Agenda of Regular Meeting

Board of Trustees
Pflugerville Independent School District

A Regular Meeting of the Board of Trustees of Pflugerville Independent School District will be held Thursday, October 22, 2026, beginning at 6:00 PM in the Administration Building Board Room, 1401 W. Pecan Street, Pflugerville, Texas 78660.

The subjects to be discussed or considered, or upon which any formal action may be taken, are 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.

If, during the course of the meeting, discussion of any items 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 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 session. [Board Policy BEC (Legal)]

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1. Opening
    - A. Moment of Silence
    - B. Pledge of Allegiance
    - C. Awards and Recognitions
    - D. Public Comment
2. President's Report
3. Administration Report
4. Public Hearing for Campus Targeted Improvement Plans and Turnaround Plans
5. Public Hearing for Financial Integrity Rating System of Texas (FIRST) Report
6. Discussion of Budget Update for the 2025-2026 Fiscal Year, and Budget Estimates for the 2026-2027 Fiscal Year
7. Presentation and Discussion of Fall 2026 Demographic Report
8. Report on Board Member Training
9. Consent Agenda
    - A. Consideration and Possible Approval of Meeting Minutes
        - (1) Draft Minutes for September 17, 2026, Regular Meeting
        - (2) Draft Minutes for October 1, 2026, Special Meeting of the Board Grievance Committee
        - (3) Draft Minutes for October 1, 2026, Board Workshop
    - B. Consideration and Possible Approval of District and Campus Improvement Plan Performance Objectives, Turnaround Plans, and Targeted Improvement Plans

C. Consideration and Possible Approval of Interlocal Agreements with Austin Community College through August 31, 2028
    (1) Partnership Agreement for Educational Programs
    (2) Partnership Agreemetn for Dual Credit Programs
D. Consideration and Possible Approval of Out-of-State Travel for the Weiss High School Choir to Participate in a Perform America Workshop at Disney World in Orlando, Florida, during March 12-16, 2027
E. Consideration and Possible Approval of the Purchase of Proposed School Library Materials, in accordance with Senate Bill 13
F. Consideration and Possible Approval of the Texas Teacher Evaluation and Support System (T-TESS) Certified Appraisers for the 2026-2027 School Year
G. Consideration and Possible Approval of Outside Employment Contracts between Pflugerville ISD Employees and Outside Organizations
H. Consideration and Possible Approval of District Purchases Exceeding $100,000
    (1) Reimbursable Teacher Incentive Allotment (TIA) Fees
    (2) Cisco Flex License Agreement
I. Consideration and Possible Approval of a Proposal to Complete Phase 1 Renovations at Northwest Elementary
J. Consideration and Possible Approval of Board Self-Evaluation Process and Timeline, and Board Social Contract

10. Discussion of Intruder Detection Audit Report (551.076, 551.089)
11. Discussion Regarding Personnel Employment (551.074)
12. Discussion Regarding the Purchase, Exchange, Lease, or Value of Real Property (551.072)
13. Adjourn

PFLUGERVILLE INDEPENDENT SCHOOL DISTRICT
TAXPAYER IMPACT STATEMENT

(Pursuant to Texas Government Code 551.043(c)(2))

Fiscal Year (Tax Year)	Median-Valued Homestead	Tax Rate per $100 of Value	Estimated Property Tax Bill
FY 2025-26 (Tax Year 2025)	$243,714	$1.1069	$2,697.67
FY 2026-27 (Tax Year 2026)	$229,529	$1.1069*	$2,540.66*

* 2026 Tax Rate and resulting estimated tax bill uses 2025 rate as estimate until adoption in August.

Click here to view the Fiscal Year 2026-2027 Proposed Budget on the district website or type the following into an internet browser:
https://drive.google.com/file/d/1ULjtEVgUiIlKDxEX6S-YoOyFrog83tDo/view

Pflugerville Independent School District
Board Agenda Item Cover Sheet

Date: October 22, 2026

Agenda Item Caption: Public Hearing for Campus Targeted Improvement Plans and Turnaround Plans

Purpose of Agenda Item:

☐ Action Presentation ☐ Consent Agenda ☑ Information Presentation ☐ Closed Session

Administrative Recommendation: After the presentation, the presiding officer will open the floor for the public hearing. The Targeted Improvement Plans and Turnaround Plans will then be considered for approval on the consent agenda with the District and Campus Improvement Plans.

Background Information: In accordance with Texas Education Code (TEC) §39A.057, Pflugerville ISD is required to hold a public hearing to review and consider the Targeted Improvement Plans (TIPs). Targeted Improvement plans are developed for campuses that receive a federal intervention label of Comprehensive Support and Improvement (CSI) and for campuses who receive certain grants from the Texas Education Agency (TEA). Westview Middle School is required to develop a TIP for their federal label as Comprehensive Support and Improvement Progress. Connally High School, Dessau Elementary, Pflugerville Middle, Springhill Elementary, and Timmerman Elementary are required to develop TIPs as part of LASO 3 and LASO 4 grant requirements from the TEA.

In accordance with TEC §39A.101, any campus identified as unacceptable for two consecutive years must develop and implement a Turnaround Plan (TAP). Northwest Elementary School received two consecutive years of unacceptable ratings following the 2025-2026 school and developed a two-year Turnaround Plan (TAP). The campus earned a "D" rating for the 2025-2026 school year, and they will continue to implement their TAP during the 2026-2027 school year.

Each TIP and TAP outlines campus-level strategies to strengthen instructional practices, improve student outcomes, and close achievement gaps, as required by the Texas Education Agency (TEA). This process reflects PfISD's ongoing commitment to data-driven decision making, stakeholder engagement, and continuous school improvement to ensure every student has access to high-quality learning opportunities. Presenting will be Dr. Rachel Naugle, Director of School Improvement.

Fiscal Analysis: None

Regulatory Requirement: Texas Education Code 39A.057, and 39A.101

Attachments: Improvement Plans and Presentation

Submitted by: Dr. Adelaida Olivarez, Deputy Superintendent
Cabinet Member Approval: Dr. Quintin Shepherd, Superintendent of Schools

PUBLIC HEARING · OCTOBER 22, 2026

2026–27 Targeted Improvement Plans

Dr. Rachel Naugle, Director of School Improvement · Pflugerville ISD

PURPOSE

Why are these campuses presenting TIPs?

5

Grant-related

TIPs required for participation in TEA school improvement grants (LASO Cycles 3 and 4).

1

Federal identification

Westview Middle School: Comprehensive Support and Improvement (CSI) – Progress.

A TIP is not the same as a low rating

A TIP requirement does not necessarily indicate a D or F accountability rating.

TEC §39A.057 requires a Board public hearing to review the plans and receive public comment.

CAMPUSES

Campuses with 2026–27 TIPs

Campus	2026 rating	TIP basis (grant)	Strategy
Dessau Elementary	D · 65	School Action Fund	ACE model
Timmerman Elementary	B · 80	School Action Fund	ACE model
Spring Hill Elementary	C · 74	LIFT SI	Intensive C&I
Pflugerville Middle School	C · 79	Instructional Leadership	Intensive C&I
Westview Middle School	C · 76	Federal CSI identification	Intensive C&I
Connally High School	B · 80	Instructional Leadership	Intensive C&I

ACE = Accelerating Campus Excellence · C&I = Curriculum and Instruction

CAMPUS PLAN

Dessau Elementary

2026 accountability: D · 65

TIP basis: School Action Fund grant

Plan component	2026–27 summary
Improvement strategy	Accelerating Campus Excellence (ACE) model
Instructional focus	Tier 1 instruction, observation and feedback, and daily PLCs that use student work and data
Talent and resources	ACE staffing and stipends; added assistant principal, social worker and counselor
Grants and partners	School Action Fund (Steady State Impact Strategies) · LIFT SI (SustainED)

CAMPUS PLAN

Timmerman Elementary

2026 accountability: B · 80

TIP basis: School Action Fund grant

Plan component	2026–27 summary
Improvement strategy	Accelerating Campus Excellence (ACE) model
Instructional focus	Tier 1 instruction, observation and feedback, and daily PLCs that use student work and data
Talent and resources	ACE staffing and stipends; added assistant principal, social worker and counselor; Relay National Principal Fellowship
Grants and partners	School Action Fund (Steady State Impact Strategies) · LIFT SI (SustainED)

CAMPUS PLAN

Spring Hill Elementary

2026 accountability: C · 74

TIP basis: LIFT SI grant

Plan component	2026–27 summary
Improvement strategy	Intensive curriculum and instruction improvements
Instructional focus	Tier 1 instruction, observation and feedback, and daily PLCs that use student work and data
Talent and resources	Relay National Principal Academy Fellowship; leadership coaching
Grants and partners	LIFT SI (SustainED) · Big Rock Educational Services

CAMPUS PLAN

Pflugerville Middle School

2026 accountability: C · 79

TIP basis: Instructional Leadership Grant

Plan component	2026–27 summary
Improvement strategy	Intensive curriculum and instruction improvements
Instructional focus	Tier 1 instruction, observation and feedback, and daily PLCs that use student work and data
Talent and resources	Relay National Principal Academy Fellowship; leadership coaching
Grants and partners	Instructional Leadership Grant (Relay Graduate School of Education)

CAMPUS PLAN

Westview Middle School

2026 accountability: C · 76

TIP basis: Federal CSI identification

Plan component	2026–27 summary
Improvement strategy	Intensive curriculum and instruction improvements
Instructional focus	Tier 1 instruction, observation and feedback, and daily PLCs that use student work and data
Talent and resources	Associate Principal role; leadership coaching
Grants and partners	Instructional Leadership Grant (Relay Graduate School of Education)

CAMPUS PLAN

Connally High School

2026 accountability: B · 80

TIP basis: Instructional Leadership Grant

Plan component	2026–27 summary
Improvement strategy	Intensive curriculum and instruction improvements
Instructional focus	Tier 1 instruction, observation and feedback, and daily PLCs that use student work and data
Talent and resources	Relay National Principal Academy Fellowship; leadership coaching
Grants and partners	Instructional Leadership Grant (Relay Graduate School of Education)

CAMPUSES

Campus with 2026–27 TAP

Campus	2026 rating	TAP basis	Strategy
Northwest Elementary	D · 66	UA 2	Intensive C&I

ACE = Accelerating Campus Excellence · C&I = Curriculum and Instruction

TURNAROUND PLAN UPDATE · INFORMATION ONLY

Northwest Elementary

2025–26 accountability: D | Turnaround Plan: year 2 of 2 | No Board action required

Plan component	2026–27 status
Plan basis	Two consecutive unacceptable ratings (TEC §39A.101)
Plan status	Continuing year two of the Turnaround Plan approved last year
Improvement strategy	Intensive curriculum and instruction improvements
Talent and resources	Leadership coaching
Grants and partners	LIFT SI (SustainED) · Big Rock Educational Services

Questions and Feedback

Pflugerville Independent School District
Board Agenda Item Cover Sheet

Date: October 22, 2026

Agenda Item Caption: Public Hearing for Financial Integrity Rating System of Texas (FIRST) Report

Purpose of Agenda Item:

☐ Action Presentation ☐ Consent Agenda ☑ Information Presentation ☐ Closed Session

Administrative Recommendation: Public Hearing, no action needed.

Background Information: Every year, the Texas Education Agency issues a financial rating to Texas public school districts. The rating system is officially referred to as the School Financial Integrity Rating System of Texas (FIRST). The primary goal of School FIRST is to achieve quality performance in the management of school districts' financial resources, a goal made more significant due to the complexity of accounting associated with Texas' school finance system.

Pflugerville ISD received a Superior rating for the 2025-2026 year, which is the highest rating a district can achieve. This FIRST rating is based on data from the 2024-2025 fiscal year. PfISD received 100 out of a possible 100 points.

Fiscal Analysis: The FIRST Public Hearing has no fiscal impact on the General Operating Fund.

Regulatory Requirement: Per Title 19 Texas Administrative Code (TAC) Chapter 109, Section 109.1001(q)

Attachments: Report Presentation

Submitted by: Carla Gonzalez, Executive Director of Finance
Cabinet Member Approval: Jennifer Land, Chief Financial Officer

Pflugerville ISD
Schools FIRST Public Hearing

2025-2026 Rating
Based on 2024-2025 Data

October 22, 2026

FIRST Rating

- **F**inancial **I**ntegrity **R**ating **S**ystem of **T**exas
- Rating system adopted by the Legislature to achieve quality performance in the management of school district's financial resources
  - Implemented in 2003, data from 2001-2002 fiscal year
  - Major changes in 2021, data from 2019-2020 fiscal year
  - Slight modifications have continued each year
- Rating is based on staff, student, and financial data reported to TEA for the fiscal year prior to the rating (2025-2026 ratings based on 2024-2025 fiscal year data)

Critical Indicators (#1 - #5)

- #1 - #3 Pass/Fail
- #4 Pass/Fail and Ceiling
- #5 Ceiling

Solvency Indicators (#6 - #14)

- #6 Ceiling
- #7 - #14 10 Points

Financial Competence Indicators (#15 - #21)

- #15 5 Points
- #16 - #17 Ceiling
- #18 10 Points
- #19 5 Points
- #20 - #21 Ceiling

21 indicators (#13 not evaluated this year)
100 maximum points possible

Determination of Ratings

A. Did the school district fail any of the critical indicators 1, 2, 3, or 4?

If so, the school district's rating is **F for Substandard Achievement** regardless of points earned.

B. Determine the rating by the applicable number of points.

A = Superior Achievement	**90-100**
B = Above Standard Achievement	**80-89**
C = Meets Standard Achievement	**70-79**
F = Substandard Achievement	**<70**

The school district receives an **F** if it scores below the minimum passing score, if it failed any critical indicator 1, 2, 3, or 4, if the AFR or the data were not both complete, or if either the AFR or the data were not submitted on time for FIRST analysis.

Ceiling Indicators

Did the school district meet the criteria for any of the following **ceiling indicators** 4, 5, 6, 16, 17, 20, or 21?

If so, the school district's applicable maximum points and rating are disclosed below. Please note, an F = Substandard Achievement Rating supersedes any rating earned as the result of the school district meeting the criteria of a ceiling indicator.

Determination of rating based on meeting ceiling criteria.	Maximum Points	Maximum Rating
Indicator 4 (Timely Payments) - School district was issued a warrant hold.	95	A = Superior Achievement
Indicator 5 (Total Net Position) – Negative total net position and do not have 7% or more of 1,000 or more increase in growth n students in membership over 5 years.	79	C = Meets Standard Achievement
Indicator 6 (Average Change in Fund Balance) - Response to indicator is *No*.	89	B = Above Standard Achievement
Indicator 16 (PEIMS to AFR) - Response to indicator is *No*.	89	B = Above Standard Achievement
Indicator 17 (Material Weaknesses) - Response to indicator is *No*.	79	C = Meets Standard Achievement
Indicator 20 (Property Values and Tax Discussion) - Response to indicator is *No*.	89	B = Above Standard Achievement
Indicator 21 (FSP Repayment Plan) – Response to indicator is *Yes*.	70	C = Meets Standard Achievement

PASSIONATELY SERVING

SCHOOL FIRST

FINANCIAL INTEGRITY RATING SYSTEM OF TEXAS

Pflugerville Independent School District	
2025-2026 Rating	2024-2025 Rating
Based on 2024-2025 Data	Based on 2023-2024 Data
Status: Passed	Status: Passed
Rating: A = Superior Achievement	Rating: A = Superior Achievement
District Score: 100	District Score: 96

FIRST Reporting Requirements

- The district's financial management performance rating provided by the Texas Education Agency
- The district's financial management performance under each indicator for the current and previous year's financial accountability ratings
- Additional information required by the Commissioner of Education

Financial Management Report - Available printed copies or online at:
https://www.pfisd.net/about-us/departments/finance/financial-transparency
Under FIRST Rating

Indicator	Description	Pass/Fail/Points 2026 Rating	Pass/Fail/Points 2025 Rating
Indicator 1	Audit submitted on time	Pass	Pass
Indicator 2	Audit unmodified opinion	Pass	Pass
Indicator 3	Debt paid on-time	Pass	Pass
Indicator 4	Timely payments to government agencies	Pass/ Ceiling Passed	Pass/ Ceiling Passed
Indicator 5	Net position greater than net pension liability & other post-employment benefits	Ceiling Passed	Ceiling Passed
Indicator 6	Change in fund balance	Ceiling Passed	Ceiling Passed
Indicator 7	Sufficient cash on hand to pay expenditures	10 points	8 points
Indicator 8	Current assets to current liabilities ratio	10 points	10 points
Indicator 9	Revenue greater than expenditures	10 points	10 points
Indicator 10	Budget to actual variance	10 points	10 points*
Indicator 11	Long-term liabilities to total assets ratio	10 points	8 points
Indicator 12	Debt requirements for payment	10 points	10 points
Indicator 13	Indicator not measured	10 points*	10 points
Indicator 14	Student to staff ratio	10 points	10 points
Indicator 15	ADA projection variance	5 points	5 points
Indicator 16	PEIMS data integrity	Ceiling Passed	Ceiling Passed
Indicator 17	Audit free of material weaknesses	Ceiling Passed	Ceiling Passed
Indicator 18	Audit free of material noncompliance	10 points	10 points
Indicator 19	Required financial postings	5 points	5 points
Indicator 20	Property value discussion	Ceiling Passed	Ceiling Passed
Indicator 21	FSP Repayment Plan	Ceiling Passed	Ceiling Passed

*Indicator not measured

Disclosures

Reporting requirements for the financial management report for School FIRST public hearing includes six (6) disclosures that are to be presented as appendices in the School FIRST financial management report.

1. Superintendent's employment contract: (https://www.pfisd.net/about-us/superintendent)
2. Reimbursements received by the superintendent and board members: https://www.pfisd.net/about-us/departments/finance/financial-transparency
3. Outside compensation and/or fees received by the superintendent for professional consulting and/or other personal services: **NONE**
4. Gifts received by the executive officer(s) and board members (and first degree relatives, if any): **NONE**
5. Business transactions between school district and board members: **NONE**
6. Any other information the board of trustees of the school district determines to be useful: **NONE**

Pflugerville ISD received highest possible rating

A = Superior Achievement

100 of 100 possible points