



**Special Meeting Budget Workshop Agenda
Thursday, January 8, 2026
Linda Lippe Instructional Materials Center
1775 W New Hope Drive
B1001.01 and B1001.02
Cedar Park, Texas 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.

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 19, 2025, at 2:12 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. OPENING CEREMONY**
 - A. Pledge of Allegiance
 - B. Moment of Silence
- 3. CITIZEN COMMENTS** *(See the notes at the top of the agenda for instructions on how to sign up and details regarding speaking.)*
- 4. CONSENT AGENDA**
 - A. Consider Approval of Minutes of Regular and Called Board Meetings 3
 - B. Consider Approval of the Designation of an Alternate Approver for Texas Education Agency (TEA) Login Access 6
- 5. DISCUSSION / ACTION ITEMS**
 - A. 2026-27 Budget Workshop 7
- 6. 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
- 7. ACTION PURSUANT TO CLOSED SESSION**

8. BOARD MEETING DEBRIEF

9. 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: Thursday, January 8, 2026

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: 12-17-25 Special Board Meeting Minutes DRAFT

Background Information:

Board meeting minutes are attached for your review.

Administrative Recommendation:

Administration recommends approval of the Special Meeting minutes as presented.

Sample Motion:

I move the Board approve the minutes as presented.

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 Wednesday, December 17, 2025, beginning at 6:17 PM in Cedar Park Middle School Cafeteria, 2100 Sun Chase Blvd., Cedar Park, TX 78613. The following members were present: Anna Smith, Sade Fashokun, Nekosi Nelson, Trish Bode, Paul Gauthier, Gloria Gonzales-Dholakia, and Laura Marques.

1. CALL TO ORDER AND DECLARATION OF QUORUM

2. CITIZEN COMMENTS

39 citizens addressed the Board of Trustees.

3. CONSENT AGENDA

Consider Approval of Minutes of Regular and Called Board Meetings

I move that the Board approve the Consent Agenda items as presented. This motion, made by Trish Bode and seconded by Sade Fashokun, 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. OPERATIONS

Consider Approval of Elementary Campus Consolidation Options for the 2026–27 School Year

I move that the board, in alignment with the long-range planning resolution adopted on September 30, 2025, direct administration to develop a comprehensive district-wide secondary alignment plan that includes consideration of expanded grade span models that integrate elementary and middle grades consolidation scenarios, if appropriate as determined by enrollment thresholds, for the 2027-28 school year in the Vandegrift High School feeder pattern that include clear plans for facility use. This motion, made by Gloria Gonzales-Dholakia 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.

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. This motion, made by Laura Marques and seconded by Gloria Gonzales-Dholakia, passed five in favor and two opposed. Trish Bode: Opposed, Sade Fashokun: In favor, Paul Gauthier: Opposed, Gloria Gonzales-Dholakia: In favor, Laura Marques: In favor; Nekosi Nelson: In favor; Anna Smith: In favor.

5. CLOSED SESSION

The Board did not go into Closed Session. 4

- 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**

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

Time: 9:47 PM

These minutes were read and approved by the Board of Trustees on the 8th day of January 2026.

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: Thursday, January 8, 2026

Agenda Item:	Consider Approval of the Designation of an Alternate Approver for Texas Education Agency (TEA) Login Access
Purpose:	<input type="checkbox"/> Discussion Item/Report Only <input checked="" type="checkbox"/> Action Requested
Administrator Responsible:	Pete Pape, Ed.D., CPA, Chief Financial Officer
Attachments:	N/A

Background Information:

All Independent School Districts (ISDs) are required to designate a Primary Approver for Texas Education Agency (TEA) Login Access (TEAL). The Primary Approver is responsible for certifying and approving required submissions to the TEA, including the Public Education Information Management System (PEIMS), New Instructional Facilities Allotment (NIFA), and other state and federal reports.

The Superintendent, or Acting Superintendent, serves as the Primary Approver and does not require Board approval. However, TEA requires Board approval for the designation of an Alternate Approver, and Leander ISD does not currently have an Alternate Approver designated.

Administration is requesting Board approval to designate Sarah Grissom, Ed.D., Deputy Superintendent of Administrative Services & Strategic Planning, as the Alternate Approver. Designating an Alternate Approver will ensure continuity and prevent delays in required TEA submissions during periods of administrative transition or absence.

Administrative Recommendation:

Administration recommends the Board approve the designation of Sarah Grissom, Ed.D., as the Alternate Approver for TEAL Access.

Sample Motion:

I move the Board of Trustees approve the designation of Dr. Sarah Grissom as the Alternate Approver for TEAL Access.

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, January 8, 2026

Agenda Item: 2026-27 Budget Workshop
Purpose: Discussion Item/Report Only Action Requested
Administrator Responsible: Pete D. Pape, Ed.D., CPA, Chief Financial Officer, and Gina Mitschke, Executive Director of Business
Attachments: 2026-27 Budget Workshop Presentation (*Uploaded to BoardBook 01-07-2026*)

Background Information:

A workshop will be held with the Board of Trustees to review and discuss the proposed 2026–2027 budget, including potential revenue-generating strategies and expenditure reductions. Administration will present an update on the projected 2026–2027 budget under both moderate and reduced student enrollment scenarios, incorporating pre-preliminary Comptroller’s Property Tax Division (CPTD) values expected to be received by December 18, 2025.

Administrative Recommendation:

N/A

Sample Motion:

N/A



January 8, 2026

2026-27 Budget Workshop

PURPOSE

Provide an update on the 2026-2027 budget levers, review key actions taken, gather board input, and facilitate discussion of program goals and high-impact budget considerations

9

Topics for Board Input and Guidance



**Comfort level with 2026-2027 Budget Assumptions,
as Presented**

**Revisiting District of Innovation Status and
Potential Benefits**

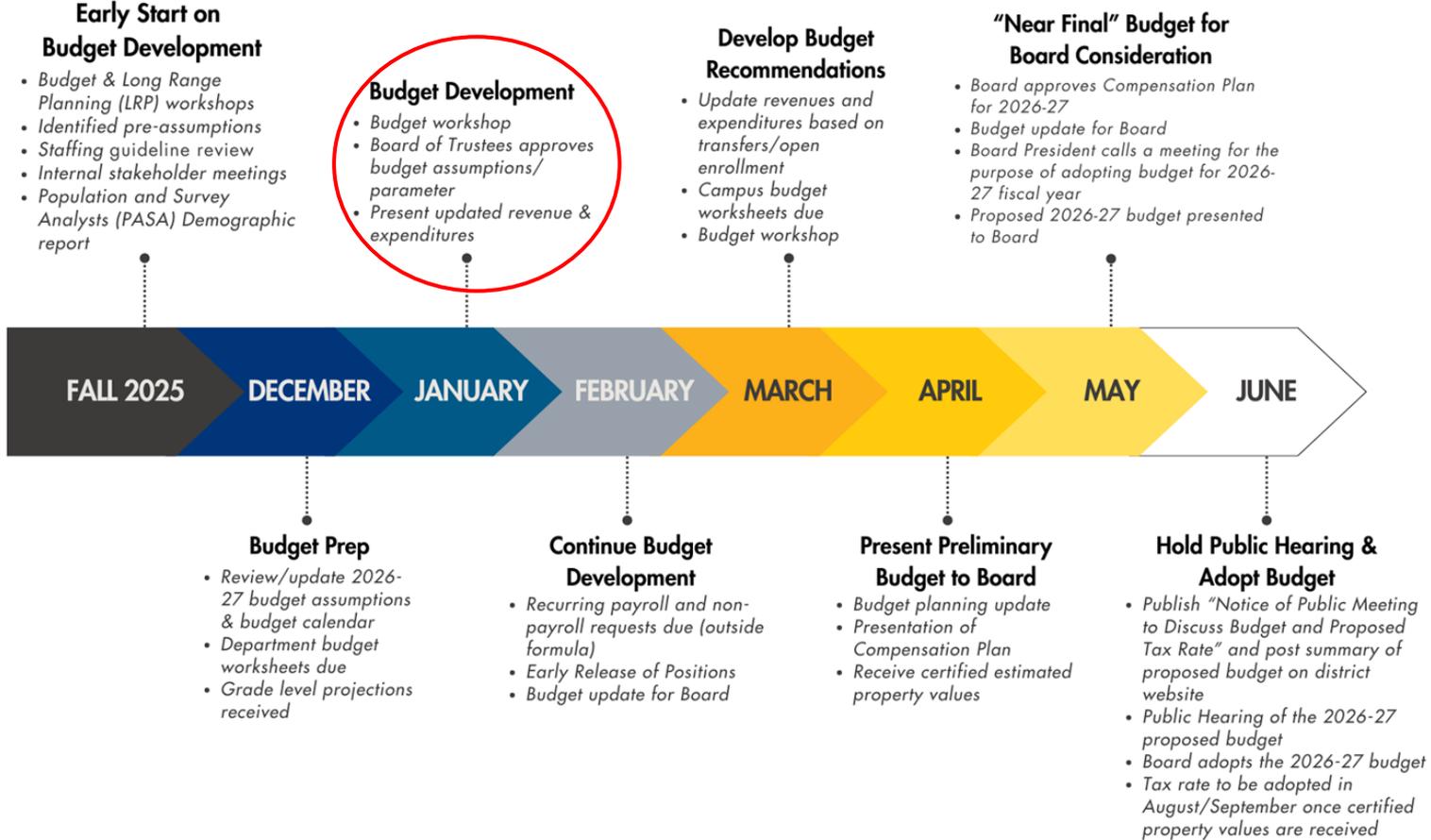
**Discussion of Significant Financial Impacts
Requiring Prioritization**

Key Budget-Related Actions and Communications

11



2026-2027 Budget Timeline





Discussion of 2026-2027 Budget Considerations

Key Budget-Related Actions and Communications

August	September	October
<p>8/1: Schedule Closed in IISD for Student Access</p> <p>8/6: Cabinet Feedback on Budget Development</p> <p>8/6: Conversation 2023 "Choose Your Path"</p> <p>8/6: Middle & Secondary Committee Meeting</p> <p>8/8-9/2: LRP - Staff Listening Session (7 Campus)</p> <p>8/11-8/12: Legislative Update to Principals</p> <p>8/12: Visit of Cabinet</p> <p>8/15: Accessibility Review</p> <p>8/15: New Draft 26-27 Staffing Process</p> <p>8/20: Begin Stakeholder Meetings for Updated Staffing Guidelines</p> <p>8/21: Demographic Methodology and District Naming Timeline (PASA)*</p> <p>9/1: General Session Ends</p> <p>9/1: Special Session 2nd Begins</p> <p>9/2: School Dist. Review - Community (Chair/Cabinet Participation)</p> <p>9/5-9/10: Community Conversations</p> <p>9/16: Leadership Meeting - Input on Timeline</p>	<p>8/20: Session Requests Due</p> <p>8/21: Review District Contribution to Benefits, comparison of self fund/ISD</p> <p>8/22: Communication with Community on Guidance Window & Course Selection Deadline</p> <p>8/22: Board Meeting: Citizen's Family Advisory Committee (CFAC) Charter</p> <p>8/22: CFAC Work Begins</p> <p>8/22: Communication with Community on Guidance Window & Course Selection Deadline - & possibly transfers.</p> <p>8/22: ISD Proposal Review</p> <p>8/22: Staffing Guidelines - Feedback & Review w/Stakeholders</p> <p>8/22: Board Policy Committee - LRP Decision Open Enrollment Policy</p> <p>9/2: Cabinet Conversation - Develop Budget Considerations (w. Board CLE, etc)</p> <p>9/2: LRP - Review & Synthesize Community Feedback</p> <p>9/2: New Courses and Course Changes for 26-27 sent to Instructional Materials</p> <p>9/4-9/5: Principal/Department Feedback on Budget Development Structure, including Process for Submission of Recurring Payroll/Non-Payroll Requests</p> <p>9/5: CHAS Report - Completed and Released Publicly</p> <p>9/5: Longer Common Sense Deductions</p> <p>9/7: Solicit input on Potential Central Office and Campus</p> <p>9/7: Board Meeting: Board Workshop (LRP & Budget - updated 5-year budget projections)*</p> <p>9/7: ISD - Course Changes Published</p> <p>9/8: Academic Guidance Window Opens</p> <p>9/8: New Courses and Course Changes for 26-27 sent to Instructional Materials</p> <p>9/10: Principal Review of & Feedback on Staffing Guideline Revision Process</p> <p>9/10-11: Solicit input about Surplus Guidelines from Elementary Stakeholders</p> <p>9/11: Line Item Drop</p> <p>9/15: Provide data from Leaders about potential staffing recommendations, if applicable</p> <p>9/15: Special Legislative Session 2 Ends</p> <p>9/15: ISD - District Accessibility Assessment</p> <p>9/16: Board Meeting: LRP - Recommendation for Final Consideration*</p> <p>9/16: Board Meeting: LRP - Decision on Open Enrollment Policy*</p> <p>9/16: Share Elementary Focus group input with Cabinet; Seek staff approval of Surplus guidelines from Cabinet</p> <p>9/16: Leave Int. Worksite Center Decision</p>	<p>8/20: Update staff & community on 26-27 budget - Big picture</p> <p>8/20: Review District Contribution to Benefits, comparison of self fund/ISD</p> <p>8/20: Communication with Community on Guidance Window & Course Selection Deadline</p> <p>8/20: Communication with Community Regarding Transfer Window (Timing and sharing length)</p> <p>8/20: CFAC Work Continues, if applicable</p> <p>8/20: ISD Data & Challenge</p> <p>8/20: Update Leadership on Staffing Guideline Process & Work</p> <p>8/20: ISD Proposal Review</p> <p>8/20: Communication with Community on Guidance Window & Course Selection Deadline</p> <p>8/20: Open Enrollment - Initial Communication / Applicable</p> <p>8/20: Open recurring payroll/non-payroll request form</p> <p>8/20: Open Long Payroll Requests (Review Committee Decision)</p> <p>10/2: Update Leadership on Staffing Guideline Process & Work</p> <p>10/2: Operational Meeting</p> <p>10/2: Provide new surplus guidelines to all ISD staff</p> <p>10/2: Distribute new Surplus Guidelines & Framework</p> <p>10/2: Distribute new surplus guidelines to all ISD staff</p> <p>10/7: Leadership Feedback and input on Potential Postion Reducers for 26-27</p> <p>10/8: Safety & Security Committee Mtg</p> <p>10/9: Board Meeting: LRP Final Decision*</p> <p>10/9: Board Meeting: Early Childhood Center Naming Charter*</p> <p>10/9: Campus Engagement post Board Decision on LRP (if applicable)</p> <p>10/10: LRP - Campus/Community "next steps" meetings / IISD communicates process to staff, impacted by school consolidation decisions, if applicable (following 10/9 Board decisions)</p> <p>10/10: Make potential position elimination feedback w/Cabinet & Chiefs</p> <p>10/16: Course Selection Sheet Completed (for new students) & New Course Selection Process Initiated for all returning students</p> <p>10/16: Course Selection Window for existing students opens</p> <p>10/16: School opens for 26-27 Enrollment</p> <p>10/20: Curriculum Day (C-1)</p> <p>10/23: Board Meeting: Population and Survey Analysis (PASA) Demographic Update*</p> <p>10/23: Board Meeting: Campus Progress (Partnership)</p> <p>10/27: Chiefs finalize positions and program for reduction</p> <p>10/27: Hold Homeless Decision related to Expenses (Duty/Bus)</p>
January	December	November
<p>1/8: Delta Center at ISD opens</p> <p>1/8: Communication with Community on Guidance Window & Course Selection Deadline</p> <p>1/8: Communication with Community Regarding Transfer Window (Timing and sharing length)</p> <p>1/8: Board/Staff Community Survey</p> <p>1/8: Potential Board Workshop</p> <p>1/8: Bond - Steering Committee Work</p> <p>1/8: Update ISD Staff on 26-27 Budget Process</p> <p>1/8: Update Budget & Personnel Guidelines Based on Grade Level Projections</p> <p>1/8: Initial Planning for Federal Funds 26-27</p> <p>1/9: Student Transfers Open</p> <p>1/8: Cabinet Reviews Position Reductions & Makes Recommendations, if applicable</p> <p>1/8: In-District Student Transfers Open (Employees & ISD-owned schools only)</p> <p>1/8: LRP - PASA Grade-Level Projections Sent to Campus</p> <p>1/8: Board Meeting: Budget Workshop 2 (Assumptions)*</p> <p>1/8: Board Meeting: Potential Bond Package *</p> <p>1/8: ISD-Grade Visits to ISD</p> <p>1/15: Dec end: Student Transfers Revised/Analyzed</p> <p>1/16: Student Transfers Closing - Employees, Community, Outside the District, if applicable</p> <p>1/19-1/23: Student Transfers Reviewed/Analyzed (not recommended to families but used for staffing)</p> <p>1/20: Chiefs Finalize Position Reductions & Share, if applicable</p> <p>1/21: School Board Approval Meeting</p> <p>1/23-1/23: 5th Grade Visits to Middle School</p> <p>1/23-1/24: Middle School Campus Visits to Elementary Schools (needs Selection)</p> <p>1/24: Student Transfers Closing</p>	<p>11/2: Communication with Community Regarding Transfer Window (Timing and sharing length)</p> <p>11/2: Bond - CFAC Work / Steering Committee</p> <p>11/2: ISD Review & Recurring Budget Requests Due</p> <p>11/2: Student Portfolio Plans End - Vendor Decision Made</p> <p>11/2: Chief Access Daily - Pilot</p> <p>11/2: Update Leadership - Final Staffing Guidelines</p> <p>11/2: Update Budget Assumptions</p> <p>11/2: Utilize Principal/Leader input to guide cabinet discussion about possible for reductions</p> <p>11/2: ISD - Business Review: Year Work, OEA Data, Board Goals</p> <p>11/2: Board Meeting: Early Childhood Center Naming</p> <p>11/2: Board Meeting: Budget Projections & Implications *</p> <p>11/2: Campus Work Continues</p> <p>11/2: Daily/Component Complete Budget Worksheets</p> <p>11/2: Bond - Community Conversations (March/April)</p> <p>11/2: LRP - Consolidated Campus Welcoming Events, if applicable</p> <p>11/2: LRP - Campus Legacy Events, if applicable</p> <p>11/2: Teacher Transfer Window Closes</p> <p>11/2: Surplus Teacher Placement Check-in</p> <p>11/2: Final Check for schedule changes</p> <p>11/2: SFD Staffing Allocations provided to campuses</p> <p>11/2: Central Hiring Begins (for positions where all surplus employees are placed)</p> <p>11/2-11/27: Recommendations for intervention Coaches, Accelerated Math Coaches, Double-Block, etc (if applicable)</p> <p>11/2-11/28: Districts Check Points (District)</p> <p>11/2: Job Fair</p> <p>11/24-1/20: New Course Proposals for 27-28</p>	<p>11/2: Communication with Community Regarding Transfer Window (Timing and sharing length)</p> <p>11/2: CFAC Work Continues, if applicable</p> <p>11/2: ESSA Talent Plan - Monitor & Report</p> <p>11/2: OEA Data & Challenge</p> <p>11/2: LRP - Attendance Zone 13 - runs, Plan Legacy Events for Campus, if applicable</p> <p>11/2: Staffing Guidelines Review/Feedback with Stakeholders Ends</p> <p>11/2: Update staff & community on 26-27 budget - decisions that have been made</p> <p>11/2: ISD - Curriculum Improvement Conference (CIC)</p> <p>11/2: ISD Grade Four Year Planning Window Opens</p> <p>11/2: ISD - Communication Improvement Conference (CIC)</p> <p>11/2: Chiefs share positions and programs for possible reduction with Cabinet</p> <p>11/4-11/11: Board members about potential position and program reductions</p> <p>11/5: Assistant Principal create instructional Materials requests for growth in 2nd semester</p> <p>11/5: Present Potential Position Reductions options to leadership</p> <p>11/5: Communicate staffing and program reduction to all staff, if applicable</p> <p>11/6-6: Campus Enrollment Projections, Grade-Level Projections, Reductions from PASA</p> <p>11/6-6: Proposed Staffing Guidelines Finalized</p>
February	March	April
<p>2/8: Position Requests for 26-27 Federally Funded Positions - 2nd Round (outside of staffing guidelines)</p> <p>2/8: Decisions on Federally Funded Positions for 26-27</p> <p>2/8: Open Enrollment - Application Opens, if applicable</p> <p>2/8: Communication with Community on Guidance Window & Course Selection Deadline</p> <p>2/8: Leadership Meeting - Principals, SML, Directors, Instructional Coordinators</p> <p>2/8: ISD Engagement Survey Closed</p> <p>2/13: Bond - Call Election, if applicable</p> <p>2/13: Registration for Math Pathway 3 Assessment Class</p> <p>2/14: Course Selection Completed - 6th-8th (eventually enrolled)</p> <p>2/14: Open Enrollment - Online Processing Form, if applicable</p> <p>2/14-2/20: Staffing Allocations</p> <p>2/14-2/20: Math Pathway 3 Assessment Administration</p> <p>2/14-2/20: Instructional Materials (for Intervention Coaches or Essential?)</p> <p>2/19: Operational/Assess Meet (Principals, SML, Directors, Instructional Coordinators)</p> <p>2/19: Board Meeting: Request hard-to-fill positions *</p> <p>2/23: Teacher Transfer Request Window Opens</p> <p>2/23-2/27: Math Pathway 3 Assessment - Community*</p> <p>2/23-2/27: Math Pathway 3 Qualifications Communications</p> <p>2/24: HCC - Principals Only</p> <p>2/24: Hold for timely operational or instructional gaps</p> <p>2/24: Math, Directors, SML, Instructional Coordinators</p> <p>2/27: Surplus Teacher Identified</p>	<p>3/1: Communication with Community Regarding Transfer Window (Timing and sharing length)</p> <p>3/1: Bond - CFAC Work / Steering Committee</p> <p>3/1: ISD Review & Recurring Budget Requests Due</p> <p>3/1: Student Portfolio Plans End - Vendor Decision Made</p> <p>3/1: Chief Access Daily - Pilot</p> <p>3/1: Update Leadership - Final Staffing Guidelines</p> <p>3/1: Update Budget Assumptions</p> <p>3/1: Utilize Principal/Leader input to guide cabinet discussion about possible for reductions</p> <p>3/1: ISD - Business Review: Year Work, OEA Data, Board Goals</p> <p>3/1: Board Meeting: Early Childhood Center Naming</p> <p>3/1: Board Meeting: Budget Projections & Implications *</p> <p>3/1: Campus Work Continues</p> <p>3/1: Daily/Component Complete Budget Worksheets</p> <p>3/1: Bond - Community Conversations (March/April)</p> <p>3/1: LRP - Consolidated Campus Welcoming Events, if applicable</p> <p>3/1: LRP - Campus Legacy Events, if applicable</p> <p>3/1: Teacher Transfer Window Closes</p> <p>3/1: Surplus Teacher Placement Check-in</p> <p>3/1: Final Check for schedule changes</p> <p>3/1: SFD Staffing Allocations provided to campuses</p> <p>3/1: Central Hiring Begins (for positions where all surplus employees are placed)</p> <p>3/1-3/27: Recommendations for intervention Coaches, Accelerated Math Coaches, Double-Block, etc (if applicable)</p> <p>3/1-3/18: Districts Check Points (District)</p> <p>3/1: Job Fair</p> <p>3/14-1/20: New Course Proposals for 27-28</p>	<p>4/1: Communication with Community Regarding Transfer Window (Timing and sharing length)</p> <p>4/1: CFAC Work Continues, if applicable</p> <p>4/1: ESSA Talent Plan - Monitor & Report</p> <p>4/1: OEA Data & Challenge</p> <p>4/1: LRP - Attendance Zone 13 - runs, Plan Legacy Events for Campus, if applicable</p> <p>4/1: Staffing Guidelines Review/Feedback with Stakeholders Ends</p> <p>4/1: Update staff & community on 26-27 budget - decisions that have been made</p> <p>4/1: ISD - Curriculum Improvement Conference (CIC)</p> <p>4/1: ISD Grade Four Year Planning Window Opens</p> <p>4/1: ISD - Communication Improvement Conference (CIC)</p> <p>4/1: Chiefs share positions and programs for possible reduction with Cabinet</p> <p>4/4-4/11: Board members about potential position and program reductions</p> <p>4/5: Assistant Principal create instructional Materials requests for growth in 2nd semester</p> <p>4/5: Present Potential Position Reductions options to leadership</p> <p>4/5: Communicate staffing and program reduction to all staff, if applicable</p> <p>4/6-6: Campus Enrollment Projections, Grade-Level Projections, Reductions from PASA</p> <p>4/6-6: Proposed Staffing Guidelines Finalized</p>
June	May	
<p>6/1: District Needs Assessment Instructional Materials</p> <p>6/1: Teacher Transfers (possible) No Longer Allowed (unless approved by sending/receiving principal, HR, and Area Supt)</p> <p>6/1: Last Day for surplus teachers to return to their original campus</p> <p>6/1: Bond Election</p> <p>6/1: Bond Election Day</p> <p>6/1: Board Meeting: Discussion of 26-27 Budget *</p> <p>6/1: Instructional Materials Ordered/Reallocated for Growth</p> <p>6/1: District Needs Assessment Instructional Materials</p> <p>6/1: Board Meeting: Approval of 26-27 Budget *</p>	<p>5/1: Open Enrollment - Approval Communication</p> <p>5/1: Present to the Board about Federal Funds *</p> <p>5/1: Federal Funds planning amounts are published</p> <p>5/1-5/16: Instructional Materials Audit</p> <p>5/16-5/18: Student Transfer Window for Surplus & New Employees: New Students, Pre-CO & Transfer</p> <p>5/17: Board Meeting: District Plan (Part 1)</p> <p>5/17: Board Meeting: District Plan (Part 2)</p> <p>5/17: Board Meeting: District Plan (Part 3)</p> <p>5/17: Board Meeting: District Plan (Part 4)</p> <p>5/17: Board Meeting: District Plan (Part 5)</p> <p>5/17: Board Meeting: District Plan (Part 6)</p> <p>5/17: Board Meeting: District Plan (Part 7)</p> <p>5/17: Board Meeting: District Plan (Part 8)</p> <p>5/17: Board Meeting: District Plan (Part 9)</p> <p>5/17: Board Meeting: District Plan (Part 10)</p> <p>5/17: Board Meeting: District Plan (Part 11)</p> <p>5/17: Board Meeting: District Plan (Part 12)</p> <p>5/17: Board Meeting: District Plan (Part 13)</p> <p>5/17: Board Meeting: District Plan (Part 14)</p> <p>5/17: Board Meeting: District Plan (Part 15)</p> <p>5/17: Board Meeting: District Plan (Part 16)</p> <p>5/17: Board Meeting: District Plan (Part 17)</p> <p>5/17: Board Meeting: District Plan (Part 18)</p> <p>5/17: Board Meeting: District Plan (Part 19)</p> <p>5/17: Board Meeting: District Plan (Part 20)</p> <p>5/17: Board Meeting: District Plan (Part 21)</p> <p>5/17: Board Meeting: District Plan (Part 22)</p> <p>5/17: Board Meeting: District Plan (Part 23)</p> <p>5/17: Board Meeting: District Plan (Part 24)</p> <p>5/17: Board Meeting: District Plan (Part 25)</p> <p>5/17: Board Meeting: District Plan (Part 26)</p> <p>5/17: Board Meeting: District Plan (Part 27)</p> <p>5/17: Board Meeting: District Plan (Part 28)</p> <p>5/17: Board Meeting: District Plan (Part 29)</p> <p>5/17: Board Meeting: District Plan (Part 30)</p> <p>5/17: Board Meeting: District Plan (Part 31)</p> <p>5/17: Board Meeting: District Plan (Part 32)</p> <p>5/17: Board Meeting: District Plan (Part 33)</p> <p>5/17: Board Meeting: District Plan (Part 34)</p> <p>5/17: Board Meeting: District Plan (Part 35)</p> <p>5/17: Board Meeting: District Plan (Part 36)</p> <p>5/17: Board Meeting: District Plan (Part 37)</p> <p>5/17: Board Meeting: District Plan (Part 38)</p> <p>5/17: Board Meeting: District Plan (Part 39)</p> <p>5/17: Board Meeting: District Plan (Part 40)</p> <p>5/17: Board Meeting: District Plan (Part 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Meeting: District Plan (Part 99)</p> <p>5/17: Board Meeting: District Plan (Part 100)</p>	

District Planning

TIMELINE

LEADER ISD

- Key**
- BUDGET AND STAFFING MILESTONES
 - LONG-RANGE PLANNING AND FUTURE BOND MILESTONES
 - MISCELLANEOUS MILESTONES
 - * - Board Meeting



Key Budget-Related Actions and Communications



September	October – December
<ul style="list-style-type: none">• Initiated district-wide budget reduction discussions with Cabinet, Principals, and Department Leaders• Solicited input from Leadership on potential staffing reductions• Directed Principals to reimagine Central Office functions, focusing on critical supports to campuses• Chiefs committed to identifying \$1.4 million or more in expenditure reductions• Established a committee to review staffing guidelines	<ul style="list-style-type: none">• Conducted follow-up meetings with Principals and Department Leaders• Principals ranked the priority of identified budget reductions• Held staff listening sessions (multiple opportunities)• Shared ThoughtExchange with staff; feedback remains open• Chiefs and Cabinet reviewed and discussed budget considerations• Prioritizing reductions based on Principal rankings• Continued staffing guideline discussions with Principals and Central Office• Finalized staffing guidelines in December• Chiefs and Deputy Superintendents worked on Central Office expenditure reductions

2026-2027 Updated Budget Projection

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2026-2027 Updated Budget Projection

Proposed Budget Assumptions

ENROLLMENT 41,841

AVERAGE DAILY ATTENDANCE	94.125%	OVERALL PAY INCREASE	no increase
PROPERTY VALUE GROWTH	3%	TEACHER RETENTION ALLOTMENT	\$13,091,111 ¹⁶
PROPERTY TAX COLLECTION	98.5%	TASB PAY STUDY ADJUSTMENT	\$1,000,000
TAX RATE	Maintenance & Operations (M&O) <u>\$0.7569</u> Interest & Sinking (I&S) <u>\$0.3300</u> \$1.0869	EARLY CHILDHOOD CENTER SALARIES	\$1,105,556
RECAPTURE ESTIMATE	\$11.4 million	NEW LISD POLICE DEPT POSITIONS	\$1,600,973
BUDGET PARAMETER	1.5%	BUDGET PAYROLL	98%
FORMULA STAFFING	none anticipated	HEALTHCARE CONTRIBUTION	\$2,479,800 Maintaining \$510 per employee/month



Updated 2026-2027 Budget Projections

	2026-2027 Projected	2026-2027 Reduced Growth
PROJECTED ENROLLMENT (Reduced growth)	41,841	40,794
REVENUE:		
State Revenue	\$ 117,124,438	\$ 111,405,938
Local Revenue	345,124,036	345,124,036
Federal Revenue	4,495,000	4,495,000
TOTAL ESTIMATED REVENUES:	\$ 466,743,474	\$ 461,024,974
EXPENDITURES:		
Payroll	\$ 420,690,815	\$ 420,690,815
Contracted Services	16,281,601	16,281,601
Utilities	10,572,371	10,572,371
Supplies	19,334,351	19,334,351
Travel/Misc.	7,604,389	7,604,389
Debt Service	500,000	500,000
Capital Outlay	100,000	100,000
New Campus Operating Costs	170,000	170,000
Recapture	11,415,810	11,716,346
TOTAL OPERATING AND PAYROLL EXPENDITURES:	\$ 486,669,337	\$ 486,969,873
RESULTS FROM OPERATIONS:	\$ (19,925,863)	\$ (25,944,899)
OTHER TRANSFERS IN/OUT		
Other Sources	350,000	350,000
Transfers Out - Healthcare	-	-
TOTAL TRANSFERS IN/OUT:	\$ 350,000	\$ 350,000
TOTAL SURPLUS/DEFICIT FOR ADOPTION:	\$ (19,575,863)	\$ (25,594,899)
BUDGET PARAMETER		
Budget Deficit Threshold - 1.5%	6,829,915	6,739,629
Deficit (Exceeding)/Within Budget Parameter	\$ (12,745,948)	\$ (18,855,270)
FUND BALANCE		
Beginning Fund Balance	\$ 142,113,056	\$ 122,537,192
Net Change in Fund Balance	\$ (19,575,863)	\$ (25,594,899)
Ending Fund Balance	\$ 122,537,192	\$ 96,942,292

Reduced enrollment = 1,047 students less than projected enrollment and 1,157 compared to current 25-26 enrollment

Revenue updated based on pre-preliminary Comptroller Property Tax Division (CPTD), reduced enrollment and adjustment of free/reduced counts

Expenditures remain the same with the exception of Recapture (driven by the ratio of property value to # of students and their weight)

Deficit increases by \$6 million when utilizing reduced growth

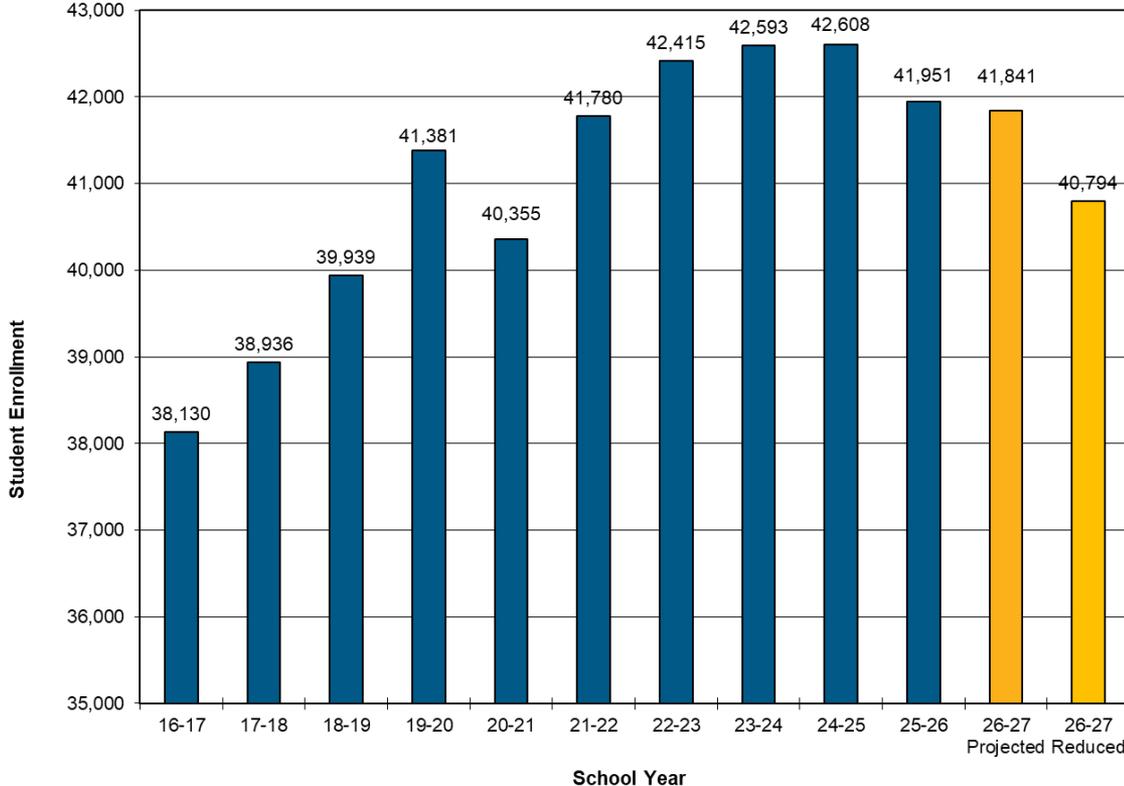
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Enrollment History and Projections

Enrollment History 2016-17 through 2025-26 and Projected 2026-27



School Year	Enrollment	% Change
16-17	38,130	2.87%
17-18	38,936	2.11%
18-19	39,939	2.58%
19-20	41,381	3.61%
20-21	40,355	-2.48%
21-22	41,780	3.53%
22-23	42,415	1.52%
23-24	42,593	0.42%
24-25	42,608	0.04%
25-26	41,951	-1.54%
26-27 Projected	41,841	-0.26%
26-27 Reduced	40,794	-2.50%

* 16-17 - 23-24 from Texas Academic Performance Report; 24-25 and 25-26 PEIMS, 26-27 PASA Projection and Reduced Growth

Topics for Board Input and Guidance



Comfort level with 2026-2027 Budget Assumptions

Projected student enrollment of 41,841	No pay increase	No increase in health insurance contribution	1.5% budget parameter
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- **Starting point for 2026-2027 baseline budget**
- **Board approval to be requested January 22**
- **Assumptions can be modified throughout the budget process**

Discussion of Program Objectives and Resource Optimization

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Discussion of Program Objectives and Resource Optimization



Strategic Levers:

- Administration is utilizing the Strategic Lever & Impact Analysis tool to determine the impact of potential reductions
- Continuing to seek and obtain feedback on reductions from all stakeholders
- Staff will discuss impacts of budget reductions at the March Board meeting

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Strategic Levers & Impact Analysis

		Impact (+, -, 0)				Cumulative Score <i>(Accept highest ranked Path)</i>	Associated Cost/Savings
		Student Experience	Staff Experience	Stewardship	Sustainability		
Commitments →							
Paths	Scenario A: Implement low-enrollment staffing model adjustments for the 2026-27 School Year	0	0	0	0	0	\$ 2,000,000.00
	Scenario B: Consolidate Faubion ES to Westside ES community	0	0	0	0	0	\$ 800,000.00
	2% Pay Increase for all Staff	0	0	0	0	0	\$ 6,800,000.00
	1% Pay Increase for all Staff	0	0	0	0	0	\$ 3,400,000.00
	Central Office Reductions	0	0	0	0	0	\$ (1,400,000.00)

Discussion of Program Objectives and Resource Optimization



Board Established Commitments and Operational Definitions:

- **Student Experience** – Providing access to opportunities that protect and enhance student learning and all elements impacting the overall student experience
- **Staff Experience** – Providing access to opportunities that protect and enhance staff learning and all elements, impacting the overall staff experience
- **Stewardship** – Managing resources responsibly and transparently to maximize value for students while maintaining community trust
- **Sustainability** – Ensuring long-term stability, including financial health, so the district can continue to support students and staff



Discussion of Program Objectives and Resource Optimization



Career & Technical Education (CTE)

- Growing CTE programs can result in additional funding
- Classes with certified teachers receive weighted funding
- District of Innovation (DOI) allows funding for uncertified CTE teachers (CTE is the only allowable program area)
- Exploring school district teaching permit and temporary classroom assignment permit, as an alternative to DOI

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Gifted & Talented (GT/QUEST)

- State mandated program
- Identifies students with advanced academic potential and provides differentiated instruction
- Program review to strengthen instructional delivery
- Ensure adherence to established staffing guidelines

Discussion of Program Objectives and Resource Optimization



Dual Language/Bilingual Education

- Designed to develop bilingualism, biliteracy and high academic achievement in both languages
- Texas Education Agency (TEA) Chapter 89 requires offering from Early Childhood - 5th grade
- Participation declines at the middle school level
- Currently reevaluating at the middle school level

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Pre-Kindergarten 3- and 4-year-olds

- Early preparation supports long-term success
- Majority of students who begin in LISD stay in LISD
- All Pre-K 3 and Pre-K 4 classrooms are staffed with one teacher and one instructional assistant
- Texas Education Agency (TEA) max of 22:1 student-to-teacher ratio

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Discussion of Program Objectives and Resource Optimization

	2024-2025 Allocation*	2024-2025 Spend Requirement (55% or 100%)	2024-2025 Actual Expenditures	% of Actual Expenditures compared to Spend Requirement	Comments
Career & Technical Education (CTE) <i>Program Intent Code (PIC) 22</i>	\$21,099,455	\$11,604,700	\$13,904,839	120%	Approved CTE programs receive 10 to 47 percent more in weighted funding
Gifted & Talented <i>PIC 21</i>	\$829,993	\$829,993	\$4,360,685	525%	Funding cap is set at 5% Average Daily Attendance ²⁵ (ADA) and can be prorated
Bilingual <i>PIC 25</i>	\$3,582,413	\$1,970,327	\$2,080,717	106%	House Bill 2 allows full teacher salaries to be coded to PIC 25 (24-25 expenditures, with salaries = \$11,294,823)
Early Education <i>PIC 36</i>	\$2,730,543	\$2,730,543	\$4,679,119	171%	Funding must be used for programs and services that improve reading and mathematics performance for students in Pre-K through 3rd grade
Dyslexia <i>PICs 37 and 43</i>	\$1,709,400	\$1,709,400	\$3,407,776	199%	Students are coded to PIC 43 if they receive dyslexia services, as well as designed instruction due to dyslexia
Special Education <i>PIC 23</i>	\$50,431,391	\$27,737,265	\$70,894,176	256%	

*Texas Education Agency Summary of Finances - Near Final Report 11/21/25

Topics for Board Input and Guidance



Revisiting District of Innovation Status and Potential Benefits

Allows funding for uncertified CTE teachers

Research and bring back amendments to our DOI status

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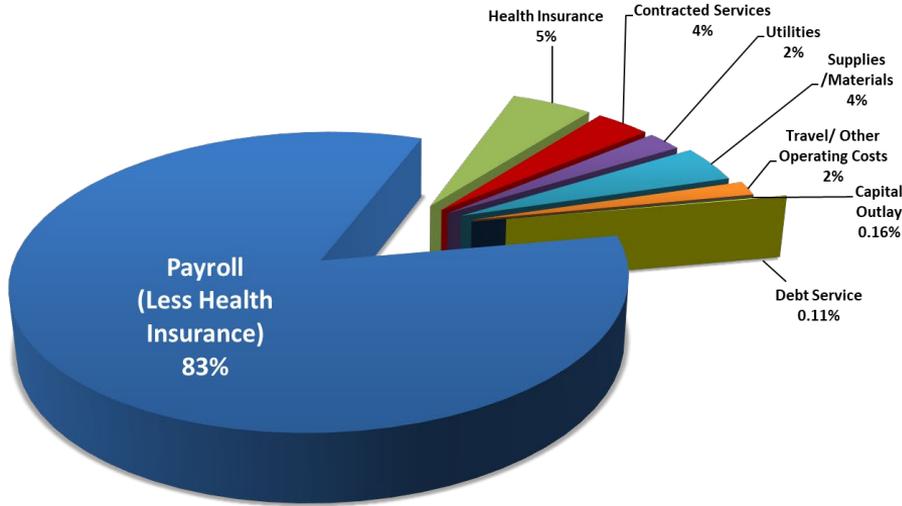
Significant monetary impacts requiring prioritization

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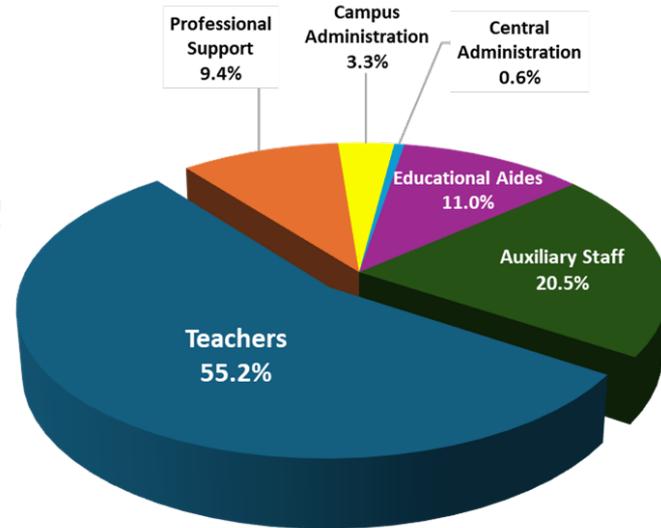
Significant monetary impacts requiring prioritization

2025-2026 Adopted General Fund Budget Without Recapture



Source: 2025-2026 Leander ISD Adopted Budget

2024-2025* Staff Information



Source: 2024-2025 Texas Academic Performance Report (TAPR) from Texas Education Agency (TEA)
*Most recent available information

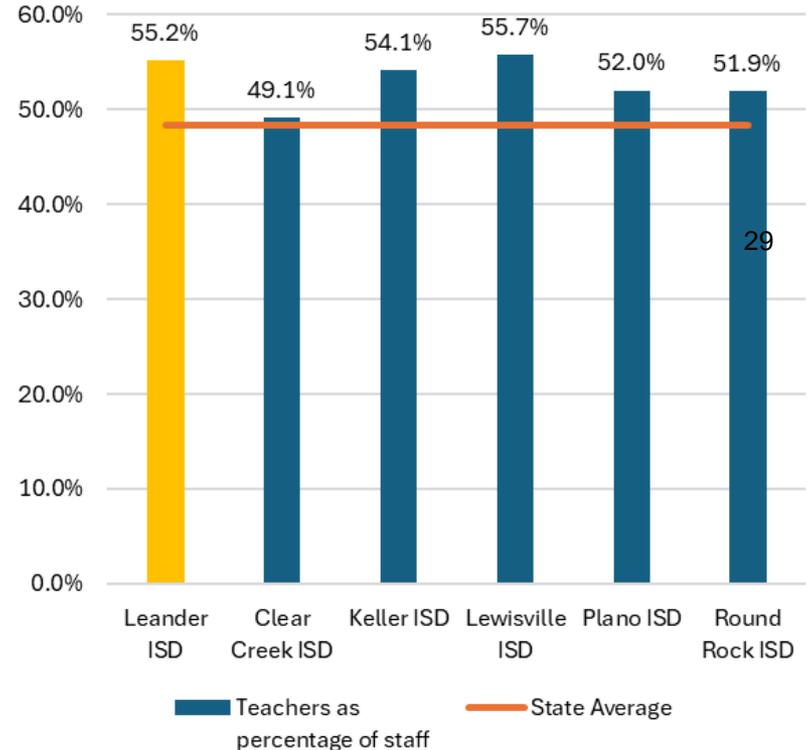


Personnel - Significant monetary impacts requiring prioritization

2024-2025 Staff Comparison - Peer Districts

	State	Leander ISD	Clear Creek ISD	Keller ISD	Lewisville ISD	Plano ISD	Round Rock ISD
Teachers	48.3%	55.2%	49.1%	54.1%	55.7%	52.0%	51.9%
Campus Administration	3.4%	3.3%	4.2%	3.4%	3.5%	3.7%	3.3%
Professional Support	10.8%	9.4%	12.5%	9.7%	12.2%	11.8%	11.7%
Central Administration	1.2%	0.6%	0.5%	1.7%	1.3%	1.2%	0.7%
Educational Aides	10.7%	11.0%	8.9%	10.0%	10.5%	10.9%	12.3%
Auxiliary Staff	25.5%	20.5%	24.8%	21.1%	16.8%	20.5%	20.1%
Teachers & Educational Aides	59.0%	66.2%	58.0%	64.1%	66.2%	62.9%	64.2%

2024-2025 Teachers as a % of Staff Peer Districts



Source: 2024-2025 Texas Academic Performance Report (TAPR) from Texas Education Agency (TEA)

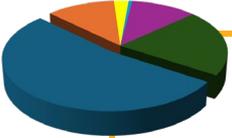


Personnel - Significant monetary impacts requiring prioritization

Teachers	Campus Administration	Professional Support	Central Administration	Educational Aides	Auxiliary Staff
<ul style="list-style-type: none"> ● Teachers ● Band Directors ● Athletic Coaches 	<ul style="list-style-type: none"> ● Principals ● Assistant Principals 	<ul style="list-style-type: none"> ● Counselors ● Librarians ● Nurses ● Speech Therapists ● Instructional Coaches ● Social Workers ● Technology Professionals ● Legal Services ● Business Service Professionals ● Other Campus/Dept Exempt Professionals 	<ul style="list-style-type: none"> ● Superintendent ● Assistant/Area Superintendents ● Chief Officers ● District Instructional Program Directors ● Athletic Directors ● Business Managers/Chief Financial Officer ● Director of Personnel/ Human Resources 	<ul style="list-style-type: none"> ● Instructional Assistants (IAs) 	<ul style="list-style-type: none"> ● Business/Finance ● Campus Office/ Clerical ● Central Office/ Clerical ● Child Nutrition ● Human Resources ● Information Technology ● Custodial ● Maintenance ● Warehouse ● Safety/Security ● Transportation ● Other Non-Exempt Auxiliary

Source: Texas Education Agency (TEA)

Personnel - Significant monetary impacts requiring prioritization



Staffing comparison percentages will change pursuant to 25-26 reductions. The following assumptions can be made:

- Teacher percentage of total staff is expected to decrease as compared to 2024–2025. The district is expected to remain aligned with or above the state average and peer districts
- A reduction in campus administration and educational aide staffing is anticipated, with campus administration currently falling below state and peer averages
- Central administration staffing is expected to remain constant, which is below state average and most peers
- A decline is anticipated in professional support, but expected to remain in line with state and peer districts



Pay Increase - Significant monetary impacts requiring prioritization



Pay Increase Scenarios

	1% Pay Increase	2% Pay Increase
ALL Staff	\$3,400,000	\$6,800,000
Staff Not Eligible for the Teacher Retention Allotment (TRA)	\$1,400,000	\$2,800,000

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Health Insurance - Significant monetary impacts requiring prioritization



Health Insurance Fund Balance History

	2020/2021	2021/2022	2022/2023 *	2023/2024 *	2024/2025 *
Operating Revenues	\$ 27,494,016	\$ 27,687,044	\$ 29,381,571	\$ 33,329,992	\$ 35,613,747
Operating Expenses	\$ 28,970,820	\$ 36,581,259	\$ 31,457,874	\$ 40,641,551	\$ 43,296,242
Income/(Loss) before Transfers	\$ (1,476,804)	\$ (8,894,215)	\$ (2,076,303)	\$ (7,311,559)	\$ (7,682,495)
Amount Transferred In - Opt-Outs	\$ 5,672,358	\$ 5,734,644	\$ 5,771,729	\$ -	\$ -
Amount Transferred-In			\$ 3,000,000	\$ 4,239,600	\$ 1,500,000
Beginning Fund Balance	\$ 8,561,766	\$ 12,757,320	\$ 9,597,749	\$ 16,293,175	\$ 13,221,216
Net Change in Fund Balance	\$ 4,195,554	\$ (3,159,571)	\$ 6,695,426	\$ (3,071,959)	\$ (6,182,495)
Ending Fund Balance	\$ 12,757,320	\$ 9,597,749	\$ 16,293,175	\$ 13,221,216	\$ 7,038,721

*Increased Employer Contribution \$50/month/employee

Health Insurance - Significant monetary impacts requiring prioritization



Health Insurance:

- No contribution increase included in 2026-2027 projected budget
- Increased employer contribution by \$50 to \$510/month in 2025-2026

Potential Strategies for Future Discussion Include:

- Adjusted benefit structure / plan design
- Increase employer contribution
- Increase employee contribution
- Sliding scale option
- Whether or not to remain self-funded

Detailed options will be shared at a later date by Human Resources



Property & Casualty Insurance - Significant monetary impacts requiring prioritization

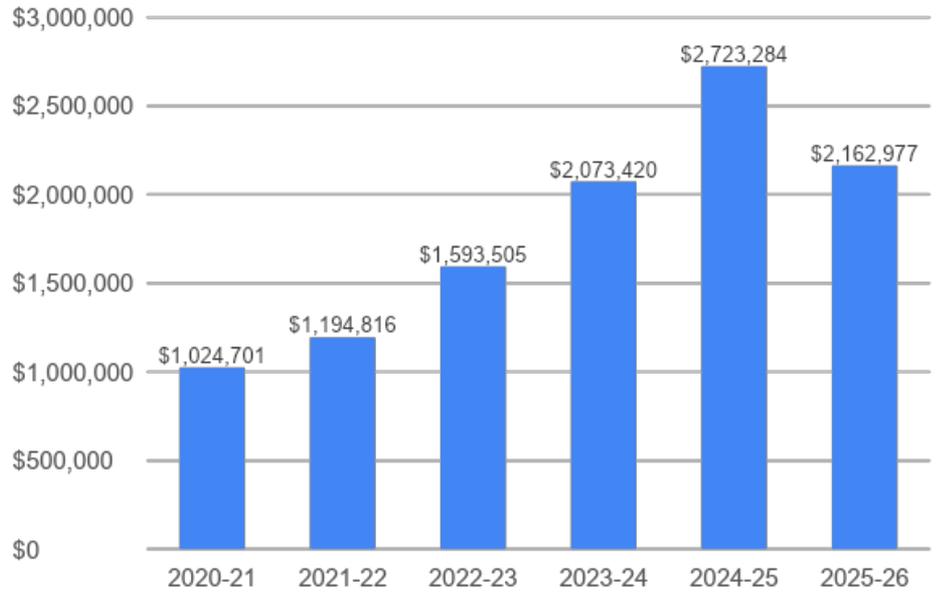


Sharp increase due to frequent & severe weather and natural disasters, higher costs to repair & replace property, as well as inflation

2025-26 insurance cost decrease due to increased risk (higher deductible)

Anticipate minimal increase in 2026-27 due to plan design (maintain higher deductible)

Property & Casualty Insurance Cost History



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Federal Funds - Significant monetary impacts requiring prioritization



Federal Funds:

- Monitoring federal funding levels and potential future impacts
- If funding is reduced, will affected positions transition to the General Fund?
- Any shift to the General Fund will increase the projected deficit and require identification of additional reductions
- Review services funded through federal programs to determine potential modifications or efficiencies
- Federal allocation amounts are not expected to be known until May

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Topics for Board Input and Guidance



Discuss Prioritizing Significant Monetary Impacts

Pay Increases

Health Insurance

Retaining Staff

**Federally Funded
Positions**

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Budget Considerations and Fiscal Levers

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Budget Considerations and Fiscal Levers



Voter Approval Tax Ratification Election (VATRE)

- Increase revenue to close deficit and/or provide pay increases
- Remaining 3 copper pennies totals approximately \$6.8 million
- November 2026 is the earliest an election can be held
- **July 3, 2026:** Last day for board to select auditor for efficiency audit (4 months before Election Day)
- Triggered when Board adopts a tax rate above the legal voter-approval threshold
- **August 17, 2026:** Deadline to order a VATRE (after adopting budget and tax rate)
- Efficiency audit must be posted on district's website at least 30 days prior to election and Board must hold an open meeting to discuss the results
- **October 2, 2026:** Last day to post efficiency audit results
- **November 3, 2026:** Election Day

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Budget Considerations and Fiscal Levers



Sale of Land

- One-time infusion of funds
- Not a long-term solution to closing the deficit



Lease of Land

- Minimal financial return
- No land currently available suitable for leasing without developing a detailed agreement specifying prohibited uses



Texas Education Agency (TEA) Hold Harmless

- Decision anticipated in February/March
- Do not anticipate funding in excess of \$3 million, if any



Budget Considerations and Fiscal Levers



CTE Allotment Increase

- Align with LISD instructional priorities and program capacity
- Analysis underway to determine potential increases in CTE funding



Open Enrollment

- Dedicated open enrollment page on the LISD website
- Marketing and outreach strategies in progress
- Enrollment interest will be monitored and evaluated; adjustments considered in the spring



Average Daily Attendance (ADA)

- Initiative to increase ADA (approximately \$3.0 million per 1% increase)
- Monitor actual attendance data and consider adjustments, as appropriate



Budget Considerations and Fiscal Levers



Special Education Allotment Increase

- Texas Education Agency (TEA) adjusting weights in 2026-2027
- Early estimate; no information has been released by TEA on methodology



Facility Rentals

- Increased revenue estimate in 2025-2026
- Monitor actual data and adjust, as appropriate



Advertising

- Analysis is being conducted for advertising opportunities on buses, campus sites and District billboards



Teacher Incentive Allotment (TIA)

- Committee formed to research/evaluate options
- 2+ years to implement

Budget Considerations and Fiscal Levers



Additional Days School Year (ADSY)

- Committee formed to research/discuss options
- 175 instructional days required in Board-approved instructional calendar



Exploring Innovative Programming

- Committee is analyzing options; i.e. virtual learning academy (VLA), potential access to voucher dollars, different grade configurations, and other non-traditional program models⁴³



Instructional Materials and Technology Allotment (IMTA)

- Not part of the Foundation School Program (FSP) funding
- IMTA base amount of \$174.69 per student (\$14.87 for emergent bilingual)
- Annual entitlement of \$40 per student - only for materials approved by the State Board of Education (SBOE)
- Annual entitlement of \$20 per student to support printing and shipping costs for state-developed Open Education Resources (OER) (Bluebonnet)



Budget Considerations and Fiscal Levers



All Identified Potential Reductions:

Central Office Reductions	\$1.4 million +
Elementary School Potential Reductions	\$3.1 million (identified)
Middle School Potential Reductions	\$5.6 million (identified)
High School Potential Reductions	\$7.0 million (identified)
Total	\$17.1 million (identified)

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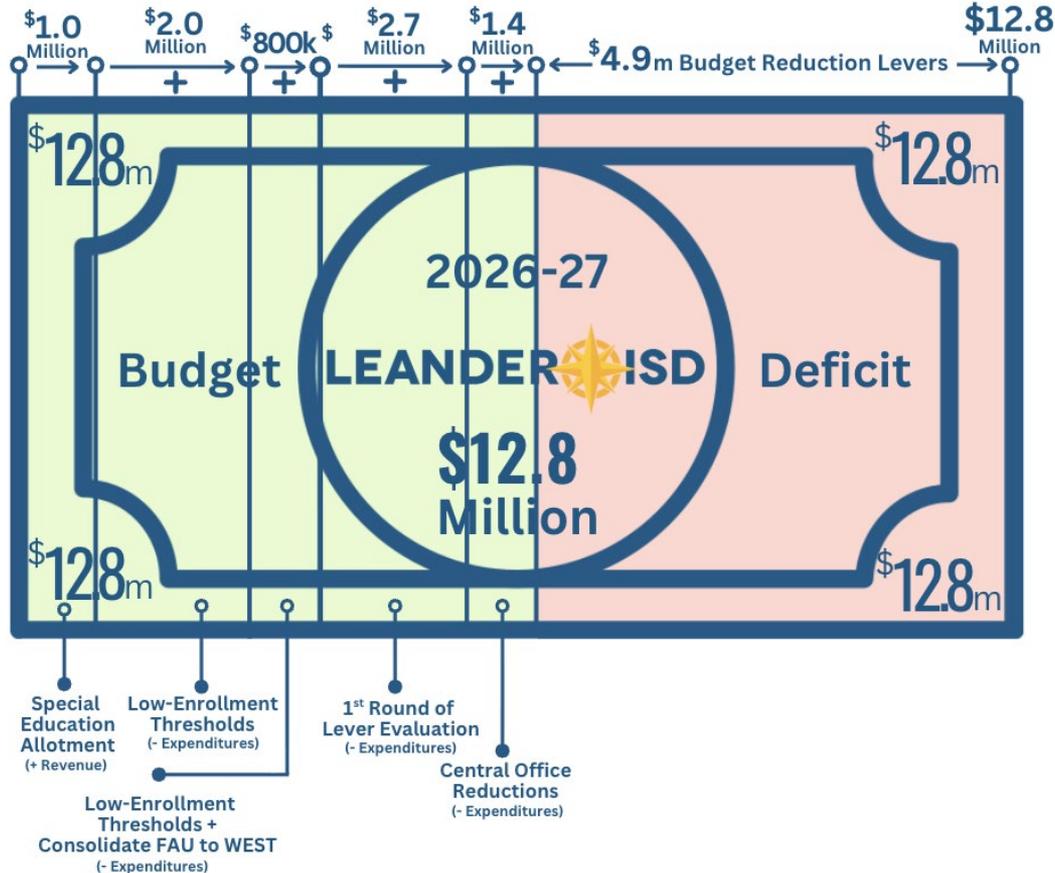


Budget Considerations and Fiscal Levers

Budget Levers Being Advanced for Consideration	Budget Lever Estimate	Impact on Deficit
Deficit above 1.5% Budget Parameter		\$(12,745,948)
Revenue Generators (actively considering):		
Special Education Allotment Adjustments	1,000,000	(11,745,948)
Decreases in Expenditures (actively considering):		
Central Office Reductions	(1,400,000)	(10,345,948)
Consolidate FAU to WEST; low enrolled campus staffing adj	(2,800,000)	(7,545,948)
ES Reductions	(1,900,000)	(5,645,948)
MS Reductions	(733,000)	(4,912,948)
HS Reductions	-	(4,912,948)
REMAINING DEFICIT:		\$ (4,912,948)



Budget Considerations and Fiscal Levers



Next Steps

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Next Steps

2025-26 budget to actuals will be provided on January 22nd, based on preliminary Certified Property Tax Division (CPTD) information

Early forecast shows deficit exceeding 1.5%, totaling \$12.8 million

Board to approve 2026-27 assumptions on January 22nd

Update multi-year budget projections as new information is received in February/March

TEA decision related to hold harmless funding is anticipated in February/March

Administration continues to work on identifying reductions, as well as obtaining feedback from all stakeholders



DISCUSSION