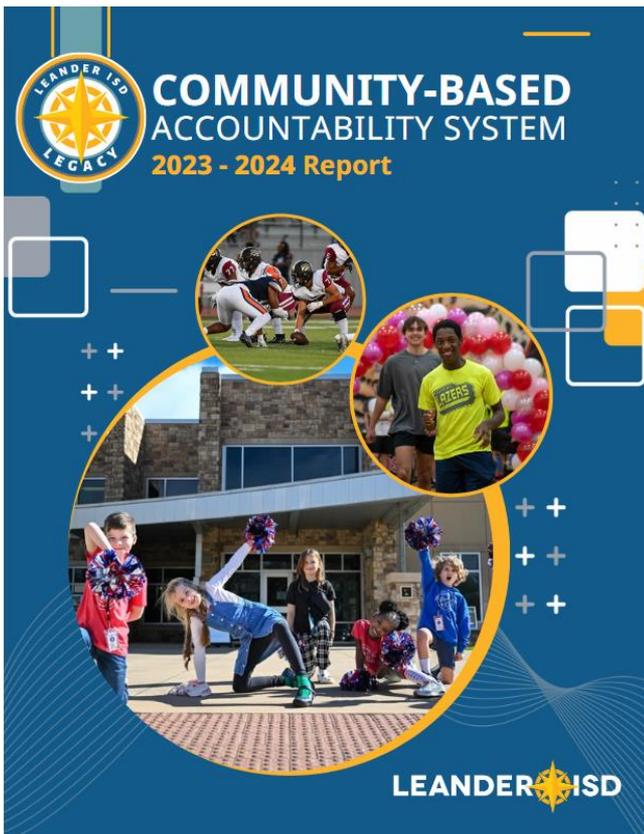


Provide safe, supportive, inclusive, and innovative environments to inspire each individual learner.

LISD Strategic Plan Focus Areas	State Accountability (Summative Measure) <i>2023 &amp; 2024 State Acct Reports delayed</i>	Leander ISD Community Based Accountability (Formative and Summative Measures)
<b>Empowered Student Learning</b>	<ul style="list-style-type: none"> <li>• Performance on STAAR Grades 3-8 and End of Course, TELPAS/TELPAS Alternate and STAAR Alternate 2</li> <li>• STAAR Growth Performance</li> <li>• Graduation Rate</li> <li>• College, Career and Military Readiness (CCMR)</li> <li>• Distinguished Levels of Achievement compared to state chosen similar campuses</li> </ul>	<ul style="list-style-type: none"> <li>• NWEA MAP (grades K-8)</li> <li>• Istation Indicator of Progress (ISIP) (grades K-8)</li> <li>• PSAT</li> <li>• Elective Participation</li> <li>• Student, Parent and Staff Survey data</li> <li>• Industry Based Certifications (IBC)</li> <li>• Student Goal Setting and Progress</li> <li>• Student Portfolios</li> </ul>
<b>Empowered Staff</b>	<ul style="list-style-type: none"> <li>• <i>Not measured/ reported in State Accountability</i></li> </ul>	<ul style="list-style-type: none"> <li>• Student, Parent and Staff Surveys</li> <li>• Professional Learning Communities Collaborative Team Commitment Rubric</li> <li>• Recruitment and Retention Data</li> <li>• Staff Portfolios</li> </ul>
<b>Impactful Family Engagement</b>	<ul style="list-style-type: none"> <li>• <i>Not measured/ reported in State Accountability</i></li> </ul>	<ul style="list-style-type: none"> <li>• Survey data</li> <li>• Volunteers</li> <li>• Family Events</li> </ul>
<b>Equitable Access</b>	<ul style="list-style-type: none"> <li>• STAAR Performance /growth among student groups in relation to a state target</li> <li>• CCMR and Graduation Rates disaggregated by student groups</li> </ul>	<ul style="list-style-type: none"> <li>• Student, Parent and Staff Perceptual Data</li> <li>• Course and Program Participation Measures</li> </ul>
<b>Safe and Innovative Learning Environment</b>	<ul style="list-style-type: none"> <li>• <i>Not measured/ reported in State Accountability</i></li> </ul>	<ul style="list-style-type: none"> <li>• Student, Parent and Staff survey data</li> <li>• Long Range planning</li> </ul>



# Community Based Accountability System Report



## Key to understanding this report



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### GOAL AREA

**Key Questions**

**Data, Information & Stories**  
supporting key questions




**QR Codes**



access to additional information or data regarding the example

*Strengths*

32 Areas which highlight positive contributions for our students and/or community.

*Opportunities*

Areas which provide opportunities to improve.

*Bright Spots*

Specific stories, programs or initiatives representing the efforts towards achieving this goal area.

\*At the conclusion of this report, references, resources, QR codes and links are available to explore the data further.



## Goal 3 - Impactful Family Engagement

# I MPACTFUL FAMILY ENGAGEMENT

To what degree do we foster positive relationships by demonstrating mutual respect for the diverse perspectives of all Leander ISD stakeholders?

To what extent do our students and families feel welcome and have a sense of belonging in our school community?



“

THE HOUSE DON'T FALL

when the

*bones are good.*

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”

Community Based Accountability Update

**Goal 3 - Impactful Family Engagement**



# Goal 3 - Impactful Family Engagement

*To what degree do we foster positive relationships by demonstrating mutual respect for the diverse perspectives of all Leander ISD stakeholders?*

## FAMILY INVOLVEMENT DIMENSION

### Comparison Over Time

Percentages shown represent the average of all Almost Always / Always or Often responses across all items within the dimension.



N=Number of Responses



K12 Insight, 2023-24-Student Experience Survey for **Parents/Guardians**, pg. 14





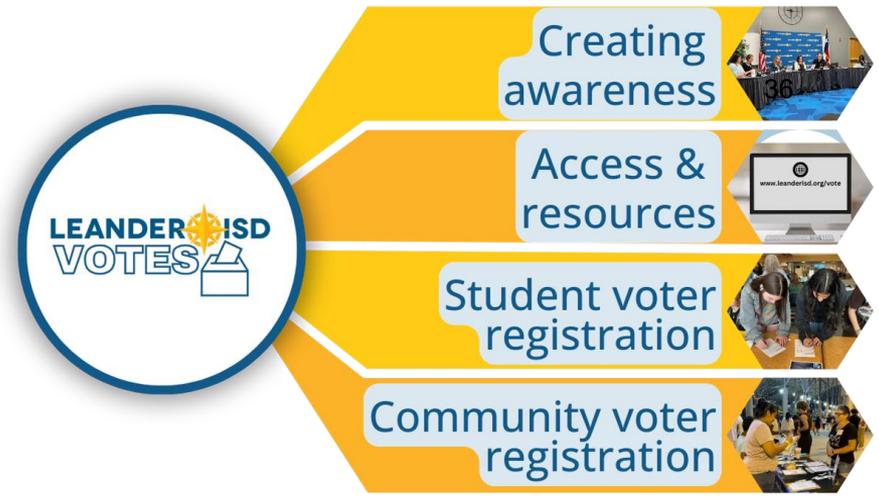
# Goal 3 - Impactful Family Engagement

## EVIDENCE OF SUCCESS

### Building School Community



### Culture of Voting





# Goal 3 - Impactful Family Engagement

*To what degree do our students and families feel welcome and have a sense of belonging in our school community?*

## ELEMENTARY FAMILY ENGAGEMENT EFFORTS

**EVIDENCE OF IMPROVEMENT**

### REQUIRED ENGAGEMENT EFFORTS



- In-person parent-teacher Conferences must be offered
- New Family Orientation
- Grandparent's Day Lunch
- Meet the Teacher/Open House
- Curriculum Night- By grade level, In person must be offered
- Thanksgiving Lunch
- Weekly newsletter
- Site Based Committee
- Active social media
- Minimum of 2 family engagement activities
- Active Website

### STRONGLY RECOMMENDED ENGAGEMENT EFFORTS



- PTA or PTSA or PTO
- Class celebrations
- School musical
- Veteran's Day event
- Systems for parent volunteers during the school day

### ENGAGEMENT EFFORTS TO ATTEMPT TO ALIGN WITH YOUR FEEDER



- First day of school procedures
- Large community school events (ie. large lunch events, Food exempt class party/celebration days, assemblies, awards)
- Systems for field trips (chaperones, check outs, etc)
- EOY celebrations or other food-exempt days

*Our system will respond by improving processes for reciprocal communication at all levels and to all audiences.*



## Goal 3 - Impactful Family Engagement

### COMMUNICATION

Parents responded to the amount of communication they receive:



said, "just the right level of communication."



said, "too much communication."



said, "not enough communication."



38

### STRENGTHS

- Launched Legacy webpage
- Launched Bond webpage
- Alignment of campus and social channels

### OPPORTUNITIES

- Legacy brand awareness
- Expand fleet of bond marketing materials
- Consistency of message and staff training



## Goal 4 - Equitable Access

# EQUITABLE ACCESS

+

+

+

To what extent are we identifying, measuring, and responding to the barriers to access within programs?

To what degree are we providing all students knowledge of access to academic and co- and extra-curricular programs?

To what extent are we providing equitable resources that allow us to eliminate barriers in order to provide students access to all programs in Leander ISD?



39



## Goal 4 - Equitable Access

### 1964 Civil Rights Bill





## Goal 4 - Equitable Access

*To what extent are we identifying, measuring and responding to the barriers to access within programs?*

- **Spring cultural competency survey results yielded improvements in all three domains for staff**
- **Campus Consultation and Professional Learning Series planning**
  - *"I wanted to say thank you for chatting with us today. I am thankful you are in the position you are in and working to support staff!" - Email from AP*
- **Office of Educational Access (OEA) launched Access Data Dashboard to LISD leaders during summer leadership conference - Emily Gray and Melody Maples**
  - *"This right here is what I have been looking and hoping for. Thank you, thank you. I will get with my secretary to schedule a time for you to meet with my Dean of Instruction, Associate Principal, and me. I am excited about where this can take my campus." - Email from Principal*

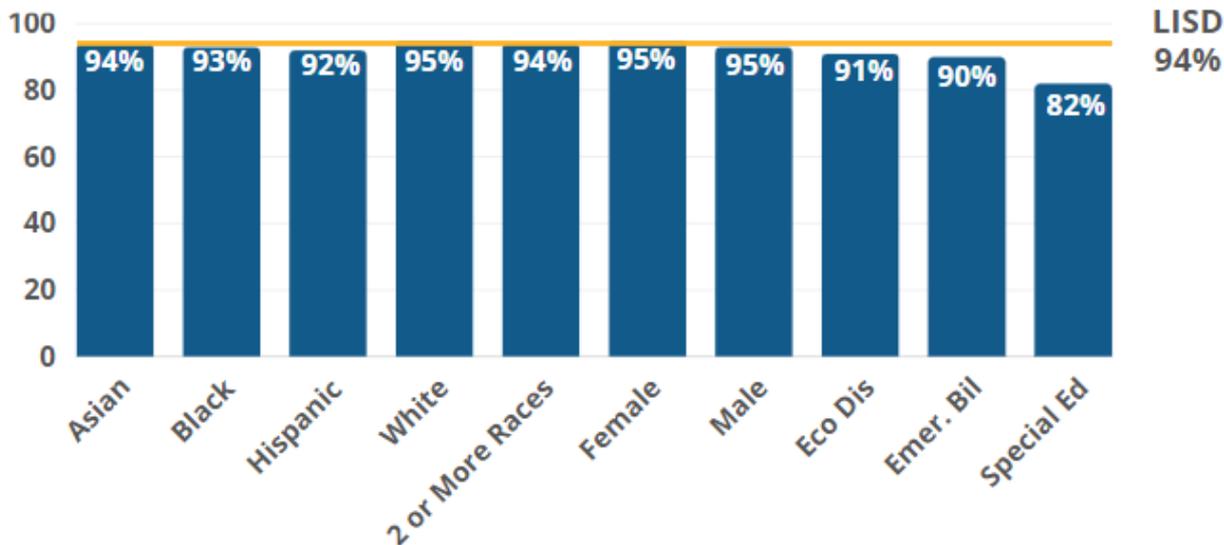
41



## Goal 4 - Equitable Access

### IDENTIFYING & MEASURING ACCESS

Enrolled in Athletics, Career & Technical Education  
or Fine Arts Grades 7-11





## Goal 4 - Equitable Access

- **Completed a successful *residency*** with AP/DOI, Financial Services, & SPROG
  - Multiple engagements focusing on cultural competency, data literacy and inclusive leadership
    - *"I really connected with the article and learning today. The article made me think more deeply about the culture around our district."* - Feedback from AP/DOI Group
- **Presented to District-wide Educational Improvement Council (DWEIC) and Leadership ISD** regarding cultural competency and access data – great discussions
- **Provided 2 hours of cultural competency and inclusive leadership** education for LISD Chiefs in April and May
- **Partnered with School & Community Relations (SCR) to published Heritage Month podcasts**, along with a bonus *Brown Case* anniversary episode

43



## Goal 4 - Equitable Access

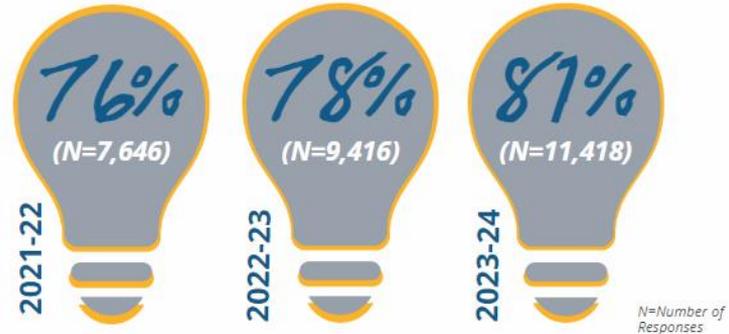
*To what degree are we providing all students knowledge of access to academic and co- and extracurricular programs?*

- Continued the work with athletic coordinators & coaches – cultural competency, data literacy, and student engagement.
- OEA is currently recruiting for **Educational Access Ambassadors** to assist with addressing this key question.

### Awareness of Opportunities for All Students

Consistent increase over three years when asked:  
*I know about the different programs that my school offers.*

44

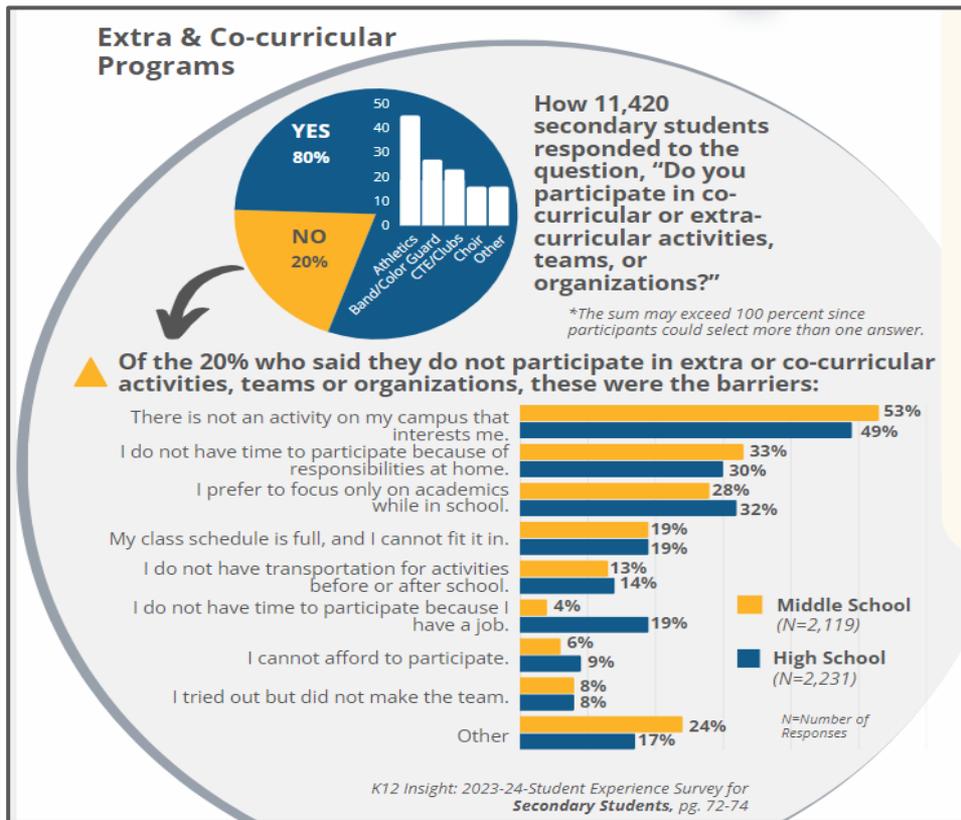


*K12 Insight: 2023-24-Student Experience Survey for Secondary Students, pg. 70*



## Goal 4 - Equitable Access

***To what extent are we providing equitable resources that allow us to eliminate barriers in order to provide students access to all programs in Leander ISD?***



45



## Goal 5 - Safe and Innovative Learning Environment

# SAFE & INNOVATIVE LEARNING ENVIRONMENTS

To what degree do our learning environments promote a sense of belonging and ensure each learner feels included, accepted, and safe to be their individual self in our classrooms and schools?

To what degree do we design the physical learning environment, including technology and tools, to promote student and teacher success?





# Goal 5 - Safe and Innovative Learning Environment

## Expanded Long-Range Planning Committee:

- Increased membership to 61 participants, including students, parents, community members, Board, campus, and district staff.

## Focus on Safe & Inclusive Learning Environments:

- Recommendations centered on maintaining and enhancing facilities while aligning with the district's long-term demographic and enrollment projections.

## Facilities and Equipment Upgrades:

- Identified needs for playground, restroom, and classroom renovations.
- Plans to enhance hands-on learning opportunities with updated science and classroom equipment.

## Early Childhood Center Planning:

- Growing Pre-K population presents opportunities for serving young learners through an upcoming Early Childhood Center.

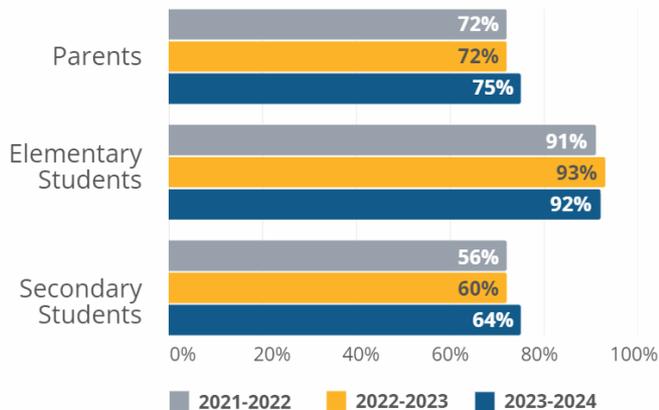




# Goal 5 - Safe and Innovative Learning Environment

## ACCEPTANCE & BELONGING

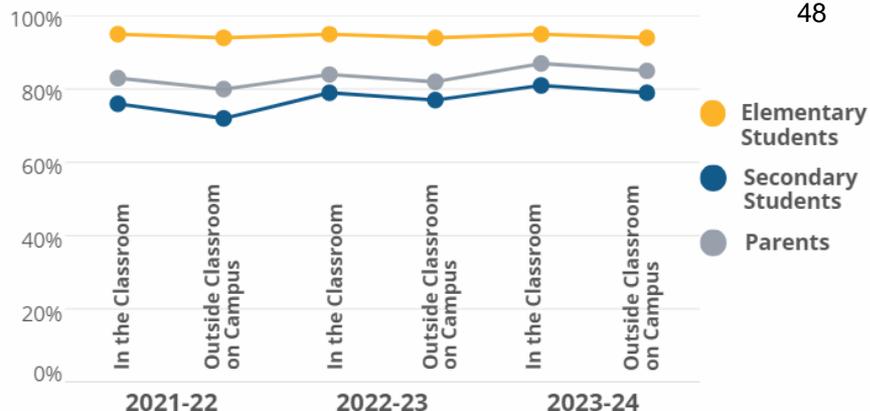
Student Acceptance and Belonging Dimension Score Comparison Over Time



K12 Insight: 2023-24 -Student Experience Survey for **Parents & Students**

District-wide safety and security upgrades implemented and made possible with funding from **Bond 2023.**

## How safe do you feel?



48

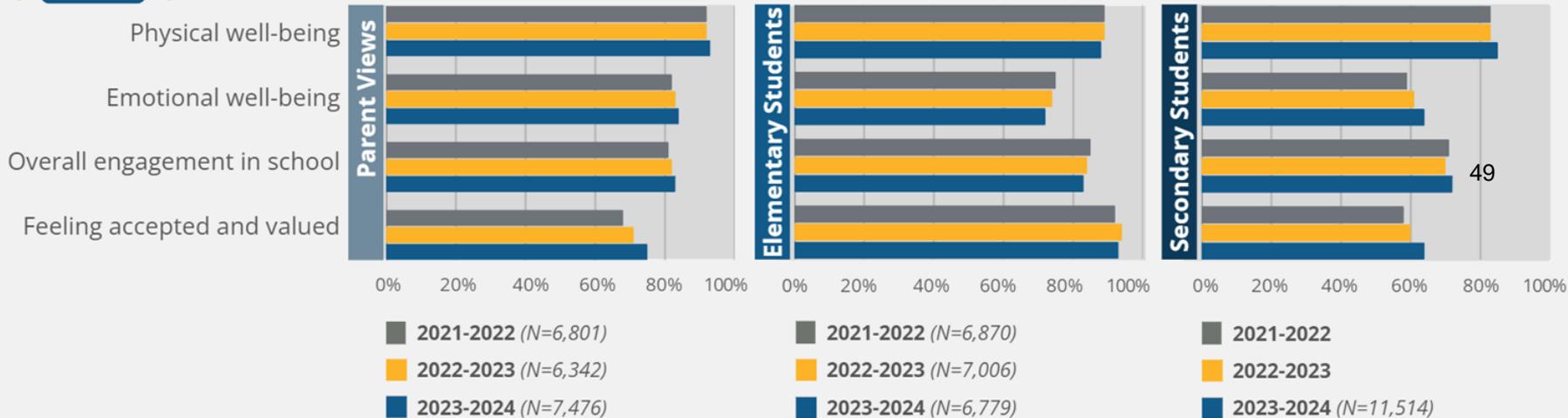
K12 Insight: 2023-24 -Student Experience Survey for **Parents & Students**



# Goal 5 - Safe and Innovative Learning Environment

## Student Wellness, Engagement and Belonging

How do you (your child) feel about your (their)



N=Number of Responses

K12 Insight: 2023-24 -Student Experience Survey for **Parents & Students**



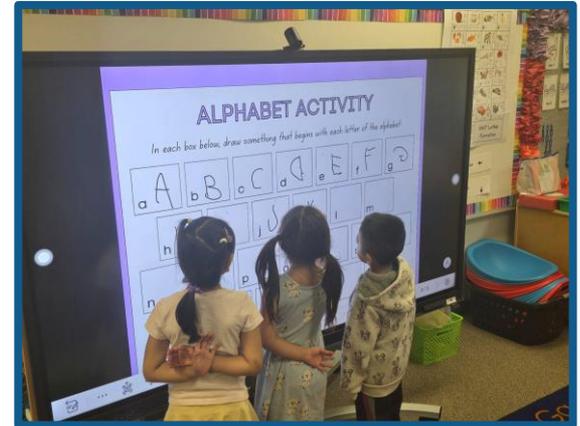
## Goal 5 - Safe and Innovative Learning Environment

**Facilities and Equipment:** The district prioritizes the continuous improvement of facilities and the provision of modern equipment to enhance the learning environment for all students.

- **Playgrounds - Shade Covers:** Shade covers are being installed on playgrounds to provide protection from the sun, ensuring safer outdoor spaces for students.
- **Modernizations:** Modernization projects are underway to update school buildings, classrooms, and common areas, integrating new technologies and designs that support innovative learning.
- **Science Materials:** Schools are equipped with updated science materials and laboratory equipment to foster hands-on learning and deeper engagement with scientific concepts.

**Student Technology Access:** A high percentage of students (90%) and parents (87%) confirm that the technology and tools needed to support learning are readily available across the district.

- **mLISD Initiative** The mLISD initiative ensures students have access to personal digital devices, enabling equal access to technology for learning both at school and at home.
- **Interactive Flat Panels on All Campuses:** Interactive flat panels have been installed in classrooms across all campuses with training for staff.





## Implemented Feedback

- Campus one pagers ✓
- Bullet points ✓
- Bright spots for each goal area ✓
- Language needs to be parent friendly/ understandable for non-educators
- Searchable ✓
- Many like the report but feels it lacks numerical substance - desire both positive and negative look with action plan to address ✓
- Executive summary ✓

51



# 2023-2024 Executive Summary

**COMMUNITY-BASED ACCOUNTABILITY SYSTEM**  
2023 - 2024 Executive Summary

**LEANDER ISD**

## ABOUT LISD

Located in Central Texas, Leander Independent School District serves parts of Austin, Cedar Park, Georgetown, Leander, Jonestown, and surrounding communities. A fast-growing school district that stretches across almost 200 square miles, the District is dedicated to knowing and appreciating each of its more than 42,000 students across 48 campuses. Leander ISD ranks as one of the largest employers in the area with an empowered workforce of more than 6,000 educators and support staff.

The District is committed to preparing students for future success by providing a high-quality education emphasizing innovation, creativity, and critical thinking. Through academic excellence and exceptional extracurricular programs, Leander ISD has received national, state, and local recognition.

The district values strong community partnerships and encourages active involvement from parents, local businesses, and community members. Through these collaborations, Leander ISD enhances the educational experience and creates opportunities for student success.

## GOVERNANCE TEAM

**BOARD OF TRUSTEES**

- Sara Gonzalez-Blanco, PhD
- Anna Smith
- Christine Walker
- Trish Bode
- Sadi Rappaport
- Paul Gauthier
- Francesca Romans

**SUPERINTENDENT**

- Brian Geary

At the foundation of our continuous improvement efforts and decisions, lie our **GUIDING PRINCIPLES**

Community conversations drove the development of our district's vision, mission, core beliefs, and the updated Leander ISD Graduate Profile. These guiding principles serve as the foundation of our strategic plan and provide direction by keeping everyone focused on where we are going and what we are trying to achieve.

## STRATEGIC PLAN

Our long range plan drives the work in the district through May 2027. With the goals and strategies clearly outlined, we will utilize the strategic plan to develop and align annual district and campus improvement plans. While this plan represents the best thinking of hundreds of #LISD stakeholders who participated throughout this process, we recognize that we will continually need to iterate and update this plan throughout the remaining three years in order to ensure the attainment of our goals.

## FOCUS AREAS AND GOALS

- EMPOWERED STUDENT LEARNING**  
Empower students through meaningful learning experiences to optimize growth and embody the Leander ISD Graduate Profile.
- EMPOWERED STAFF**  
Attract, grow, and retain a collaborative community of first-rate employees who are empowered to meet the needs of each and every student.
- IMPACTFUL FAMILY ENGAGEMENT**  
Engage our diverse community by fostering positive relationships through reciprocal communication and collaboration.
- EQUITABLE ACCESS**  
Ensure equitable access to opportunities by eliminating barriers for each and every student.
- SAFE & INNOVATIVE LEARNING ENVIRONMENTS**  
Provide safe, supportive, inclusive, and innovative environments to inspire each individual learner.

## REFERENCES & RESOURCES

### ASSESSMENT & ACCOUNTABILITY

- Leander ISD Community-Based Accountability System
- Leander ISD Assessment & Accountability Improvement Plans
- Texas Education Agency State Accountability District Profile
- Texas Education Agency Texas Performance Reporting System for Leander ISD
- Texas Association of School Administrators (TASA) Community-Based Accountability System

### SURVEYS

- K12 Insight Student Experience Survey Parents/Guardians
- K12 Insight Student Experience Survey Student Survey

### PREVIOUS CBAS REPORTS

2021 - 2022 CBAS Report	2022 - 2023 CBAS Report

### SURVEY RESPONDENTS

	2021-22	2022-23	2023-24
Students	14,873	16,728	18,486
Parents	6,801	6,342	7,076
Staff	3,465	3,465	3,484

**COMMUNITY-BASED ACCOUNTABILITY SYSTEM**  
2023 - 2024 Executive Summary



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# DISCUSSION

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, October 24, 2024

**Agenda Item:** Discussion of Global Languages & Cultures Annual Update  
**Purpose:**  Discussion Item/Report Only       Action Requested  
**Administrators Responsible:** Chris Clark, Ed.D., Assistant Superintendent of Curriculum & Instruction;  
Tina Dozier, M.Ed., Director of Global Languages & Cultures  
**Attachment:** Global Languages & Cultures Annual Update Presentation

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## **Background Information:**

[Chapter 89 of Texas Education Code](#) requires all school districts to present a bilingual education program effectiveness report annually to the Board of Trustees. Leander ISD serves emergent bilingual students through either the English as a Second Language (ESL) program or the Dual Language Enrichment (DLE) program. The annual update of the programs will include program model information, emergent bilingual enrollment data, performance data, as well as professional learning for staff.

## **Administrative Recommendation:**

N/A

## **Sample Motion:**

N/A



October 24, 2024

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# Global Languages & Cultures Annual Update

Discussion of Global Languages & Cultures Annual Updates

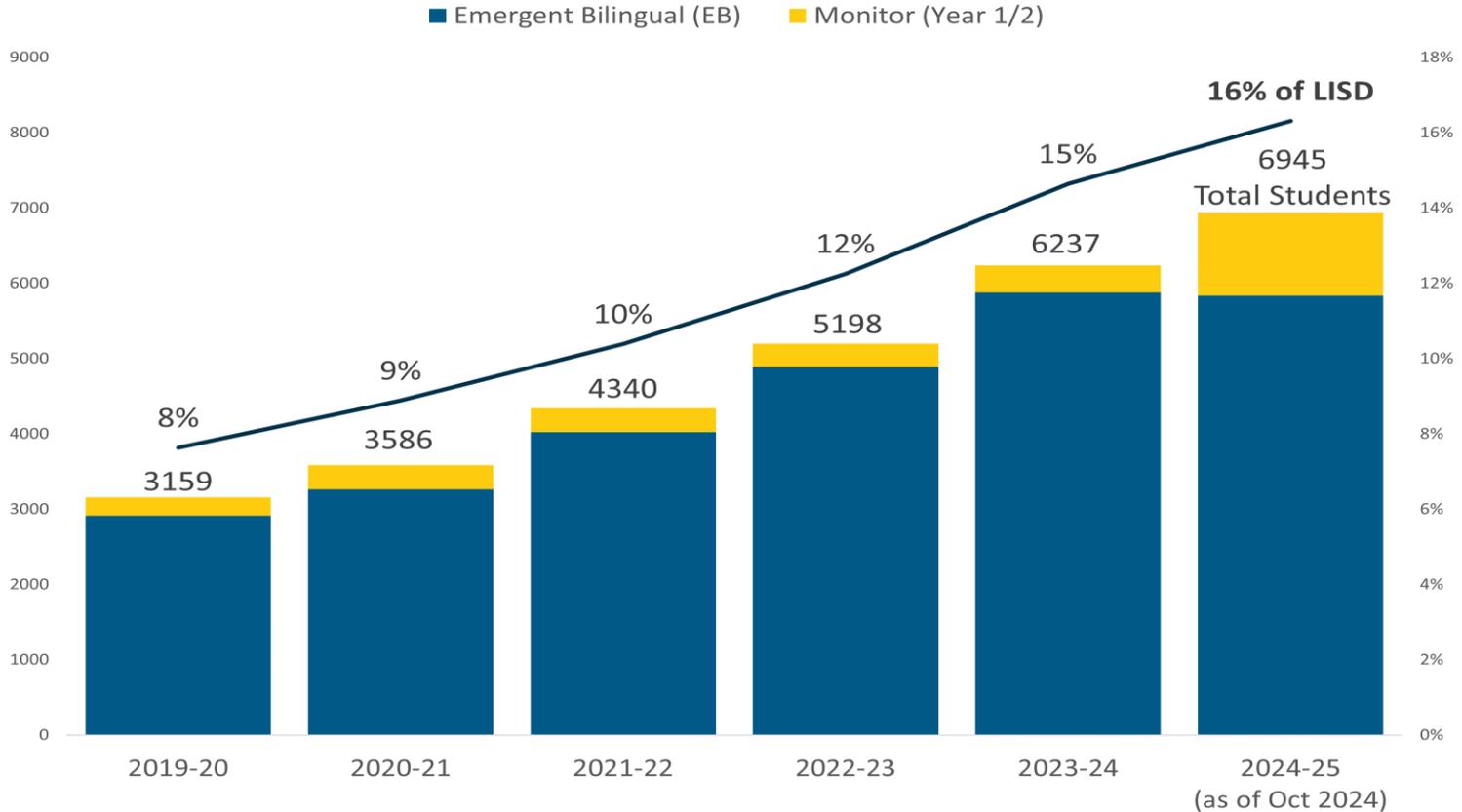
# **PURPOSE**

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**The purpose of this presentation is to update the Board of Trustees on the bilingual education programs provided in Leander ISD as required by Chapter 89 of Texas Education Code. This update includes program model information, emergent bilingual enrollment data, performance data, and professional learning for staff.**



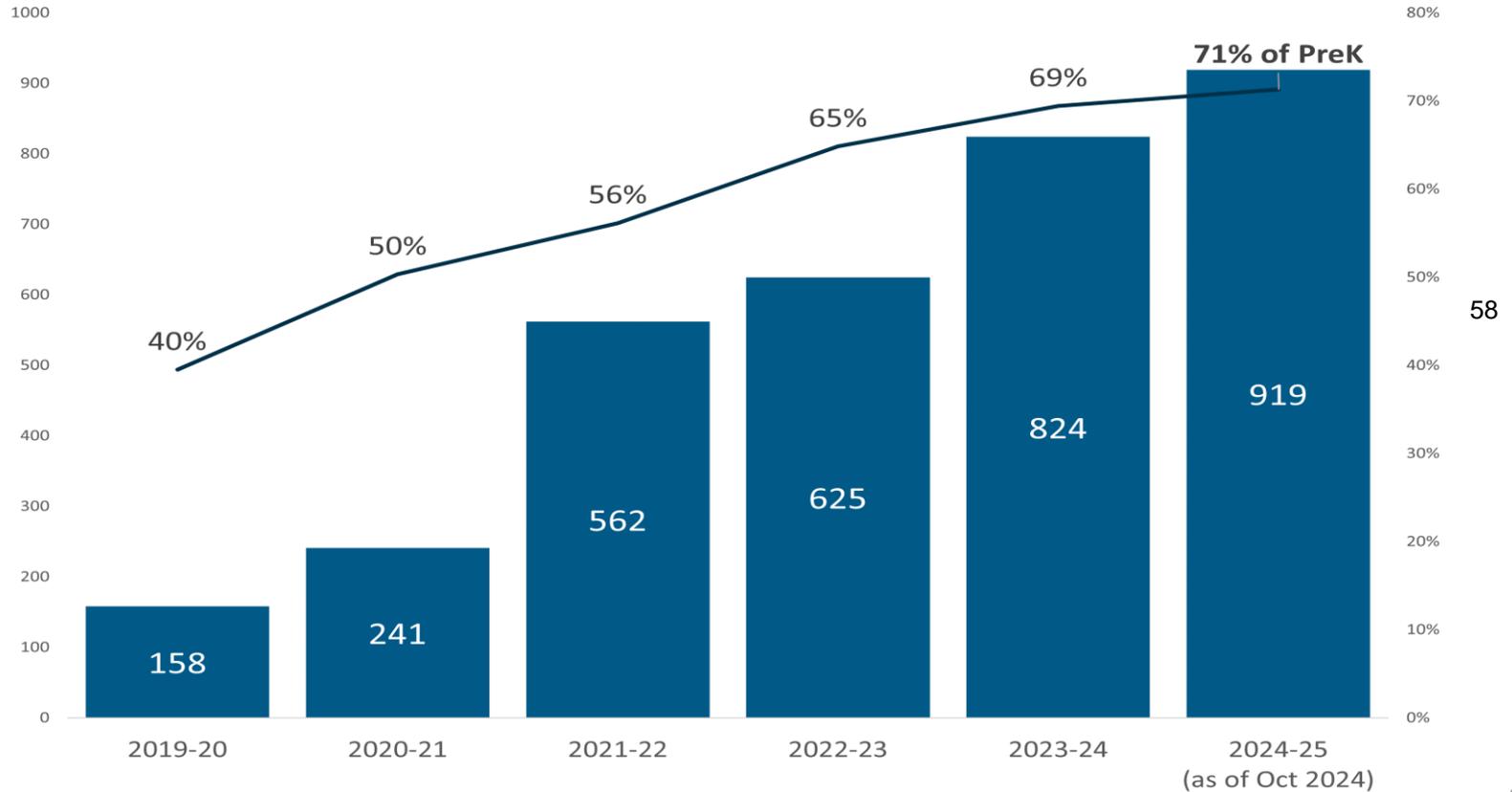
## Leander ISD Emergent Bilingual Population Growth



57



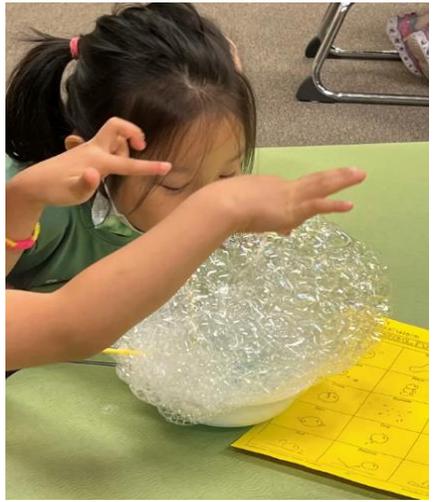
### Leander ISD Emergent Bilingual PreK Population Growth





# Summer Learning Early Childhood

- 120 hours provided
- 325 students accessed the program





# 70+ Languages Represented in Leander ISD

**Español Spanish**  
(2863)

**తెలుగు**  
**Telugu**  
(854)

**한국인**  
**Korean**  
(366)

**Русский Russian**  
(332)

**עברית Hebrew**  
(147)

**tiếng việt Vietnamese**  
(135)



**தமிழ்**  
**Tamil**  
(273)

**عربي** **Arabic**  
(154)<sup>60</sup>

**हिंदी** **Hindi**  
(251)

**國語** **Mandarin**  
(185)



Bilingual Education Exceptions and English as a Second Language (ESL) Waivers TAC Chapter 89.1207, provides bilingual education exception and ESL waiver requirements. The purpose of filing an exception/waiver is to inform the TEA on the needs for appropriately certified teachers in bilingual education and ESL programs across the state.

**2023-2024** (Submitted)

<b>Hindi</b>	<b>Telugu</b>
<b>Korean</b>	<b>Arabic</b>
<b>Russian</b>	<b>Tamil</b>

**2024-2025** (Anticipated)

<b>Hindi</b>	<b>Telugu</b>	<b>Hebrew</b>
<b>Korean</b>	<b>Arabic</b>	<b>Mandarin</b>
<b>Russian</b>	<b>Tamil</b>	<b>Spanish*</b>

\*Due to Alternative certification/seeking clarification from TEA



## English as a Second Language (ESL) Early Childhood-12

### All Leander ISD Campuses



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## Dual Language Enrichment (DLE)

**Early Childhood DLE:** Bagdad ES, Faubion ES, Knowles ES

**Elementary DLE:** Bagdad ES, Knowles ES, Reed ES, Whitestone ES

**Middle School DLE:** Danielson MS, Henry MS



# Texas English Language Proficiency Assessment System TELPAS

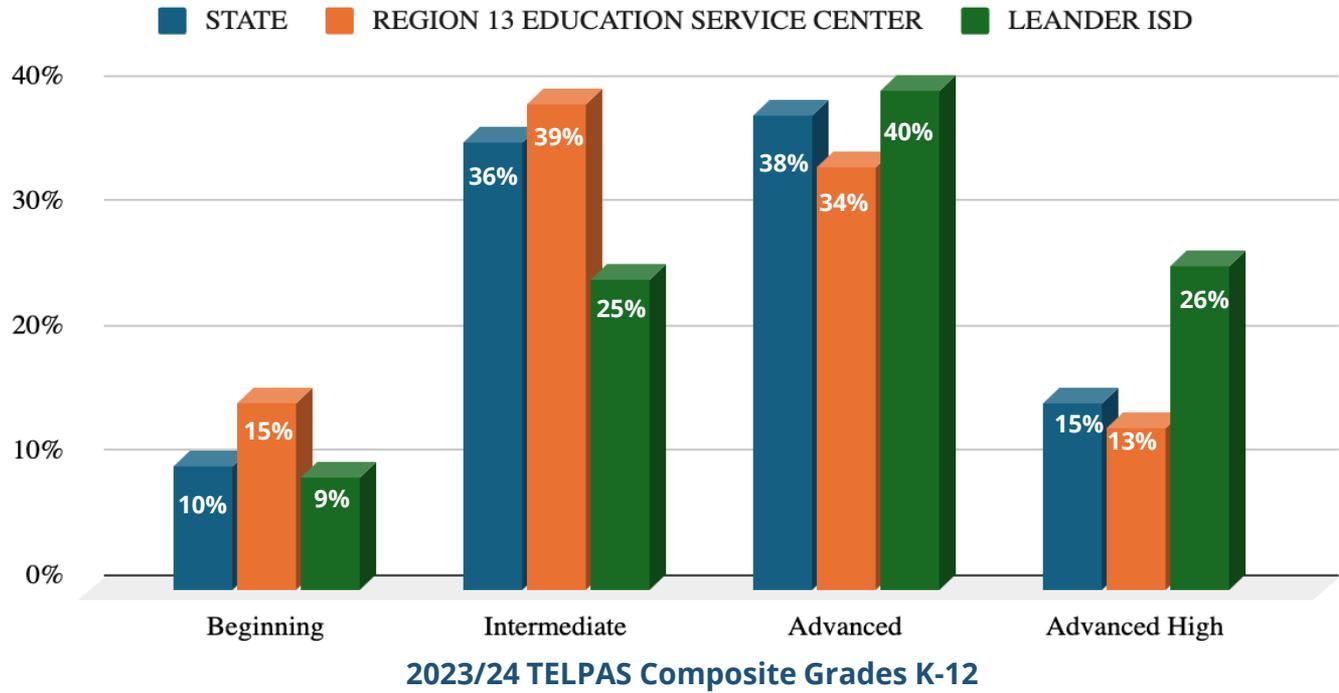
**New: 2024  
Composite  
Score**

TELPAS: Proficiency Level Rating

Listening	Speaking	Reading	Writing
Beginning Intermediate Advanced Advanced High	Beginning Intermediate Advanced Advanced High	Beginning Intermediate Advanced Advanced High	Beginning Intermediate Advanced Advanced High



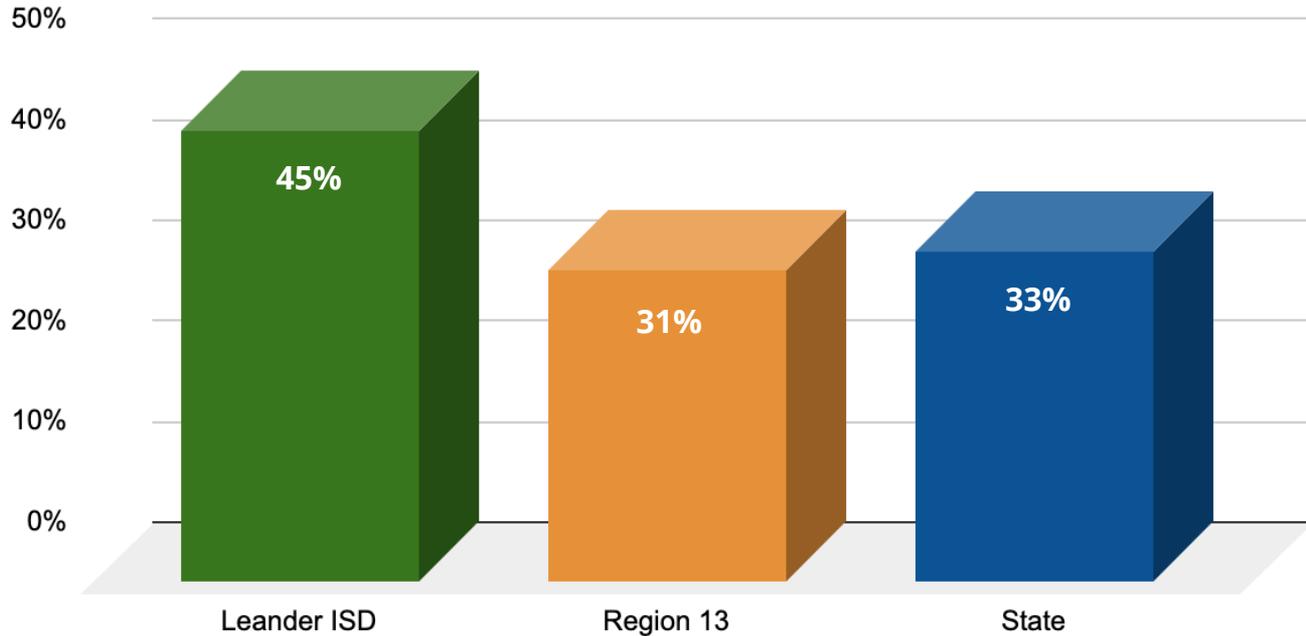
## STATE, REGION 13 EDUCATION SERVICE CENTER and LEANDER ISD



64



### TELPAS EB Student Growth 1+ Proficiency Levels

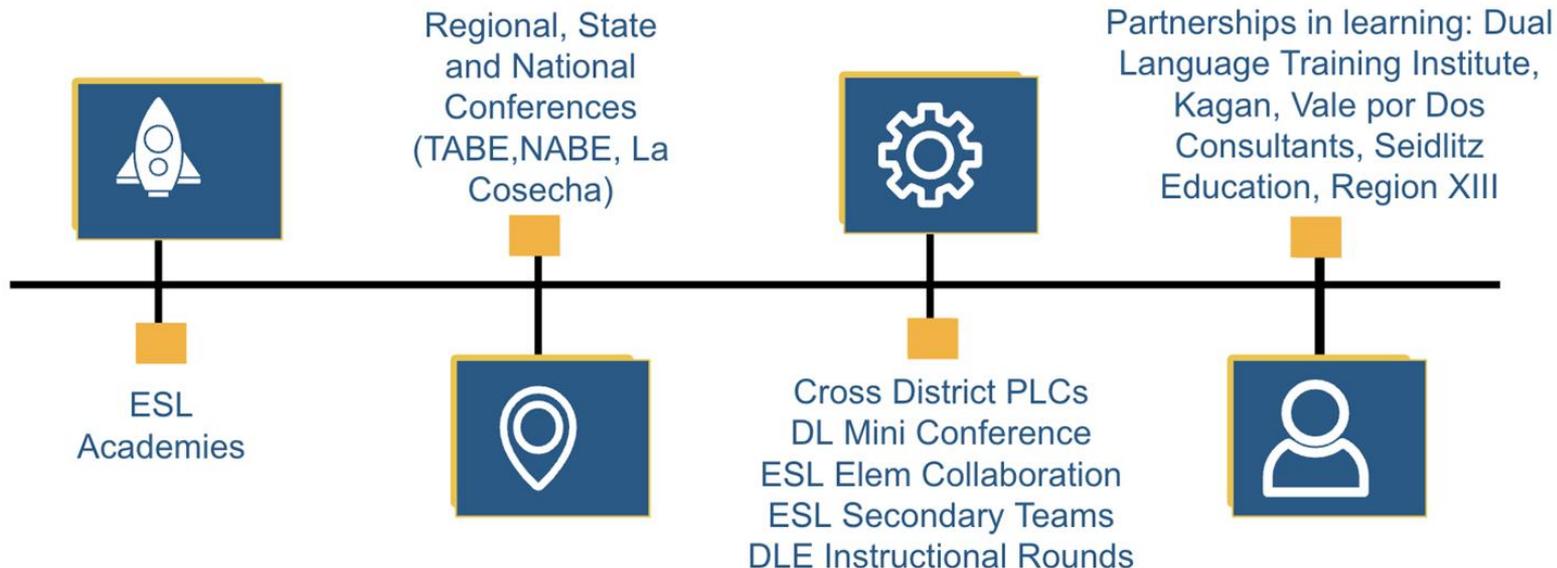


65

TELPAS EB Student Growth 1+ Proficiency Levels



# Professional Learning to Support Emergent Bilingual Students





# Discussion of Global Languages & Cultures Annual Update

## Emergent Bilingual Family & Community Engagement





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# DISCUSSION

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, October 24, 2024

**Agenda Item:** Annual Announcement Regarding Continuing Education of Board Members

**Purpose:**  Discussion Item/Report Only  Action Requested

**Administrator Responsible:** Bruce Gearing, Ed.D., Superintendent

**Attachments:** 2024 Continuing Education of Board Members Report (*Revised 10-24-24 and Uploaded 10-25-24*)

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**Background Information:**

Completing the annual required continuing education is a basic obligation and expectation of any sitting board member as required by the State Board of Education (SBOE). Additionally, the Board President or Presiding Officer is required to announce each member who, as of that member’s anniversary of election or appointment to the Board, has completed, exceeded or is deficient in meeting the required continuing education.

**Administrative Recommendation:**

N/A

**Sample Motion:**

N/A



## 2024 Annual Report on Continuing Education of Board Members (Revised 10-24-24)

Under [State Board of Education Rule](#), completing required continuing education during each year of service is a basic obligation and expectation of any sitting board member.

Whether a board member has completed, exceeded, or is deficient is measured from the anniversary of the date of each board member's election or appointment to the board or two-year anniversary of his or her previous training, as applicable. Meaning of Deficient: The Texas Association of School Boards (TASB) interprets deficient to mean that the board member has failed to complete the required continuing education in the time period provided for by law. If the minutes reflect that a trustee is deficient in training, the district must post the minutes on the district's website within 10 business days of the meeting and maintain the posting until the trustee meets the requirements.

The State Board of Education requires eight training areas for board members continuing education:

1. Local District Orientation (1st year board members)
2. Orientation to the Texas Education Code (1st year board members)
3. Post-Legislative Update to the Texas Education Code (Required after each Legislative session and special sessions on education.)
4. Team Building (annually with the entire board and superintendent)
5. Additional Continuing Education (10 hours first year, 5 hours subsequent years)
6. Evaluating Student Academic Performance and Setting Goals (every two years)
7. Identifying and Reporting Abuse, Trafficking, and Other Maltreatment of Children (every two years)
8. School Safety (every two years)

- **Local District Orientation**

No new board members were required to complete Local District Orientation training for the time period covered by this announcement.

- **Orientation to the Texas Education Code**

No new board members were required to complete Orientation to the Texas Education Code training for the time period covered by this announcement.

- **Post-Legislative Update to the Texas Education Code**

First-year board members and board members who are new during a Legislative Cycle are not required to complete this training as it is included in their new board member training. The following board members completed the Post-Legislative Update to the Texas Education Code training:

- Gloria Gonzales-Dholakia
- Anna Smith
- Christine Mauer
- Trish Bode
- Sade Fashokun
- Francesca Romans

The following board members were not required to complete the Post-Legislative Update to the Texas Education Code training during this reporting period:

- Paul Gauthier
- Francesca Romans

- **Team Building Session**

The entire board and the Superintendent must participate in the Annual Team Building Session training. Dr. Gearing and the following board members have completed the Annual Team Building Session training:

- Gloria Gonzales-Dholakia
- Anna Smith
- Christine Mauer
- Trish Bode
- Sade Fashokun
- Francesca Romans

The following board member is deficient in meeting the Annual Team Building Session requirements:

- Paul Gauthier

- **Additional Continuing Education**

The following board members have exceeded the Additional Continuing Education requirements:

- Gloria Gonzales-Dholakia

- Anna Smith
- Christine Mauer
- Trish Bode
- Sade Fashokun
- Francesca Romans

The following board member has completed the required Additional Continuing Education:

- Paul Gauthier

- **Evaluating Student Academic Performance and Setting Goals**

This training must be completed every two years. The following board members have completed the biennial training on Evaluating Student Academic Performance and Setting Goals:

- Gloria Gonzales-Dholakia
- Anna Smith
- Christine Mauer
- Trish Bode
- Sade Fashokun
- Paul Gauthier
- Francesca Romans

- **Identifying and Reporting Abuse, Trafficking, and Other Maltreatment of Children**

This training must be completed every two years. The following board members have completed the biennial training on Identifying and Reporting Abuse, Trafficking, and Other Maltreatment of Children:

- Gloria Gonzales-Dholakia
- Anna Smith
- Christine Mauer
- Trish Bode
- Sade Fashokun
- Paul Gauthier
- Francesca Romans

- **School Safety**

This training must be completed every two years. The following board members have completed the biennial training on School Safety:

- Gloria Gonzales-Dholakia
- Anna Smith
- Christine Mauer

- Trish Bode
- Sade Fashokun
- Paul Gauthier
- Francesca Romans

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, October 24, 2024

<b>Agenda Item:</b>	Discussion of the Annual Demographic Report: Population and Survey Analyst (PASA)
<b>Purpose:</b>	<input checked="" type="checkbox"/> Discussion Item/Report Only <input type="checkbox"/> Action Requested
<b>Administrator Responsible:</b>	Jeremy Trimble, M.Arch, Chief Operations Officer; Stacey Tepera, Ph.D., President of PASA; Angela Fritz, M.Sc., PASA Demographer
<b>Attachments:</b>	PASA Annual Demographic Report Presentation ( <i>Revised and uploaded in BoardBook 10-24-24</i> )

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## **Background Information:**

Dr. Stacey Tepera and Ms. Angela Fritz of Population & Survey Analysts (PASA) will present the 2024 Annual Demographic Report. Similar to last year, PASA will not be developing and presenting a Long-Range Facilities Plan, since the Board of Trustees formed the Long-Range Planning Committee (LRPC), to review the enrollment projections and develop a Long-Range Facilities Plan for Leander ISD. Administration in conjunction with the LRPC will update the Long-Range Facilities Plan and present the update at a future Board meeting.

Dr. Tepera and Ms. Fritz will respond to questions from the Board.

## **Administrative Recommendation:**

N/A

## **Sample Motion:**

N/A



# Leander ISD

# Demographic Study

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*Population and Survey Analysts*

## Fall 2024

**Presenters:**  
**Stacey Tepera, PhD.**  
**Angela Fritz**

# Demographic Study Components

Demographic Trends

Past & Current Students

Economy and Housing

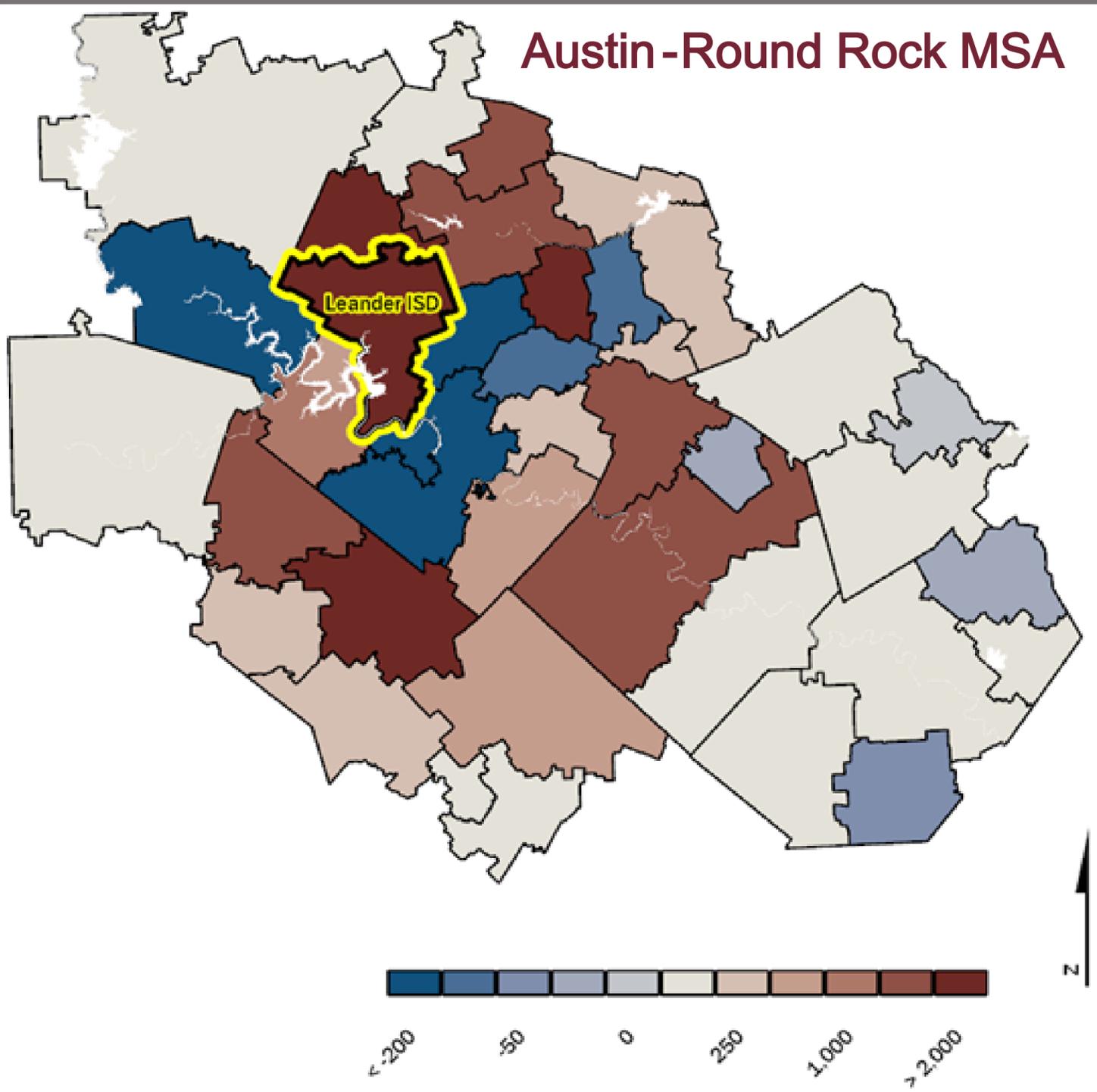
Student Projections



# 5-Year Numerical Change in Enrollment

Fall 2018 - Fall 2023

77



District	Enrollment 2023-24	5-Year Change		
		Numeric	Rank	Percent
Liberty Hill ISD	8,829	4,439	1	101.1%
Hays CISD	23,313	3,388	2	17.0%
<b>Leander ISD</b>	<b>42,593</b>	<b>2,562</b>	<b>3</b>	<b>6.4%</b>
Hutto ISD	10,035	2,443	4	32.2%
Bastrop ISD	13,010	1,929	5	17.4%
Jarrell ISD	3,713	1,817	6	95.8%
Georgetown ISD	13,472	1,713	7	14.6%
Dripping Springs ISD	8,538	1,665	8	24.2%
Elgin ISD	5,715	1,258	9	28.2%
Lake Travis ISD	11,272	534	10	5.0%
Lockhart ISD	6,604	486	11	7.9%
Del Valle ISD	11,287	417	12	3.8%
Lago Vista ISD	1,846	316	13	20.7%
San Marcos CISD	8,311	214	14	2.6%
Manor ISD	9,658	195	16	2.1%
Pflugerville ISD	25,297	-108	35	-0.4%
Round Rock ISD	46,197	-4,190	39	-8.3%
Austin ISD	72,830	-7,202	40	-9.0%

3rd in the region for total student growth  
 6.4% increase over five years  
 2,562 student increase over five years

# Socioeconomic Indicators

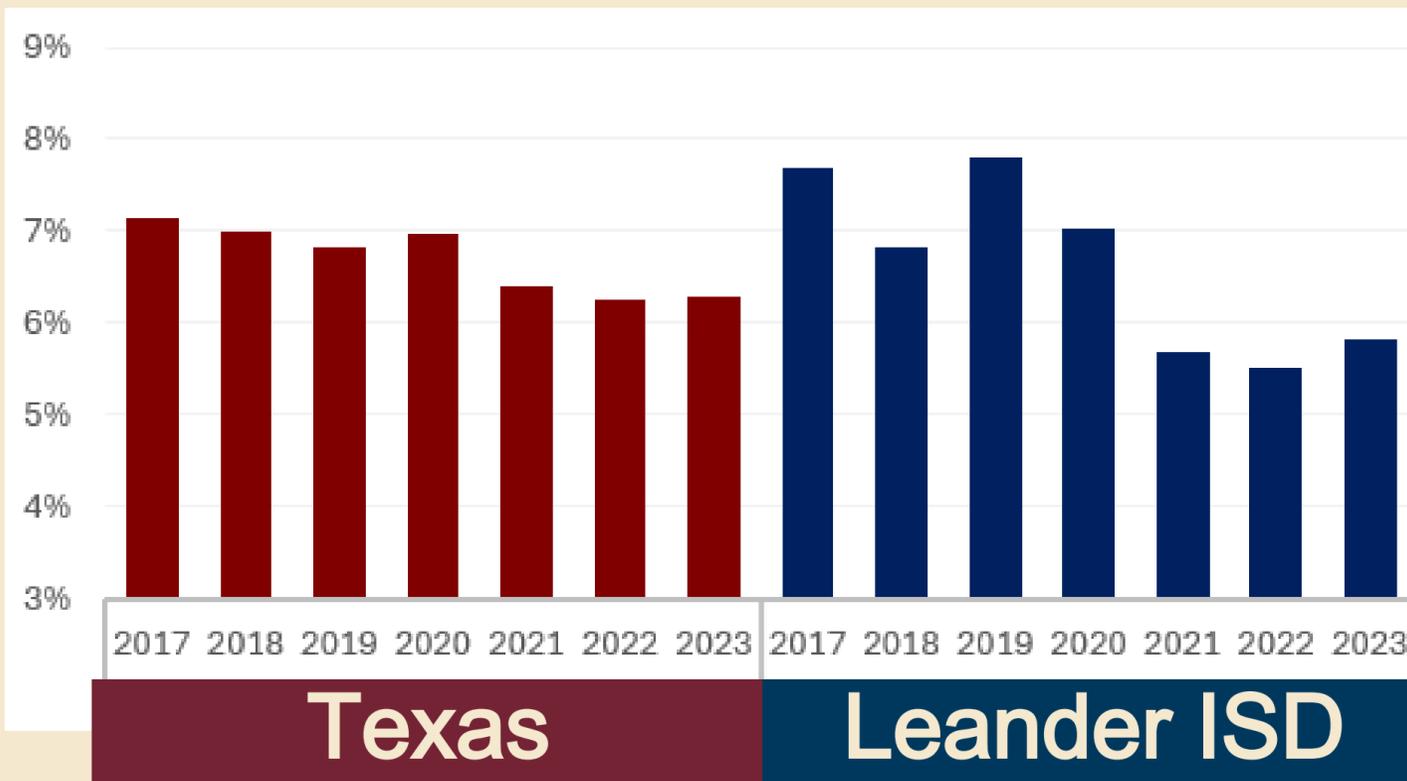
78

	2023	2017
 Population	244,354	178,563
 Median Age	37.0	35.1
 School Aged	20.9%	22.7%
 Bachelor Degree+	60%	49%
 Median Home Value	\$576,200	\$265,200
 Median Income	\$132,854	\$96,103

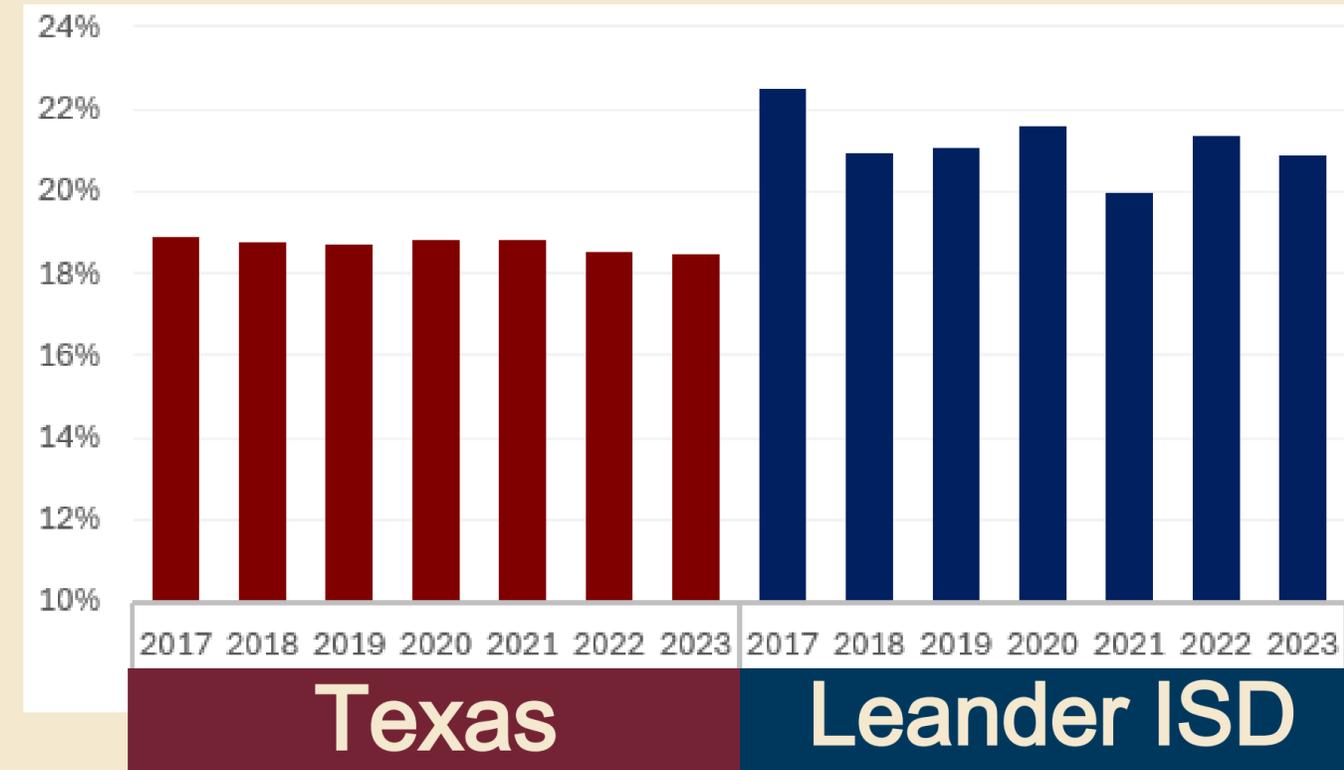
Leander ISD

# Changing Ages of Population

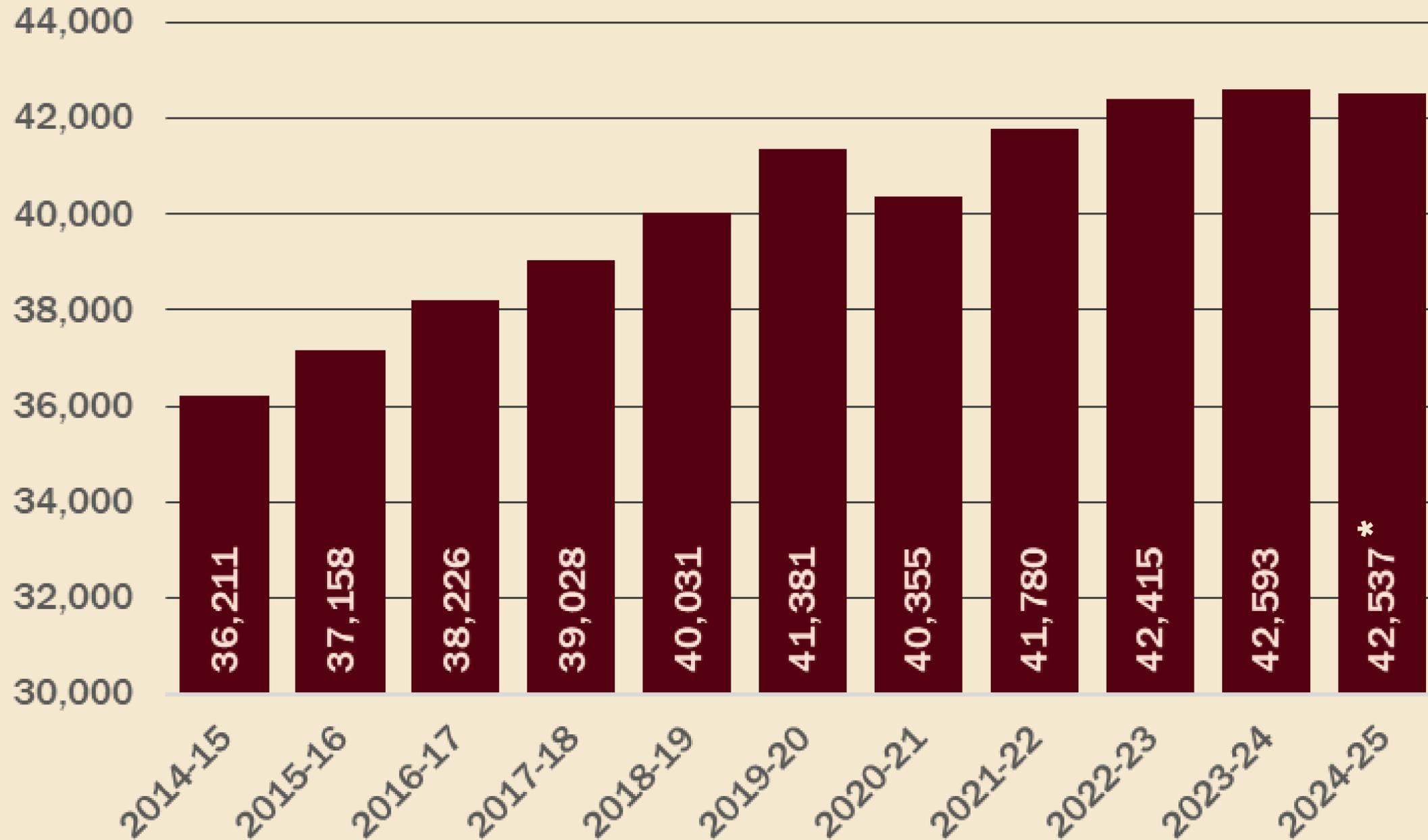
## Proportion of Total Population Ages 0-5



## Proportion of Total Population Ages 5-17



# Past Enrollment Change



# 42,537

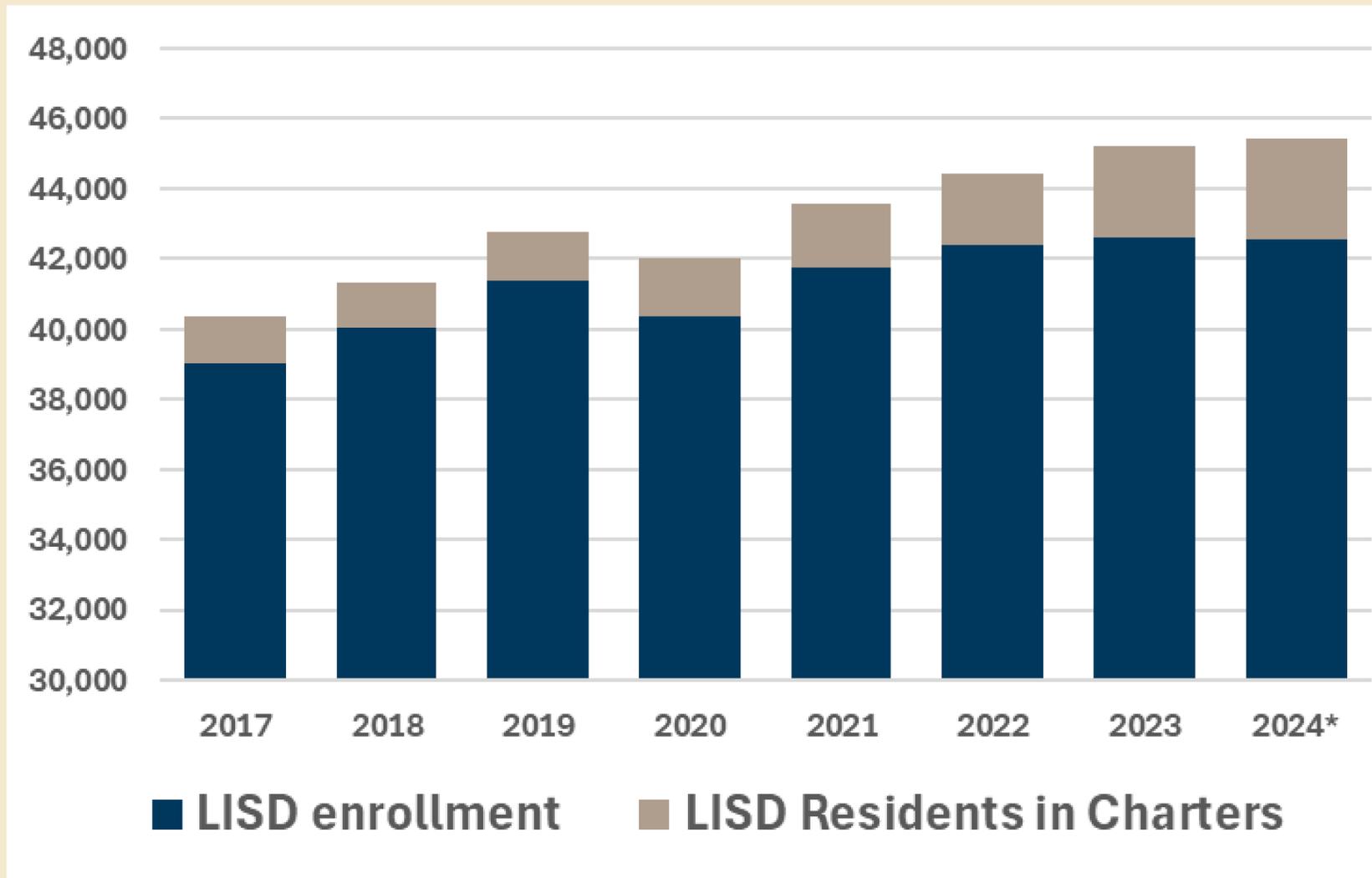
District Enrollment  
September 20, 2024

\*District Enrollment: September 20, 2024

Source: Texas Education Agency (TEA)

# What Has Changed in the Past Five Years?

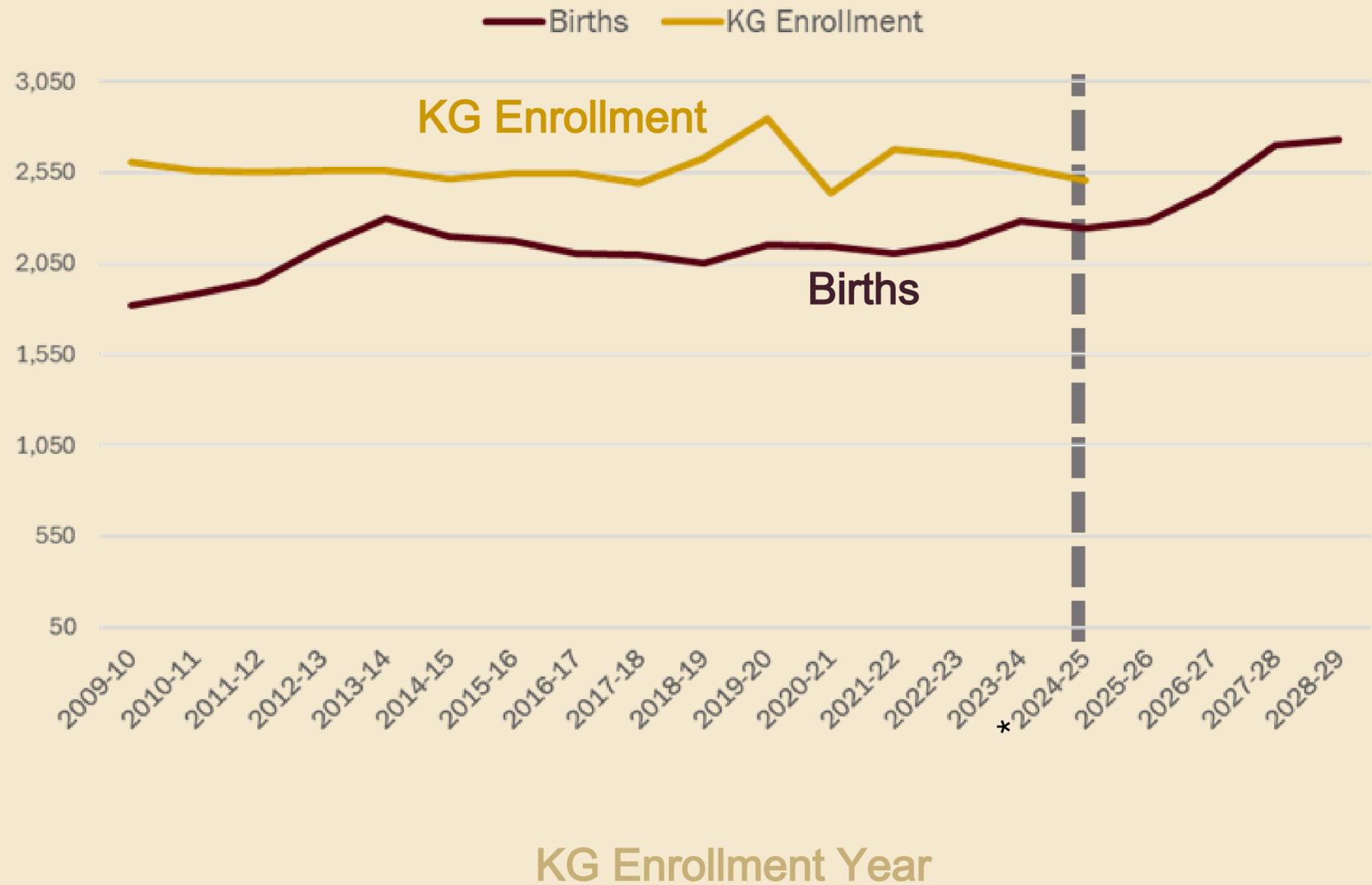
81



- **Global Pandemic**
- **Record-setting highs and lows in mortgage rates and housing market**
- **Charter Expansions**
  - **Six new campuses that pull LISD residents**
  - **1,500 more LISD residents in charters**
- **Increased interest in virtual and other non-traditional schooling options**

\*District Enrollment: September 20, 2024, Charter Enrollment Estimated  
Sources: Texas Education Agency (TEA), Leander ISD

# KG Enrollment vs. Births



Difference Between Two Lines Shows Immigration of Young Children After Birth

Births Adjusted Five Years to Align with KG Enrollment

Births by Zip Code of Birth Mother

\*District Enrollment: September 20, 2024  
Source: Texas Education Agency (TEA)

Source: Texas Department of Health and Human Services, Vital Statistics

# Demographic Study Components

Demographic Trends



Past & Current Students



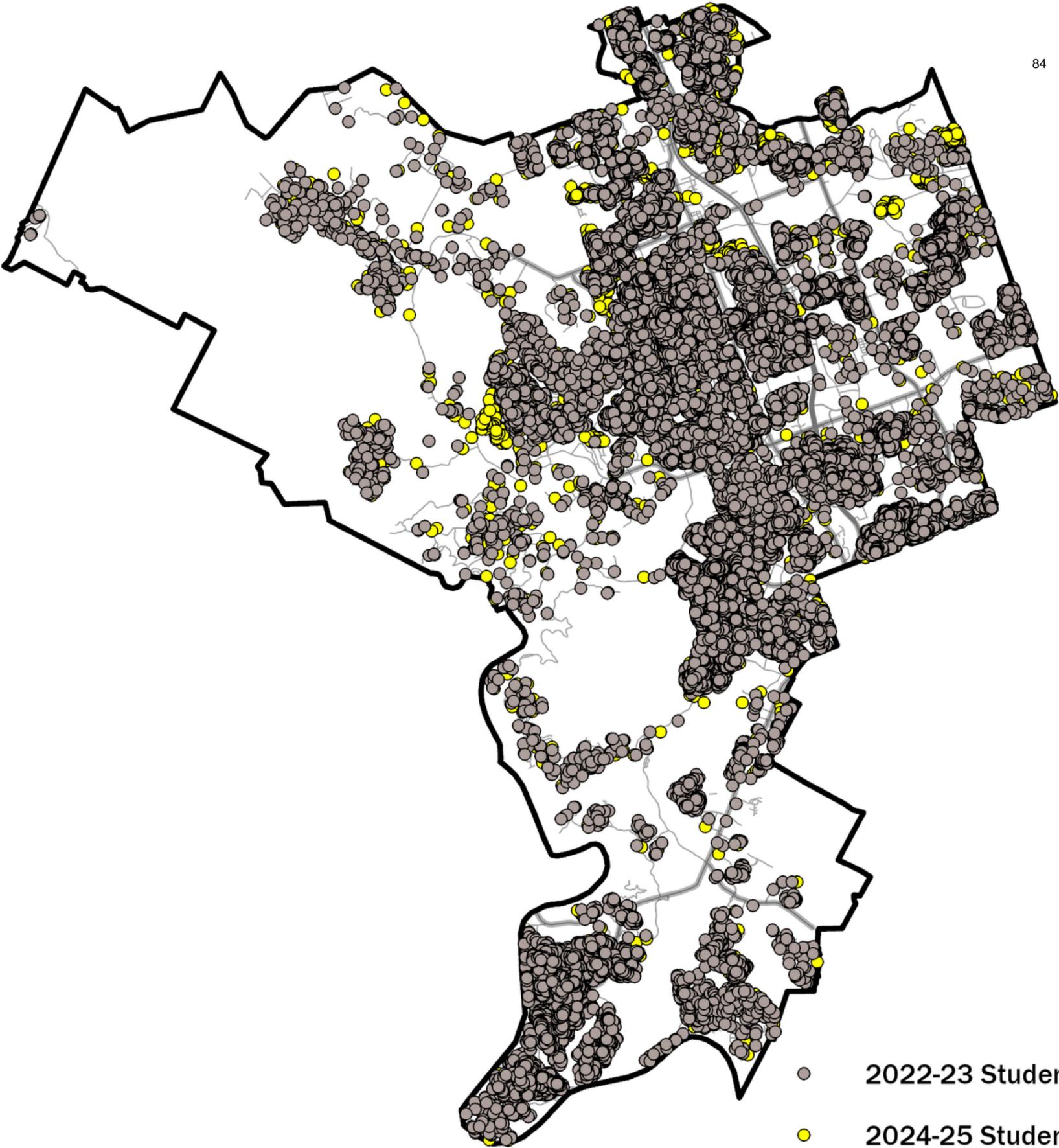
Economy and Housing



Student Projections



# Student Geocode



84

- Place each student on the map
- 99% accuracy
- Starting point for projections

**Yellow areas highlight new students that did not exist in 2022 -23**

● 2022-23 Students  
● 2024-25 Students

# Historical Enrollment by Grade

Historical Enrollment										
GRADE	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
EE	255	282	268	317	345	238	201	225	220	170
PK	337	319	347	351	400	479	1,001	964	1,187	1,270
KG	2,545	2,545	2,492	2,626	2,846	2,436	2,673	2,642	2,575	2,511
1	2,644	2,695	2,680	2,669	2,853	2,706	2,781	2,954	2,724	2,659
2	2,763	2,742	2,787	2,800	2,840	2,763	2,927	2,919	2,978	2,789
3	2,833	2,887	2,837	2,900	2,974	2,774	2,891	3,079	3,004	3,040
4	2,863	2,949	3,000	2,941	3,045	2,843	2,935	3,065	3,163	3,074
5	2,879	2,935	3,080	3,150	3,067	2,999	2,981	3,068	3,138	3,229
6	3,035	3,004	3,047	3,168	3,308	3,129	3,199	3,182	3,133	3,231
7	2,968	3,146	3,107	3,162	3,304	3,358	3,246	3,283	3,311	3,212
8	2,935	3,039	3,215	3,213	3,283	3,321	3,429	3,338	3,387	3,402
9	3,032	3,105	3,189	3,384	3,346	3,355	3,431	3,587	3,444	3,554
10	2,832	3,065	3,111	3,202	3,406	3,354	3,331	3,441	3,582	3,470
11	2,774	2,842	3,082	3,117	3,257	3,358	3,351	3,325	3,400	3,530
12	2,463	2,671	2,786	3,031	3,107	3,242	3,403	3,343	3,347	3,396
<b>TOTAL</b>	<b>37,158</b>	<b>38,226</b>	<b>39,028</b>	<b>40,031</b>	<b>41,381</b>	<b>40,355</b>	<b>41,780</b>	<b>42,415</b>	<b>42,593</b>	<b>42,537</b>
EE-5th		235	137	263	616	-1,132	1,152	526	73	-247
6th-8th		251	180	174	352	-87	66	-71	28	14
9th-12th		582	485	566	382	193	207	180	77	177
<b>TOTAL</b>		<b>1,068</b>	<b>802</b>	<b>1,003</b>	<b>1,350</b>	<b>-1,026</b>	<b>1,425</b>	<b>635</b>	<b>178</b>	<b>-56</b>

smallest class
largest class

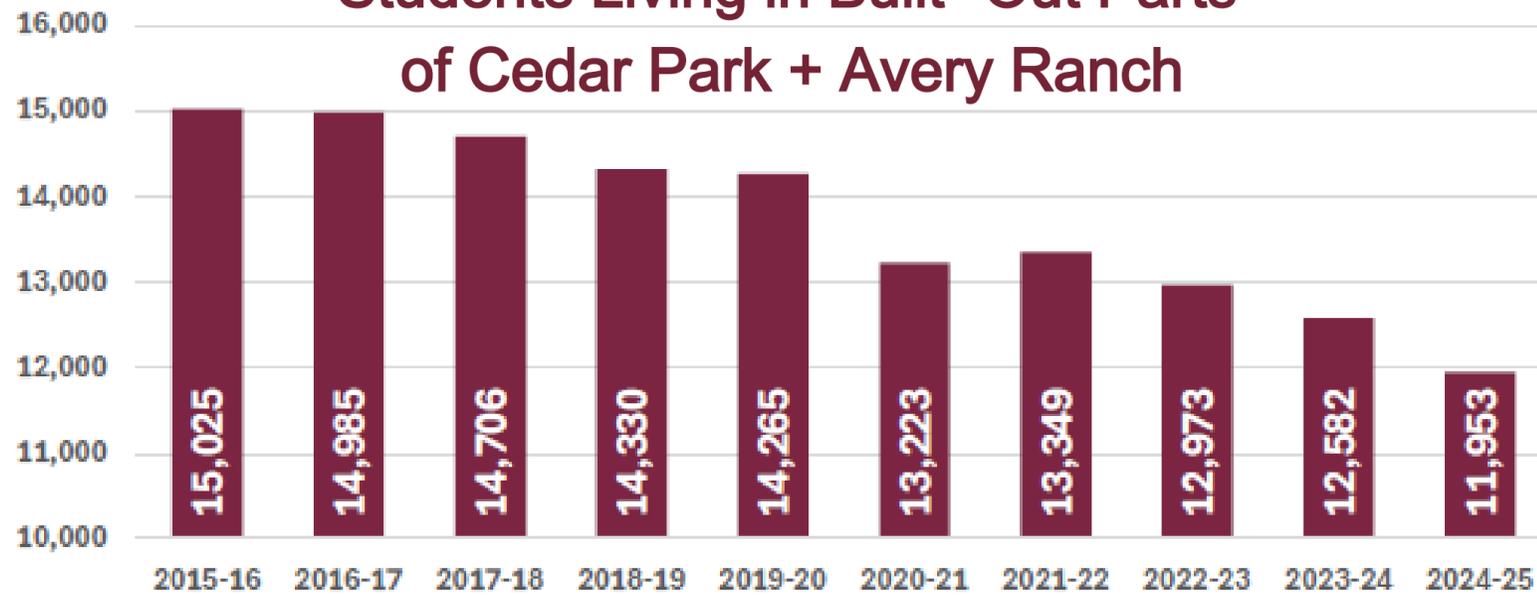
85

The largest cohorts (red) have been aging through the grade levels for the past decade.

In the next four years, those large grades will graduate and be replaced by smaller (blue) KG classes.

This will cause base-level decreases in overall enrollment -- BUT these will be counteracted by students enrolling due to new housing.

## Students Living in Built -Out Parts of Cedar Park + Avery Ranch



\*This is a regional example of regeneration. Similar trends apply for other built -out parts of Leander ISD

## Smaller KG Classes

Class Sizes										
Grade	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
EE <sup>1</sup>	70	69	64	61	101	62	53	73	59	39
PK <sup>1</sup>	90	92	113	91	103	101	238	198	241	175
KG	964	942	895	905	950	705	801	725	695	665
01	1,038	982	945	924	950	870	832	852	737	713
02	1,105	1,046	975	992	957	884	910	846	833	745
03	1,142	1,107	1,039	989	1,019	875	887	915	862	843
04	1,107	1,168	1,112	1,032	1,014	923	894	918	891	840
05	1,120	1,132	1,186	1,131	1,041	959	966	913	905	893
06	1,213	1,138	1,149	1,169	1,140	1,017	1,000	970	907	886
07	1,156	1,225	1,134	1,146	1,169	1,121	1,055	973	983	915
08	1,222	1,161	1,245	1,120	1,149	1,125	1,134	1,058	972	978
09 <sup>2</sup>	1,265	1,274	1,177	1,224	1,148	1,154	1,166	1,167	1,090	1,001
10	1,246	1,279	1,231	1,148	1,221	1,109	1,147	1,154	1,153	1,072
11	1,206	1,242	1,244	1,196	1,142	1,177	1,079	1,135	1,115	1,090
12	1,081	1,128	1,197	1,202	1,161	1,141	1,187	1,076	1,139	1,098
TOTAL	15,025	14,985	14,706	14,330	14,265	13,223	13,349	12,973	12,582	11,953

Legend: smallest class (left) to largest class (right)

## Growth by Cohort

Cohort Growth <sup>3</sup>												
Grade	Pre-Pandemic					avg annual cohort growth	Post-Pandemic					avg annual cohort growth
	2015-16	2016-17	2017-18	2018-19	2019-20		2020-21	2021-22	2022-23	2023-24	2024-25	
EE <sup>1</sup>	70	69	64	61	101			73	59	39		
PK <sup>1</sup>	90	92	113	91	103			198	241	175		
KG	964	942	895	905	950			725	695	665		
01	1,038	982	945	924	950	45		852	737	713	->	18
02	1,105	1,046	975	992	957	->	31	846	833	745	->	10
03	1,142	1,107	1,039	989	1,019	->	26	915	862	843	->	-5
04	1,107	1,168	1,112	1,032	1,014	->	13	918	891	840	->	-3
05	1,120	1,132	1,186	1,131	1,041	->	1	913	905	893	->	-11
06	1,213	1,138	1,149	1,169	1,140	->	9	970	907	886	->	-16
07	1,156	1,225	1,134	1,146	1,169	->	7	973	983	915	->	1
08	1,222	1,161	1,245	1,120	1,149	->	11	1,058	972	978	->	4
09 <sup>2</sup>	1,265	1,274	1,177	1,224	1,148			1,167	1,090	1,001		
10 <sup>2</sup>	1,246	1,279	1,231	1,148	1,221			1,154	1,153	1,072		
11 <sup>2</sup>	1,206	1,242	1,244	1,196	1,142			1,135	1,115	1,090		
12 <sup>2</sup>	1,081	1,128	1,197	1,202	1,161			1,076	1,139	1,098		
TOTAL	15,025	14,985	14,706	14,330	14,265	141		12,973	12,582	11,953		-2

Minus 300-350 students per year

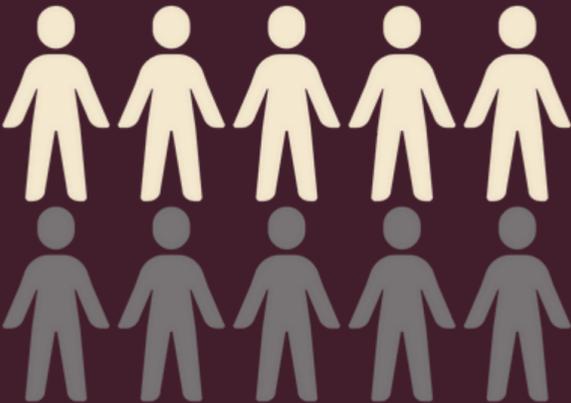
Plus 140 students per year (pre-pandemic)  
Plus 0 students per year (post-pandemic)

# Students Per Home

87

0.51

Single-Family



0.27

Multi-Family



2018-19

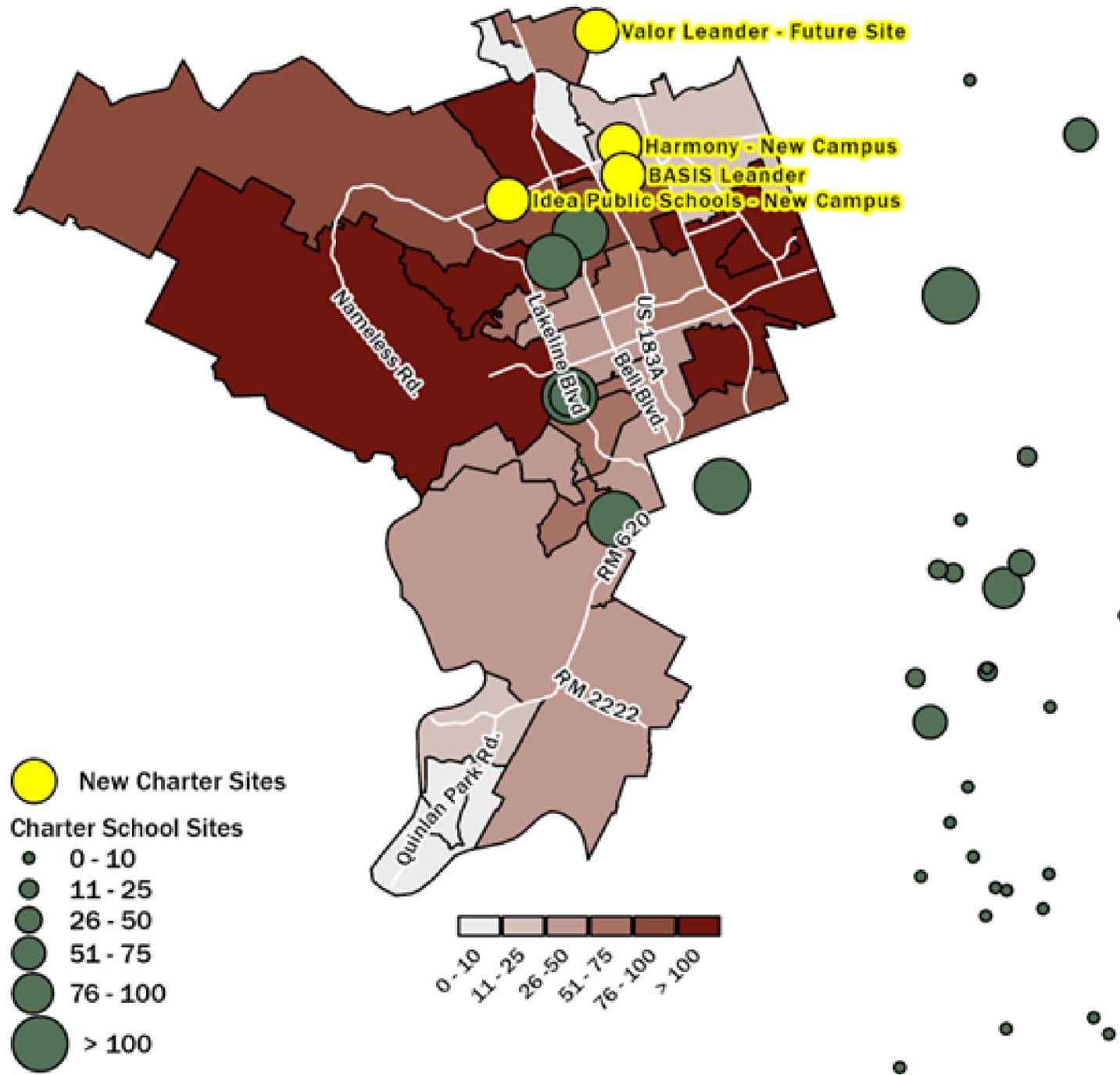
0.62

0.29

# Alternative Educational Opportunities

## New Charter Impacts

88



### Future charter campuses include:

- Harmony Public Schools - opens 2025 -26
- Basis Leander - opens 2026 -27
- Valor Leander - moving to permanent location
- Idea Public Schools - Future site



**~2,500**

more students could leave for charter schools over the next five years.

# Alternative Educational Opportunities

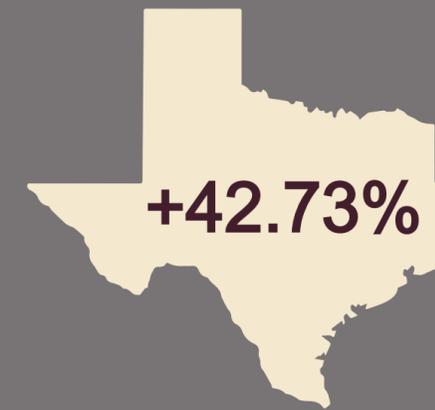
## Leander ISD 2024-25 Summary of Enrollment

<b>Resident Students</b>	<b>47,408</b>
Attending Charter Schools	-2,953
Attending Private Schools	-1,636
Attending Other ISDs	-387
Attending Virtual Academies	-209
<b>Attending and Residing in District</b>	<b>=42,223</b>
Transfers into District	+314
<b>Attending District*</b>	<b>=42,537</b>

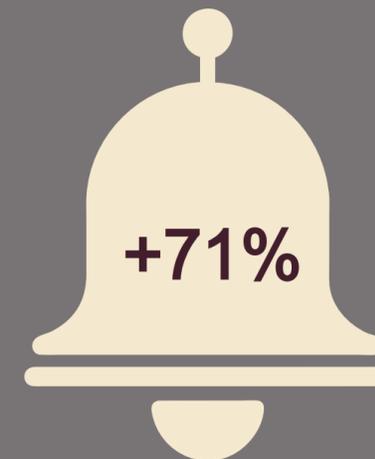
\*Student enrollment on September 20, 2024

Sources: TEA Transfer Reports, PASA Interviews with Schools

Since Fall 2017:



Statewide  
increase in  
charter school  
enrollment



LISD increase in  
students transferring to  
Alternative Educational  
Opportunities

Sources: TEA Transfer Reports  
PASA Interviews with Schools

9 of 10 LISD Resident  
Students Attend LISD

# Demographic Study Components

Demographic Trends



Past & Current Students



Economy and Housing

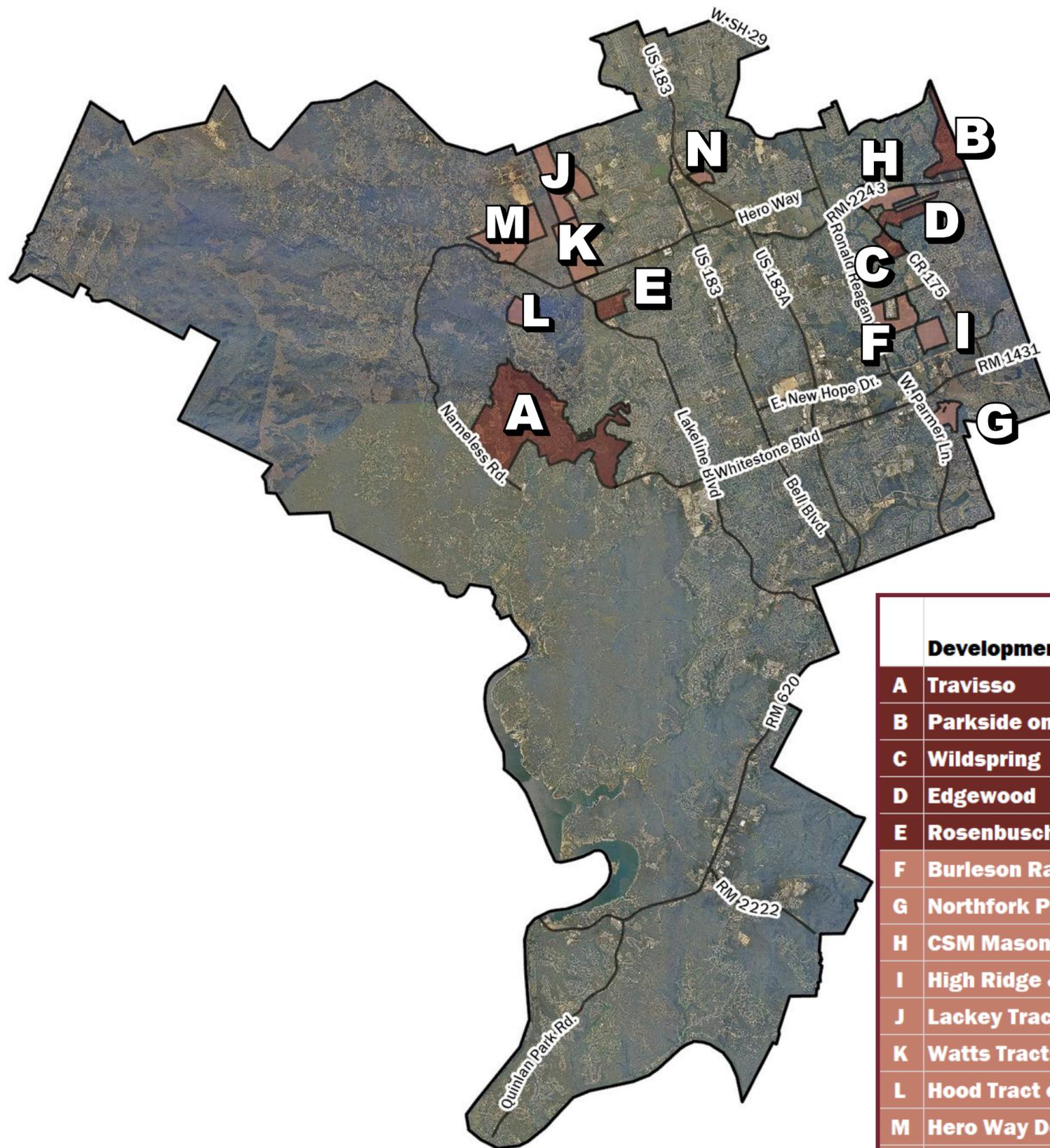


Student Projections



# Impactful Single -Family Subdivisions

Ten-Year Projected New Occupancies



Development	Units Projected	Currently Occupied	Status
<b>A</b> Travisso	1,044	1,885	Developing
<b>B</b> Parkside on the River	556	224	Developing
<b>C</b> Wildspring	326	0	Developing
<b>D</b> Edgewood	324	50	Developing
<b>E</b> Rosenbusch Ranch	315	185	Developing
<b>F</b> Burleson Ranches & Roberts Tracts	550	0	Planned
<b>G</b> Northfork Parmer (Riverside Tracts)	470	0	Planned
<b>H</b> CSM Mason Family LP & Martinez et al Tracts	400	0	Planned
<b>I</b> High Ridge & Roberts Tracts (north of New Hope Dr.)	390	0	Planned
<b>J</b> Lackey Tracts	352	0	Planned
<b>K</b> Watts Tracts SF	308	0	Planned
<b>L</b> Hood Tract et al	300	0	Planned
<b>M</b> Hero Way Development LLC Tracts	292	0	Planned
<b>N</b> Pioneer Farmstead	280	0	Planned

# Largest Single-Family Subdivisions

Ten-Year Projected New Occupancies

**1,044  
units**

## Travisso

Travisso will include approximately 2,900 homes at build-out. Nearly 1,900 of these were occupied as of August 2024, and the majority of the remaining occupancies are projected within the next three years, with complete build-out by year five of this projection period.

**556  
units**

## Parkside on the River

Parkside on the River is estimated to include 800 homes in LISD at build-out. The remaining 556 occupancies are projected through year five of the planning period.

**550  
units**

## Burleson Ranches & Roberts Tracts

The approximate 300 acre tract surrounding Akin ES and Stiles MS, at the southeast corner of Journey Parkway and Ronald Reagan Boulevard, is planned for 550 single-family residences, with construction expected to begin in 2025.

**470  
units**

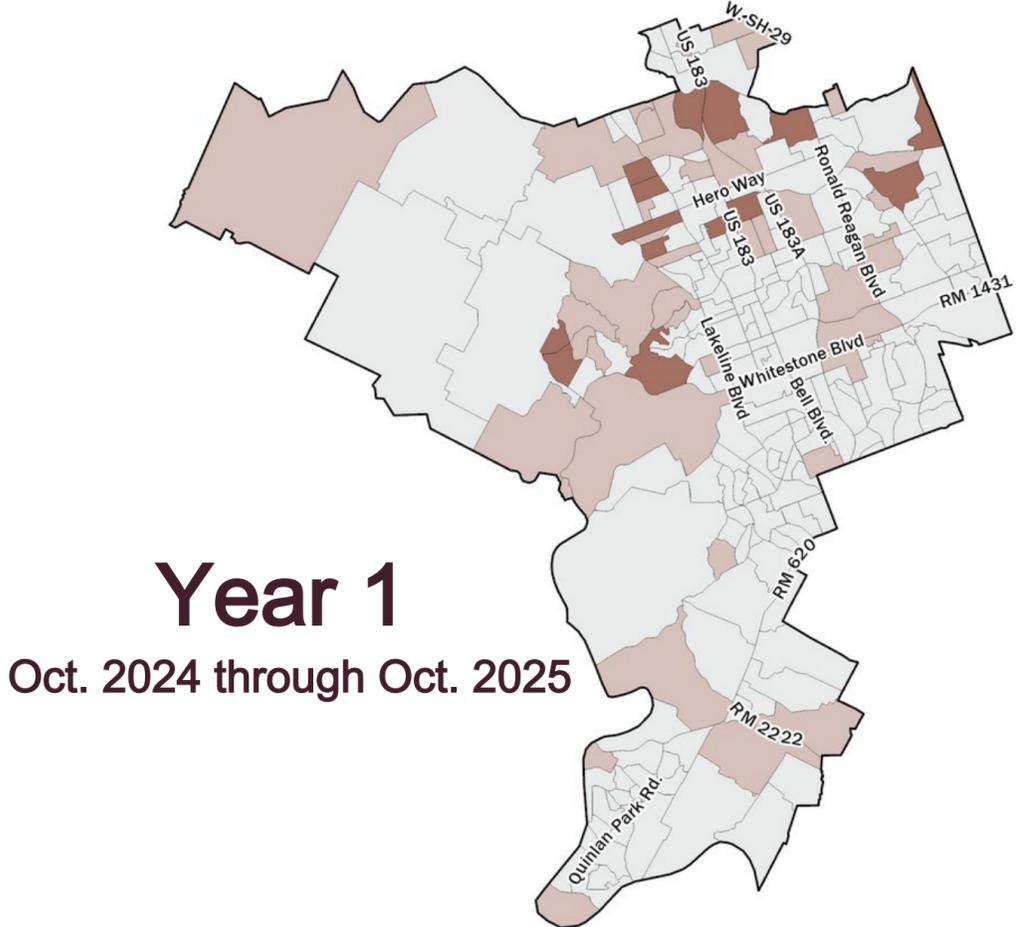
## Northfork Parmer

This tract east Parmer Lane, between Whitestone and Ranch Trails, has requested rezoning to allow for high-density multi-family, townhomes, and single-family alongside retail, offices, and other commercial services.

**400  
units**

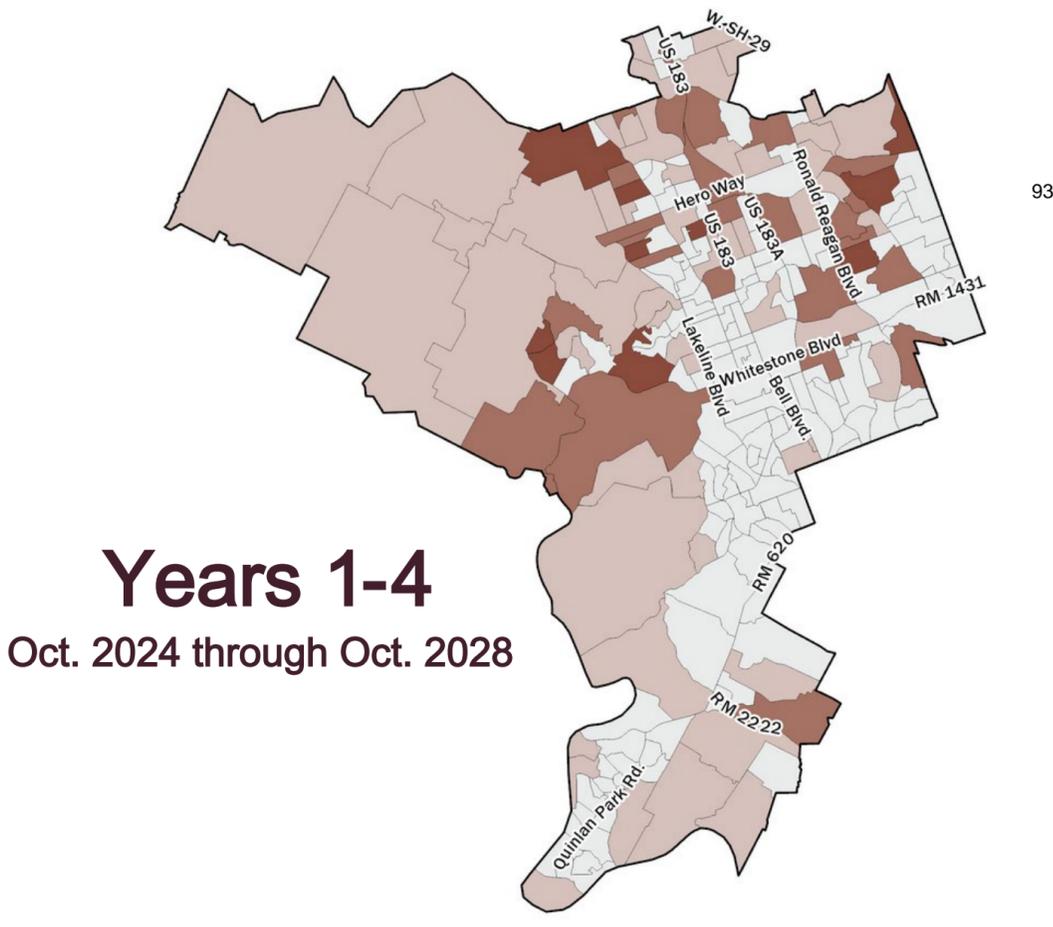
## CSM Mason Family Tracts

There are no known plans at this time, however, the general area south of FM 2243 and east of CR 175, directly across from the future HS site, has a high probability for future single-family development.



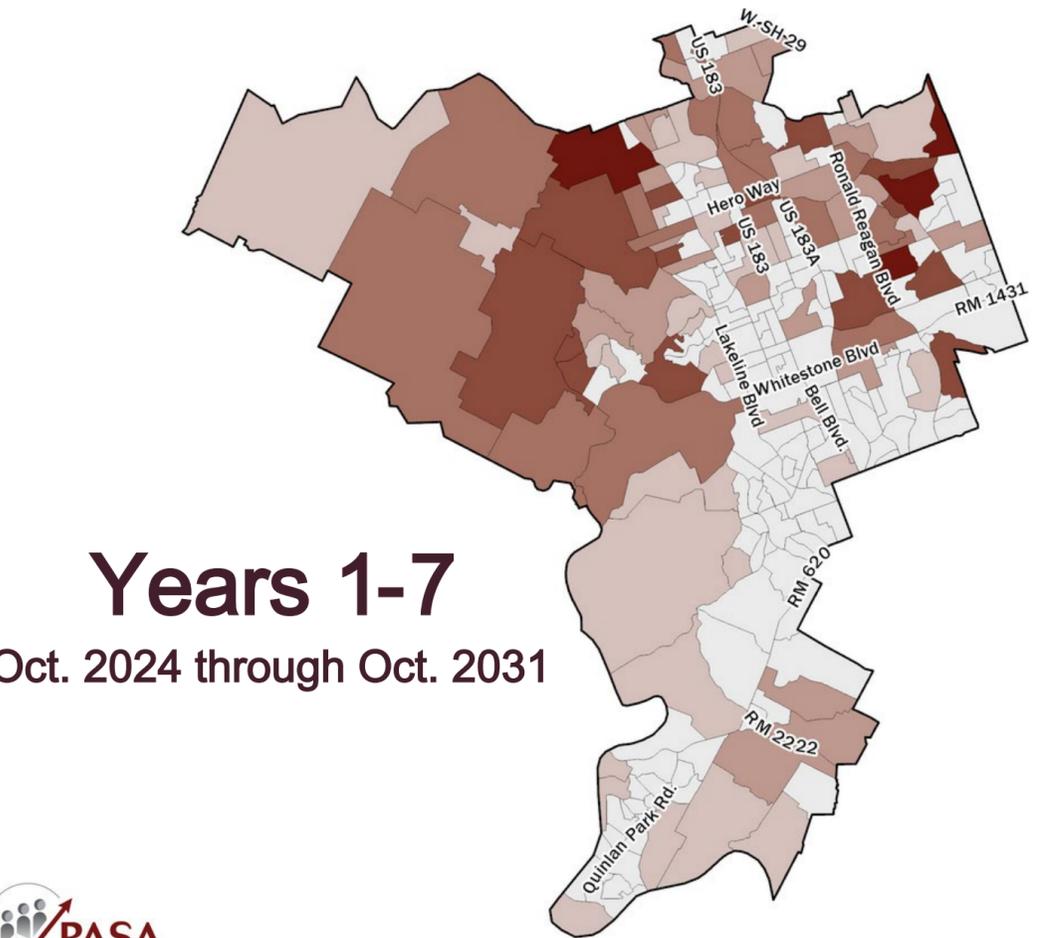
## Year 1

Oct. 2024 through Oct. 2025



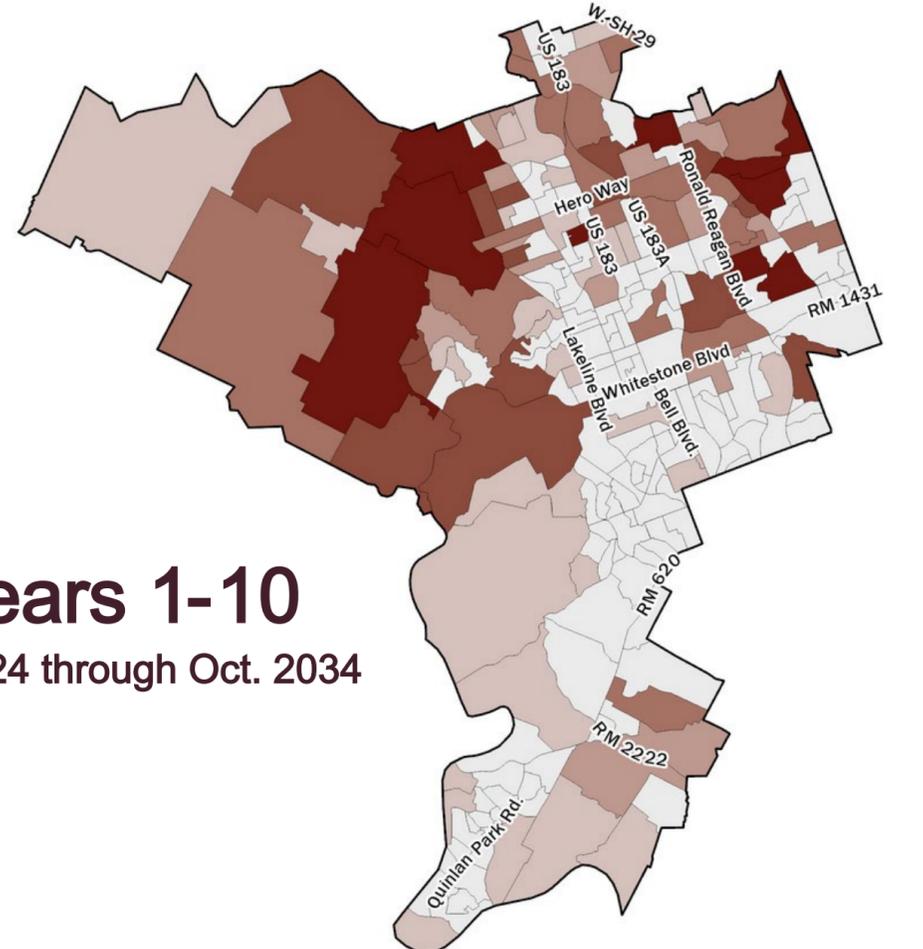
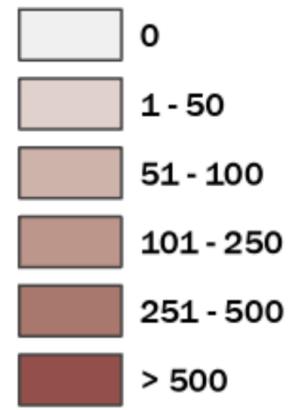
## Years 1-4

Oct. 2024 through Oct. 2028



## Years 1-7

Oct. 2024 through Oct. 2031



## Years 1-10

Oct. 2024 through Oct. 2034

# Multi-Family & Rental Projections

## Rental Projects Currently Leasing-up

### COMPLEX

- Birdie on Woodland Greens
- Brownstone at Northline THs - BTR
- Casagave at Larkspur
- Caso Leander - BTR
- Emerson at Leander
- Escalon THs - BTR
- Gabriel, The
- Gramercy at Northline
- Granite Heights THs - BTR
- Oak House
- River Junction
- Tricon Bryson - BTR
- YardHomes Hero Way - BTR

**14,268**  
rental  
occupancies  
projected

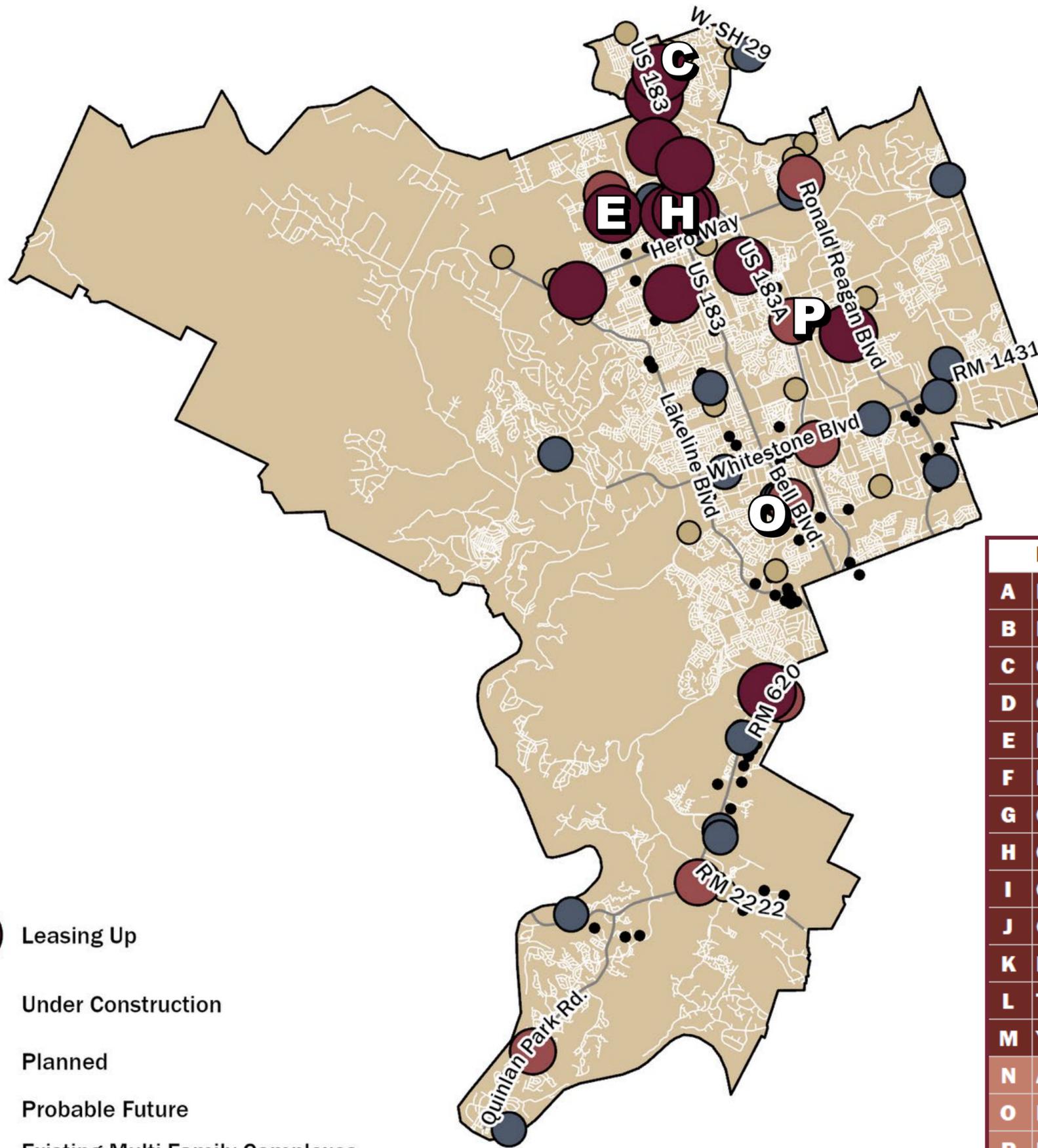
**21**  
projects in  
active  
development

**25.9%**  
of total projected  
students from  
new housing

**+858**  
Build-to-Rent  
single-family  
homes

# Projected New Multi-Family & Rental Development

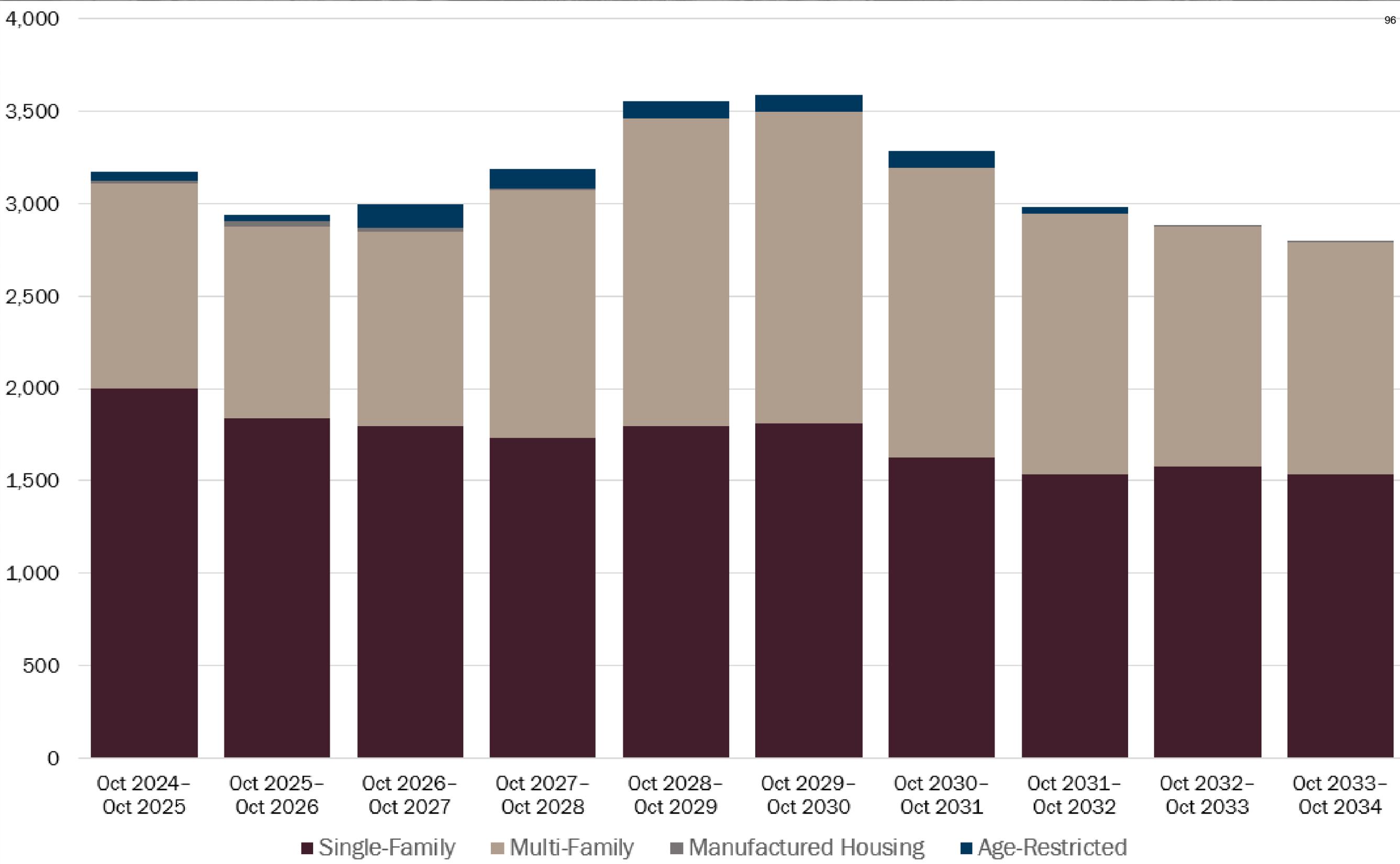
Only complexes with >350 units labeled



- Leasing Up
- Under Construction
- Planned
- Probable Future
- Existing Multi-Family Complexes

Development	Status	Units
A Birdie on Woodland Greens	Leasing Up	186
B Brownstone at Northline THs - BTR	Leasing Up	69
C Casagave at Larkspur	Leasing Up	504
D Caso Leander - BTR	Leasing Up	193
E Emerson at Leander	Leasing Up	352
F Escalon THs - BTR	Leasing Up	125
G Gabriel, The	Leasing Up	320
H Gramercy at Northline	Leasing Up	361
I Granite Heights THs - BTR	Leasing Up	96
J Oak House	Leasing Up	346
K River Junction	Leasing Up	329
L Tricon Bryson - BTR	Leasing Up	155
M YardHomes Hero Way - BTR	Leasing Up	163
N Aura High Pointe	Developing	322
O Bell District Block A, Lot 1 MF	Developing	355
P Ever Grove, The	Developing	375

# Housing Projections by Year of Occupancy



# Ten-Year Total Projected New Occupancies

**17,246**

55% of Total  
**SINGLE-FAMILY**  
(INCLUDING BTR)

**13,410**

42.7% of Total  
**MULTI-FAMILY**

**31,378**

TOTAL PROJECTED NEW HOUSING OCCUPANCIES

# Demographic Study Components

Demographic Trends

Past & Current Students

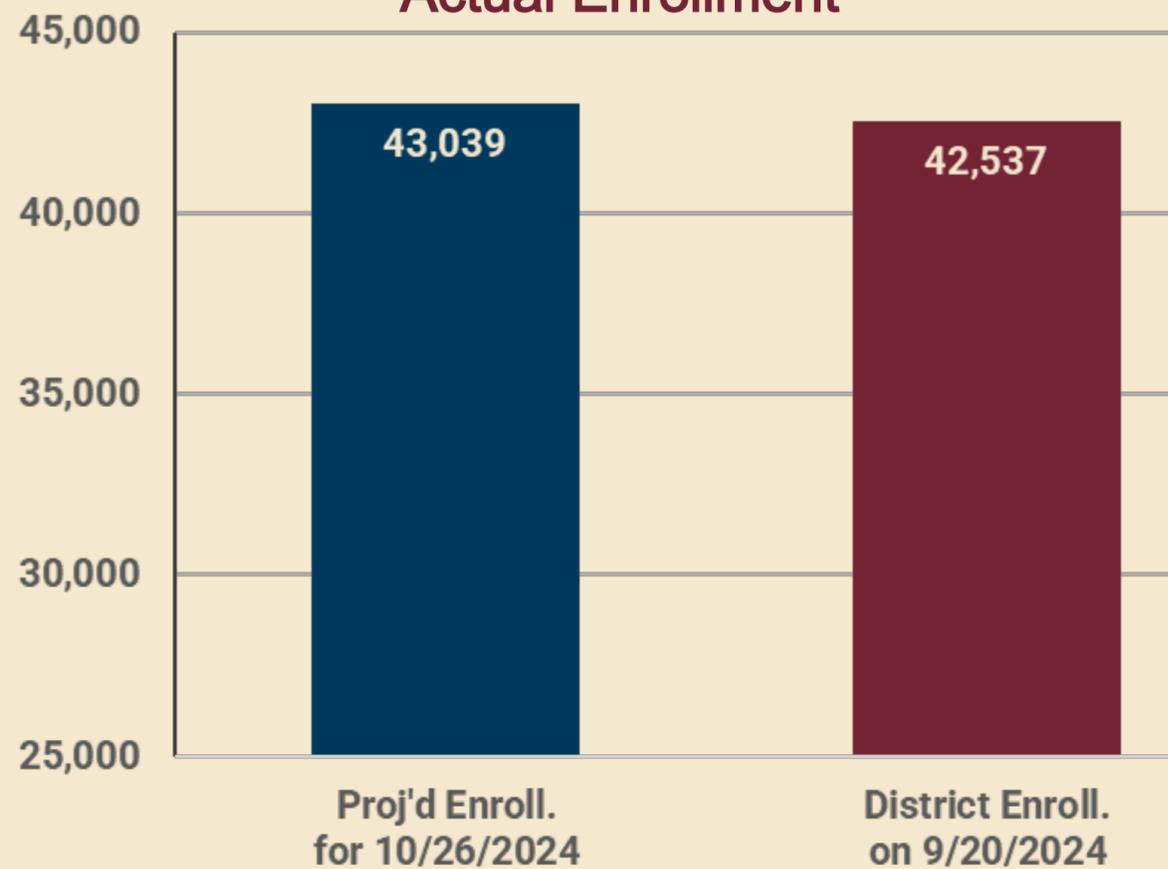
Economy and Housing

Student Projections



# What Has Changed Since Last Study?

**Projected Enrollment**  
compared to  
**Actual Enrollment**



Sources: PASA 2023-24 Demographic Study and Leander ISD Weekly Enrollment Reports



## New Housing

- Fewer students per home in new construction
- Fewer young students as a proportion of total students in new construction
- Together these compound for reduced growth in the future



## Small KG classes

- Past three years, births have increased, but KG classes are smaller than each previous year
- New charter schools could be pulling a greater share of KG who never enter LISD
- Significant cumulative effect on future enrollment



## Intangible Trends

- Anti-traditional schooling sentiment
- Anecdotal suggestions of increasing trends in homeschools and micro-schools

# Student Projection Factors

100

## Birth Rates

Births increased slightly in recent years, and have increased substantially in the last 3-4 years

## Incoming KG Class Size

Post-Covid KG class sizes have been smaller each year, despite slight increases in births and significant growth in new housing

## Regeneration

Recent trends have shown continued declines of student population in some built-out areas

## Aging of Current Students

Large cohort has been aging through LISD grades; currently in high school grades

## Factors Impacting Future Enrollment

## New Housing Construction

Drives majority of growth, adding 1,000-1,300 students per year

## Alternative Educational Opportunities

Charter schools, private schools, and virtual learning could pull an additional ~2,500 students out of LISD in the next five years

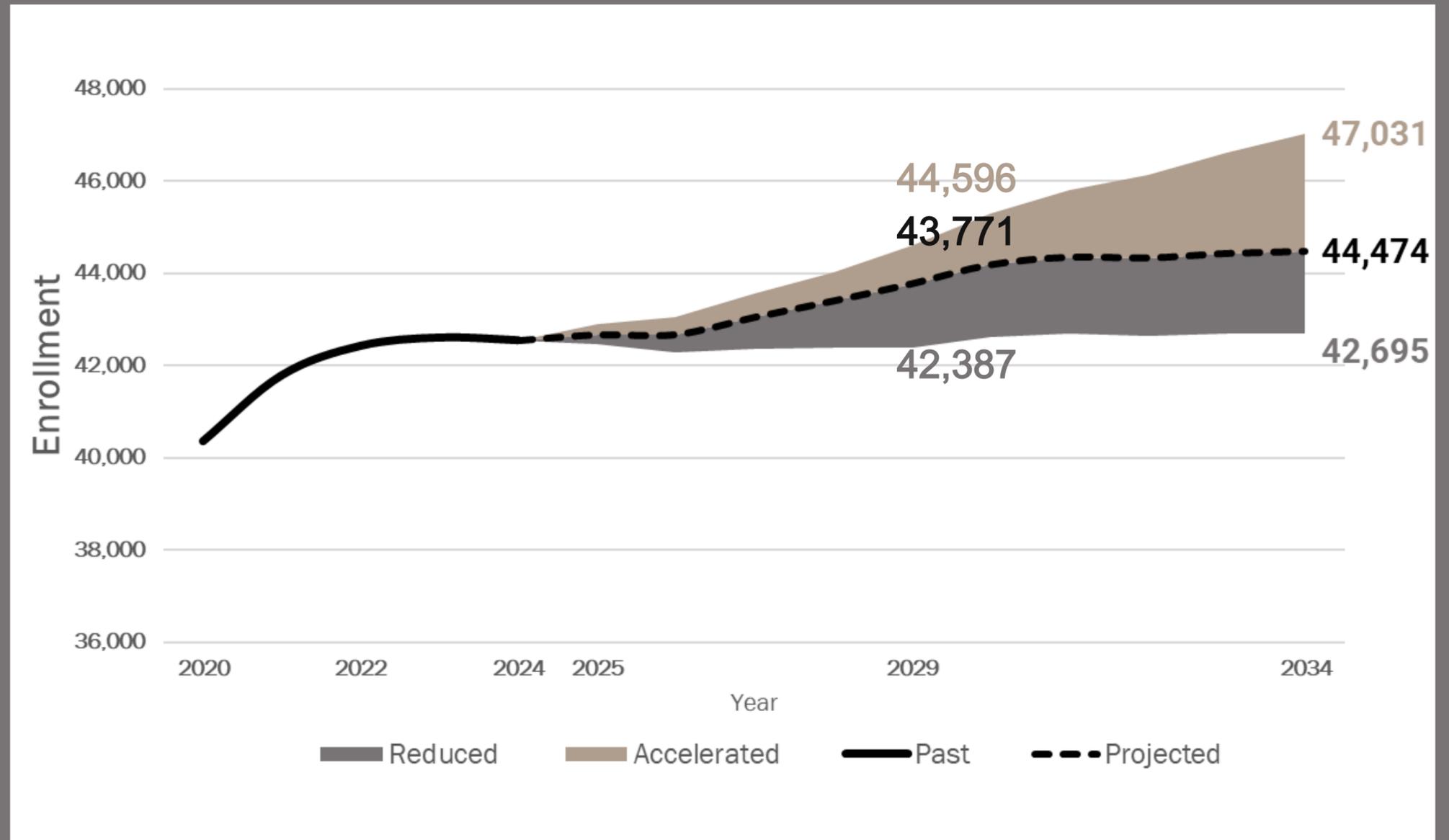
# Enrollment Forecast

101

Every year starts with a clean slate -- not impacted by the previous year's accuracy

The Enrollment Forecast represents the most likely scenario based on the best information available at the time

Reduced and Accelerated Scenarios are also feasible, assuming changing circumstances

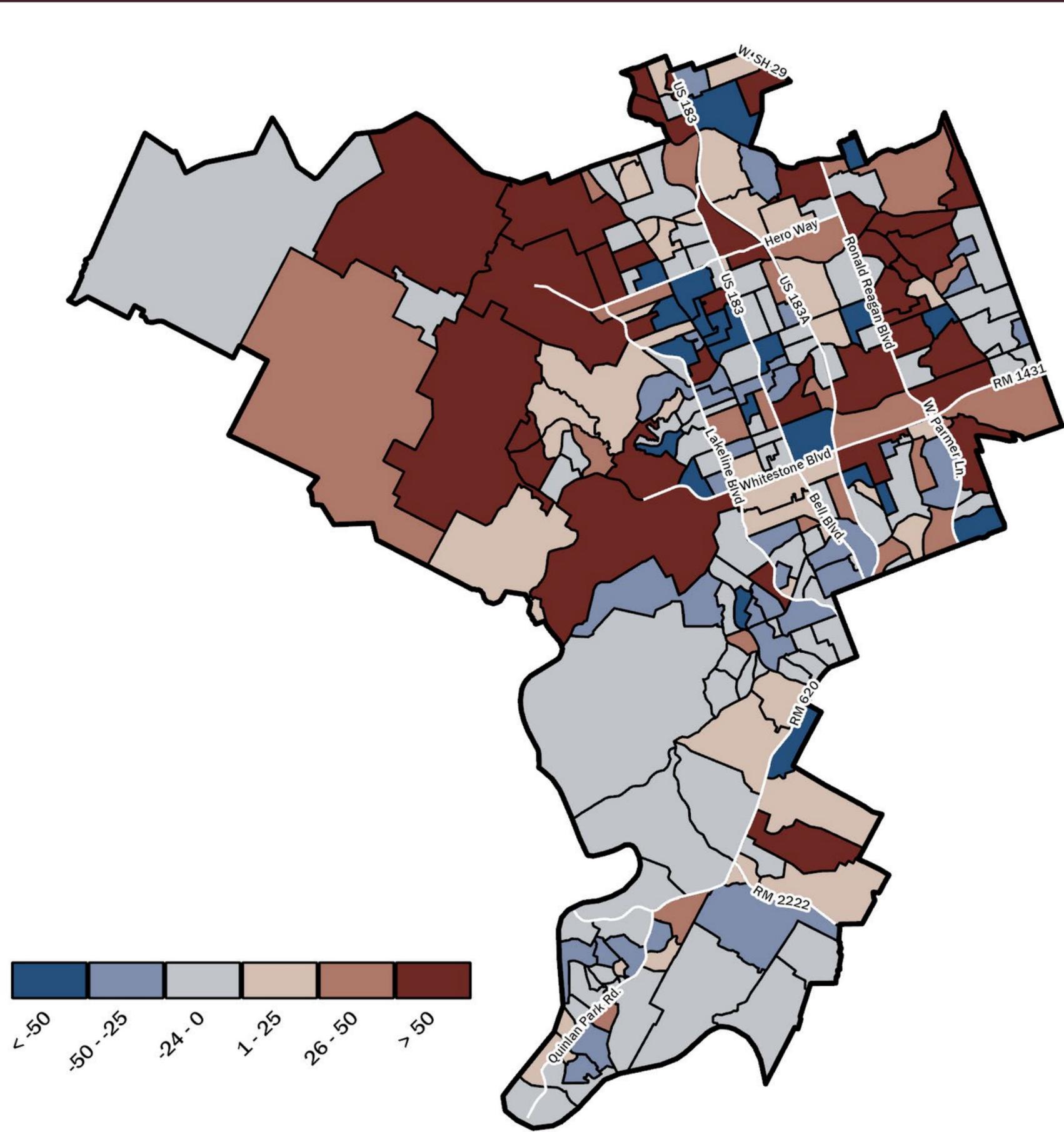


The Accelerated and Reduced Enrollment Scenarios account for potential changes in factors affecting enrollment, such as fluctuations in mortgage rates, housing construction, new charter school plans, birth rates, and resulting kindergarten class sizes.

# Projected Growth in EE-5th Grade Resident Students

Fall 2024 - Fall 2034

by Neighborhood Code

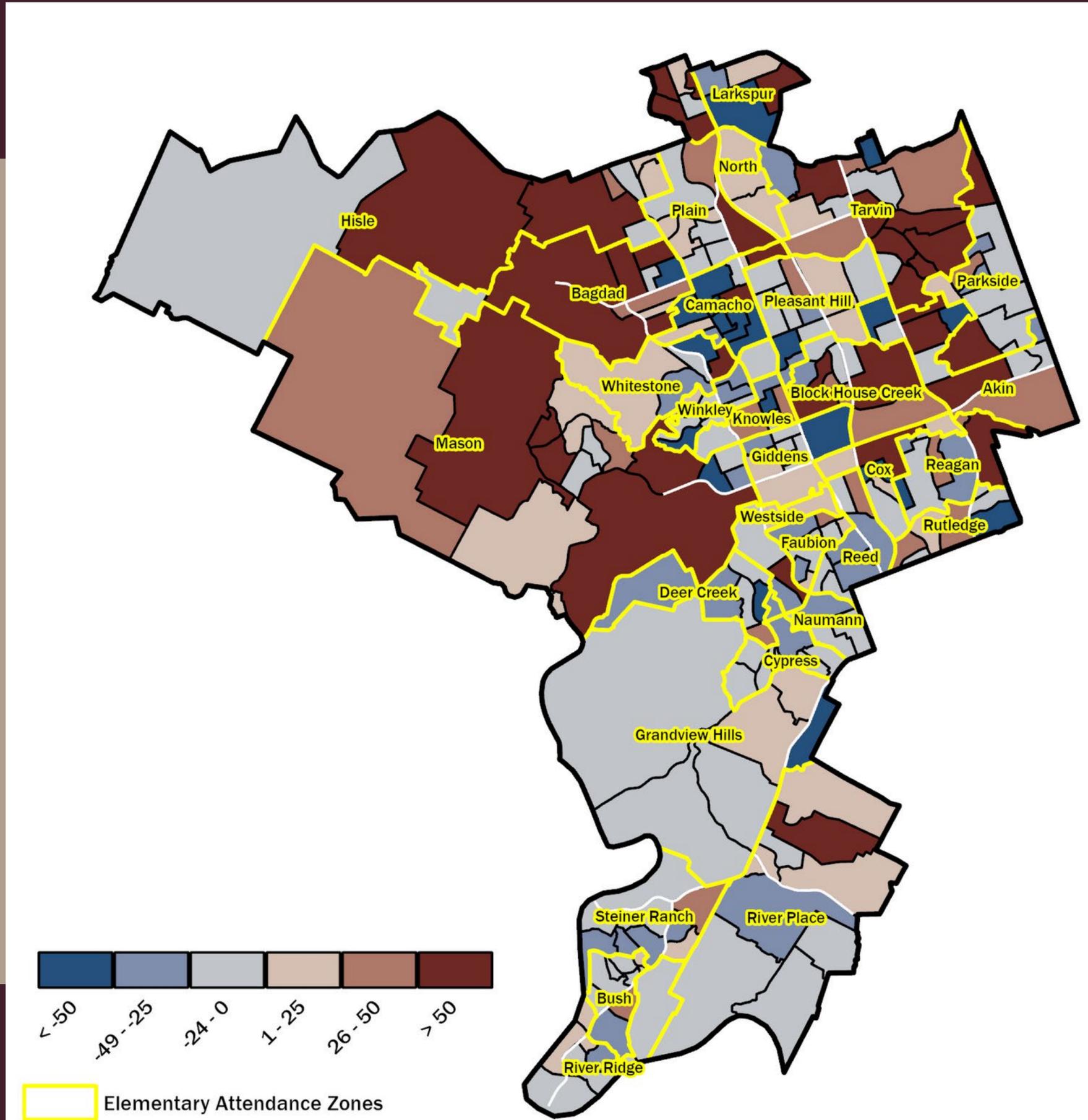


# Projected Growth in EE-5th Grade Resident Students

Fall 2024 - Fall 2034

## by Neighborhood Code

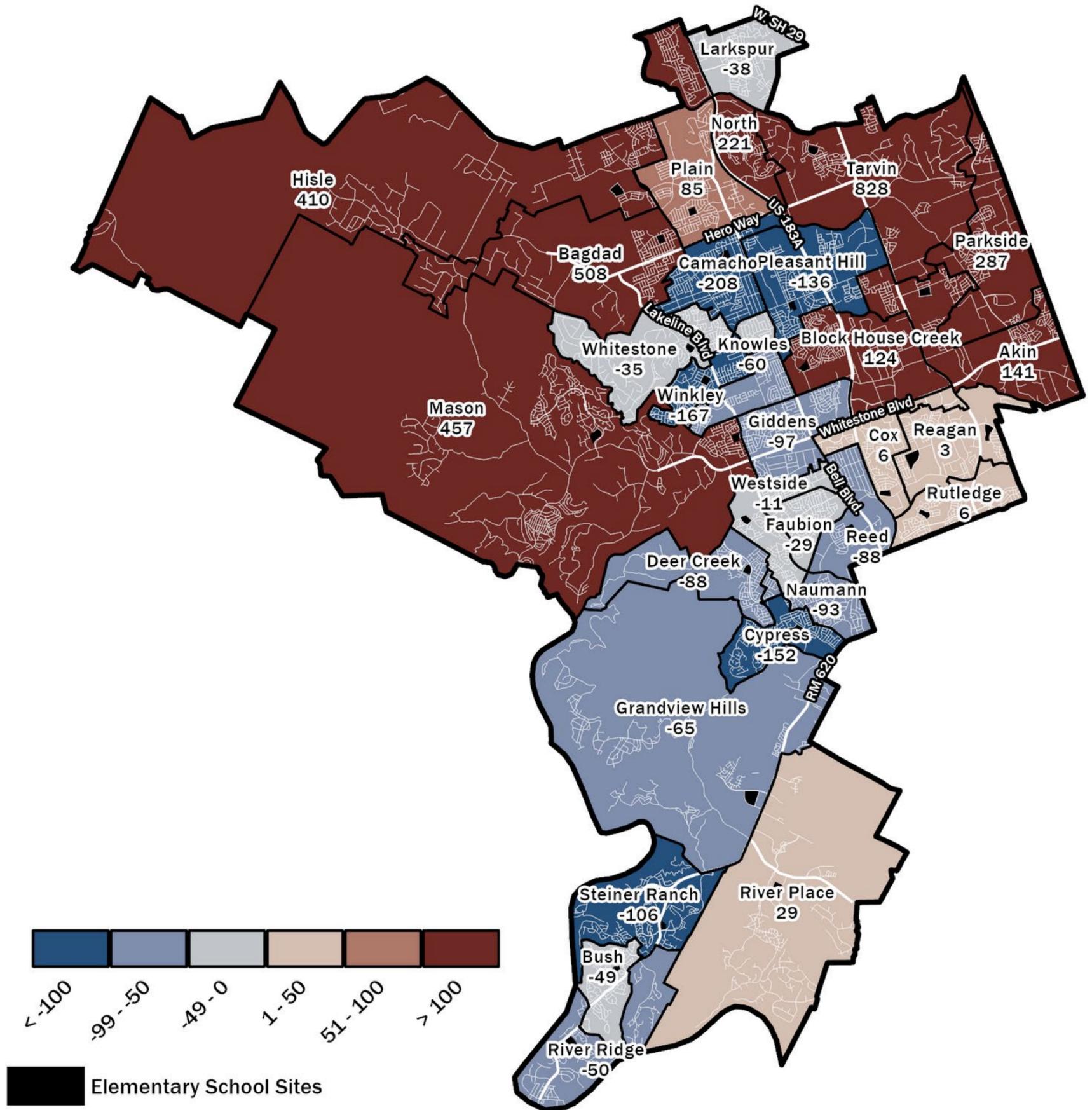
with Elementary Attendance Zones



## Projected Growth in EE-5th Grade Resident Students

Fall 2024 - Fall 2034

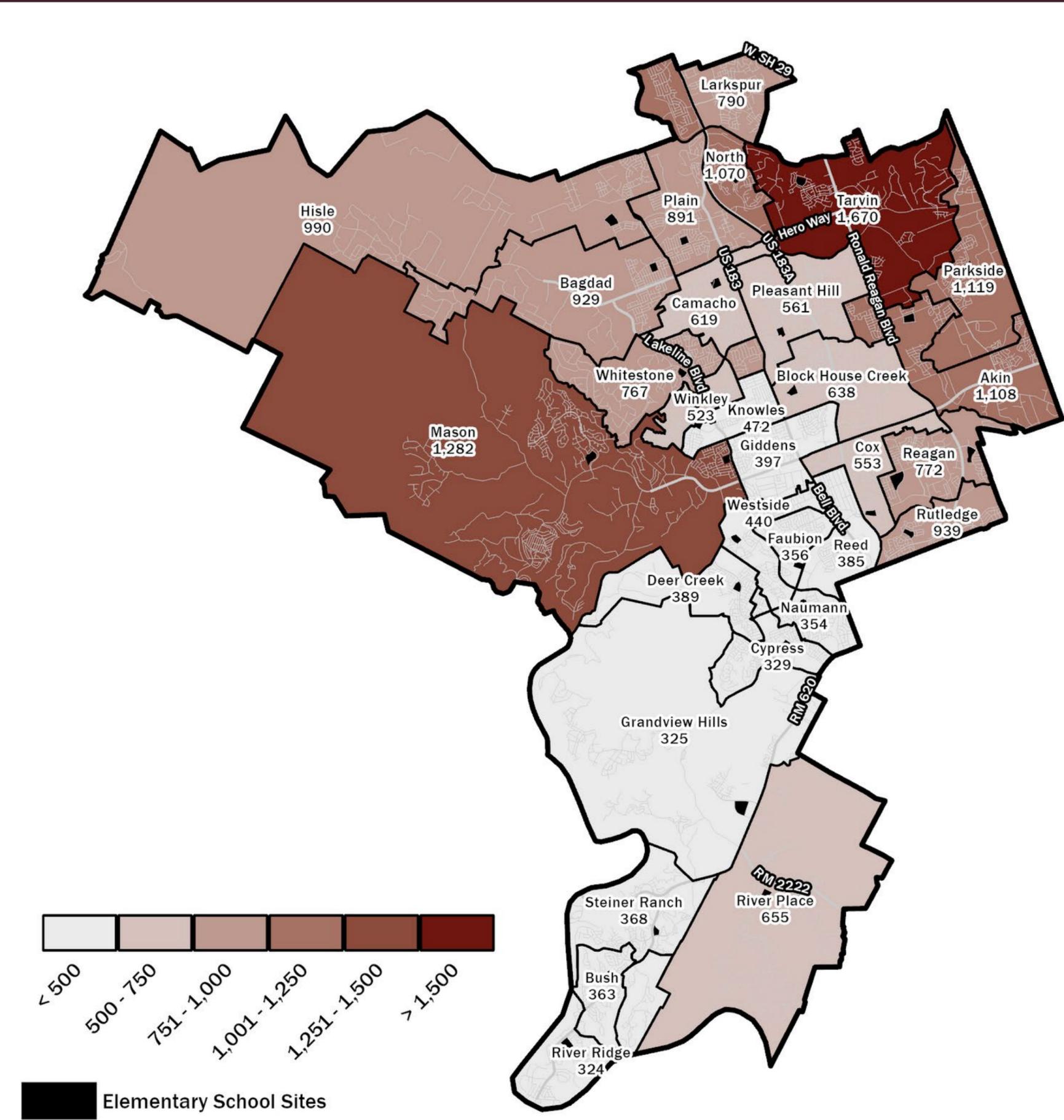
by Elementary Attendance Zone



## Projected Resident EE-5th Grade Students

Fall 2034

by Elementary Attendance Zone



# Projected Resident Elementary School Students

	Capacity	Current	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	2033-34	2034-35	Net Transfers 2024-25
Akin	842	967	906	888	893	926	975	1,042	1,070	1,092	1,102	1,108	-92 <sub>06</sub>
Bagdad	860	421	475	523	562	579	616	655	717	786	853	929	262
Block House Creek	860	514	525	546	568	593	599	617	631	638	639	638	-45
Bush	879	412	397	389	376	365	357	353	352	355	359	363	80
Camacho	842	827	811	789	773	780	755	713	697	661	635	619	-221
Cox	860	547	528	532	534	544	556	561	562	562	559	553	-15
Cypress	860	481	463	439	411	381	357	347	341	337	334	329	28
Deer Creek	879	477	443	434	425	407	393	387	389	390	389	389	147
Faubion	842	385	388	390	381	377	381	373	367	363	359	356	-42
Giddens	860	494	473	460	458	447	429	421	417	410	403	397	-12
Grandview Hills	561	390	392	390	384	361	348	337	333	333	330	325	1
Hisle	823	580	633	694	736	795	847	890	927	956	974	990	-60
Knowles	860	532	536	509	499	504	504	504	504	498	486	472	145
Larkspur	842	828	845	802	798	795	795	829	839	837	815	790	-2
Mason	860	825	877	946	991	1,059	1,086	1,131	1,184	1,228	1,257	1,282	-142
Naumann	860	447	428	416	399	391	376	369	368	365	361	354	31
North	823	849	858	866	897	912	939	977	1,018	1,047	1,061	1,070	-106
Parkside	842	832	819	808	829	852	916	976	1,030	1,068	1,102	1,119	-27
Plain	879	806	823	842	862	895	914	915	927	919	903	891	-110
Pleasant Hill	879	697	647	613	592	593	591	583	586	584	573	561	22
Reagan	842	769	724	711	694	699	694	709	728	747	761	772	31
Reed	842	473	447	429	426	419	427	416	409	401	393	385	164
River Place	879	626	618	611	614	603	618	636	650	659	658	655	-54
River Ridge	842	374	346	298	279	271	263	282	299	316	323	324	-8
Rutledge	879	933	927	942	941	957	994	996	993	987	967	939	-68
Steiner Ranch	879	474	442	427	413	394	377	372	370	371	370	368	-56
Tarvin	823	842	839	878	943	1,069	1,179	1,277	1,382	1,490	1,586	1,670	-25
Westside	842	451	444	424	408	395	414	417	424	432	437	440	52
Whitestone	860	802	805	812	795	813	840	833	824	809	788	767	50
Winkley	879	690	655	617	564	552	542	547	551	550	538	523	72
<b>Total</b>		<b>18,745</b>	<b>18,514</b>	<b>18,425</b>	<b>18,445</b>	<b>18,728</b>	<b>19,082</b>	<b>19,465</b>	<b>19,889</b>	<b>20,191</b>	<b>20,315</b>	<b>20,378</b>	



# Projected Resident Elementary School Students Compared to Capacity

	Current	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	2033-34	2034-35
Akin	115%	108%	105%	106%	110%	116%	124%	127%	130%	131%	132%
Bagdad	49%	55%	61%	65%	67%	72%	76%	83%	91%	99%	108%
Block House Creek	60%	61%	63%	66%	69%	70%	72%	73%	74%	74%	74%
Bush	47%	45%	44%	43%	42%	41%	40%	40%	40%	41%	41%
Camacho	98%	96%	94%	92%	93%	90%	85%	83%	79%	75%	74%
Cox	64%	61%	62%	62%	63%	65%	65%	65%	65%	65%	64%
Cypress	56%	54%	51%	48%	44%	42%	40%	40%	39%	39%	38%
Deer Creek	54%	50%	49%	48%	46%	45%	44%	44%	44%	44%	44%
Faubion	46%	46%	46%	45%	45%	45%	44%	44%	43%	43%	42%
Giddens	57%	55%	53%	53%	52%	50%	49%	48%	48%	47%	46%
Grandview Hills	70%	70%	70%	68%	64%	62%	60%	59%	59%	59%	58%
Hisle	70%	77%	84%	89%	97%	103%	108%	113%	116%	118%	120%
Knowles	62%	62%	59%	58%	59%	59%	59%	59%	58%	57%	55%
Larkspur	98%	100%	95%	95%	94%	94%	98%	100%	99%	97%	94%
Mason	96%	102%	110%	115%	123%	126%	132%	138%	143%	146%	149%
Naumann	52%	50%	48%	46%	45%	44%	43%	43%	42%	42%	41%
North	103%	104%	105%	109%	111%	114%	119%	124%	127%	129%	130%
Parkside	99%	97%	96%	98%	101%	109%	116%	122%	127%	131%	133%
Plain	92%	94%	96%	98%	102%	104%	104%	105%	105%	103%	101%
Pleasant Hill	79%	74%	70%	67%	67%	67%	66%	67%	66%	65%	64%
Reagan	91%	86%	84%	82%	83%	82%	84%	86%	89%	90%	92%
Reed	56%	53%	51%	51%	50%	51%	49%	49%	48%	47%	46%
River Place	71%	70%	70%	70%	69%	70%	72%	74%	75%	75%	75%
River Ridge	44%	41%	35%	33%	32%	31%	33%	36%	38%	38%	38%
Rutledge	106%	105%	107%	107%	109%	113%	113%	113%	112%	110%	107%
Steiner Ranch	54%	50%	49%	47%	45%	43%	42%	42%	42%	42%	42%
Tarvin	102%	102%	107%	115%	130%	143%	155%	168%	181%	193%	203%
Westside	54%	53%	50%	48%	47%	49%	50%	50%	51%	52%	52%
Whitestone	93%	94%	94%	92%	95%	98%	97%	96%	94%	92%	89%
Winkley	78%	75%	70%	64%	63%	62%	62%	63%	63%	61%	59%

< 80% utilization

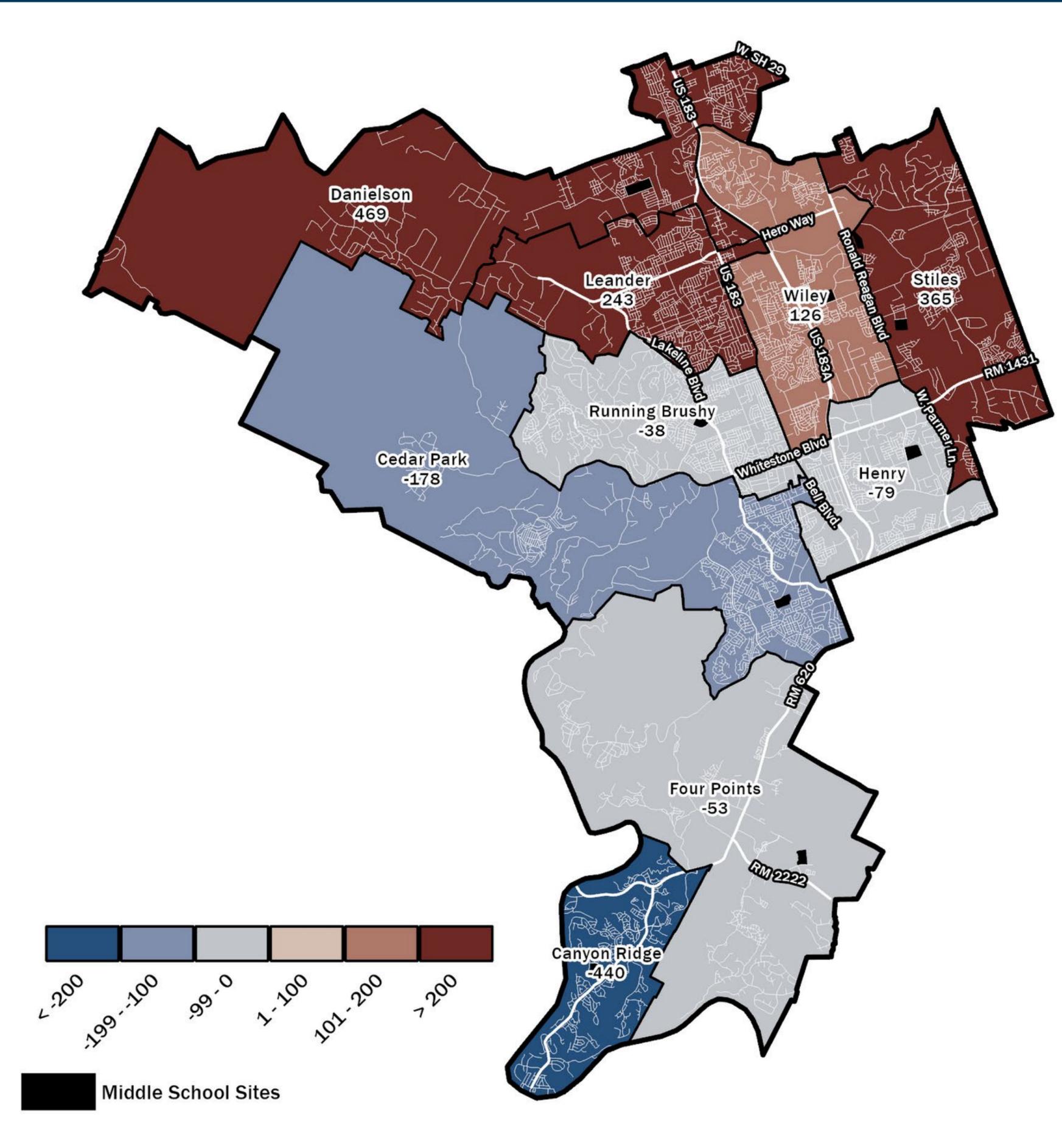
>120% utilization

Ten-Year Enrollment Forecast

# Projected Growth in 6th-8th Grade Resident Students

Fall 2024 - Fall 2034

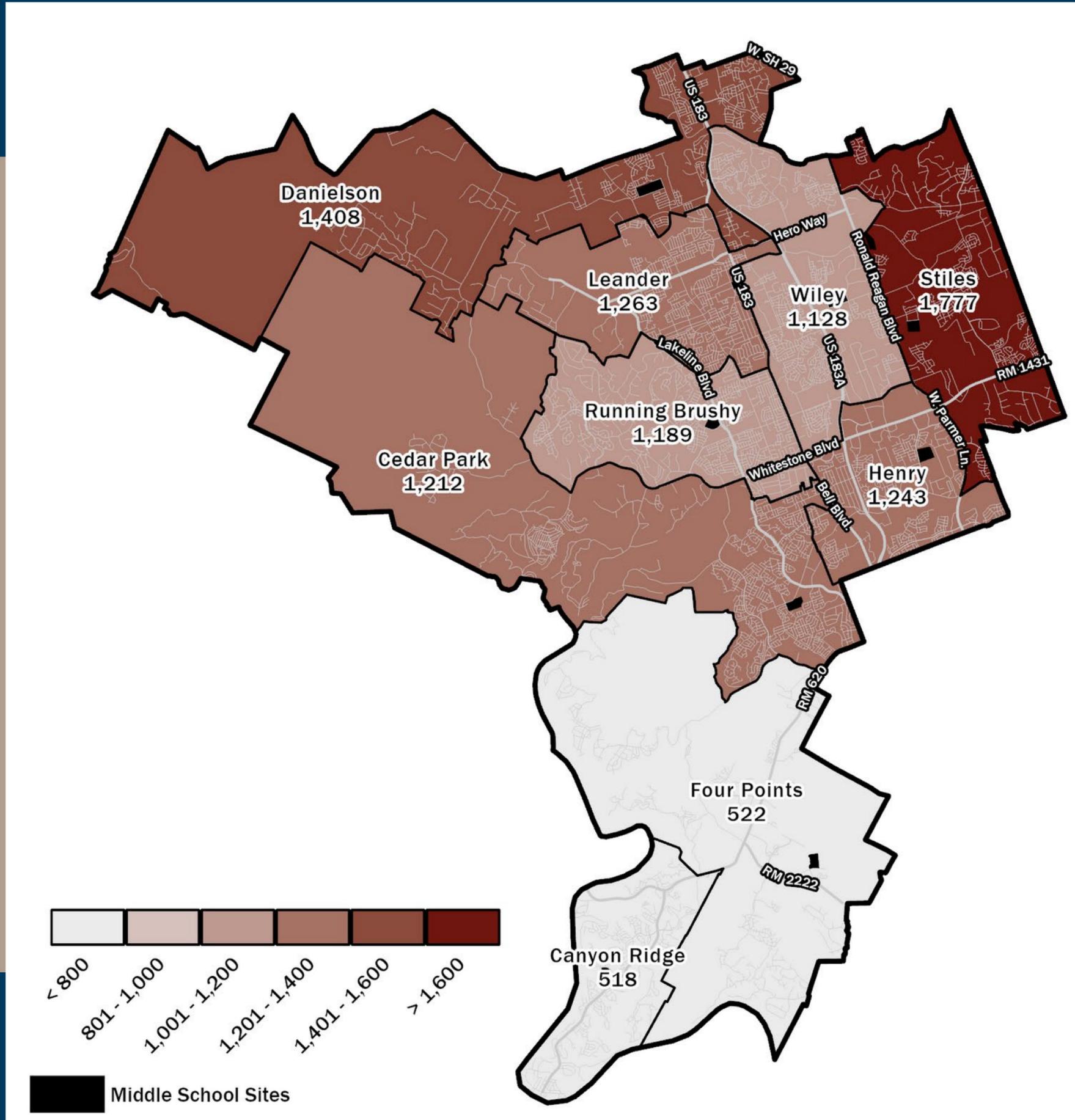
## by Middle School Attendance Zone



# Projected Resident 6th-8th Grade Students

Fall 2034

by Middle School Attendance Zone



# Projected Resident Middle School Students

110

	Capacity	Current*	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	2033-34	2034-35	Net Transfers 2024-25
Canyon Ridge	1,358	958	886	834	785	745	682	603	538	498	500	518	7
Cedar Park	1,358	1,318	1,405	1,361	1,369	1,327	1,302	1,234	1,196	1,180	1,179	1,212	48
Danielson	1,358	1,100	1,017	1,052	1,078	1,080	1,125	1,165	1,211	1,245	1,321	1,408	87
Four Points	958	575	569	580	591	618	604	587	544	525	517	522	5
Henry	1,358	1,257	1,305	1,312	1,371	1,296	1,268	1,217	1,215	1,226	1,224	1,243	94
Leander	1,200	958	1,083	1,199	1,227	1,252	1,190	1,146	1,082	1,110	1,179	1,263	-91
Running Brushy	1,208	1,190	1,268	1,362	1,426	1,391	1,330	1,243	1,208	1,164	1,172	1,189	-67
Stiles	1,358	1,549	1,444	1,438	1,436	1,455	1,503	1,513	1,525	1,563	1,663	1,777	-63
Wiley	1,358	940	1,063	1,071	1,081	1,041	1,062	1,056	1,065	1,062	1,084	1,128	-25
<b>Middle School</b>	<b>11,514</b>	<b>9,845</b>	<b>10,040</b>	<b>10,209</b>	<b>10,364</b>	<b>10,205</b>	<b>10,066</b>	<b>9,764</b>	<b>9,584</b>	<b>9,573</b>	<b>9,839</b>	<b>10,260</b>	



# Projected Resident Middle School Students Compared to Capacity

111

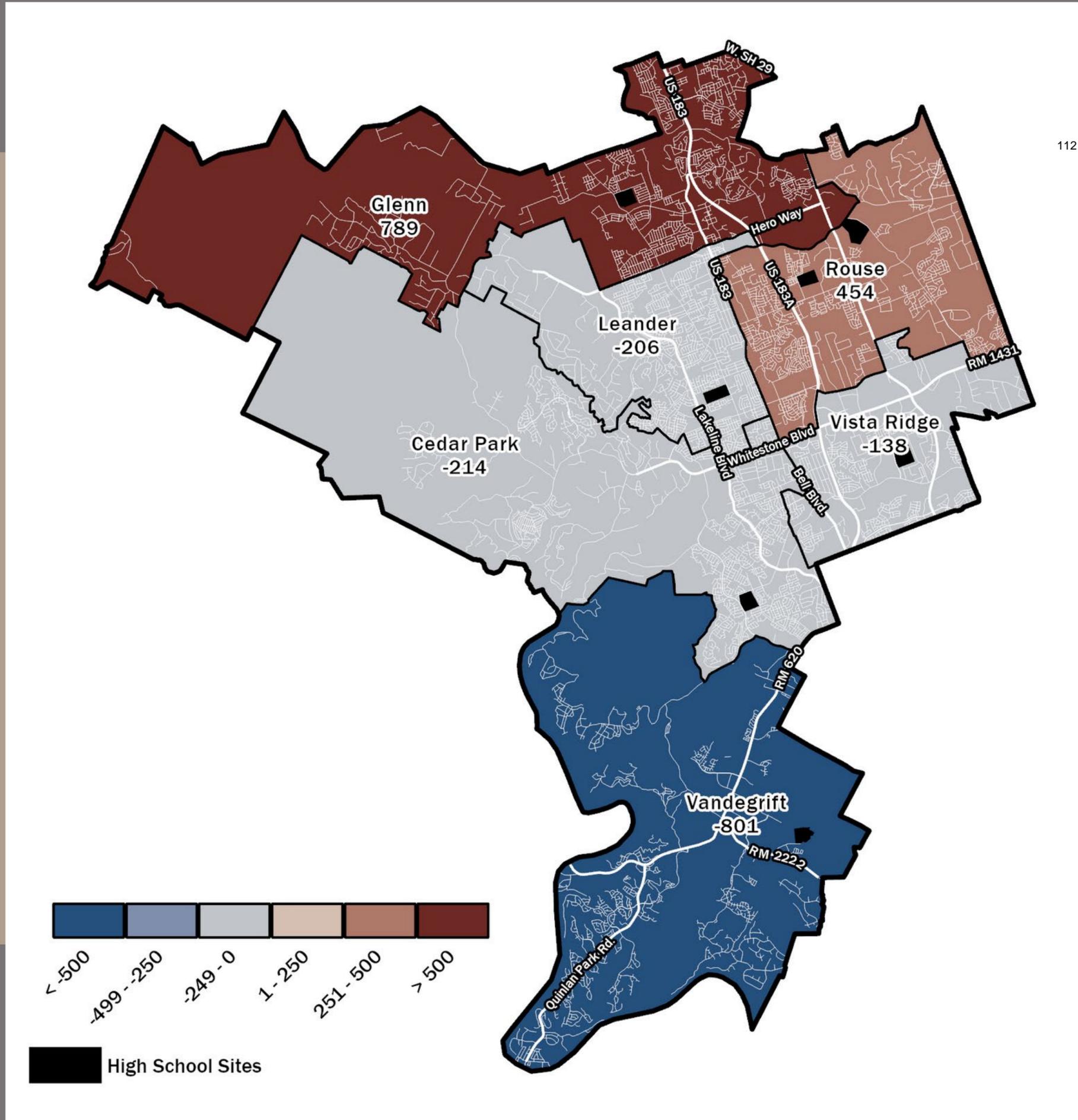
	Current*	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	2033-34	2034-35
Canyon Ridge	71%	65%	61%	58%	55%	50%	44%	40%	37%	37%	38%
Cedar Park	97%	103%	100%	101%	98%	96%	91%	88%	87%	87%	89%
Danielson	81%	75%	77%	79%	80%	83%	86%	89%	92%	97%	104%
Four Points	60%	59%	61%	62%	65%	63%	61%	57%	55%	54%	54%
Henry	93%	96%	97%	101%	95%	93%	90%	89%	90%	90%	92%
Leander	80%	90%	100%	102%	104%	99%	96%	90%	93%	98%	105%
Running Brushy	99%	105%	113%	118%	115%	110%	103%	100%	96%	97%	98%
Stiles	114%	106%	106%	106%	107%	111%	111%	112%	115%	122%	131%
Wiley	69%	78%	79%	80%	77%	78%	78%	78%	78%	80%	83%



# Projected Growth in 9th-12th Grade Resident Students

Fall 2024 - Fall 2034

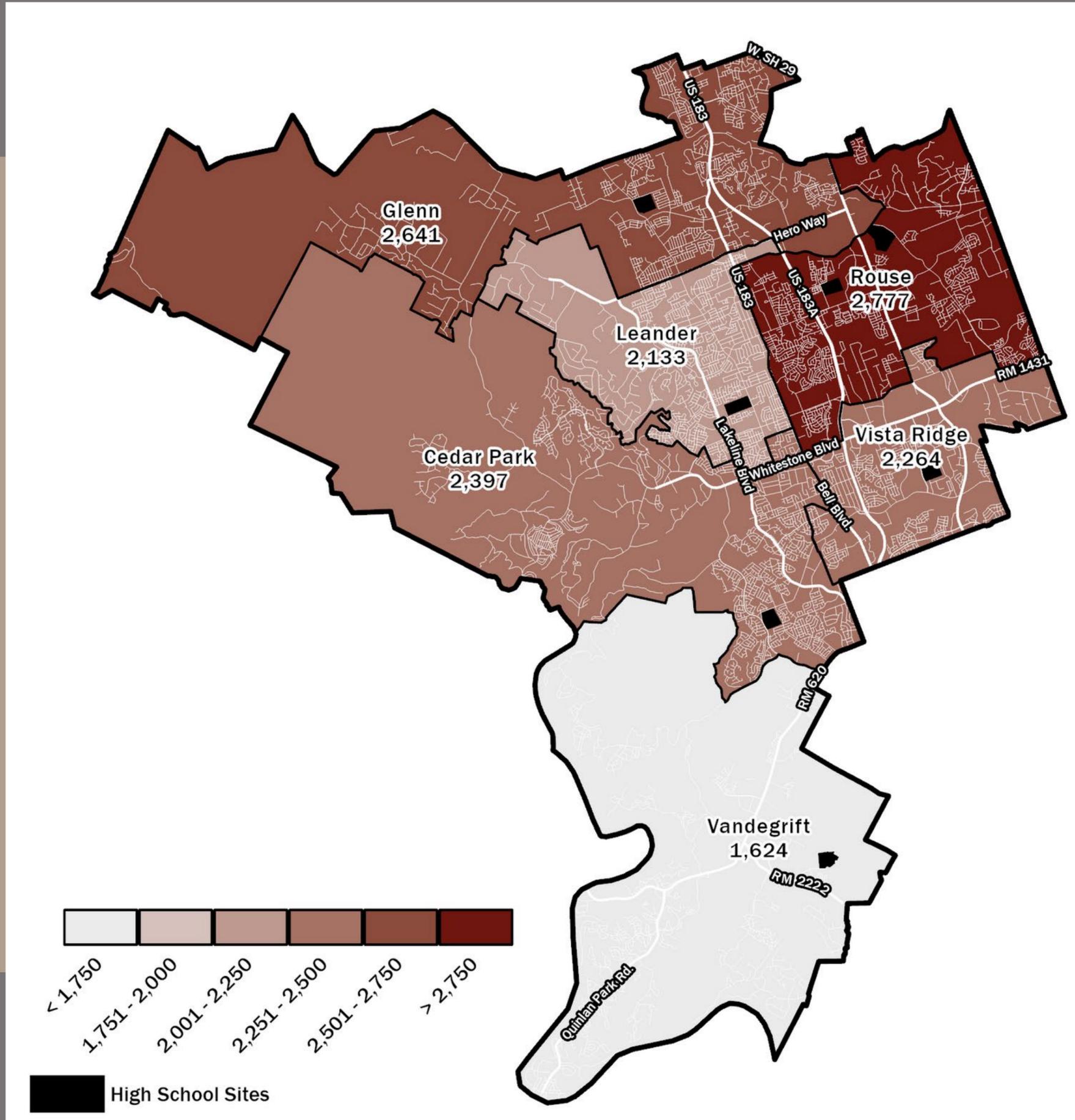
by High School Attendance Zone



# Projected Resident 9th-12th Grade Students

Fall 2034

by High School Attendance Zone



# Projected Resident High School Students

	Capacity	Current*	2025-26**	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	2033-34	2034-35	Net Transfers 2024-25
Cedar Park	2,400	2,231	2,328	2,507	2,566	2,559	2,584	2,631	2,581	2,538	2,501	2,397	-58
Glenn	2,400	2,168	2,052	1,912	1,990	2,087	2,193	2,312	2,391	2,464	2,569	2,641	-121
Leander	2,400	2,252	2,289	2,214	2,188	2,214	2,304	2,432	2,473	2,419	2,283	2,133	-95
Rouse	2,400	2,323	2,498	2,599	2,763	2,880	2,924	3,011	2,944	2,885	2,849	2,777	-57
Vandegrift	2,900	2,425	2,384	2,344	2,289	2,186	2,132	2,066	1,999	1,905	1,754	1,624	17
Vista Ridge	2,400	2,553	2,558	2,459	2,437	2,537	2,486	2,502	2,486	2,357	2,318	2,264	-58
<b>High School</b>	<b>14,900</b>	<b>13,952</b>	<b>14,109</b>	<b>14,035</b>	<b>14,233</b>	<b>14,463</b>	<b>14,623</b>	<b>14,954</b>	<b>14,874</b>	<b>14,568</b>	<b>14,274</b>	<b>13,836</b>	



\* In 2024-25, 11th-12th grade students in rezoned areas are counted in 2023-24 attendance zones (grandfathered).

\*\* In 2025-26, 12th grade students in rezoned areas are counted in 2023-24 attendance zones (grandfathered).

# Projected Resident High School Students Compared to Capacity

115

	Current*	2025-26**	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	2033-34	2034-35
Cedar Park	93%	97%	104%	107%	107%	108%	110%	108%	106%	104%	100%
Glenn	90%	86%	80%	83%	87%	91%	96%	100%	103%	107%	110%
Leander	94%	95%	92%	91%	92%	96%	101%	103%	101%	95%	89%
Rouse	97%	104%	108%	115%	120%	122%	125%	123%	120%	119%	116%
Vandegrift	84%	82%	81%	79%	75%	74%	71%	69%	66%	60%	56%
Vista Ridge	106%	107%	102%	102%	106%	104%	104%	104%	98%	97%	94%

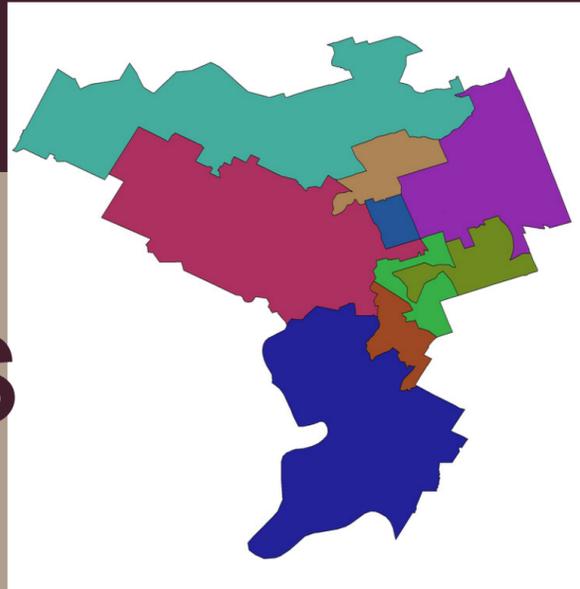
< 80% utilization

>120% utilization

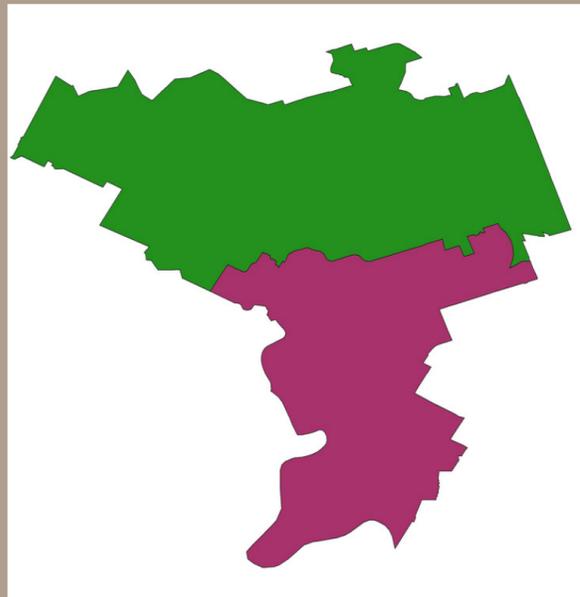
\* In 2024-25, 11th-12th grade students in rezoned areas are counted in 2023-24 attendance zones (grandfathered).

\*\* In 2025-26, 12th grade students in rezoned areas are counted in 2023-24 attendance zones (grandfathered).

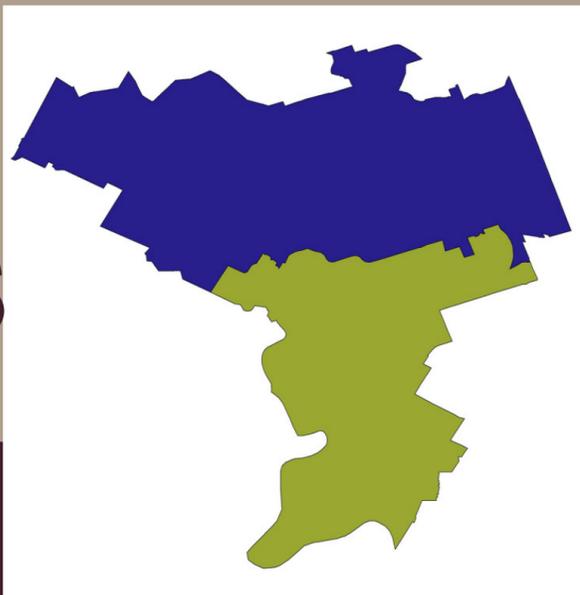
1999-00



9 ES



2 MS



2 HS

# Jimmy Disler's Legacy

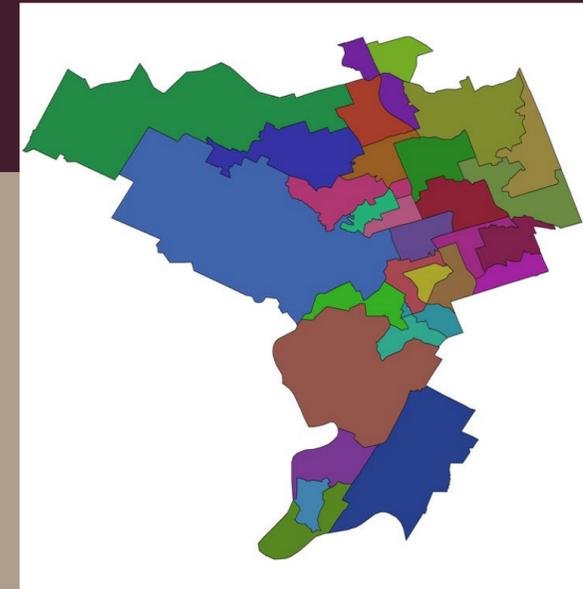
21 ES

7 MS

4 HS

(since PASA began working with LISD)

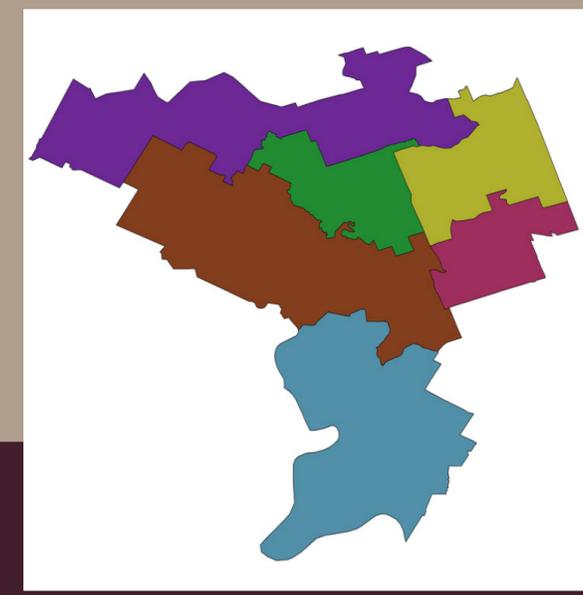
2024-25



30 ES



9 MS



6 HS

116

We wish Jimmy Disler all the best in his retirement!



# QUESTION<sup>117</sup>



**Population and Survey Analysts**

[www.pasatx.com](http://www.pasatx.com)

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, October 24, 2024

<b>Agenda Item:</b>	Consider Approval of Purchase of Attendance Credit and Delegation of Authority to Obligate the District
<b>Purpose:</b>	<input type="checkbox"/> Discussion Item/Report Only <input checked="" type="checkbox"/> Action Requested
<b>Administrator Responsible:</b>	Pete Pape, Ed.D., CPA, Chief Financial Officer
<b>Attachments:</b>	2024-2025 Agreement for the Purchase of Attendance Credit

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## **Background Information:**

[Provisions of the Texas Education Code \(TEC\), Chapter 49](#) require districts with excess local revenue above the Tier One and/or Tier Two Entitlements to pay funds into the Foundation School Program (FSP) for distribution to other districts within the State. The Texas Education Agency (TEA) has notified the district that the Tier Two (level two) local yield per penny will exceed the guaranteed yield of \$49.28 under TEC, Section 49 (previously Chapter 41/Robin Hood). Based on the estimates, Leander ISD will be required to reduce its excess local revenue level for the 2024-2025 school year using one or more of the statutory options available.

One of the five options for reducing revenues is “Option 3”, the Purchase of Attendance Credit. This is the option most often utilized by school districts, and it is the option Leander ISD has selected in the past. This option allows the district to either offset excess local revenue against state aid (if the amount of state aid is sufficient) or send excess local revenue (recapture payments) to the state. The latter option requires a one-time voter approval, and on November 8, 2022, an Attendance Credit Election (ACE) was held. The voters of the Leander ISD approved of the district’s choice to purchase attendance credits by remitting excess tax collections to the state.

Leander ISD must submit to TEA an Agreement for the Purchase of Attendance Credit. School districts have the option to submit the Agreement electronically via the Excess Local Revenue subsystem online; however, to submit electronically, the School Board must delegate the authority to the superintendent to obligate the school district under TEC, Chapter 49. TEA has provided specific language to be included in the motion, and the language is required to be recorded in the Board minutes and the Board minutes must be uploaded via the Excess Local Revenue subsystem of the online Foundation School Program (FSP) system.

The agreement as provided by TEA is attached for your review and will be submitted by the superintendent upon approval.

## **Administrative Recommendation:**

The administration recommends that the Board approve the Agreement for the Purchase of Attendance Credit for the 2024-2025 school year and further recommends that the Board delegate contractual authority to obligate the school district under [Texas Education Code \(TEC\) §11.1511\(c\)\(4\)](#) to the superintendent, solely for the purpose of obligating the district under [TEC, §48.257](#) and TEC, Chapter 49, Subchapters A and D, and the rules adopted by the commissioner of education as authorized under [TEC, 49.006](#). This includes approval of the Agreement for the Purchase of Attendance Credit or the Agreement for the Purchase of Attendance Credit (Netting Chapter 48 Funding).

## **Sample Motion:**

I move the Board of Trustees approve the Agreement for the Purchase of Attendance Credit for the 2024-2025 school year, and further move that the Board delegate contractual authority to obligate the school district under [Texas Education Code \(TEC\) §11.1511\(c\)\(4\)](#) to the superintendent, solely for the purpose of obligating the district under [TEC, §48.257](#) and TEC, Chapter 49, Subchapters A and D, and the rules adopted by the commissioner of education as authorized under [TEC, 49.006](#). This includes approval of the Agreement for the Purchase of Attendance Credits or the Agreement for the Purchase of Attendance Credit (Netting Chapter 48 Funding).



## Agreement for the Purchase of Attendance Credit

This agreement is entered into pursuant to the Texas Education Code (TEC), Chapter 49, Subchapters A and D, and rules adopted by the commissioner of education as authorized by the TEC, §49.006. The purpose of this agreement is to enable the district to reduce its local revenue level to a level not to exceed the level established under TEC, §48.257 for the school year.

The school year to which this agreement applies is 2024-2025 (the “school year”).

The agreement is for Leander Independent School District (“the district”), with a county-district number of 246-913, to purchase attendance credit from the state for the school year.

This agreement is subject to the approval of the voters of the district as provided by the TEC, §49.156. The board of trustees of the district agrees to submit to the commissioner of education, on request, a certified copy of the board minutes showing the canvass of the election.

Initial payments will be based on the commissioner’s estimate of the total cost of credit as determined under TEC, §49.153, using the district’s projected maintenance and operations tax revenue that exceeds the level established under TEC, §48.257 for the school year. The district agrees to make the payments in accordance with the schedule specified in the TEC, §49.154.

The total cost of credit will be determined by the commissioner in accordance with the TEC, §49.153, when final data on the district’s maintenance and operations tax revenue that exceeds the level established under TEC, §48.257 for the school year is available. If that amount is less than the amount paid by the district through August 15 of the school year, the difference will be refunded. If that amount is greater than the amount paid, the district shall remit an amount equal to the difference for deposit in the state treasury to be used for the Foundation School Program.

The cost of purchased attendance credit will be reduced for county appraisal district costs. The reduction will be computed in accordance with the TEC, §49.157. If the reduction exceeds the cost for the school year, the difference will be carried forward and applied to each subsequent year’s cost until the total amount of the reduction has been exhausted.

**LeanderISD.org**

204 W. South Street • P.O. Box 119 • Leander, TX 78646

Phone: 512-570-0000 • Fax: 512-570-0054

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Signature of President, Board of Trustees

Date: \_\_\_\_\_

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Signature of Secretary, Board of Trustees

Date: \_\_\_\_\_

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Signature of Superintendent, Bruce Gearing, Ed.D.

Date: \_\_\_\_\_

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Signature of Commissioner of Education or Designee

Date: \_\_\_\_\_

**LeanderISD.org**

204 W. South Street • P.O. Box 218 • Leander, TX 78646

Phone: 512-570-0000 • Fax: 512-570-0054

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, October 24, 2024

<b>Agenda Item:</b>	Consider Approval of Employee One-Time Lump Sum Payment Resolution
<b>Purpose:</b>	<input type="checkbox"/> Discussion Item/Report Only <input checked="" type="checkbox"/> Action Requested
<b>Administrator Responsible:</b>	Bruce Gearing, Ed.D., Superintendent; Pete Pape, Ed.D., CPA, Chief Financial Officer; Tiffany Duncan, J.D., Chief Human Resources Officer (Interim)
<b>Attachments:</b>	One-Time Lump Sum Payment Resolution

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## **Background Information:**

During the [May 9, 2024, Board of Trustees meeting](#), the Board approved the 2024-2025 Compensation Plan which included authorizing the Superintendent to approve a one-time lump sum payment not to exceed \$1,000 per full-time employee or \$500 per part-time employee based on the following guidelines:

- The district's other financial obligations and issuance of the one-time lump sum payment would not create a financial hardship for the district.
- If the Chief Financial Officer certifies defined parameters have been met, the Board will be notified so that payment approval can be made with the next paycheck that is administratively feasible based on the timing of the approval.
- Employee eligibility – employee is employed by the district in a regular part or full-time position, including Teacher Fellows (substitutes and temporary employees are ineligible). Employees must be in active status, or on approved medical leave, on a date determined by the Superintendent. Any employees hired after the date of the one-time lump sum payment are ineligible for a lump sum payment and ineligible to be paid at a base salary rate equal to that as if they had been employed at time of the payment. The one-time lump sum payment is not eligible for TRS creditable service.

The budget adopted by the Board during the [June 27, 2024, Board of Trustees meeting](#) has estimated revenues less than expenditures in the amount of \$13.1 million for the 2024-2025 school year, however, the general fund balance is estimated at \$185 million which is more than Texas Education Association (TEA) recommended amount of 25 percent of operating budget or \$115 million which does not create a financial hardship for the district.

Administration is recommending the Board of Trustees approve a Resolution in accordance with the 2024-25 Compensation Plan approved by the Board on May 9, 2024, to include a one-time lump sum payment to show appreciation to employees for their continued service to the 42,000+ students of the district, which has become more complex with the additional responsibilities, training, and required duties.

This one-time lump sum payment in the amount of \$1,000 will be paid in December 2024 to eligible full-time employees as outlined in both the approved LISD Compensation Plan and further detailed in the Resolution. An employee who is employed as a 0.5 FTE or less will receive ½ of the payment. The one-time lump sum payment will be paid to all full-time/part-time employees who were employed by the district on November 22, 2024, and meet the eligibility criteria. The estimated cost of the one-time lump sum payment is approximately \$5.5 million dollars.

## **Administrative Recommendation:**

Administration recommends the Board approve a Resolution of the Board of Trustees authorizing Leander ISD administration to execute a one-time lump sum payment to eligible employees in accordance with the criteria written in the Resolution and outlined in the 2024-25 Compensation Plan approved by the Board during the May 9, 2024, Board of Trustees meeting.

## **Sample Motion:**

I move the Board of Trustees approve a Resolution of the Board of Trustees authorizing Leander ISD administration to execute a one-time lump sum payment to eligible employees in accordance with the criteria written in the Resolution and outlined in the 2024-25 Compensation Plan approved by the Board during the May 9, 2024, Board of Trustees meeting.

**RESOLUTION OF THE BOARD OF TRUSTEES  
OF  
THE LEANDER INDEPENDENT SCHOOL DISTRICT  
ONE-TIME LUMP SUM PAYMENT**

At a lawfully called meeting on October 24, 2024, the Leander Independent School District Board of Trustees (“Board of Trustees”) does hereby make the following Resolution regarding the implementation of a one-time lump sum payment for all eligible staff of the Leander Independent School District (“Leander ISD”).

**WHEREAS**, the Board of Trustees is authorized by [Section 45.105, Texas Education Code](#), to expend District funds necessary to conduct school business as determined by the Board;

**WHEREAS**, the Board of Trustees finds that the implementation of a strategic one-time payment for District employees serves the public purposes of reducing turnover, retaining staff with the purpose of ensuring continuity of District staffing through the school year, improving employee morale; and

**WHEREAS**, the Board of Trustees also finds that the provision of an incentive to staff has sufficient controls to ensure that the expenditure of public funds is administered in the most economical and effective manner feasible, to attain the intended public benefit to the District as listed above.

**IT IS THEREFORE RESOLVED THAT** the Board of Trustees authorize a one-time lump sum payment for the 2024-25 school year to be paid on the December 20th, 2024 pay date. Thus amending the compensation plan adopted at the May 9, 2024, meeting of the Board of Trustees, as outlined below.

- Pay a one-time lump sum payment in the amount of \$1,000 to any eligible employee employed by Leander ISD in a full-time position per the eligibility requirements below.
- Pay a one-time lump sum payment in the amount of \$500 to any eligible employee employed by Leander ISD in a part-time position (including crossing guards) per the eligibility requirements below.
- Teacher Fellows will be paid on the normal accounts payable schedule (full-time: \$1,000, part-time: \$500) per the eligibility requirements below.

**IT IS THEREFORE FURTHER RESOLVED THAT** the Board of Trustees authorizes district administration to execute the above one-time lump sum payment utilizing the following employee eligibility criteria:

If authorized by the Board of Trustees, in order to be eligible to receive the one-time lump sum payment detailed above, a District employee must meet the following eligibility requirements:

- The employee is employed by the District in an eligible regular full- or part-time position on November 22, 2024, and remains employed through the payment date for the one-time lump sum payment.
- Employees must be working in an active status, or on an approved leave, on November 22, 2024, and up through the payment date for the one-time lump sum payment.

- Substitutes and temporary employees are not eligible.
- Employees hired after November 22, 2024, are not eligible for a lump-sum payment and are not eligible to be paid at a base salary rate equal to that as if they have been employed at time of the payment.
- Employees in otherwise eligible positions as defined above are not eligible for a one-time lump sum payment if they have:
  - Been terminated or proposed for termination;
  - Been non-renewed or proposed for non-renewal;
  - Been placed on administrative leave for investigative or disciplinary purposes.
- If an employee's last day of employment is Friday, December 20, 2024, the employee must physically work on that date. If a leave day is used, then the employee would not be eligible for the one-time lump sum payment.<sup>1</sup>
- The one-time lump sum payment is not eligible for TRS creditable service.

**ADOPTED**, on this the 24th day of October 2024, by the Leander ISD Board of Trustees.

ATTEST:

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Gloria Gonzales-Dholakia, Ph.D.  
 President, Board of Trustees  
 Leander Independent School District

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Anna Smith  
 Vice President, Board of Trustees  
 Leander Independent School District

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<sup>1</sup> This eligibility provision aligns with the [LISD Employee Handbook \(p. 45\)](#), which states: "Employees who notify the district of their resignation are not allowed to use leave time to extend their last date of employment, including retirees."

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, October 24, 2024

**Agenda Item:** Consider Approval of FY25 Budget Amendment - #4  
**Purpose:**  Discussion Item/Report Only  Action Requested  
**Administrator Responsible:** Pete Pape, Ed.D., CPA, Chief Financial Officer  
**Attachments:** FY25 Budget Amendment - #4

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## **Background Information:**

The Board of Trustees adopted the 2024-2025 budget during the [June 27, 2024 Regular Board Meeting](#). Budgets for the General Operating, Child Nutrition, and Debt Service Funds were included in the official district budget. Budgets are prepared and approved at fund and function levels to comply with the state's required level of control.

Budget amendments are necessary throughout the year to realign funds. Realignment of funds will increase and/or decrease various function levels within the budget. All necessary budget amendments that change the function level should be formally approved by the Board of Trustees and recorded in Board minutes. Budget amendments increasing or decreasing revenues and/or expenditures also require formal Board approval.

The attached document summarizes the effect of budget transfers and amendments being proposed. Submitted for approval are the budget revisions/amendments for the items listed below.

The amendments for the **General Operating Fund** (Funds 197 and 199) are as follows:

- Increase of \$5.5 million to expenditure budgets in Fund 199 to cover the one-time lump sum employee payment in December 2024.
- Increase of \$11,000 to revenue and expenditure budgets in Fund 197 for athletic tournaments. The increase to estimated revenue and expenditures has no impact on the total operating deficit/surplus.
- Transfers among functions with no effect on the total operating deficit/surplus.

Amendments to the General Fund increase the budget deficit by \$5,500,000, leaving a projected ending fund balance of \$163,410,846.

The amendments for the Child Nutrition Fund (Fund 240) are as follows:

- Increase of \$219,000 to expenditure budgets in Fund 240 to cover the one-time lump sum employee payment in December 2024.

There are no amendments to the **Debt Service Fund**.

## **Administrative Recommendation:**

Administration recommends that the Board approve FY25 Budget Amendment - #4 as presented.

## **Sample Motion:**

I move that the Board of Trustees approve FY25 Budget Amendment - #4 as presented.

**Leander Independent School District**  
**General Fund - Fund 199**  
**Budget Amendments/Transfers as of October 14, 2024**

	2024-2025 Original Budget	Previously Amended Budget	Proposed Amendments 10/14/24	Proposed Amended Budget
<b>Revenues:</b>				
Local Sources	\$ 346,031,030	\$ 346,123,401	\$ 11,000	\$ 346,134,401
State Sources	96,578,545	99,819,175	-	99,819,175
Federal Sources	5,890,000	5,890,000	-	5,890,000
<b>TOTAL REVENUES</b>	<b>\$ 448,499,575</b>	<b>\$ 451,832,576</b>	<b>\$ 11,000</b>	<b>\$ 451,843,576</b>
<b>Expenditures:</b>				
Function 11 - Instruction	\$ 272,220,415	\$ 273,984,557	\$ 3,797,985	\$ 277,782,542
Function 12 - Instructional Resources & Media	4,892,740	4,925,839	52,500	4,978,339
Function 13 - Staff Development	11,031,670	11,252,731	88,678	11,341,409
Function 21 - Instructional Administration	5,057,353	5,230,311	37,000	5,267,311
Function 23 - School Administration	25,423,912	25,545,520	343,805	25,889,325
Function 31 - Guidance & Counseling	22,435,390	22,810,372	254,747	23,065,119
Function 32 - Social Services	1,678,114	1,678,873	15,000	1,693,873
Function 33 - Health Services	4,363,260	4,364,145	55,910	4,420,055
Function 34 - Student Transportation	14,176,050	14,530,321	253,000	14,783,321
Function 35 - Food Services	11,800	60,745	-	60,745
Function 36 - Co-Curricular Activities	14,168,459	14,486,925	32,071	14,518,996
Function 41 - General Administration	11,209,284	11,977,215	81,000	12,058,215
Function 51 - Plant Maintenance & Operations	42,659,929	44,373,007	375,000	44,748,007
Function 52 - Security	4,303,903	4,522,966	33,502	4,556,468
Function 53 - Data Processing	9,549,638	9,946,495	59,000	10,005,495
Function 61 - Community Services	2,214,218	2,246,218	31,802	2,278,020
Function 71 - Debt Service	537,869	537,869	-	537,869
Function 81 - Capital Outlay	-	8,400	-	8,400
Function 91 - Contracted Instruction Services	11,484,229	11,484,229	-	11,484,229
Function 95 - JJAEP	230,000	230,000	-	230,000
Function 99 - Other Intergovernmental Charges	2,713,944	2,713,944	-	2,713,944
<b>TOTAL ALL EXPENDITURES</b>	<b>\$ 460,362,177</b>	<b>\$ 466,910,681</b>	<b>\$ 5,511,000</b>	<b>\$ 472,421,681</b>
<b>Excess/(Deficiency) of Revenues vs. Expenditures</b>	<b>\$ (11,862,602)</b>	<b>\$ (15,078,105)</b>	<b>\$ (5,500,000)</b>	<b>\$ (20,578,105)</b>
<b>Other Financing Sources/Uses</b>				
Sale of Assets	\$ 270,000	\$ 270,000	\$ -	\$ 270,000
Transfer Out - Other	-	-	-	-
Transfer Out - Healthcare	(1,500,000)	(1,500,000)	-	(1,500,000)
Transfer Out - Healthcare Additional Contribution	-	-	-	-
Other Uses - Settlements	-	-	-	-
<b>Total Other Financing Sources/Uses</b>	<b>\$ (1,230,000)</b>	<b>\$ (1,230,000)</b>	<b>\$ -</b>	<b>\$ (1,230,000)</b>
<b>Net Increase/(Decrease) in Fund Balance</b>	<b>\$ (13,092,602)</b>	<b>\$ (16,308,105)</b>	<b>\$ (5,500,000)</b>	<b>\$ (21,808,105)</b>
<b>Beginning Fund Balance as of 7/1/2024</b>				
Beginning Fund Balance for Fund 181	(1,026,198)	(1,026,198)		(1,026,198)
Beginning Fund Balance for Fund 196	2,933,509	2,933,509		2,933,509
Beginning Fund Balance for Fund 197	(52,175,359)	(52,175,359)		(52,175,359)
Beginning Fund Balance for Fund 199	235,486,999	235,486,999		235,486,999
<b>Total Beginning Fund Balance of Fund 19X *</b>	<b>\$ 185,218,952</b>	<b>\$ 185,218,952</b>		<b>\$ 185,218,952</b>
<b>Net Operating Results - Fund 199</b>	<b>(13,092,602)</b>	<b>(16,308,105)</b>		<b>(21,808,105)</b>
<b>Net Operating Results - All General Fund 19X</b>	<b>(13,092,602)</b>	<b>(16,308,105)</b>		<b>(21,808,105)</b>
<b>Projected Ending Fund Balance</b>	<b>\$ 172,126,350</b>	<b>\$ 168,910,846</b>		<b>\$ 163,410,846</b>

\*Unaudited; subject to change based on 23-24 operations

**Leander Independent School District**  
**Child Nutrition - Fund 240**  
**Budget Amendments/Transfers as of October 14, 2024**

	<u>2024-2025 Original Budget</u>	<u>Previously Amended Budget</u>	<u>Proposed Amendments 10/14/24</u>	<u>Proposed Amended Budget</u>
<b>Revenues:</b>				
Local Sources	\$ 8,038,396	\$ 8,038,396	\$ -	\$ 8,038,396
State Sources	75,000	75,000	-	75,000
Federal Sources	6,341,726	6,341,726	-	6,341,726
<b>TOTAL REVENUES</b>	<b><u>\$ 14,455,122</u></b>	<b><u>\$ 14,455,122</u></b>	<b><u>\$ -</u></b>	<b><u>\$ 14,455,122</u></b>
<b>Expenditures:</b>				
Function 11 - Instruction	\$ -	\$ -	\$ -	\$ -
Function 12 - Instructional Resources & Media	-	-	-	-
Function 13 - Staff Development	-	-	-	-
Function 21 - Instructional Administration	-	-	-	-
Function 23 - School Administration	-	-	-	-
Function 31 - Guidance & Counseling	-	-	-	-
Function 32 - Social Services	-	-	-	-
Function 33 - Health Services	-	-	-	-
Function 34 - Student Transportation	-	-	-	-
Function 35 - Food Service	15,772,327	16,755,406	219,000	16,974,406
Function 36 - Co-Curricular Activities	-	-	-	-
Function 41 - General Administration	-	-	-	-
Function 51 - Plant Maintenance & Operations	-	-	-	-
Function 52 - Security	-	-	-	-
Function 53 - Data Processing	-	-	-	-
Function 61 - Community Services	-	-	-	-
Function 71 - Debt Service	-	-	-	-
Function 81 - Capital Outlay	-	-	-	-
Function 91 - Contracted Instruction Services	-	-	-	-
Function 95 - JJAEP	-	-	-	-
Function 99 - Other Intergovernmental Charges	-	-	-	-
<b>TOTAL ALL EXPENDITURES</b>	<b><u>\$ 15,772,327</u></b>	<b><u>\$ 16,755,406</u></b>	<b><u>\$ 219,000</u></b>	<b><u>\$ 16,974,406</u></b>
<b>Excess/(Deficiency) of Revenues vs. Expenditures</b>	<b><u>\$ (1,317,205)</u></b>	<b><u>\$ (2,300,284)</u></b>	<b><u>\$ (219,000)</u></b>	<b><u>\$ (2,519,284)</u></b>
Transfers In	\$ -	\$ -	\$ -	\$ -
Transfers Out	-	-	-	-
<b>Net Increase/(Decrease) in Fund Balance</b>	<b><u>\$ (1,317,205)</u></b>	<b><u>\$ (2,300,284)</u></b>	<b><u>\$ (219,000)</u></b>	<b><u>\$ (2,519,284)</u></b>
<b>Beginning Fund Balance*</b>	<b>\$ 16,162,698</b>	<b>\$ 16,162,698</b>		<b>\$ 16,162,698</b>
<b>Projected Ending Fund Balance</b>	<b><u>\$ 14,845,493</u></b>	<b><u>\$ 13,862,415</u></b>		<b><u>\$ 13,643,415</u></b>

\*Unaudited; subject to change based on 23-24 operations

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, October 24, 2024

<b>Agenda Item:</b>	Discussion and Consider Approval of a Resolution to Grant the Superintendent the Authority to Continue Wages for Employees Due to Emergency Closure of Schools
<b>Purpose:</b>	<input type="checkbox"/> Discussion Item/Report Only <input checked="" type="checkbox"/> Action Requested
<b>Administrator Responsible:</b>	Pete Pape, Ed.D., CPA, Chief Financial Officer
<b>Attachments:</b>	Resolution to Grant the Superintendent the Authority to Continue Wages for Employees Due to Emergency Closure of Schools ( <i>Revised and Uploaded in BoardBook 10-23-24</i> )

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## **Background Information:**

Tonight, administration will communicate to the Board the plan and rationale for compensating employees during the limited closures due to the gas leak affecting multiple buildings and requiring multiple road closures within the Vandegrift High School feeder pattern.

Administration believes that it is in the best interest of the District, consistent with Board policy, including Board Policy DEA (Local), and that it further benefits and serves a public purpose for the District to compensate its employees who otherwise would not be paid for their regular duty schedule due to the District's emergency closures of the Vandegrift High School feeder pattern on the evening of Friday, October 18, 2024, and/or Monday, October 21, 2024.

The public purposes that are furthered include ensuring that the safety interests in closing District operations for an emergency are not compromised by the need for nonexempt employees to maintain a regular paycheck, to ensure the safety of all employees during these emergency periods, and to promote employee retention and consistency in treatment.

Administration recommends the Board take whatever steps are necessary to keep pay whole for the employees that would have been affected due to the District's need to close the following schools on a short-term emergency basis:

- Grandview Hills Elementary
- Laura W. Bush Elementary
- River Place Elementary
- River Ridge Elementary
- Steiner Ranch Elementary
- Canyon Ridge Middle School
- Four Points Middle School
- Vandegrift High School

## **Administrative Recommendation:**

Administration recommends the Board adopt the resolution to continue wage payments to employees within the Vandegrift High School feeder pattern affected by the campus closures on the evening of October 18, 2024, and/or on October 21, 2024.

## **Sample Motion:**

I move the Board adopt the resolution to continue wage payments to employees within the Vandegrift High School feeder pattern affected by the campus closures on the evening of October 18, 2024, and/or on October 21, 2024.

## LEANDER INDEPENDENT SCHOOL DISTRICT

Board of Trustees  
October 24, 2024

### RESOLUTION TO GRANT THE SUPERINTENDENT THE AUTHORITY TO CONTINUE WAGES FOR EMPLOYEES DUE TO EMERGENCY CLOSURE OF SCHOOLS

WHEREAS, the recent road closures and residual traffic caused by the repair work on a gas line near 2222 and 620 resulted in the physical closure of schools and facilities within the Vandegrift High School feeder pattern in the Leander Independent School District (“Leander ISD”), on October 18, 2024, and October 21, 2024;

WHEREAS, the campuses affected include Grandview Hills Elementary, Laura W. Bush Elementary, River Place Elementary, River Ridge Elementary, Steiner Ranch Elementary, Canyon Ridge Middle School, Four Points Middle School, and Vandegrift High School;

WHEREAS, the Board acknowledges that during an emergency closing, some District employees, due to circumstances completely beyond their control, were instructed not to report for work;

WHEREAS, employees who were instructed not to report to work may suffer a loss of pay or paid leave days unless the Board takes action to make these affected employees’ workdays or work hours whole per the Board-approval process outlined in Board Policy DEA (Local);

WHEREAS, Leander Independent School District will only need to make-up the missed instructional minutes if the emergency closure exceeds the additional instructional minutes embedded in the 2024-2025 Instructional Calendar;

WHEREAS, the Board concludes that continuing wage payments to all employees, contractual and non-contractual, salaried and non-salaried, during the emergency closing caused by the unexpected gas leak and related road closures fulfills the public purposes of community safety, maintaining staff morale, reducing turnover, and ensuring continuity of District staffing;

WHEREAS, the Board further concludes that while ensuring continuity of pay for these affected staff and accomplishing the aforementioned public purposes, the district will maintain sufficient financial controls, as the pay for these affected staff during the closure is short-term, limited to eight campuses, and, most importantly, this pay is already established to occur within the personnel expenditures of the 2024-2025 adopted budget;

NOW THEREFORE BE IT RESOLVED that the Board of Trustees of Leander Independent School District authorizes continued wage payments to all employees, contractual and non-contractual, salaried and non-salaried, who were unable to make it to their regular scheduled evening work shift on Friday, October 18, 2024, and/or instructed not to report to work during the emergency closing on Monday, October 21, 2024, due to traffic issues caused by the gas pipe breakage and subsequent repair.

BE IT FURTHER RESOLVED that the Board determines the missed day or hours due to the emergency closure will not be made up and hereby authorizes the Superintendent of Leander ISD to excuse the day of absence for affected employees and pay all employees full compensation

for the day or hours that employees were instructed not to report to work due to this emergency closure.

The authority granted by this resolution to continue wage payments to employees within the Vandegrift High School feeder pattern is effective for the closure on the evening of October 18, 2024, and/or October 21, 2024, unless the Board takes action to authorize payment for a longer duration.

Adopted this 24th day of October 2024, by the Board of Trustees.

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Leander ISD Board Meeting Presiding Officer  
Gloria Gonzales-Dholakia, Ph.D.

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Leander ISD Board Secretary  
Christine Mauer