



**Special Meeting Agenda
Wednesday, December 17, 2025
Cedar Park Middle School Cafeteria
2100 Sun Chase Blvd.
Cedar Park, TX 78613
6:15 PM**

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

Doors will open to the public at 5:45 PM.

Members of the public may access this meeting via live stream at <https://www.leanderisd.org/boardlivestream>. Please note, this link will not be active until approximately 5 minutes before the scheduled meeting time.

This is a Special Meeting of the Board of Trustees. At Special Meetings, Citizen Comments will be limited to topics listed on the agenda.

Citizens wishing to address the Board of Trustees may do so in person at the meeting location noted on the agenda. In order to address the Board, individuals must sign up online at <https://www.leanderisd.org/citizencommentform>, 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 December 11, 2025, at 4:22 PM.

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

- 1. **CALL TO ORDER AND DECLARATION OF QUORUM**
- 2. **CITIZEN COMMENTS** *(See the notes at the top of the agenda for instructions on how to sign up and details regarding speaking.)*
- 3. **CONSENT AGENDA**
 - A. Consider Approval of Minutes of Regular and Called Board Meetings 3
- 4. **OPERATIONS**
 - A. Consider Approval of Elementary Campus Consolidation Options for the 2026–27 School Year 10
- 5. **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 - 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
- 6. **ACTION PURSUANT TO CLOSED SESSION**
- 7. **BOARD MEETING DEBRIEF**
- 8. **ADJOURNMENT**

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

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Wednesday, December 17, 2025

Agenda Item: Consider Approval of Minutes of Regular and Called Board Meetings
Purpose: Discussion Item/Report Only Action Requested
Administrator Responsible: Chris Clark, Ed.D., Acting Superintendent of Schools
Attachments: 12-11-25 Regular Board Meeting Minutes DRAFT (*Uploaded in BoardBook 12-15-25.*)
12-12-25 Special Board Meeting Minutes DRAFT (*Uploaded in BoardBook 12-15-25.*)
12-13-25 Special Board Meeting Governance Team of 8 Training Meeting Minutes DRAFT (*Uploaded in BoardBook 12-15-25.*)

Background Information:

Board meeting minutes are attached for your review.

Administrative Recommendation:

Administration recommends approval of the Regular and Special Meeting minutes as presented.

Sample Motion:

I move the Board approve the minutes as presented.

Minutes of Regular Meeting with Public Hearing

The Board of Trustees
Leander Independent School District

STATE OF TEXAS
COUNTY OF WILLIAMSON

A meeting of the Board of Trustees of the Leander Independent School District was held on Thursday, December 11, 2025, beginning at 6:17 PM in Cedar Park Middle School Library, 2100 Sun Chase Blvd., Cedar Park, TX 78613. The following members were present: Anna Smith, Nekosi Nelson, Trish Bode, Paul Gauthier (departed at 1:26 AM), Gloria Gonzales-Dholakia, Laura Marques, and Sade Fashokun (arrived at 6:23 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 Four Points Middle School

4. CITIZEN COMMENTS

25 citizens addressed the Board of Trustees.

5. PUBLIC HEARING

- A. School FIRST (Financial Integrity Rating System of Texas) Public Hearing

6. CITIZEN COMMENTS FOR PUBLIC HEARING

No citizens addressed the Board of Trustees for the Public Hearing.

7. CONSENT AGENDA

I move that the Board approve the Consent Agenda items as presented. This motion, made by Trish Bode and seconded by Gloria Gonzales-Dholakia, passed seven in favor and none opposed. Trish Bode: In favor, Sade Fashokun: In favor, Paul Gauthier: In favor, Gloria Gonzales-Dholakia: In favor, Laura Marques: In favor, Nekosi Nelson: In favor, Anna Smith: In favor.

- A. Consider Adoption of Board Resolution to Designate Certain Non-Business Days for the Purpose of the Texas Public Information Act for the 2026 Calendar Year
- B. Consider Approval of Minutes of Regular and Called Board Meetings
- C. Consider Approval of FY26 Budget Amendment - #5

8. SUPERINTENDENT'S REPORT

The Board did not address this agenda item.

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

9. DISCUSSION/ ACTION ITEMS

A. GOVERNANCE

- 1. Discussion of Title Funds Audit Report

The Board did not address this agenda item.

- 2. Legislative Listening Circles Update

The Board did not address this agenda item.

- 3. Consider Approval of Leander ISD Interim Legislative Priorities

The Board did not address this agenda item.

B. OPERATIONS

- 1. Discussion of Long-Range Planning - Key Considerations for Strategic Direction

- 2. Consider Approval of Enrollment Thresholds for Low-Enrolled Campuses in Alignment with the Board-Adopted Resolution

I move the Board approve the low-enrollment campus thresholds, with Threshold 1 for campuses with enrollment below 500 students and Threshold 2 for campuses with enrollment below 400 students to be implemented beginning with the 2026-27 school year, in alignment with the Resolution Regarding Financial Sustainability and Long-Range Planning for Leander Independent School District, as presented. This motion, made by Trish Bode, seconded by Nekosi Nelson, passed six in favor and one opposed. In favor, Sade Fashokun: In favor, Gloria Gonzales-Dholakia: In favor, Laura Marques: In favor, Nekosi Nelson: In favor, Anna Smith: In favor, Paul Gauthier: opposed.

- 3. Consider All Matters Incident and Related to the Issuance and Sale of "Leander Independent School District Unlimited Tax Refunding Bonds, Series 2026", Including the Adoption of an Order Authorizing the Issuance of Such Bonds, Establishing Parameters for the Sale and Issuance of Such Bonds and Delegating Certain Matters to Authorized District Officials

I move the Board Adopt an Order Authorizing the Issuance of Leander Independent School District Unlimited Tax Refunding Bonds, Series 2026. This motion, made by Sade Fashokun and seconded by Trish Bode, passed seven in favor and none opposed. Trish Bode: In favor, Sade Fashokun: In favor, Paul Gauthier: In favor, Gloria Gonzales-Dholakia: In favor, Laura Marques: In favor, Nekosi Nelson: In favor, Anna Smith: In favor.

- 4. Discussion of Proposed 2026-2027 Budget Development Calendar & Budget Assumptions

- 5. Consider Approval of 2025 Property Tax Roll

I move the Board of Trustees approve the 2025 Property Tax Roll in the amount of \$475,519,797. This motion, made by Trish Bode and seconded by Gloria Gonzales-Dholakia, passed six in favor and one absent. Trish Bode: In favor, Sade Fashokun: In favor, Gloria Gonzales-Dholakia: In favor, Laura Marques: In favor, Nekosi Nelson: In favor, Anna Smith: In favor, Paul Gauthier: Absent.

6. Consider Approval to Transfer \$2 million from the Assigned General Fund Balance to the Self-Insured Health Care Fund

I move the Board approve the transfer of \$2 million from the assigned general fund balance to the Self-Insured Health Care Fund. This motion, made by Trish Bode and seconded by Gloria Gonzales-Dholakia, passed six in favor and one absent. Trish Bode: In favor, Sade Fashokun: In favor, Gloria Gonzales-Dholakia: In favor, Laura Marques: In favor, Nekosi Nelson: In favor, Anna Smith: In favor, Paul Gauthier: Absent

7. Consider Approval of a Resolution Casting Votes for an Individual(s) to the Travis Central Appraisal District (TCAD) Board of Directors

I move the Board of Trustees approve the Resolution casting its 58 votes for Elizabeth Montoya to serve on the Travis Central Appraisal District (TCAD) as presented. This motion, made by Laura Marques and seconded by Nekosi Nelson, passed six in favor and one absent. Trish Bode: In favor, Sade Fashokun: In favor, Gloria Gonzales-Dholakia: In favor, Laura Marques: In favor, Nekosi Nelson: In favor, Anna Smith: In favor, Paul Gauthier: Absent.

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

10. CLOSED SESSION

The Board of Trustees went into closed session at 7:26 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: personnel - 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: consideration of Voluntary Retirement Agreement with Superintendent, and Appointment of Acting Superintendent

The Board of Trustees returned to open session at 9:49 PM.

11. ACTION PURSUANT TO CLOSED SESSION

- A. Approval of Voluntary Retirement Agreement with Superintendent

I move that the Board approve the Voluntary Resignation Agreement between the District and Superintendent Bruce Gearing as prepared and negotiated by the parties and their respective legal counsel, and authorize the Board President to execute the Agreement on behalf of the Board. This motion, made by Laura Marques and seconded by Gloria Gonzales-Dholakia, passed seven in favor and none opposed. Trish Bode: In favor, Sade Fashokun: In favor, Paul Gauthier: In favor, Gloria Gonzales-Dholakia: In favor, Laura Marques: In favor, Nekosi Nelson: In favor, Anna Smith: In favor.

B. Appointment of Acting Superintendent

I move that the Board of Trustees appoint Dr. Chris Clark to serve as Acting Superintendent of Schools effective immediately, with all authority and responsibilities of the office until such time as the Board hires a new permanent Superintendent or until further action by the Board, and that the Board President be authorized to execute any documents necessary to effectuate this appointment. This motion, made by Gloria Gonzales-Dholakia and seconded by Laura Marques, passed six in favor and one opposed. Trish Bode: In favor, Sade Fashokun: In favor, Gloria Gonzales-Dholakia: In favor, Laura Marques: In favor, Nekosi Nelson: In favor, Anna Smith: In favor, Paul Gauthier: Opposed.

12. BOARD MEETING DEBRIEF

13. ADJOURNMENT

THE BOARD OF TRUSTEES, HAVING NO FURTHER BUSINESS, ADJOURNED THE MEETING.
Time: 1:31 AM on Friday, December 12, 2025.

These minutes were read and approved by the Board of Trustees on the 17th day of December 2025.

President

Secretary

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

Minutes of Special Meeting

The Board of Trustees
Leander Independent School District

STATE OF TEXAS
COUNTY OF WILLIAMSON

A meeting of the Board of Trustees of the Leander Independent School District was held on Friday, December 12, 2025, beginning at 6:16 PM in Cedar Park Middle School Library, 2100 Sun Chase Blvd., Cedar Park, TX 78613. The following members were present: Anna Smith, Sade Fashokun, Nekosi Nelson, Trish Bode, Gloria Gonzales-Dholakia, and Laura Marques. Paul Gauthier was absent.

1. **CALL TO ORDER AND DECLARATION OF QUORUM**
2. **CITIZEN COMMENTS**

One citizen addressed the Board of Trustees.

3. **GOVERNANCE TEAM (BOARD AND SUPERINTENDENT) TRAINING AND DEVELOPMENT**

- A. Discussion of Radical Candor In Practice: Strengthening Effective Communication
- B. Leading Professional Learning Communities (PLCs) Districtwide

4. **BOARD MEETING DEBRIEF**
5. **ADJOURNMENT**

THE BOARD OF TRUSTEES, HAVING NO FURTHER BUSINESS, ADJOURNED THE MEETING.

Time: 7:50 PM

These minutes were read and approved by the Board of Trustees on the 17th day of December 2025.

President

Secretary

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

Minutes of Special Meeting

The Board of Trustees
Leander Independent School District

STATE OF TEXAS
COUNTY OF WILLIAMSON

A meeting of the Board of Trustees of the Leander Independent School District was held on Saturday, December 13, 2025, beginning at 8:09 AM in Cedar Park Middle School Library, 2100 Sun Chase Blvd., Cedar Park, TX 78613. The following members were present: Anna Smith, Sade Fashokun, Nekosi Nelson, Trish Bode, Gloria Gonzales-Dholakia, and Laura Marques. Paul Gauthier was absent

1. **CALL TO ORDER AND DECLARATION OF QUORUM**
2. **CITIZEN COMMENTS**
No citizens signed up to address the Board of Trustees.
3. **GOVERNANCE TEAM OF 8 (BOARD AND SUPERINTENDENT) TRAINING AND DEVELOPMENT**
 - A. Governance Team of 8 (Board and Superintendent) Training and Development
 - B. Leading Professional Learning Communities (PLCs) Districtwide
 - C. Discussion of Board Member Representation on Board Committees
4. **BOARD MEETING DEBRIEF**
5. **ADJOURNMENT**

THE BOARD OF TRUSTEES, HAVING NO FURTHER BUSINESS, ADJOURNED THE MEETING.

Time: 1:56 PM

These minutes were read and approved by the Board of Trustees on the 17th day of December 2025.

President

Secretary

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

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Wednesday, December 17, 2025

Agenda Item:	Consider Approval of Elementary Campus Consolidation Options for the 2026–27 School Year
Purpose:	<input type="checkbox"/> Discussion Item/Report Only <input checked="" type="checkbox"/> Action Requested
Administrator Responsible:	Jeremy Trimble, M.Arch; Pete Pape, Ed.D., Chief Financial Officer; Rachel Mackey, M.Ed., Chief Human Resources Officer
Attachments:	N/A

Background Information:

Over the past several months, the Board and Administration have worked together to examine the challenges and opportunities associated with district enrollment trends, campus capacities, staffing needs, long-term financial sustainability, and the overall learning experience for students across the district. Further, the Board adopted the [“Resolution Regarding Financial Sustainability and Long-Range Planning for Leander Independent School District”](#) to guide both the Board and Administration in this work.

During tonight’s meeting, the Board will consider all Long-Range Planning information presented to date, including the data, scenarios, community input, operational impacts, and the financial and academic implications to determine whether to move forward with any campus consolidation actions affecting the following campuses:

- **Faubion Elementary to join Westside Elementary at the Westside campus, and/or**
- **Steiner Ranch Elementary to join both Bush Elementary and River Ridge Elementary**

The purpose of this review has been to ensure that we maintain safe, sustainable, and equitable learning environments for students while also being responsible stewards of district resources. Each consolidation scenario has been analyzed through the lens of educational impact, operational feasibility, and long-term planning.

Administrative Recommendation:

Administration recommends that if the Board elects to move forward with consolidation, the Board approve one or both of the proposed scenarios for the 2026–27 school year and beyond.

Sample Motion(s):

I move that the Board of Trustees approve the consolidation of Faubion Elementary with Westside Elementary, and direct Administration to implement a transition plan for the 2026–27 school year.

I move that the Board of Trustees approve the consolidation of Steiner Ranch Elementary with Bush Elementary and River Ridge Elementary, and direct Administration to implement a transition plan for the 2026–27 school year.

I move that the Board of Trustees approve the consolidation of _____, and direct Administration to further analyze the _____ consolidation scenario utilizing the framework established in the [Resolution Regarding Financial Sustainability and Long-Range Planning for Leander Independent School District](#) for future consideration.