



**Regular Meeting Agenda  
Thursday, March 27, 2025  
Cedar Park Middle School Library  
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 5:30 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.

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/4kLbLI9>, between noon the day prior to the meeting and noon the day of the meeting and be present when their number is called.

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

The notice of this meeting was posted in compliance with the Texas Open Meetings Act on March 14, 2025, at 2:00 PM.

**A revised notice of this meeting was posted in compliance with the Texas Open Meetings Act on March 24, 2025 at 1:49 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: Reagan Elementary School

**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 Budget Amendment FY25- #9 6
- B. Consider Approval of Minutes of Regular and Called Board Meetings 8

**6. SUPERINTENDENT'S REPORT 14**

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

**7. DISCUSSION / ACTION ITEMS**

- A. STUDENT EXPERIENCE
  - 1. Empowered Staff Formative Review<sub>1</sub> 30
- B. GOVERNANCE

1. Legislative Committee Update	50
2. Discussion of the 2025-2026 Board Meeting Dates	51
C. OPERATIONS	
1. Discussion of 2024-2025 Budget Projections	54
2. Discussion and Consider Adoption of the 2025-2026 Amended Budget Assumptions	56
<b>8. CLOSED SESSION</b>	
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 551:071: consultation with attorney regarding pending or contemplated litigation, and/or attorney client privileged matter to discuss participation in multi-district litigation involving youth social media usage and related litigation and entering into contingency fee contract with Thompson & Horton, LLP, Eiland & Bonnin, PC and O'Hanlon, Demerath & Castillo, PC to represent Leander ISD	
E. Texas Government Code 551.072: deliberation regarding the purchase, exchange, lease or value of real property	
<b>9. ACTION PURSUANT TO CLOSED SESSION</b>	
A. Consideration and Adoption of Resolution Approving Contingent Fee Legal Services Contract, including Findings Needed for Submission of Contingent Fee Legal Services Agreement and Request for Expedited Review by the Texas Attorney General	
B. Consideration and Adoption of Contingent Fee Legal Services Agreement with Thompson & Horton, LLP, Eiland & Bonnin, PC and O'Hanlon, Demerath & Castillo, PC	
C. Consider settlement of Cause No. 23-1187-CC1, Board of Trustees of Leander Independent School District v. Roy Kuchera and Wife Alice Kuchera, in Williamson County Court at Law No. 1, and approval of an Agreed Final Judgment with Roy Kuchera and Alice Kuchera to acquire fee simple title to 76.093 acres of land in Williamson County, Texas, as required for an educational facility, related appurtenances, and other public use purposes.	
<b>10. BOARD MEETING DEBRIEF</b>	
<b>11. ADJOURNMENT</b>	
<b>12. NOTICE OF A PUBLIC MEETING &amp; NOTICE OF PROPOSED CONTRACT FOR LEGAL SERVICES</b>	<b>58</b>

Notice is hereby given that a meeting of the Board of Trustees of Leander Independent School District be held on March 27, 2025, for the purpose of considering and taking action on all matters on the agenda for the meeting, including approval of an agreement with the law firms of Thompson & Horton, LLP, Eiland & Bonnin, PC, and O'Hanlon, Demerath & Castillo, PC as special counsel to perform all legal services necessary to recover damages sustained by the District related to youth social media usage and any other action that may be necessary to pursue the best interests of the District in related litigation on a contingent fee basis.

The purpose of the agreement is to pursue any and all available causes of action in Multi District Litigation 3047 or JCCP 5255 seeking to recover damages due to youth social media usage and addiction sustained by Leander Independent School District. By way of this agreement, Leander Independent School District seeks to recover damages, court costs, penalties, and other relief under applicable law.

Thompson & Horton, LLP is a full-service school law firm whose mission is to provide the highest quality personalized legal service to public and private schools, institutions of higher education, local governments, and private individuals and companies. Thompson & Horton attorneys have unique and specialized qualifications based on several hundred years of combined experience. Leaders in the field, their attorneys have been directly involved in many of the most significant court cases, administrative decisions, and public policy developments affecting their clients over the past 40 years. Thompson & Horton has represented the District for over 10 years. Thompson & Horton discussed the social media litigation with the District in February 2025. Thompson & Horton introduced Eiland & Bonnin to the District to consider the social media litigation in February 2025. Thompson & Horton included O'Hanlon, Demerath & Castillo in conversation with the District to consider the social media litigation in February 2025.

Eiland & Bonnin, PC engages in complex contingent fee litigation which has required the investment of hundreds of thousands to millions of dollars of litigation expenses. Lawyers in the firm have served in past MDL leadership committees. The firm has worked in many high-profile litigations like the MGM Grand Las Vegas Mass Shooting, Syngenta GMO Corn, and BP Texas City Refinery Explosion. After 20 years of service as a member of the Texas House of Representatives for Districts 23 & 24, Craig Eiland has a unique understanding of what elected officials and public entities are confronted with when navigating complex litigation. Mr. Eiland regularly advises multiple Texas school districts in litigation. Thompson & Horton has represented the District for over 10 years. The inception of the relationship between Eiland & Bonnin and the District began when Thompson & Horton introduced Eiland & Bonnin to the District in February 2025 to consider the social media litigation.

O'Hanlon, Demerath & Castillo, PC regularly serves school districts across the state of Texas in a general counsel capacity and maintains a principal office in Austin, Texas and also offices in Pharr, San Antonio and Fort Worth. The firm has litigated statewide high profile public education related cases such as the No Pass No Play, the A-F litigation and multiple Edgewood decisions related to the school finance system. After serving as General Counsel for the Texas Education Agency and litigating various high-profile issues for the public education system for the Attorney General of Texas, Kevin O'Hanlon founded the firm in 1992 to serve the needs of Public Entity clients. Justin Demerath operates a contingent fee litigation practice within the firm that regularly represents public entities on a contingent fee basis, often in the scope of property insurance disputes. Additionally, his practice has recovered millions of dollars in recovery in high-profile multi-district litigations, including Syngenta GMO Corn, General Motors ignition switch recall, Trans-vaginal mesh, and NFL concussion litigation, as well as serving in leadership of cases that garnered national attention like the Sutherland Springs Mass Shooting. Thompson & Horton has represented the District for over 10 years. Since 2023, O'Hanlon, Demerath & Castillo has represented the District in the accountability challenge against the Commissioner of Education. Thompson & Horton included O'Hanlon, Demerath & Castillo in conversation with the District in February 2025 to consider the social media litigation.

Thompson & Horton has served as legal counsel to Leander ISD for over 10 years. Thompson & Horton has not previously represented Leander Independent School District on a contingency fee arrangement. Eiland & Bonnin has not previously

represented Leander Independent School District on a contingency fee arrangement. Eiland & Bonnin has not previously represented Leander ISD in any capacity. Since 2023, O'Hanlon, Demerath & Castillo has represented the District in the accountability challenge against the Commissioner of Education. O'Hanlon, Demerath and Castillo has not previously represented Leander Independent School District on a contingency fee arrangement. Thompson & Horton, LLP, Eiland & Bonnin, PC, and O'Hanlon, Demerath & Castillo, PC have, and continue to represent, claimants with competence and professionalism.

The specialized legal services, advancement of significant expenses, and compensation on a contingent fee basis required by this agreement cannot be performed by the attorneys and supporting personnel of Leander Independent School District because the District does not currently employ attorneys who have specialized knowledge and experience regarding Multi-District Litigation and analysis and legal remedies under both Texas and federal law on a contingent fee basis. In addition, the District has not budgeted the financial resources necessary to advance the significant litigation expenses required by this type of litigation nor to compensate competent and experienced attorneys and staff regarding Multi-District Litigation as District employees or to reasonably compensate a firm in private practice with the necessary experience under a contract providing for payment on an hourly basis without contingency.

Due to the complexity of the matter and expected difficulties in performing the legal work for this matter, the risk of no recovery, the expected expenses, including expert witness fees and other litigation costs, a reasonable hourly fee for a firm in private practice to prosecute this matter would exceed the amount for which the District would be able to adequately budget and expend financial resources. The District also does not have the financial resources required to pay the additional, significant costs of implementing appropriate infrastructure and technology necessary to fully and properly perform the needed legal services. The District also does not have the financial resources required to properly pursue its claims and causes of action, including to retain independent experts as testifying witnesses and to finance all costs of litigation through final resolution of the matter. Additionally, many law firms that handle large, complex matters strictly on an hourly basis have institutional clients, including social media corporations, insurance companies, and social media corporations; and it would be difficult to find a firm with experience in this area that does not have a conflict of interest that would hinder the firm's ability to effectively represent the District. The proposed law firms have certified that they have no such conflict of interest in representing Leander ISD.

The legal services cannot be reasonably obtained from attorneys in private practice charging hourly fees without contingency because a contract to pay attorneys on an hourly basis without contingency would represent an additional and significant cost to Leander Independent School District. Furthermore, the District would be responsible for payment of all costs and expenses of the litigation through appeals, including to retain independent experts as testifying witnesses and to finance all discovery expenses and other costs of litigation through final resolution of the matter. The District does not have the financial resources necessary to pay for these additional and significant expenses necessitated by this social media multi-district litigation.

Thompson & Horton, LLP, Eiland & Bonnin, PC, and O'Hanlon, Demerath & Castillo, PC will be compensated on a contingent fee basis. Entering into the proposed

agreement is in the best interests of the residents of Williamson, Travis, and Burnet Counties, Texas. The District has sustained significant damages due to youth social media usage and addiction and for which there exists a potential recovery from the perpetrating social media corporations. Thompson & Horton, LLP, Eiland & Bonnin, and O'Hanlon, Demerath & Castillo, PC possess the specialized skills, knowledge, experience, financial, and technological resources needed to competently and fully pursue maximum potential recovery of the District's damages. Furthermore, the proposed agreement enables the District to pursue its legal remedies without diverting essential monies and resources from the ongoing needs and operations of its students, staff, and community at large. In addition, the proposed agreement shifts the financial risk and burden of litigation costs and expenses to Thompson & Horton, LLP, Eiland & Bonnin, PC, and O'Hanlon, Demerath & Castillo, PC with the District owing no such monies to the law firms unless and until it recovers monies. Moreover, Texas statutory and common law provide for penalty damages and for recovery of court costs, and for recovery of attorneys' fees for certain of the District's claims, including for breaches of contract.

Additionally, time is of the essence in the provision of these legal services. Potentially impending legal deadlines require urgent action by counsel.

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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, March 27, 2025

**Agenda Item:** Consider Approval of FY25 Budget Amendment - #9  
**Purpose:**  Discussion Item/Report Only  Action Requested  
**Administrator Responsible:** Pete Pape, Ed.D., CPA, Chief Financial Officer  
**Attachments:** FY25 Budget Amendment - #9

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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** (Fund 199) are as follows:

- Transfers among functions with no effect on the total operating deficit/surplus.

There are no amendments to the **Child Nutrition Fund** and **Debt Service Fund**.

## **Administrative Recommendation:**

Administration recommends that the Board approve FY25 Budget Amendment - #9 as presented.

## **Sample Motion:**

I move that the Board of Trustees approve FY25 Budget Amendment - #9 as presented.

**Leander Independent School District**  
**General Fund - Fund 199**  
**Budget Amendments/Transfers as of March 10, 2025**

	2024-2025 Original Budget	Previously Amended Budget	Proposed Amendments 03/10/25	Proposed Amended Budget
<b>Revenues:</b>				
Local Sources	\$ 346,031,030	\$ 346,032,219	\$ -	\$ 346,032,219
State Sources	96,578,545	95,338,415	-	95,338,415
Federal Sources	5,890,000	5,890,000	-	5,890,000
<b>TOTAL REVENUES</b>	<b>\$ 448,499,575</b>	<b>\$ 447,260,634</b>	<b>\$ -</b>	<b>\$ 447,260,634</b>
<b>Expenditures:</b>				
Function 11 - Instruction	\$ 272,220,415	\$ 277,590,950	\$ (135,562)	\$ 277,455,388
Function 12 - Instructional Resources & Media	4,892,740	4,978,564	94	4,978,658
Function 13 - Staff Development	11,031,670	11,414,581	142,389	11,556,970
Function 21 - Instructional Administration	5,057,353	5,268,490	(20,490)	5,248,000
Function 23 - School Administration	25,423,912	25,925,579	(2,967)	25,922,612
Function 31 - Guidance & Counseling	22,435,390	23,060,330	(1,075)	23,059,255
Function 32 - Social Services	1,678,114	1,694,285	-	1,694,285
Function 33 - Health Services	4,363,260	4,420,740	208	4,420,948
Function 34 - Student Transportation	14,176,050	14,783,321	-	14,783,321
Function 35 - Food Services	11,800	60,745	-	60,745
Function 36 - Co-Curricular Activities	14,168,459	14,561,100	15,427	14,576,527
Function 41 - General Administration	11,209,284	12,222,659	-	12,222,659
Function 51 - Plant Maintenance & Operations	42,659,929	44,752,155	(50)	44,752,105
Function 52 - Security	4,303,903	6,983,419	2,726	6,986,145
Function 53 - Data Processing	9,549,638	10,005,495	-	10,005,495
Function 61 - Community Services	2,214,218	2,278,177	(700)	2,277,477
Function 71 - Debt Service	537,869	862,651	-	862,651
Function 81 - Capital Outlay	-	8,400	-	8,400
Function 91 - Contracted Instruction Services	11,484,229	11,678,718	-	11,678,718
Function 95 - JJAEP	230,000	224,588	-	224,588
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>\$ 475,488,890</b>	<b>\$ -</b>	<b>\$ 475,488,890</b>
<b>Excess/(Deficiency) of Revenues vs. Expenditures</b>	<b>\$ (11,862,602)</b>	<b>\$ (28,228,256)</b>	<b>\$ -</b>	<b>\$ (28,228,256)</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>\$ (29,458,256)</b>	<b>\$ -</b>	<b>\$ (29,458,256)</b>
<b>Beginning Fund Balance as of 7/1/2024</b>				
<b>Total Beginning Fund Balance of Fund 19X *</b>	<b>\$ 184,890,435</b>	<b>\$ 184,890,435</b>		<b>\$ 184,890,435</b>
<b>Net Operating Results - Fund 199</b>	<b>(13,092,602)</b>	<b>(29,458,256)</b>		<b>(29,458,256)</b>
<b>Net Operating Results - All General Fund 19X</b>	<b>(13,092,602)</b>	<b>(29,458,256)</b>		<b>(29,458,256)</b>
<b>Projected Ending Fund Balance</b>	<b>\$ 171,797,833</b>	<b>\$ 155,432,179</b>		<b>\$ 155,432,179</b>

\*Audited per 2024 ACFR

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, March 27, 2025

**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 of Schools  
**Attachments:** 02-13-25 Regular Board Meeting Minutes DRAFT  
02-27-25 Special Meeting Budget Workshop 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 February 13 and 27 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, February 13, 2025, beginning at 6:15 PM in Cedar Park Middle School Library, 2100 Sun Chase Blvd., Cedar Park, TX 78613. The following members were present: Gloria Gonzales-Dholakia, Anna Smith, Sade Fashokun, Trish Bode, Paul Gauthier, Nekosi Nelson, and Francesca Romans.

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: Glenn High School
  - B. Video Recognitions
    1. National School Counselor Week, February 3 - 7
    2. Texas Music Educators Association (TMEA) - All-State Band & Choir Musicians
    3. UIL State Champion 6A Football - Vandegrift High School
    4. Volunteer Appreciation Week, February 10 - 14
4. **CITIZEN COMMENTS**

*10 speakers addressed the Board of Trustees.*
5. **CONSENT AGENDA**
  - A. Consider Approval of the 2025-2026 Academic Calendar and Acceptance of the 2026-2027 Draft Calendar
  - B. Consider Adoption of Local Policies BBF, BQ, BQA, BQB, and GKD
  - C. Consider Approval of Guaranteed Maximum Price (GMP) #3 for Cedar Park High School Modernization Project
  - D. Consider Approval of Minutes of Regular and Called Board Meetings

*I make a motion to approve the consent agenda items 5.B and 5.D. This motion made by Trish Bode and seconded by Anna Smith passed seven in favor and none opposed.*

*I move the Board approve version C of the 2025-2026 Academic Calendar and accept version C*

*of the 2026-2027 Draft Academic Calendar as presented. This motion made by Francesca Romans and seconded by Anna Smith passed six in favor and one, Sade Fashokun, opposed.*

*I make a motion the Board approve the Guaranteed Maximum Price (GMP) #3 of \$7,170,365 for Cedar Park High School Modernization Project as presented. This motion made by Trish Bode and seconded by Anna Smith passed seven in favor and none opposed.*

**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 Human Sexuality Curriculum Grades 7-9
- 2. Discussion of Leading Measures

**B. GOVERNANCE**

- 1. Legislative Committee Update

**C. OPERATIONS**

- 1. Discussion of Long-Range Planning Framework- Identifying Key District Needs
- 2. 2024-2025 Budget Projections
- 3. 2025-2026 Budget Development Update

**D. Business and Finance Monthly Reports**

- 1. Cash Flow Report for 2nd Quarter-FY25
- 2. Monthly Bond Status Report
- 3. Monthly Financial Report
- 4. Monthly Investment Report
- 5. Monthly Tax Collection Report

**8. CLOSED SESSION**

The Board of Trustees went into closed session at 12:15 AM 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: Superintendent Formative Evaluation Quarterly Review

E. Texas Government Code 551.072: deliberation regarding the purchase, exchange, lease or value of real property

The Board of Trustees returned from closed session at 1:30 AM.

**9. ACTION PURSUANT TO CLOSED SESSION**

**10. BOARD MEETING DEBRIEF**

**11. ADJOURNMENT**

THE BOARD OF TRUSTEES, HAVING NO FURTHER BUSINESS, ADJOURNED THE MEETING.  
Time: 1:30 AM on February 14, 2025.

These minutes were read and approved by the Board of Trustees on the 27th day of March 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 Budget Workshop

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, February 27, 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: Gloria Gonzales-Dholakia, Anna Smith, Sade Fashokun (virtual), Trish Bode (arrived at 6:45 PM), Paul Gauthier, Nekosi Nelson, and Francesca Romans (arrived at 6:30 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: Knowles Elementary School

**4. CITIZEN COMMENTS**

*19 citizens addressed the Board of Trustees.*

**5. DISCUSSION/ ACTION ITEMS**

**A. OPERATIONS**

- 1. Discussion of Leander ISD Pay Systems Review Presentation
- 2. Tuition-Based PreK for Non-Qualifying Students in the Leander ISD Attendance Zone
- 3. Discussion of Long-Range Planning Framework - Pilot Open Enrollment
- 4. Discussion of 2024-2025 Budget Projections
- 5. Discussion of the 2025-2026 Budget Development: Potential impacts of budget cuts on district operations, instructional programs, personnel and facilities
- 6. Consider Approval of FY 25 Budget Amendment - #8

*I move the Board of Trustees approve FY25 Budget Amendment - #8 as presented. This motion, made by Francesca Romans and seconded by Anna Smith, passed six in favor and one, Paul Gauthier, opposed.*

**6. CLOSED SESSION**

*The Board went into closed session at 1:10 AM 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: Superintendent Formative Evaluation Quarterly Review

*The Board returned to open session at 1:20 AM.*

- 7. **ACTION PURSUANT TO CLOSED SESSION**
- 8. **BOARD MEETING DEBRIEF**
- 9. **ADJOURNMENT**

THE BOARD OF TRUSTEES, HAVING NO FURTHER BUSINESS, ADJOURNED THE MEETING.  
Time: 1:20 AM on February 28, 2025.

These minutes were read and approved by the Board of Trustees on the 27th day of March 2025.

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President

\_\_\_\_\_  
Secretary

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



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MARCH 27, 2025

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# Superintendent's Report

Board of Trustees Meeting



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# EMPOWERED LEARNERS

## *Bullying Prevention Tips For Families*

1. INCREASE COMMUNICATION
2. MONITOR BEHAVIOR
3. FACILITATE POSITIVE SOCIAL EXPERIENCES
4. PROMOTE RESPONSIBLE ONLINE BEHAVIOR
5. TALK ABOUT BULLYING
6. BE A ROLE MODEL
7. BE INVOLVED AT SCHOOL (JOIN THE FSMS PTSA)

## *Meeting*

### *Dates*

OCT 4	DEC 20
OCT 16	JAN 10
OCT 11	JAN 24
OCT 18	FEB 7
OCT 25	FEB 21
Nov 1	MAR 7
Nov 8	MAR 28
Nov 15	APR 11
Nov 22	APR 25
DEC 6	MAY 9
DEC 13	
MAY 23	

## *FSMS*



### *Our Mission*

WE STRIVE TO STRENGTHEN OUR  
COMMUNITY AND FIGHT BIAS ON OUR  
CAMPUS.



# EMPOWERED LEARNERS

## *Our Club*

AT FSMS, OUR NO PLACE FOR HATE COALITION STANDS AS A BEACON OF UNITY, RESPECT, AND KINDNESS. OUR MISSION IS TO FOSTER AN INCLUSIVE ENVIRONMENT WHERE EVERY STUDENT FEELS SAFE AND VALUED, REGARDLESS OF THEIR BACKGROUND. WE BELIEVE IN THE POWER OF DIVERSITY AND STRIVE TO CELEBRATE OUR DIFFERENCES BY ORGANIZING EVENTS, DISCUSSIONS, AND ACTIVITIES THAT PROMOTE UNDERSTANDING AND ACCEPTANCE. FROM ANTI-BULLYING CAMPAIGNS TO CULTURAL AWARENESS PROGRAMS, WE WORK TOGETHER TO ENSURE THAT OUR SCHOOL IS A WELCOMING PLACE FOR ALL. JOIN US IN MAKING A POSITIVE IMPACT AND CREATING A COMMUNITY WHERE HATE HAS NO PLACE!

## *Contacts*

### *Teacher Sponsor*

NINA STEINLE

### *Leadership Team*

AARNA  
AVANI  
CAITLIN  
LAASYA  
EMILY  
RAASYA  
SANVI  
HARSHA  
SREENATH  
VIBHA

2024-

2025

## *Event Plans*

- OCTOBER 4TH PEP RALLY
- HEY DUDE, NICE SHOES! WORKSHOP
- HAPPY HOLIDAYS TREE
- COMPLIMENT CRUSADES
- KINDNESS WEEK
- LISD NO HATE DAY
- CULTURAL DIVERSITY WEEK



# EMPOWERED LEARNERS





# EMPOWERED LEARNERS

## Schedule

**10:00 AM WELCOME**

**10:15 AM COALITION PRESENTATIONS**

**11:00 AM LUNCH BREAK**

**11:30 AM BREAKOUT SESSIONS**

**LMS, WMS, MRS. MIOTON - LECTURE HALL**

**SMS, CRMS, MRS. WARMAN - LIBRARY**

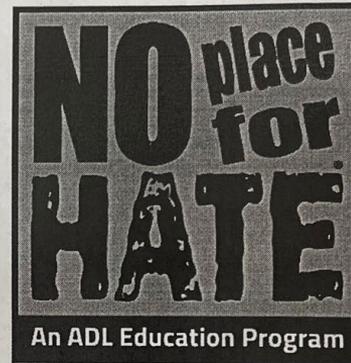
**\*\*SWITCH AT 12:15\*\***

**1:00 PM BREAK**

**1:15 PM ROUND TABLE DISCUSSION**

**2:00 PM WRAP UP & LOAD BUSES**

Please fill out the feedback google form



22

**LISD NO PLACE FOR HATE FORUM**

**2024-2025**

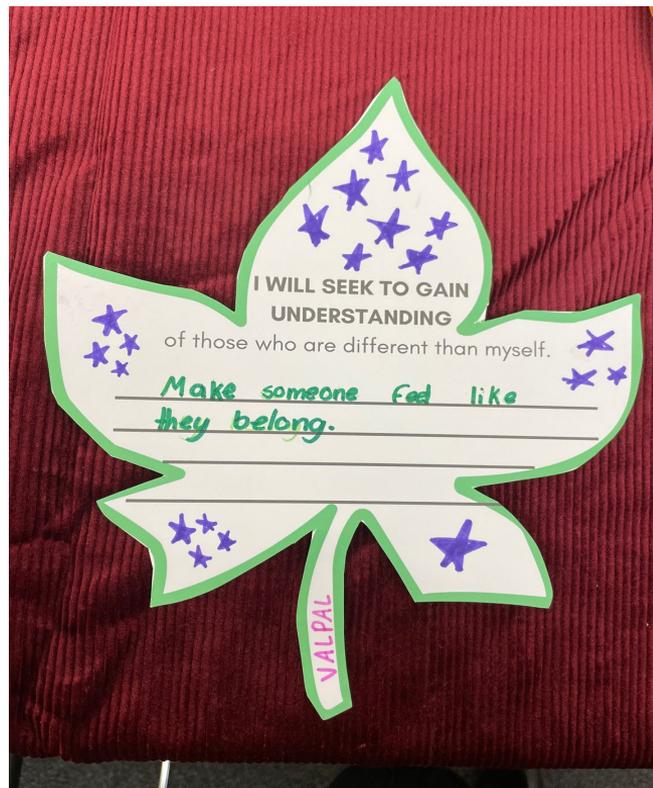
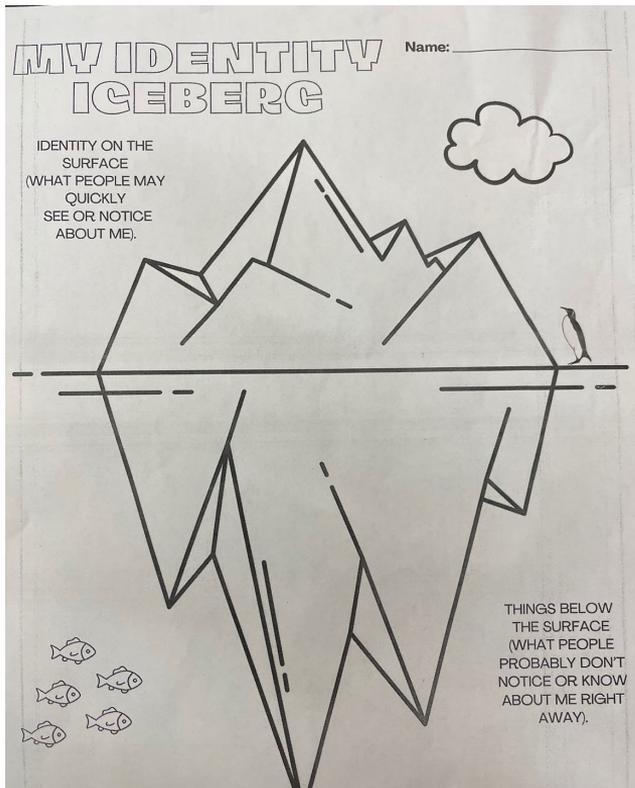
**HOSTED BY-**



**NP4H LEADERSHIP TEAM**



# EMPOWERED LEARNERS



23





# EMPOWERED LEARNERS



24



## EMPOWERED LEARNERS



25



# EMPOWERED LEARNERS/EMPOWERED COMMUNITY

**LEANDER ISD**  
CAREER AND TECHNICAL EDUCATION

**CiDays**  
Find Your Fit: Career Investigation Days

*Thank You!*  
to our  
**Career Investigation Day  
Business Partners**

4 weeks      40 business partners      160 juniors & seniors

*Achieve Pediatric Therapy and Rehab  
Advanced Pain Care - Austin  
Advanced Pain Care - Cedar Park  
Advanced Pain Care - Georgetown  
Advanced Pain Care - Round Rock  
Arant Real Estate Group  
ATI Physical Therapy, Dr. Heinsohn  
Austin FC  
Baobab Psychiatric Services  
Bullock Texas State History Museum  
Cedar Park Fire Department  
CG&S Design Build  
City of Cedar Park - Human Resources  
City of Cedar Park - Fleet Services  
City of Cedar Park - Finance  
City of Cedar Park Municipal Court  
City of Cedar Park - Development  
Services  
City of Leander - Engineering  
Community Impact  
Corvalent*

*Cushing Terrell  
Drive a Senior Northwest  
Growing Places Therapy Services  
Half  
Hanger Clinic  
HVAC Cowboys  
Inks Dam National Fish Hatchery  
Jonestown Police Department  
Laurel Dental  
Link Medical Marketing  
Marsh  
MODE Design Company  
NOV Surface Engineering  
O'Connell Robertson  
Pfluger Architects  
Reveal Dental  
Sensis  
TemperaturePro  
Texas Electric Cooperatives, Inc.  
The Learning Experience Leander*

26





## EMPOWERED LEARNERS

### Soccer Playoffs - Friday 3/28 🎉



27

#### Boys

Vista Ridge vs Economedes @ Floresville HS 7:30 pm

Cedar Park vs Juarez-Lincoln @ Buccaneer Stadium (Miller High School - Corpus)  
8:00 pm

Vandegrift vs Clemens @ San Marcos HS 7:00 pm

Glenn vs Brownsville Rivera @ Alamo Stadium 6:00 pm



## EMPOWERED LEARNERS

### **Girls - Friday 3/28**

Vandegrift vs Medina Valley @ New Braunfels 7:00 pm

Rouse vs McAllen @ Cabaniss Athletic Complex (Corpus) 6:00 pm

Cedar Park vs McAllen Memorial @ Buccaneer Stadium (Miller High School - Corpus) 6:00 pm



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# DISCUSSION

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, March 27, 2025

<b>Agenda Item:</b>	Empowered Staff Formative Review
<b>Purpose:</b>	<input checked="" type="checkbox"/> Discussion Item/Report Only <input type="checkbox"/> Action Requested
<b>Administrator Responsible:</b>	Casey O’Pry, Ed. D., Chief Human Resources Officer; Lisa Gibbs, M.Ed. Admin., Executive Director, Talent Acquisition/Elementary Support; Paul Johnson, M.Ed., Area Superintendent; Brandon Evans, M.S., Senior Executive Director of Facilities and Operations; Jamie Brzezinski, M.Ed. Admin., Campus Recruiter; Jennifer Dunn, M.Ed. Admin., Campus Recruiter
<b>Attachments:</b>	Empowered Staff Formative Review Presentation

---

**Background Information:**

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

**Administrative Recommendation:**

N/A

**Sample Motion:**

N/A



March 27, 2025

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# Empowered Staff Formative Review

# **PURPOSE**

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



# Power of the Past, Force of the Future: Empowered Staff



Past



Present



Future

“

**Our job is not to prepare kids for “something”. Our job is to help students prepare themselves for “anything”.**

34

”

- A.J. Juliani



# Empowered Staff

## Goal:

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

## Impact/Student Benefit:

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

35

## System Responses

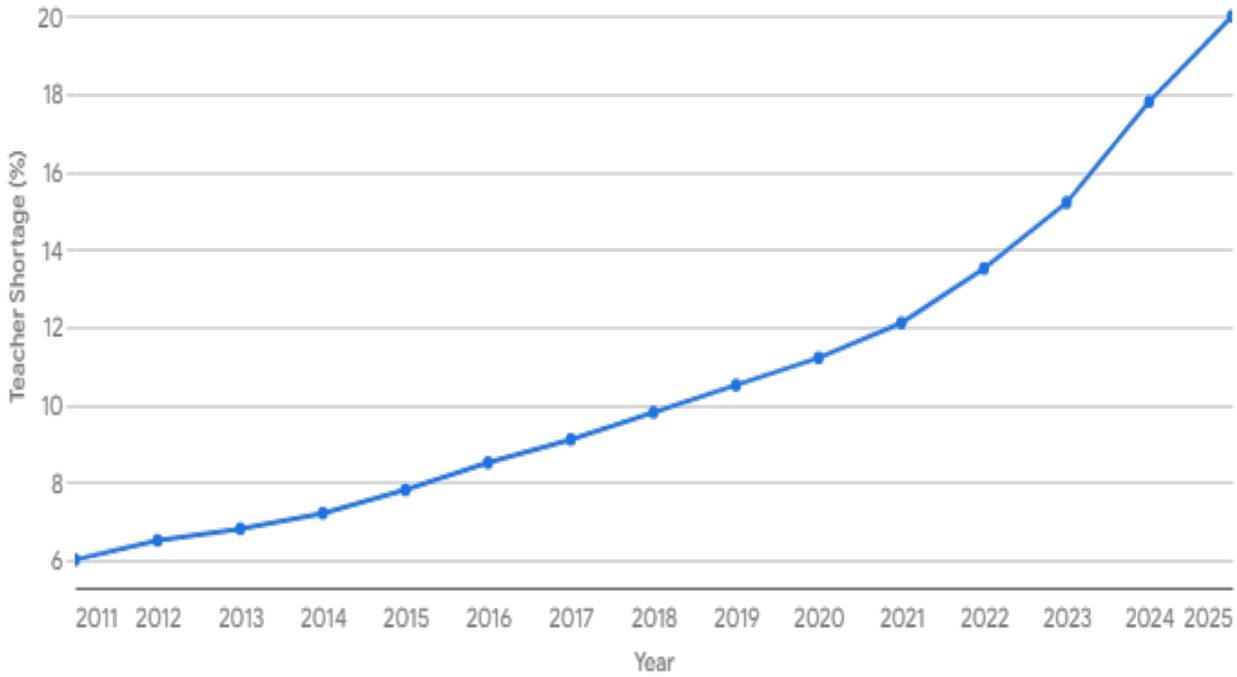
1. Continue to expand and enrich recruitment and retention efforts to attract and retain high-quality candidates and identify campus-specific needs.
2. Improve processes for recognizing and supporting LISD staff.
3. Improve professional learning opportunities and ensure alignment with the district's mission, vision, core beliefs, and Graduate Profile.



# National Teacher Shortage by Percentage

Source: U.S. Department of Education

National Teacher Shortage Trend (2011-2025)



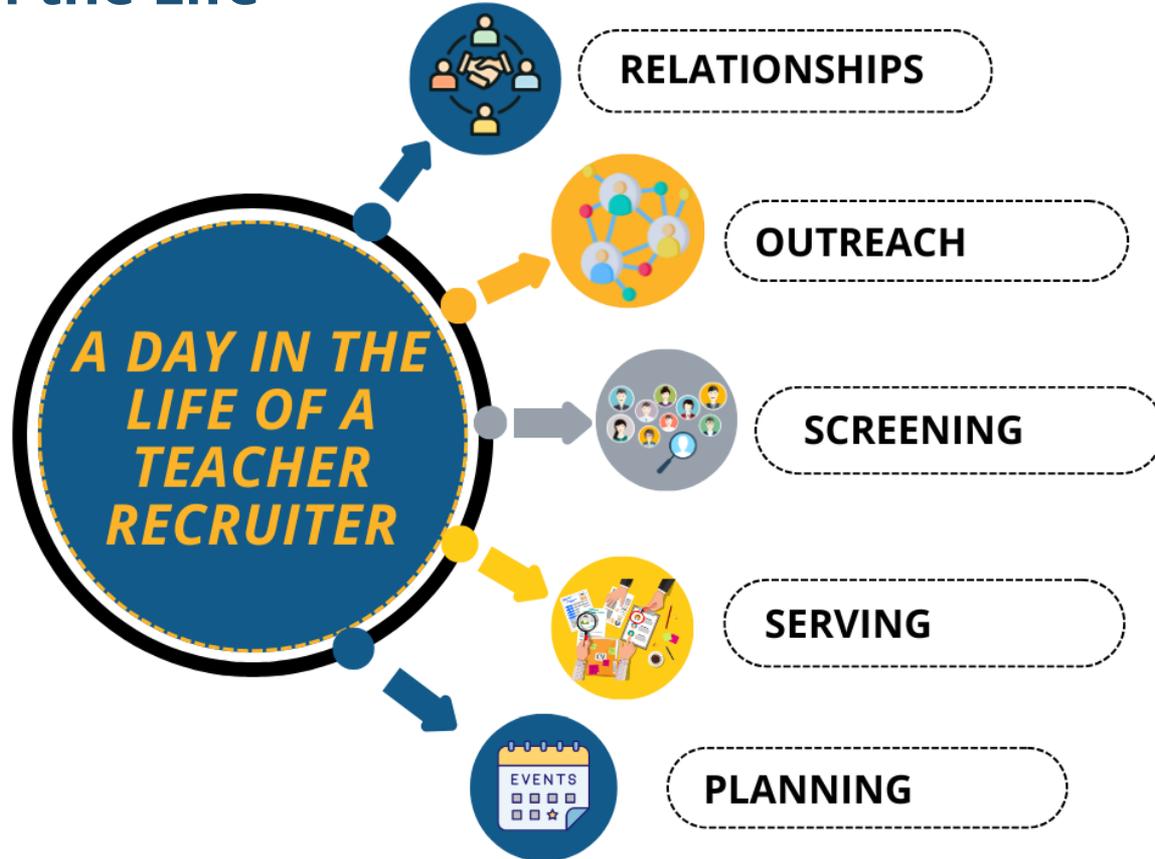


# Targeted Recruitment for Empowered Staff





# A Day in the Life





# Impact on the Elementary System

"Jennifer has helped us tremendously as we have continued to grow and add different programs to our campus. She has taken the time to get to know our campus needs and has always sent us great candidates that help us maintain our school vision. We appreciate her VERY much!"

Tracie Montanio - Larkspur ES Principal

"Our recruiters work tirelessly to ensure that LISD finds the best of the best for our students. They communicate with principals frequently to keep abreast of the needs of the campuses, and look for and share candidates they feel are a good fit. I have had specialized positions that were very hard to fill, but I never felt alone in my search. The recruiter was there every step of the way, and celebrated with me when I found just the right candidate. They are amazing!"

Kim Grubb - Bush ES Principal

**What Principals have to Say**

"Jennifer is wonderful, responsive, and an indispensable asset to our recruitment efforts. She answers every call, email, or text promptly—often even outside of business hours. She knows the requirements inside and out and goes above and beyond by supporting new hires even after they are placed on campus, spending time with them to ensure they have a lasting and successful career in our district. Thanks to her dedication and expertise, I have found some true gems through her recruitment efforts."

Amanda Wilson - Akin ES Principal

"I appreciate having the support of our recruiters! Their hard work lightens the load for leaders with one of the most important jobs we have which is finding outstanding educators. They inquire about campus needs and make an effort to match candidates' skills with those needs. They do a fantastic job searching for the best new hires for LISD. Jennifer Dunn has been instrumental in our campus journey to pilot the Muttley Crew, the Leander ISD therapy dog program. We have had two amazing dogs and their handlers join our campus team. The Muttley Crew connects our community and supports students in a new and engaging way. It would have been much harder to have this program without the hard work Jennifer put into it."

Shanita Kozlowski - Naumann ES Principal



# Impact on the Secondary System

"I cannot overstate the impact that our recruiters have had on the hiring process. Jamie knows what we need, hunts for the best candidates, and matches them up perfectly with the right campus fit. She has been worth her weight in gold for Principals."

Josh Haug - Glenn HS Principal

"Both recruiters have been integral in finding and helping to retain quality candidates. Jamie specifically has brought fantastic candidates for "hard-to-fill" positions to RBMS multiple times. Those candidates have always been high-quality and great for students. She checks in consistently to ensure she is searching for the right candidates and works tirelessly to ensure the positions at the secondary level are able to be filled. The screening interviews that both recruiters conduct are unbelievably helpful to make sure we are talking to candidates who are a good fit for individual campus cultures."

Jim Rose - Running Brushy MS Principal

**What Principals have to Say**

"Jamie Brezinski has been an invaluable asset to Rouse High School. We can call on her at any time and gain insight into future openings on our campus. She is able to give us market trends and help us forecast the possibility of filling certain positions. She is also a go getter and will reach out to candidates who would be a good fit. We would not be able to fill our positions without her. I am certain of that."

Vincent Hawkins - Rouse HS Principal

"Jamie develops relationships with the University and certification programs needed for us to get access to top quality, hard-to find teaching positions. She has helped our campus find some of the most challenging mid-year openings, and never fails to help us find a way to staff our school. She is a positive ambassador for our district in a competitive hiring environment."

Charlie Little - Vandegrift HS Principal

“

**Growth is never by  
mere chance;  
it is the result of forces  
working together.**

41

”

- James Cash Penney



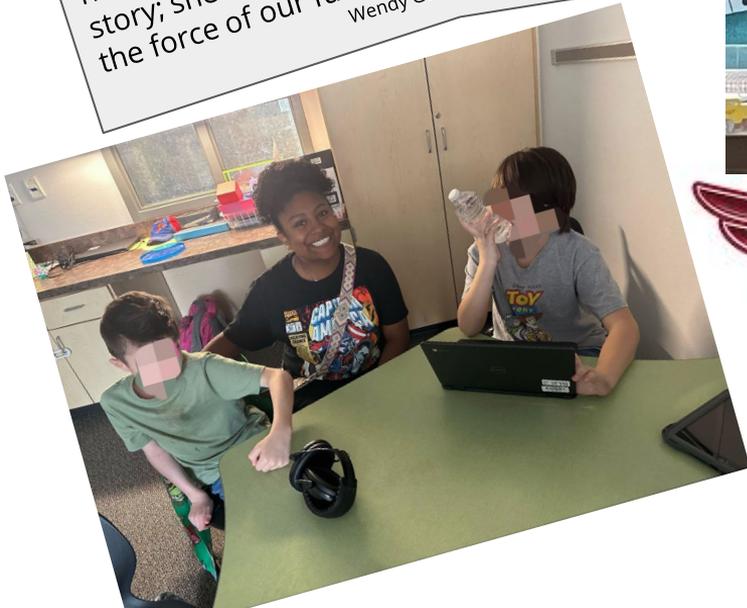
"Watching Michelle step into the role of an educator has been inspiring. She embodies everything we hope to cultivate in our students - dedication, compassion, and a heart for service. She is not just a success story; she truly is the power of our past and the force of our future in LISD!"

Wendy Gonzaba - Camacho ES Principal



"Michelle is a gifted educator who works to meet the needs of all her students. She is truly a joy and is changing the world!"

Dr. Rebecca Fredrickson, Professor,  
Division Head of Teacher Education  
TWU





# A Future Built on the Foundation of the Past



“

**Being a great place to work is the difference between being a good company and a great company.**

44

”

- *Brian Kristofek, President, Upshot*



# Securing the Future

Stay Interviews

Focus on PLC's

Recruiter Check-ins with New Hires

Leadership Development Programs

Bexa Breast Exam

Learning Leaders

Robust EAP Program

Galle<sup>45</sup> Cancer Screening

Mentor Program

National Board Certification Cohort

Positive Campus Culture & Supportive Campus Admin



Retaining and Growing

# Expanding our Benefits

**Personalized Care -**  
your provider takes the time to focus on you and your family, providing a high-quality, tailored healthcare experience.



**No Long Wait Times -**  
you get the care you need without the stress of crowded waiting rooms.

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**Frontier Direct Care Clinic -  
Designed with  
you in Mind**





# Leading Toward the Force of the Future



**Prospective Principal Program**

**Aspiring Assistant Principal Academy**

**Prospective Counselor Program**

**Concordia Partnership for Masters in Administration**



47

"Leadership Academy has been an incredible opportunity to meet and learn from so many unique roles and personalities across the district! I'm so grateful that Lacey and Kimberly have connected bite-sized learning with collaboration, experiences, and guests that tie everything together so perfectly."

Madi Houston - LISD Digital Learning Specialist

**Grow Our Own Instructional Assistant (IA) to Teacher Program**

**Dyslexia Academy**

**Special Education Academy**



# Leading to the Force of the Future

**Operational  
Leadership  
Training**



48

**The collaboration is  
inspiring. I'm very thankful  
for the opportunity to learn  
from some of our best  
leaders!**

**Kristen Daniels – HR Coordinator,  
Employee Records, Staffing**

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# DISCUSSION

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, March 27, 2025

**Agenda Item:** Legislative Committee Update  
**Purpose:**  Discussion Item/Report Only  Action Requested  
**Administrator Responsible:** Legislative Committee Members  
**Attachments:** N/A

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## **Background Information:**

Members of the Legislative Committee will provide a legislative update on developments that have emerged in the 89<sup>th</sup> Texas Legislative Session.

## **Administrative Recommendation:**

N/A

## **Sample Motion:**

N/A

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, March 27, 2025

**Agenda Item:** Discussion of the 2025-2026 Board of Trustees Meeting Dates  
**Purpose:**  Discussion Item/Report Only       Action Requested  
**Administrator Responsible:** Bruce Gearing, Ed.D., Superintendent of Schools  
**Attachments:** 2025-2026 Board of Trustees Meetings List View  
2025-2026 Board of Trustees Meetings Calendar View

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## **Background Information:**

Based on the [approved 2025-2026 Academic Calendar](#), Regular, Special and Workshop Board of Trustees Meeting dates have been scheduled for 2025-2026. Regular Board Meetings usually occur on the 2<sup>nd</sup> and 4<sup>th</sup> Thursday of each month, August through June, with adjustments made for conflicts such as holidays, conferences, and end of school year activities.

## **Administrative Recommendation:**

N/A

## **Sample Motion:**

N/A

**Leander ISD Board of Trustees Meeting Dates  
July 2025 to June 2026**

07/17/25, 6:15 pm	BOARD WORKSHOP PLC & TEAM TRAINING
08/07/25, 6:15 pm	REGULAR MEETING
08/21/25, 6:15 pm	REGULAR MEETING
09/04/25, 6:15 pm	REGULAR MEETING
09/18/25, 6:15 pm	REGULAR MEETING
10/09/25, 6:15 pm	REGULAR MEETING
10/23/25, 6:15 pm	REGULAR MEETING
11/06/25, 6:15 pm	REGULAR MEETING
11/20/25, 6:15 pm	REGULAR MEETING
12/05/25, 5:00 pm	ANNUAL TEAM OF 8 TRAINING (Friday)
12/06/25, 8:00 am	ANNUAL BOARD RETREAT (Saturday)
12/11/25, 6:15 pm	REGULAR MEETING
01/08/26, 6:15 pm	BUDGET WORKSHOP
01/22/26, 6:15 pm	REGULAR MEETING
02/05/26, 6:15 pm	REGULAR MEETING
02/19/26, 6:15 pm	REGULAR MEETING
03/12/26, 6:15 pm	REGULAR MEETING
03/26/26, 6:15 pm	BUDGET WORKSHOP
04/09/26, 6:15 pm	REGULAR MEETING
04/23/26, 6:15 pm	REGULAR MEETING
05/07/26, 6:15 pm	REGULAR MEETING
05/21/26, 6:15 pm	REGULAR MEETING
06/04/26, 6:15 pm	REGULAR MEETING
06/18/26, 6:15 pm	REGULAR MEETING

March 27, 2025

## Leander ISD Board of Trustees Meeting Dates Calendar View July 2025 to June 2026

July 2025						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

August 2025						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

September 2025						
S	M	T	W	Th	F	S
31	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

October 2025						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	1

November 2025						
S	M	T	W	Th	F	S
2	3	Election Day	4	5	6	7
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

December 2025						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	ER	20
21	22	23	24	25	26	27
28	29	30	31			

January 2026						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

February 2026						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

March 2026						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April 2026						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May 2026						
S	M	T	W	Th	F	S
					1	Election Day
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	ER	30

June 2026						
S	M	T	W	Th	F	S
31	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Day Count	
Teacher Days	139
Student Days	124
Staff Dev Days	15
Early Release Days	2

Key	
Student/Staff Holiday	
Staff Development/ No School	
New Teacher Training	
First/Last Day of School	
Early Release	<b>ER</b>
Regular Board Meetings	
Special Board Meetings/Workshops	
Board Conferences	
TASA Midwinter Conference	

Important Dates	
First Day of School	<b>Aug 13</b>
Student/Staff Holiday	Sept 1
Staff Development/No School	Sept 22
Student/Staff Holiday	Oct 16-17
Staff Development/No School	Oct 20
Staff Development/No School	Nov 3-4
Fall Break - Student/Staff Holiday	Nov 24-28
Winter Break - Student/Staff Holiday	Dec 22 - Jan 2
Staff Development/No School	Jan 5
Student/Staff Holiday	Jan 19
Staff/Student Holiday	Feb 12-13
Staff Development/No School	Feb 16
Staff Development/No School	Mar 23
Spring Break - Student/Staff Holiday	March 16-20
Staff/Student Holiday	April 3
Staff Development/No School	April 6
Staff/Student Holiday	May 25
Last Day of School	<b>May 29</b>

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, March 27, 2025

<b>Agenda Item:</b>	Discussion of 2024-2025 Budget Projections
<b>Purpose:</b>	<input checked="" type="checkbox"/> Discussion Item/Report Only <input type="checkbox"/> Action Requested
<b>Administrator Responsible:</b>	Pete Pape, Ed.D., CPA, Chief Financial Officer
<b>Attachments:</b>	2024-2025 Summary of Revenues and Expenditures

---

## **Background Information:**

Projections of revenues and expenditures are critical for monitoring the financial position of the district. Attached is a summary of the projections for the current 2024-2025 fiscal year based on eight months of actual data. Financial Services projects final revenues and expenditures by adding estimates of what will transpire through the remainder of the fiscal year to the actual numbers incurred for the current fiscal year. This is the third projection of actual operating results and these projections will be updated monthly until the end of the fiscal year.

The current projections indicate that operations will result in a deficit budget. These are preliminary projections based on what is currently known.

In summary, the projections reflect the following:

- Gross revenues are projected at \$447,665,029 before other sources (transfers in). Revenue and other sources **net of recapture** are projected at \$436,724,175.
  - State aid was reduced by \$5 million due to enrollment being lower than projected.
  - Additional hold harmless state aid was introduced post budget adoption to levies of property owners over the age of 65 resulting in an increase of \$3.4 million (offsets added positions/increase in expenditures of \$3.2 million).
  - Offsetting state aid adjustments for updated state values (CPTD) and current year Compensatory Education counts.
  
- Total operating expenditures are projected at \$473,672,696, before transfers out of \$1,500,000.
  - Payroll is currently projected to be higher than budgeted.
  - Savings are projected in the areas of contracted services, supplies and travel.
  - Expenditures approved after budget adoption:
    - Additional positions added to the budget following adoption (offset by an increase in revenue of \$3.4 million).
    - A one-time payment was issued in December.
    - Increased staffing for police department.
    - Rolled Purchase Orders.
    - Hisle Elementary NIFA funds increased due to inflation.
  
- Transfers out, with the majority going to the Health Insurance Fund, are estimated at \$1.5 million.

Current projections show the General Fund to end the year with a fund balance of \$157,652,768, reflecting a deficit of \$27,237,667.

## **Administrative Recommendation:**

N/A

## **Sample Motion:**

N/A

**Leander Independent School District**  
**Summary of Revenue and Expenditure Projections thru June 30, 2025**  
**Fiscal Year 2024-2025**

	Original Budget	Current Revised Budget	Projections Thru EOY	Variance	Explanation of Variances
<b>Revenues:</b>					
Taxes Gross (Current & Delinquent	\$ 329,418,530	\$ 328,949,784	\$ 328,949,784	\$ -	
Taxes (P&I)	950,000	950,000	950,000	-	
Other Local	15,662,500	16,132,435	16,132,435	-	
State - ASF & FSF	70,261,700	69,021,570	68,705,965	(315,605)	TEA updated with Comp Ed counts
State - Other	26,316,845	26,316,845	27,036,845	720,000	Prior year property value audit adjustments
Federal	5,890,000	5,890,000	5,890,000	-	
<b>Total Revenues</b>	<b>\$ 448,499,575</b>	<b>\$ 447,260,634</b>	<b>\$ 447,665,029</b>	<b>\$ 404,395</b>	
<b>Expenditures:</b>					
Payroll Costs	\$ 393,084,037	\$ 401,043,432	\$ 406,801,861	\$ (5,758,429)	1X Payment, Added Positions
Contracted Services	17,472,465	19,188,815	15,970,049	3,218,766	Rolled POs
Utilities	9,867,099	9,867,227	10,071,667	(204,440)	Increase in utility costs
Supplies and Materials	20,568,749	23,356,586	20,331,470	3,025,116	Police Department
Other Operating Costs	7,215,413	7,778,353	6,801,117	977,236	
Debt Service	537,869	862,651	817,269	45,382	
Capital Outlay	132,316	1,713,107	1,668,409	44,698	Police Dept, Rolled POs for Tech, Plant Svcs
<b>Recapture</b>	<b>11,484,229</b>	<b>11,678,718</b>	<b>11,210,854</b>	<b>467,864</b>	
<b>Total Expenditures</b>	<b>\$ 460,362,177</b>	<b>\$ 475,488,890</b>	<b>\$ 473,672,696</b>	<b>\$ 1,816,194</b>	
<b>Net Operating Results</b>	<b>\$ (11,862,602)</b>	<b>\$ (28,228,256)</b>	<b>\$ (26,007,667)</b>	<b>\$ 2,220,589</b>	
Other Sources	270,000	270,000	270,000	-	
Transfers Out - Other	-	-	-	-	
Transfers Out - Health Insurance	(1,500,000)	(1,500,000)	(1,500,000)	-	
<b>Net Change to Fund Balance</b>	<b>\$ (13,092,602)</b>	<b>\$ (29,458,256)</b>	<b>\$ (27,237,667)</b>		
<b>Beginning Fund Balance July 1</b>	<b>184,890,435</b>	<b>184,890,435</b>	<b>184,890,435</b>		
<b>Estimated Ending Fund Balance</b>	<b>\$ 171,797,833</b>	<b>\$ 155,432,179</b>	<b>\$ 157,652,768</b>		
<b>Fund Balance Expenditures/Items approved after budget adoption (included in expenditure calculations above)</b>					
* Added Positions/Increase in Expenditures	-	3,240,630	3,240,630	-	Board approved 8/8/24
Rolled Purchase Orders	-	3,027,753	3,027,753	-	Board approved 9/19/24
One-Time Payment	-	5,500,000	5,500,000	-	Board approved 10/24/24
Police Department start-up costs	-	2,506,156	2,506,156	-	Board approved 11/21/24 and 12/12/24
Hisle Elem NIFA Funds increased due to inflation	-	187,750	187,750	-	Board approved 8/22/24 and 9/19/24
<b>Total Fund Balance Expenditures</b>	<b>\$ -</b>	<b>\$14,462,289</b>	<b>\$14,462,289</b>	<b>\$ -</b>	

\* Offset by increase in revenue of \$3.4 million

# Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, March 27, 2025

**Agenda Item:** Discussion and Consider Adoption of the 2025-2026 Amended Budget Assumptions

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

**Administrator Responsible:** Pete Pape, Ed.D., CPA, Chief Financial Officer

**Attachments:** 2025-2026 Amended Budget Assumptions

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## **Background Information:**

During the [March 13, 2025 Special Board Meeting Budget Workshop](#), the Board discussed changing the budget deficit threshold from 3% to 4.5% and adjusting the district attendance rate from 94% to 94.125%. Attached for Board approval are the updated budget assumptions that will be used in building the 2025-2026 budget. Administration has also updated the Maintenance & Operations (M&O) tax rate from \$0.7394 to \$0.7371 pursuant to updated state estimated property value growth, which impacts the M&O maximum compressed rate (MCR).

The Amended Assumptions document provides a comprehensive list of the key assumptions for 2025-2026, which includes the following updates:

- Budget parameter of 4.5%
- Average daily attendance rate of 94.125%
- Pay study adjustment amount increased from \$3 million to \$3.5 million
- M&O tax rate of \$.7371 and I&S tax rate of \$.3300

## **Administrative Recommendation:**

Administration recommends that the Board of Trustees adopt the 2025-2026 Amended Assumptions to be used in developing the General Fund budget for 2025-2026 covering all estimated revenues and proposed expenditures.

## **Sample Motion:**

I move that the Board of Trustees adopt the 2025-2026 Amended Assumptions to be used in developing the General Fund budget for 2025-2026 covering all estimated revenues and proposed expenditures as presented.



**LEANDER INDEPENDENT SCHOOL DISTRICT  
2025-2026 AMENDED BUDGET ASSUMPTIONS**

DATA ELEMENT	ASSUMPTION	REDUCED GROWTH	
		25-26 PASA for Staffing <b>-0.39%</b>	25-26 PASA for Funding <b>-1.90%</b>
<b>Student Enrollment:</b>	PASA Reduced Growth Projection (less Pre-k)	41,157	41,157
	Pre-k projection (funding based on 1/2 day)	1,291	646
	Student enrollment projection for staffing/revenue estimates	42,448	41,803
<b>Budget Parameter:</b>			<b>4.50%</b>
<b>Avg Daily Attendance Rate:</b>	Based on attendance initiative		<b>94.125%</b>
<b>Property Values:</b>	Projected growth over prior year LOCAL values		4%
<b>Property Tax Collection Rate:</b>	Projected rate of collection on tax levy		99%
<b>Staff Pay Increase:</b>	Overall pay increase to all staff (Administrative Recommendation)		0%
<b>Campus Allocations:</b>	Maintain weighted per student allocations		
<b>Positions tied to student enrollment projections:</b>			
	Staffing formulas; PreKindergarten-12	\$	772,383
	New positions for special education	\$	500,000
<b>New School Allocations:</b>	Start up salaries for the Early Childhood Center	\$	150,000
	Salaries for Science Materials Center/18+ Program Building	\$	150,000
<b>Other Staffing Increases:</b>	Adjustments due to pay study	\$	<b>3,500,000</b>
	New position requests (outside of formula)	\$	-
<b>Employee Benefits:</b>	Increase contribution towards insurance premiums; Eliminate transfers out for health insurance	\$	2,479,800
<b>Portables:</b>	Portables to house students at campuses over capacity		TBD
<b>Budgeting Practices:</b>	Budget payroll at 98%		\$ (7,000,000)
		<b>2024 Tax Rate</b>	<b>2025 Tax Rate</b>
<b>Tax Rate:</b>	M&O rate ESTIMATE with additional compression under HB3	\$ 0.6169	\$ <b>0.5971</b>
	Golden pennies	0.0800	0.0800
	Copper pennies	0.0600	0.0600
	I & S rate	0.3300	0.3300
	<i>Actual/Projected Tax Rate</i>	\$ 1.0869	\$ 1.0671

**NOTICE OF A PUBLIC MEETING &  
NOTICE OF PROPOSED CONTRACT FOR LEGAL SERVICES**

Notice is hereby given that a meeting of the Board of Trustees of Leander Independent School District be held on March 27, 2025, for the purpose of considering and taking action on all matters on the agenda for the meeting, including approval of an agreement with the law firms of Thompson & Horton, LLP, Eiland & Bonnin, PC, and O’Hanlon, Demerath & Castillo, PC as special counsel to perform all legal services necessary to recover damages sustained by the District related to youth social media usage and any other action that may be necessary to pursue the best interests of the District in related litigation on a contingent fee basis.

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The purpose of the agreement is to pursue any and all available causes of action in Multi District Litigation 3047 or JCCP 5255 seeking to recover damages due to youth social media usage and addiction sustained by Leander Independent School District. By way of this agreement, Leander Independent School District seeks to recover damages, court costs, penalties, and other relief under applicable law.

Thompson & Horton, LLP is a full-service school law firm whose mission is to provide the highest quality personalized legal service to public and private schools, institutions of higher education, local governments, and private individuals and companies. Thompson & Horton attorneys have unique and specialized qualifications based on several hundred years of combined experience. Leaders in the field, their attorneys have been directly involved in many of the most significant court cases, administrative decisions, and public policy developments affecting their clients over the past 40 years. Thompson & Horton has represented the District for over 10 years. Thompson & Horton discussed the social media litigation with the District in February 2025. Thompson & Horton introduced Eiland & Bonnin to the District to consider the social media litigation in February 2025. Thompson & Horton included O’Hanlon, Demerath & Castillo in conversation with the District to consider the social media litigation in February 2025.

Eiland & Bonnin, PC engages in complex contingent fee litigation which has required the investment of hundreds of thousands to millions of dollars of litigation expenses. Lawyers in the firm have served in past MDL leadership committees. The firm has worked in many high-profile litigations like the MGM Grand Las Vegas Mass Shooting, Syngenta GMO Corn, and BP Texas City Refinery Explosion. After 20 years of service as a member of the Texas House of Representatives for Districts 23 & 24, Craig Eiland has a unique understanding of what elected officials and public entities are confronted with when navigating complex litigation. Mr. Eiland regularly advises multiple Texas school districts in litigation. Thompson & Horton has represented the District for over 10 years. The inception of the relationship between Eiland & Bonnin and the District began when Thompson & Horton introduced Eiland & Bonnin to the District in February 2025 to consider the social media litigation.

O’Hanlon, Demerath & Castillo, PC regularly serves school districts across the state of Texas in a general counsel capacity and maintains a principal office in Austin, Texas and also offices in Pharr, San Antonio and Fort Worth. The firm has litigated statewide high profile public education related cases such as the No Pass No Play, the A-F litigation and multiple Edgewood decisions related to the school finance system. After serving as General Counsel for the Texas

Education Agency and litigating various high-profile issues for the public education system for the Attorney General of Texas, Kevin O'Hanlon founded the firm in 1992 to serve the needs of Public Entity clients. Justin Demerath operates a contingent fee litigation practice within the firm that regularly represents public entities on a contingent fee basis, often in the scope of property insurance disputes. Additionally, his practice has recovered millions of dollars in recovery in high-profile multi-district litigations, including Syngenta GMO Corn, General Motors ignition switch recall, Trans-vaginal mesh, and NFL concussion litigation, as well as serving in leadership of cases that garnered national attention like the Sutherland Springs Mass Shooting. Thompson & Horton has represented the District for over 10 years. Since 2023, O'Hanlon, Demerath & Castillo has represented the District in the accountability challenge against the Commissioner of Education. Thompson & Horton included O'Hanlon, Demerath & Castillo in conversation with the District in February 2025 to consider the social media litigation.

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Thompson & Horton has served as legal counsel to Leander ISD for over 10 years. Thompson & Horton has not previously represented Leander Independent School District on a contingency fee arrangement. Eiland & Bonnin has not previously represented Leander Independent School District on a contingency fee arrangement. Eiland & Bonnin has not previously represented Leander ISD in any capacity. Since 2023, O'Hanlon, Demerath & Castillo has represented the District in the accountability challenge against the Commissioner of Education. O'Hanlon, Demerath and Castillo has not previously represented Leander Independent School District on a contingency fee arrangement. Thompson & Horton, LLP, Eiland & Bonnin, PC, and O'Hanlon, Demerath & Castillo, PC have, and continue to represent, claimants with competence and professionalism.

The specialized legal services, advancement of significant expenses, and compensation on a contingent fee basis required by this agreement cannot be performed by the attorneys and supporting personnel of Leander Independent School District because the District does not currently employ attorneys who have specialized knowledge and experience regarding Multi-District Litigation and analysis and legal remedies under both Texas and federal law on a contingent fee basis. In addition, the District has not budgeted the financial resources necessary to advance the significant litigation expenses required by this type of litigation nor to compensate competent and experienced attorneys and staff regarding Multi-District Litigation as District employees or to reasonably compensate a firm in private practice with the necessary experience under a contract providing for payment on an hourly basis without contingency.

Due to the complexity of the matter and expected difficulties in performing the legal work for this matter, the risk of no recovery, the expected expenses, including expert witness fees and other litigation costs, a reasonable hourly fee for a firm in private practice to prosecute this matter would exceed the amount for which the District would be able to adequately budget and expend financial resources. The District also does not have the financial resources required to pay the additional, significant costs of implementing appropriate infrastructure and technology necessary to fully and properly perform the needed legal services. The District also does not have the financial resources required to properly pursue its claims and causes of action, including to retain independent experts as testifying witnesses and to finance all costs of litigation through final resolution of the matter. Additionally, many law firms that handle large, complex matters strictly on an hourly basis have institutional clients, including social media corporations, insurance

companies, and social media corporations; and it would be difficult to find a firm with experience in this area that does not have a conflict of interest that would hinder the firm's ability to effectively represent the District. The proposed law firms have certified that they have no such conflict of interest in representing Leander ISD.

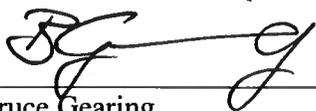
The legal services cannot be reasonably obtained from attorneys in private practice charging hourly fees without contingency because a contract to pay attorneys on an hourly basis without contingency would represent an additional and significant cost to Leander Independent School District. Furthermore, the District would be responsible for payment of all costs and expenses of the litigation through appeals, including to retain independent experts as testifying witnesses and to finance all discovery expenses and other costs of litigation through final resolution of the matter. The District does not have the financial resources necessary to pay for these additional and significant expenses necessitated by this social media multi-district litigation.

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Thompson & Horton, LLP, Eiland & Bonnin, PC, and O'Hanlon, Demerath & Castillo, PC will be compensated on a contingent fee basis. Entering into the proposed agreement is in the best interests of the residents of Williamson, Travis, and Burnet Counties, Texas. The District has sustained significant damages due to youth social media usage and addiction and for which there exists a potential recovery from the perpetrating social media corporations. Thompson & Horton, LLP, Eiland & Bonnin, and O'Hanlon, Demerath & Castillo, PC possess the specialized skills, knowledge, experience, financial, and technological resources needed to competently and fully pursue maximum potential recovery of the District's damages. Furthermore, the proposed agreement enables the District to pursue its legal remedies without diverting essential monies and resources from the ongoing needs and operations of its students, staff, and community at large. In addition, the proposed agreement shifts the financial risk and burden of litigation costs and expenses to Thompson & Horton, LLP, Eiland & Bonnin, PC, and O'Hanlon, Demerath & Castillo, PC with the District owing no such monies to the law firms unless and until it recovers monies. Moreover, Texas statutory and common law provide for penalty damages and for recovery of court costs, and for recovery of attorneys' fees for certain of the District's claims, including for breaches of contract.

Additionally, time is of the essence in the provision of these legal services. Potentially impending legal deadlines require urgent action by counsel.

Posted this the 24th day of March 2025.



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Dr. Bruce Gearing  
Superintendent of the Leander Independent School District