



**Regular Meeting Agenda
Thursday, May 7, 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 May 1, 2026, at 3:09 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. RECOGNITION**
 - A. Spotlight on Learning: Bagdad Elementary School 3
- 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 2026-27 Total Compensation Recommendation 7
 - B. Consider Approval to Call a Public Meeting for the Purpose of Adopting the 2026-2027 Budget and Discussion of the Proposed 2026 Tax Rate 36
 - C. Consider Approval of Board Determination that the District's General Fund Budget Does Not Permit Compliance with Senate Bill 546 38
 - D. Consider Approval of Board Goals 39
 - E. Consider Adoption of Local Policies BBFA, BDAA, BDB, BDF, BE, and BED 44
 - F. Consider Approval of Low-Attendance Waivers for the 2025-2026 School Year 54
 - G. Consider Approval of Fiscal Year (FY) 26 Budget Amendment - #11 55
 - H. Consider Approval of Minutes of Regular and Called Board Meetings 57
 - I. Consider Approval of Resolution to Pay Employees for Time Missed Due to Early Campus Closure Due to Water Main Break 61

6. SUPERINTENDENT'S REPORT	64
A. Empowered Student Learning	
B. Empowered Staff Learning	
C. Safe and Innovative Learning Environments	
7. DISCUSSION / ACTION ITEMS	
A. STUDENT EXPERIENCE	
1. Superintendent's Student Advisory Council (SSAC) Student Empowerment Report	88
2. School Health Advisory Council (SHAC) Annual Report	130
3. Gifted and Talented Services Annual Update	150
B. GOVERNANCE	
1. Discussion of Leander ISD Professional Learning Community: Board of Trustees Implementation Guide	183
2. Discussion of Internal Audit Plan for Fiscal Year 2027	198
C. OPERATIONS	
1. Consider All Matters Incident and Related to the Issuance and Sale of “Leander Independent School District Unlimited Tax School Building and Refunding Bonds, Series 2026A”, Including the Adoption of an Order Authorizing the Issuance of Such Bonds, Establishing Parameters for the Sale and Issuance of Such Bonds, and Delegating Certain Matters to Authorized District Officials	207
8. 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	
D. Texas Government Code 551.074: personnel - House Bill 3372 Administrator Personal Services Contracts	
9. ACTION PURSUANT TO CLOSED SESSION	
A. Consider Approval of House Bill 3372 Administrator Personal Services Contracts	
10. BOARD MEETING DEBRIEF	
11. 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(LEGAL)]

Bagdad Elementary School



Philippine Folk Dance - Tinkling



Colombian Cumbia

Ballet Folklórico de México



6



Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 7, 2026

Agenda Item: Consider Approval of 2026-27 Total Compensation Recommendation
Purpose (this meeting): Discussion Item/Report Only Action Requested
Action Requested (future meeting): May 7, 2026
Administrator Responsible: Rachel Mackey, M.Ed., Chief Human Resources Officer
Attachments: 2026-27 Total Compensation Recommendation Presentation
 2026-27 Total Compensation Plan (0%)

Background Information:

As Leander ISD continues to face a challenging budget environment and projected deficit for the upcoming year, we remain committed to looking for ways to support staff while remaining fiscally responsible. During the April 23, 2026 Regular Board Meeting, administration presented a compensation plan aimed to balance market competitiveness and stabilize healthcare costs. Tonight, administration is seeking approval of the proposed 2026-27 compensation plan.

COMPENSATION

Each year, administration conducts a comprehensive review of Leander ISD’s compensation program to ensure that the District stays competitive in the market and so that we can recruit and retain the best employees. Similar to last year, the District contracted with the Texas Association of School Boards (TASB) to conduct an independent and comprehensive third-party review of the LISD pay system and to provide adjustments to the scales based on the market analysis. TASB presented their findings to the Board during the April 23, 2026 Regular Board Meeting. The model below provides the total cost of the adjustments recommended by TASB to place the District’s pay scales in the best market position. This includes a 0% general pay increase (across-the-board increase) due to the ongoing budget constraints.

Pay Group	General Pay		Estimated Total
	Increase	Adjustments	Increase
Teachers	\$0	\$733	\$733
Support Staff	\$0	\$0	\$0
Executive Leadership	\$0	\$9,990	\$9,990
Administrative Leadership	\$0	\$142,828	\$142,828
Professional Support	\$0	\$560,682	\$560,682
Technology	\$0	\$53,683	\$53,683
Administrative Support	\$0	\$92,213	\$92,213
Instructional Support	\$0	\$106,118	\$106,118
Operations Support	\$0	\$248,131	\$248,131
Police	\$0	\$93,222	\$93,222
Total	\$0	\$1,307,600	\$1,307,600
% of Current Costs	0.0%	0.4%	0.4%

ONE-TIME LUMP SUM RETENTION PAYMENT AUTHORIZATION

In addition to the compensation listed above and laid out within the District’s compensation plan for 2026-2027, administration is recommending the approval for the Superintendent to authorize a one-time lump sum payment not to exceed \$1,000 per full-time employee or \$500 per part-time employee based on the following guidelines:

- The District’s other financial obligations and issuance of the one-time lump sum payment would not create a financial hardship for the District.
- If the Chief Financial Officer certifies defined parameters have been met, the Board will be notified so that payment approval can be made with the next paycheck that is administratively feasible based on the timing of the approval.

Employee Eligibility - Employee is employed by the District in a regular part or full-time position, including Teacher Fellows (substitutes and temporary employees are ineligible). Employees must be in an active status, or on approved medical leave, on a date determined by the Superintendent. Any employees hired after the date of the one-time lump sum payment are ineligible for a lump sum payment and ineligible to be paid at a base salary rate equal to that as if they had been employed at time of the payment. The one-time lump sum payment is not eligible for Teacher Retirement System (TRS) creditable service.

The Board of Trustees reserves the right to amend the 2026-27 compensation and benefits plan after the start of the fiscal year, as required by law, administrative rule, if additional legal requirements or interpretations necessitate such a change or in the best interest of the District.

Administrative Recommendation:

Administration recommends the Board approve the compensation plan to include all pay scales adjustment with 0% across-the-board increase for all employees for the 2026-27 school year; authorization for the Superintendent to approve a one-time lump sum retention payment not to exceed \$1,000 per full-time employee or \$500 per part-time employee based on the guidelines set forth in the compensation plan, and authorization for the Superintendent to amend the 2026-27 compensation and benefits plan after the start of the fiscal year, as required by law, administrative rule, if additional legal requirements or interpretations necessitate such a change.

Sample Motion:

I move the Board of Trustees approve administration's recommended compensation plan to include all pay scales adjustment with 0% across-the-board increase for all employees for the 2026-27 school year; authorization for the Superintendent to approve a one-time lump sum retention payment not to exceed \$1,000 per full-time employee or \$500 per part-time employee based on the guidelines set forth in the compensation plan and authorization for the Superintendent to amend the 2026-27 compensation and benefits plan after the start of the fiscal year, as required by law, administrative rule, if additional legal requirements or interpretations necessitate such a change.

COMPENSATION PLAN

For Board Approval

TABLE OF CONTENTS

TABLE OF CONTENTS 2

COMPENSATION PLAN DETAILS 3

2026-27 TEACHER/LIBRARIAN HIRING SALARY SCALE 4

2026-27 SUPPORT STAFF SALARY SCALE 5

2026-27 EXECUTIVE LEADERSHIP SALARY SCALE 6

2026-27 ADMINISTRATIVE LEADERSHIP SALARY SCALE 6

2026-27 PROFESSIONAL SUPPORT SALARY SCALE 6

2026-27 INFORMATION TECHNOLOGY SALARY SCALE 7

2026-27 ADMINISTRATIVE SUPPORT SALARY SCALE 7

2026-27 INSTRUCTIONAL SUPPORT SALARY SCALE 7

2026-27 OPERATIONS SUPPORT SALARY SCALE 8

2026-27 POLICE SALARY SCALE 8

2026-27 SEASONAL PART-TIME EMPLOYEE PAY 9

2026-27 SUBSTITUTE EMPLOYEE PAY 9

2026-27 TEMPORARY EMPLOYEE PAY 10

2026-27 ANNUALIZED STIPENDS 12

2026-27 GENERAL EXTRA-DUTY PAY RATES 18

2026-27 ATHLETIC EXTRA-DUTY PAY RATES 23

COMPENSATION PLAN DETAILS

LISD recommends the enclosed 2026-27 compensation plan. Once approved, the Board of Trustees grants LISD administration the authority to make any administrative changes needed to meet the intent of what was presented and in compliance with district policy. The Board reserves the right to amend the 2026-27 compensation and benefits plan after the start of the fiscal year, as required by law, administrative rule, or if additional legal requirements or interpretations necessitate such a change are in the best interest of the District.

INCENTIVE PLAN

The Board of Trustees may adjust the compensation reflected in this plan as necessary to utilize funds available under the Teacher Incentive Allotment which were not known at the time this plan was initially adopted. Distribution of Teacher Incentive Allotment funds will comply with state law and Texas Education Agency guidance.

ONE-TIME LUMP SUM PAYMENT AUTHORIZATION

In addition to the options listed above and the compensation laid out within the District's compensation plan for 2026-27, the Superintendent may authorize a one-time lump sum payment not to exceed \$1,000 per full-time employee or \$500 per part-time employee based on the following guidelines:

- The District's other financial obligations and issuance of the one-time lump sum payment would not create a financial hardship for the District.
- If the Chief Financial Officer certifies defined parameters have been met, the Board will be notified so that payment approval can be made with the next paycheck that is administratively feasible based on the timing of the approval.

EMPLOYEE ELIGIBILITY

Employee is employed by the District in regular part or full-time position, including Teacher Fellows (substitutes and temporary employees are ineligible). Employees must be in an active status, or on approved medical leave, on a date determined by the Superintendent. Any employees hired after the date of the one-time lump sum payment are ineligible for a lump sum payment and ineligible to be paid at a base salary rate equal to that as if they had been employed at time of the payment. The one-time lump sum payment is not eligible for TRS creditable service.

2026-27 TEACHER/LIBRARIAN HIRING SALARY SCALE

YEARS EXPERIENCE	BACHELORS	MASTERS	DOCTORATE
0	\$57,500	\$58,500	\$59,500
1	\$57,670	\$58,670	\$59,670
2	\$57,870	\$58,870	\$59,870
3	\$59,695	\$60,695	\$61,695
4	\$60,095	\$61,095	\$62,095
5	\$62,683	\$63,683	\$64,683
6	\$62,995	\$63,995	\$64,995
7	\$63,195	\$64,195	\$65,195
8	\$63,395	\$64,395	\$65,395
9	\$63,821	\$64,821	\$65,821
10	\$64,271	\$65,271	\$66,271
11	\$64,722	\$65,722	\$66,722
12	\$65,172	\$66,172	\$67,172
13	\$65,622	\$66,622	\$67,622
14	\$66,107	\$67,107	\$68,107
15	\$66,567	\$67,567	\$68,567
16	\$67,067	\$68,067	\$69,067
17	\$67,567	\$68,567	\$69,567
18	\$68,142	\$69,142	\$70,142
19	\$68,542	\$69,542	\$70,542
20	\$68,942	\$69,942	\$70,942
21	\$69,342	\$70,342	\$71,342
22	\$69,827	\$70,827	\$71,827
23	\$70,352	\$71,352	\$72,352
24	\$70,787	\$71,787	\$72,787
25	\$71,214	\$72,214	\$73,214
26	\$71,614	\$72,614	\$73,614
27	\$72,014	\$73,014	\$74,014
28	\$72,414	\$73,414	\$74,414
29	\$72,814	\$73,814	\$74,814
30+	\$73,409	\$74,409	\$75,409

2026-27 SUPPORT STAFF SALARY SCALE

Years of Experience	Bachelors	Masters	Doctorate
0	\$56,700	\$57,700	\$58,700
1	\$56,995	\$57,995	\$58,995
2	\$57,195	\$58,195	\$59,195
3	\$57,395	\$58,395	\$59,395
4	\$57,595	\$58,595	\$59,595
5	\$57,795	\$58,795	\$59,795
6	\$57,995	\$58,995	\$59,995
7	\$58,195	\$59,195	\$60,195
8	\$58,395	\$59,395	\$60,395
9	\$58,821	\$59,821	\$60,821
10	\$59,271	\$60,271	\$61,271
11	\$59,722	\$60,722	\$61,722
12	\$60,172	\$61,172	\$62,172
13	\$60,622	\$61,622	\$62,622
14	\$61,107	\$62,107	\$63,107
15	\$61,567	\$62,567	\$63,567
16	\$62,067	\$63,067	\$64,067
17	\$62,567	\$63,567	\$64,567
18	\$63,142	\$64,142	\$65,142
19	\$63,542	\$64,542	\$65,542
20	\$63,942	\$64,942	\$65,942
21	\$64,342	\$65,342	\$66,342
22	\$64,827	\$65,827	\$66,827
23	\$65,352	\$66,352	\$67,352
24	\$65,787	\$66,787	\$67,787
25	\$66,214	\$67,214	\$68,214
26	\$66,614	\$67,614	\$68,614
27	\$67,014	\$68,014	\$69,014
28	\$67,414	\$68,414	\$69,414
29	\$67,814	\$68,814	\$69,814
30+	\$68,409	\$69,409	\$70,409

2026-27 EXECUTIVE LEADERSHIP SALARY SCALE

SALARY GRADE	MINIMUM RATE	MIDPOINT RATE	MAXIMUM RATE
101	\$566.02	\$622.00	\$677.98
102	\$690.54	\$758.84	\$827.14
103	\$731.98	\$804.37	\$876.76
104	\$790.54	\$868.72	\$946.90
105	\$932.83	\$1,025.09	\$1,117.35

2026-27 ADMINISTRATIVE LEADERSHIP SALARY SCALE

SALARY GRADE	MINIMUM RATE	MIDPOINT RATE	MAXIMUM RATE
201	\$278.40	\$320.00	\$361.60
202	\$333.65	\$383.51	\$433.37
203	\$353.67	\$406.52	\$459.37
204	\$392.58	\$451.24	\$509.90
205	\$435.77	\$500.88	\$565.99
206	\$470.83	\$541.18	\$611.53
207	\$494.37	\$568.24	\$642.11
208	\$533.91	\$613.69	\$693.47

2026-27 PROFESSIONAL SUPPORT SALARY SCALE

SALARY GRADE	MINIMUM RATE	MIDPOINT RATE	MAXIMUM RATE
301	\$280.14	\$322.00	\$363.86
302	\$303.21	\$348.52	\$393.83
303	\$318.38	\$365.95	\$413.52
304	\$334.30	\$384.25	\$434.20
305	\$354.36	\$407.31	\$460.26
306	\$375.62	\$431.75	\$487.88
307	\$398.16	\$457.66	\$517.16

2026-27 INFORMATION TECHNOLOGY SALARY SCALE

SALARY GRADE	MINIMUM RATE	MIDPOINT RATE	MAXIMUM RATE
401	\$29.25	\$33.62	\$37.99
402	\$33.75	\$38.79	\$43.83
403	\$39.75	\$45.69	\$51.63
404H	\$42.13	\$48.43	\$54.73
404A	\$337.07	\$387.44	\$437.81
405	\$357.30	\$410.69	\$464.08
406	\$378.74	\$435.33	\$491.92
407	\$405.25	\$465.80	\$526.35
408	\$453.88	\$521.70	\$589.52
409	\$499.27	\$573.87	\$648.47

2026-27 ADMINISTRATIVE SUPPORT SALARY SCALE

SALARY GRADE	MINIMUM RATE	MIDPOINT RATE	MAXIMUM RATE
501	\$16.75	\$19.25	\$21.75
502	\$18.25	\$20.98	\$23.71
503	\$19.25	\$22.13	\$25.01
504	\$21.50	\$24.71	\$27.92
505	\$23.00	\$26.44	\$29.88
506	\$25.25	\$29.02	\$32.79
507	\$29.00	\$33.33	\$37.66
508	\$33.25	\$38.22	\$43.19

2026-27 INSTRUCTIONAL SUPPORT SALARY SCALE

SALARY GRADE	MINIMUM RATE	MIDPOINT RATE	MAXIMUM RATE
601	\$17.00	\$19.54	\$22.08
602	\$18.00	\$20.69	\$23.38
603	\$19.00	\$21.84	\$24.68
604	\$25.25	\$29.02	\$32.79
605	\$32.00	\$36.78	\$41.56

2026-27 OPERATIONS SUPPORT SALARY SCALE

SALARY GRADE	MINIMUM RATE	MIDPOINT RATE	MAXIMUM RATE
701	\$16.25	\$18.68	\$21.11
702	\$17.25	\$19.83	\$22.41
703	\$18.25	\$20.98	\$23.71
704	\$19.25	\$22.13	\$25.01
705	\$20.50	\$23.56	\$26.62
706	\$22.00	\$25.29	\$28.58
707	\$23.25	\$26.72	\$30.19
708	\$24.75	\$28.45	\$32.15
709	\$26.50	\$30.46	\$34.42
710	\$29.75	\$34.19	\$38.63
711	\$31.50	\$36.21	\$40.92

2026-27 POLICE SALARY SCALE

SALARY GRADE	MINIMUM RATE	MIDPOINT RATE	MAXIMUM RATE
801	\$22.50	\$25.86	\$29.22
802	\$26.25	\$30.17	\$34.09
803	\$31.50	\$36.21	\$40.92
804	\$39.25	\$45.12	\$50.99
805	\$487.54	\$560.39	\$633.24
806	\$560.67	\$644.45	\$728.23

2026-27 SEASONAL PART-TIME EMPLOYEE PAY

ASSIGNMENT	HOURLY RATE
AVID TUTOR	\$15.00
CHILDCARE WORKER	\$15.00
SMC REFURBISHING TECH	\$15.00
SUMMER FEEDING PROGRAM ASSISTANT	\$16.00
SUMMER FEEDING PROGRAM SUPERVISOR	\$22.06
FLOATER BUS MONITOR	\$16.78
FLOATER BUS DRIVER	\$22.73
FLOATER CUSTODIAN	\$16.78
CROSSING GUARD	\$16.25

2026-27 SUBSTITUTE EMPLOYEE PAY

	ASSIGNMENT 10 DAYS OR LESS (TEACHER OR IA)	ASSIGNMENT 11+ CONSECUTIVE DAYS (TEACHER)	HALF DAY	EARLY RELEASE DAY OR EARLIER THAN SCHEDULE
NON-CERTIFIED	\$120	\$150	\$60	\$90
CERTIFIED TEACHER	\$130	\$180	\$65	\$97.50
REGISTERED NURSE	\$200	\$250	\$100	\$150

2026-27 TEMPORARY EMPLOYEE PAY

TEMP ASSIGNMENT	HOURLY RATE
GENERAL TEMPS	
ADMINISTRATIVE ASSISTANT	\$15.00
CLERICAL SUPPORT	\$15.00
DISTRICT RECEPTIONIST SUBSTITUTE	\$15.00
DOCUTECH OPERATOR	\$15.00
HS EVENT PARKING LOT ATTENDANT	\$15.00
LUNCHROOM MONITOR	\$15.00
MANUAL TRADES	\$15.00
MATERIALS MANAGEMENT SUMMER ASSISTANT	\$15.00
REGISTRAR (ELEM)	\$18.25
REGISTRAR (MS)	\$21.50
REGISTRAR (HS)	\$23.00
TRANSLATOR/INTERPRETER	\$30.00
SPECIAL EDUCATION/ARD TRANSLATOR/INTERPRETER	\$40.00
VIDEO SCOREBOARD BROADCAST SPECIALIST	\$30.00
TEACHING & LEARNING TEMPS	
ACADEMIC ASSISTANT (12+ COLLEGE HOURS)	\$15.00
ACADEMIC ASSISTANT (48+ COLLEGE HOURS)	\$18.00
ACADEMIC ASSISTANT (CERTIFIED TEACHER)	\$23.00
ADMINISTRATOR	MIN OF POSTED SALARY SCALE FOR POSITION
AP/PSAT/ACT/SAT (MOCK OR ACTUAL EXAM) PROCTOR	\$15.00
ARD FACILITATOR SERVICES	\$40.00
ASSISTIVE TECHNOLOGY FACILITATOR ASSISTANT	\$15.00
BEHAVIORAL SERVICES	\$35.00
DIAGNOSTICIAN/LSSP SERVICES	\$65.00
BILINGUAL DIAGNOSTICIAN/LSSP SERVICES	\$70.00
CAMPUS SUPPORT STAFF - SUMMER PROF. LEARNING	\$15.00
CHILDCARE PROVIDER	\$15.00
COLLEGE COACH	\$25.00
COUNSELOR	\$42.00
ESL READING SPECIALIST	\$38.00
HOMELESS PROGRAM ASSISTANCE	\$15.00
HOMEBOUND PROGRAM REVIEWER	\$70.00
INSTRUCTIONAL ASSISTANT	\$17.00
INSTRUCTIONAL ASSISTANT (SPECIAL PROGRAMS)	\$18.00
SCHOOL PSYCHOLOGIST	\$65.00

TEMP ASSIGNMENT	HOURLY RATE
ORIENTATION & MOBILITY SERVICES	\$65.00
ROPES FACILITATION	\$25.00
OCCUPATIONAL THERAPIST SERVICES	\$40.00
SLP SERVICES	\$65.00
SPED TEACHER ADVISOR	\$25.00
SRP TEACHER	\$38.00
WORK-BASED LEARNING ADVISOR	\$40.00
STUDENT WORKER TEMPS	
STUDENT WORKER	\$12.50
IT SUMMER TECH	\$12.50
PAC STUDENT WORKER	\$12.50
FINE ARTS TEMPS	
ACCOMPANIST	\$25 - \$60 PER REHEARSAL/RECORDING SESSION
	\$100 PER PERFORMANCE
CHOREOGRAPHER	\$250-\$500 PER ROUTINE
CLINICIAN	\$75 - \$500 SESSION - CHOIR
	\$150 - \$300 SESSION - THEATRE
	\$300 - \$750 SESSION - BAND
MASTERCLASS TEACHER	\$50 PER HOUR

2026-27 ANNUALIZED STIPENDS

DISTRICTWIDE STIPENDS		
STIPEND TITLE	STIPEND	EXTRA DAYS
DISTRICT C2 COORDINATOR	\$1,000	0
DISTRICT LEAD DEAN OF INSTRUCTION	\$1,000	0
DISTRICT TWILIGHT COORDINATOR	\$3,000	0
NATIONAL BOARD CERTIFIED TEACHER COHORT FACILITATOR	\$5,000	0
TEACHER NATIONAL BOARD CERTIFICATION	\$1,500	0

HIGH SCHOOL ACADEMIC STIPENDS		
STIPEND TITLE	STIPEND	EXTRA DAYS
HS DEPARTMENT HEAD	\$2,000	0
HS FULL-YEAR EXTRA TEACHING PERIOD	\$2,500	0
HS HALF-YEAR EXTRA TEACHING PERIOD	\$1,250	0
HS SATURDAY CLOCK	\$2,000	0
HS TUTORIALS/D-HALL/CREDIT RECOVERY	\$2,000	0
HS TWILIGHT TEACHER	\$2,000	0
HS ZERO-HOUR TEACHING PERIOD	\$3,500	0

HIGH SCHOOL EXTRA CURRICULAR ASSIGNMENTS STIPENDS		
STIPEND TITLE	STIPEND	EXTRA DAYS
HS AGRICULTURE ADVISOR	\$7,000	0
HS BROADCAST JOURNALISM ADVISOR	\$2,000	0
HS DEBATE ADVISOR	\$3,000	0
HS KEY CLUB ADVISOR	\$500	0
HS NEWSPAPER ADVISOR	\$2,500	0
HS NHS ADVISOR	\$1,500	0
HS NHS ASSISTANT ADVISOR	\$600	0
HS PALS ADVISOR	\$1,000	0
HS ROBOTICS ADVISOR	\$1,250	7
HS ROBOTICS LEAD ADVISOR	\$3,500	7
HS SHATTERED DREAMS ADVISOR	\$500	0
HS STUDENT COUNCIL ADVISOR	\$1,200	5
HS STUDENT COUNCIL ASSISTANT ADVISOR	\$600	0
HS STUDENTS AGAINST DESTRUCTIVE DECISIONS ADVISOR	\$1,000	0
HS UIL COORDINATOR	\$1,500	0
HS YEARBOOK ADVISOR	\$2,500	0

HIGH SCHOOL ATHLETIC STIPENDS		
STIPEND TITLE	STIPEND	EXTRA DAYS
COORDINATOR		
HS ATHLETICS ASSISTANT COORDINATOR	\$7,500	0
FOOTBALL		
HS FOOTBALL - DEFENSIVE COORD.	\$5,500	15
HS FOOTBALL - OFFENSIVE COORD./HEAD COACH JV	\$5,500	15
HS FOOTBALL - STRENGTH & CONDITIONING COORD.	\$5,000	15
HS FOOTBALL - VARSITY COACH/HEAD COACH SOPH	\$3,100	15
HS FOOTBALL - VARSITY COACH	\$3,100	15
HS FOOTBALL - VARSITY COACH	\$3,100	15
HS FOOTBALL - VARSITY COACH	\$3,100	15
HS FOOTBALL - VARSITY COACH	\$3,100	15
HS FOOTBALL - VARSITY COACH	\$3,100	15
HS FOOTBALL - HEAD COACH FRESHMAN	\$3,100	15
HS FOOTBALL - JV/FRESHMAN COACH	\$3,100	15
HS FOOTBALL - JV/FRESHMAN COACH	\$3,100	15
HS FOOTBALL - JV/FRESHMAN COACH	\$3,100	15
HS FOOTBALL - JV/FRESHMAN COACH	\$3,100	15
VOLLEYBALL		
HS VOLLEYBALL – VARSITY	\$5,000	10
HS VOLLEYBALL - JV COACH	\$2,000	10
HS VOLLEYBALL - FRESHMAN A/B COACH	\$2,000	10
HS VOLLEYBALL - FRESHMAN B COACH	\$2,000	10
BOYS BASKETBALL		
HS BASKETBALL - BOYS HEAD COACH	\$5,000	10
HS BASKETBALL - BOYS JV COACH	\$2,000	10
HS BASKETBALL - BOYS FRESHMAN COACH	\$2,000	10
HS BASKETBALL - BOYS FRESHMAN B COACH	\$2,000	10
GIRLS BASKETBALL		
HS BASKETBALL - GIRLS HEAD COACH	\$5,000	10
HS BASKETBALL - GIRLS JV COACH	\$2,000	10
HS BASKETBALL - GIRLS FRESHMAN COACH	\$2,000	10
HS BASKETBALL - GIRLS FRESHMAN B COACH	\$2,000	10
BASEBALL		
HS BASEBALL - HEAD COACH	\$5,000	10
HS BASEBALL - JV COACH	\$2,000	5
HS BASEBALL - FRESHMAN COACH	\$2,000	5
HS BASEBALL - FRESHMAN B COACH	\$2,000	5
SOFTBALL		
HS SOFTBALL - HEAD COACH	\$5,000	10
HS SOFTBALL - JV COACH	\$2,000	5

HS SOFTBALL - FRESHMAN COACH	\$2,000	5
BOYS SOCCER		
HS SOCCER - BOYS HEAD COACH	\$5,000	10
HS SOCCER - BOYS ASST. COACH	\$2,000	5
HS SOCCER - BOYS ASST. COACH	\$2,000	5
GIRLS SOCCER		
HS SOCCER - GIRLS HEAD COACH	\$5,000	10
HS SOCCER - GIRLS ASST. COACH	\$2,000	5
HS SOCCER - GIRLS ASST. COACH	\$2,000	5
BOYS TRACK		
HS TRACK - BOYS HEAD COACH	\$4,000	5
HS TRACK - BOYS ASST. COACH	\$2,000	5
HS TRACK - BOYS ASST. COACH	\$2,000	5
HS TRACK - BOYS ASST. COACH	\$2,000	5
GIRLS TRACK		
HS TRACK - GIRLS HEAD COACH	\$4,000	5
HS TRACK - GIRLS ASST. COACH	\$2,000	5
HS TRACK - GIRLS ASST. COACH	\$2,000	5
HS TRACK - GIRLS ASST. COACH	\$2,000	5
CROSS COUNTRY		
HS CROSS COUNTRY - HEAD COACH	\$4,000	10
HS CROSS COUNTRY - ASST. COACH	\$2,000	5
SWIMMING		
HS SWIMMING - HEAD COACH	\$5,000	5
HS SWIMMING - ASST. COACH	\$2,000	5
GOLF		
HS GOLF - HEAD COACH	\$5,000	3
HS GOLF - ASST. COACH	\$2,000	3
WRESTLING		
HS WRESTLING - HEAD COACH	\$4,000	5
HS WRESTLING - ASST. COACH	\$2,000	5
TENNIS		
HS TENNIS - HEAD COACH	\$5,000	7
HS TENNIS - ASST. COACH	\$2,000	5
ATHLETIC EXTRA-DUTY ASSIGNMENTS		
HS ATHLETIC ACADEMIC COORDINATOR	\$2000	0
HS ATHLETIC FACILITIES COORDINATOR	\$2000	0
HS ATHLETIC TRAVEL COORDINATOR	\$2000	0
HS ATHLETIC VIDEO COORDINATOR	\$2000	0
ATHLETIC EXTRA-DUTY ASSIGNMENTS		
HS POWER LIFTING	\$2000	0
HS ATHLETICS PURCHASING COORDINATOR	\$2000	0

HS ATHLETICS RANK 1 COORDINATOR	\$2000	0
HS FOOTBALL - GAME ADMINISTRATOR	\$2,000	0
HS SPORTS EQUIPMENT MANAGER	\$2,000	0

HIGH SCHOOL PERFORMING ARTS STIPENDS		
STIPEND TITLE	STIPEND	EXTRA DAYS
HS AUDITORIUM MANAGER	\$1,000	0
HS BAND DIRECTOR	\$8,000	0
HS BAND ASSISTANT DIRECTOR	\$4,500	0
HS DANCE DIRECTOR	\$3,000	0
HS DANCE ASSISTANT DIRECTOR	\$2,500	7
HS CHEER DIRECTOR	\$3,000	15
HS CHEER ASSISTANT DIRECTOR	\$2,500	6
HS CHOIR DIRECTOR	\$3,000	12
HS CHOIR ASSISTANT DIRECTOR	\$2,500	6
HS THEATRE DIRECTOR	\$3,000	6
HS TECHNICAL THEATRE DIRECTOR	\$3,000	2
HS THEATRE ASSISTANT DIRECTOR	\$1,500	0
HS UIL ONE ACT PLAY DIRECTOR	\$1,000	0
HS UIL ONE ACT PLAY ASSISTANT DIRECTOR	\$500	0

MIDDLE SCHOOL ACADEMIC ASSIGNMENT STIPENDS		
STIPEND TITLE	STIPEND	EXTRA DAYS
MS DEPARTMENT HEAD	\$1,000	0
MS DETENTION AM/PM	\$1,000	0
MS FULL EXTRA TEACHING PERIOD	\$2,500	0
MS SATURDAY CLOCK	\$1,000	0
MS ZERO HOUR TEACHING PERIOD	\$3,500	0

MIDDLE SCHOOL EXTRA CURRICULAR ASSIGNMENT STIPENDS		
STIPEND TITLE	STIPEND	EXTRA DAYS
MS INTRAMURALS	\$1,000	0
MS JOURNALISM ADVISOR	\$1,500	0
MS NJHS ADVISOR	\$750	0
MS STEP TEAM ADVISOR	\$500	0
MS STEP TEAM ASSISTANT	\$250	0
MS STUDENT COUNCIL ADVISOR	\$750	0
MS STUDENTS AGAINST DESTRUCTIVE DECISIONS ADVISOR	\$500	0

MIDDLE SCHOOL PERFORMING ARTS STIPENDS		
STIPEND TITLE	STIPEND	EXTRA DAYS
MS BAND DIRECTOR	\$3,500	0
MS BAND ASSISTANT DIRECTOR	\$2,500	0
MS DANCE DIRECTOR	\$2,000	7
MS DANCE ASSISTANT DIRECTOR	\$1,500	3
MS CHOIR DIRECTOR	\$2,500	5
MS CHOIR ASSISTANT DIRECTOR	\$1,500	3
MS CHEER DIRECTOR	\$2,000	3
MS CHEER ASSISTANT DIRECTOR	\$1,500	3
MS THEATER ARTS DIRECTOR	\$1,500	0
MS THEATER ARTS ASSISTANT DIRECTOR	\$500	0
MS COLOR GUARD	\$1,500	0

MIDDLE SCHOOL ATHLETIC STIPENDS		
STIPEND TITLE	STIPEND	EXTRA DAYS
COORDINATOR		
MS BOYS ATHLETICS COORDINATOR	\$3,000	0
MS GIRLS ATHLETICS COORDINATOR	\$3,000	0
FOOTBALL		
MS FOOTBALL - 7TH GRADE A TEAM COACH	\$1,500	10
MS FOOTBALL - 7TH GRADE B TEAM COACH	\$1,500	10
MS FOOTBALL - 8TH GRADE A TEAM COACH	\$1,500	10
MS FOOTBALL - 8TH GRADE B TEAM COACH	\$1,500	10
MS FOOTBALL - C TEAM COACH	\$1,500	10
MS FOOTBALL ASSISTANT COACH	\$1,500	0
VOLLEYBALL		
MS VOLLEYBALL 7TH GRADE COACH	\$1,500	3
MS VOLLEYBALL 8TH GRADE COACH	\$1,500	3
MS VOLLEYBALL ASSISTANT COACH	\$1,500	0
MS VOLLEYBALL ASSISTANT COACH	\$1,500	0
BOYS BASKETBALL		
MS BASKETBALL - BOYS 7TH GRADE COACH	\$1,500	3
MS BASKETBALL - BOYS 8TH GRADE COACH	\$1,500	3
MS BASKETBALL - BOYS ASSISTANT COACH	\$1,500	0
MS BASKETBALL - BOYS ASSISTANT COACH	\$1,500	0
GIRLS BASKETBALL		
MS BASKETBALL - GIRLS 7TH GRADE COACH	\$1,500	3
MS BASKETBALL - GIRLS 8TH GRADE COACH	\$1,500	3
MS BASKETBALL - GIRLS ASSISTANT COACH	\$1,500	0
MS BASKETBALL - GIRLS ASSISTANT COACH	\$1,500	0

BOYS SOCCER		
MS SOCCER - BOYS COACH	\$1,500	0
MS SOCCER - BOYS COACH*	\$1,500	0
GIRLS SOCCER		
MS SOCCER - GIRLS COACH	\$1,500	0
MS SOCCER - GIRLS COACH*	\$1,500	0
CROSS COUNTRY		
MS CROSS COUNTRY BOYS/GIRLS COACH	\$1,500	0
MS CROSS COUNTRY BOYS/GIRLS ASST. COACH	\$1,500	0
TRACK		
MS TRACK BOYS/GIRLS COACH	\$1,500	0
MS TRACK BOYS/GIRLS COACH	\$1,500	0
MS TRACK BOYS/GIRLS COACH	\$1,500	0
MS TRACK BOYS/GIRLS COACH	\$1,500	0
MS TRACK BOYS/GIRLS COACH	\$1,500	0

ELL/BILINGUAL ASSIGNMENT STIPENDS (1/2 FOR PART TIME)		
STIPEND TITLE	STIPEND	EXTRA DAYS
ELL BILINGUAL INST COACH	\$7,000	0
ELL BILINGUAL SCHOOL PSYCHOLOGIST/DIAG	\$7,000	0
ELL BILINGUAL LITERACY SPECIALIST	\$7,000	0
ELL BILINGUAL SLP	\$7,000	0
ELL BILINGUAL READING SPECIALIST	\$7,000	0
ELL BILINGUAL TEACHER	\$7,000	0
ELL BILINGUAL LIBRARIAN	\$7,000	0

SPECIAL EDUCATION STIPENDS		
STIPEND TITLE	STIPEND	EXTRA DAYS
SPED GENERAL	\$2,500	0
SPED BEHAVIOR	\$3,000	0
SPED SELF CONTAINED CLASSROOM	\$5,000	0
SPED VISION	\$2,700	0
SPED LEAD DIAG	\$3,000	0
SPED LEAD SCHOOL PSYCHOLOGIST	\$3,000	0
SPED LEAD SLP	\$3,000	0
SPED LEAD OT/PT	\$3,000	0
SPED LEAD ADAPTED PE	\$3,000	0
SPED LEAD 18+ SERVICES	\$3,000	0
SPED LEAD VISION	\$3,000	0
SPED LEAD DEAF/HARD OF HEARING	\$3,000	0
SPED LEAD BEHAVIOR SPECIALIST	\$3,000	0
SPED LEAD PARENT EDUCATOR	\$3,000	0

SPED SIGN-ON INCENTIVES	
SPED TEACHER/PROFESSIONAL	\$1000 FULL-TIME/\$500 PART-TIME AFTER WORKING 30 DAYS
SPED INSTRUCTIONAL ASSISTANT	500 FULL-TIME/\$250 PART-TIME AFTER WORKING 30 DAYS

Police Stipends	
Stipend Title	Stipend
OFFICER CERTIFICATION	
Intermediate	\$900
Advanced	\$1,500
Master	\$2,100
EDUCATION	
Associate	\$900
Bachelor	\$1,500
Master	\$2,100
SPECIALIZED	
Bilingual	\$2,000
Field Training Officer	\$2,000
K9 Officer	\$2,000
Mental Health Officer	\$2,000

2026-27 GENERAL EXTRA-DUTY PAY RATES

JOB TITLE	PAY RATE
CNS/CUSTODIAL	
CNS/CUSTODIAL SOUTHSIDE CAMPUS DIFFERENTIAL	\$1.50
CTE	
CTE COOL WEEK FOR TEACHER EXTERNSHIP	\$500
CTE SKILLS USA SPONSOR (INCLUDES AUTOMOTIVE, BUILDING TRADES, DRAFTING, ELECTRICAL TRADES, ELECTRONICS, COSMETOLOGY AND CRIMINAL JUSTICE)	\$1,500/\$2,000 IF GO TO NATIONALS
CTE DECA SPONSOR	\$1,500/\$2,000 IF GO TO NATIONALS
CTE FCCLA SPONSOR	\$1,500/\$2,000 IF GO TO NATIONALS
CTE HOSA SPONSOR	\$1,500/\$2,000 IF GO TO NATIONALS
CTE BEST ROBOTICS SPONSOR	\$600

JOB TITLE	PAY RATE
CTE FIRST TECH CHALLENGE (FTC) COACH	\$2,000
CTE FIRST ROBOTICS COMPETITION (FRC) COACH	\$3,000
CTE HS PROGRAM OF STUDY LEADS	\$500
FACILITIES RENTAL	
FACILITY RENTAL FIELD/BUILDING MANAGER	\$25
FACILITY RENTAL PRESS BOX TECHNICIAN	\$25
FACILITY RENTAL LEAD	\$30
FACILITY RENTAL PAC MANAGER / AUDITORIUM MANAGER	\$40
FACILITY RENTAL PAC STAFF	\$15
FACILITY RENTAL PAC STUDENT	\$12.50
FACILITY RENTAL CUSTODIAN	EMPLOYEES OVERTIME RATE
SPED/SPECIAL PROGRAMS	
ARD MEETINGS/SERVICE PLAN SUPPORT - TEACHERS	\$38
ARD MEETINGS/SERVICE PAN SUPPORT – LICENSED SPED PROFESSIONALS	REGULAR PAY RATE
CHILDCARE – GENERAL	\$16
CHILDCARE - SPECIAL NEEDS	\$17
HOMEBOUND	\$38
IN HOME PARENT TRAINING – IA	\$35
IN HOME PARENT TRAINING – TEACHER	\$45
IN HOME PARENT TRAINING – LICENSED SPED PROFESSIONAL	\$55
PERSON CENTERED PLANNING FACILITATION	\$100
ROPES COURSE MAINTENANCE	\$15
ROPES FACILITATOR	\$25
SPECIAL OLYMPICS CO-COACH - EACH SPORT	\$150
SPECIAL OLYMPICS HEAD COACH - EACH SPORT	\$300
SPECIAL OLYMPICS DIRECTOR	\$1,400
CURRICULUM DEVELOPMENT	
ASSESSMENT PROOFREADING	\$15
CURRICULUM DEVELOPMENT	\$38
CURRICULUM SPECIALISTS/INSTRUCTIONAL COACHES	EMPLOYEE'S DAILY RATE
CTE CURRICULUM DEVELOPMENT	\$38
IT CURRICULUM SPECIALISTS	EMPLOYEE'S DAILY RATE
PROFESSIONAL DEVELOPMENT	
MENTOR FOR NEW TO PROFESSION TEACHER	\$500
TEACHER ROOM SET-UP FOR NEW-TO-PROFESSION ORIENTATION	\$200
COOPERATING TEACHER	\$200

JOB TITLE	PAY RATE
NEW TO LISD ORIENTATION	\$120
TRAINING - DEVELOPING AND PRESENTING - FULL-DAY	\$350
TRAINING - DEVELOPING AND PRESENTING - HALF-DAY	\$200
TRAINING HAND IN HAND (CHILDCARE PROVIDER) WORKSHOP - HALF-DAY	\$38
TRAINING - PRESENTING - FULL-DAY	\$250
TRAINING - ASSISTING - FULL-DAY	\$100
TRAINING - ATTENDING - TEACHER/PROFESSIONAL STAFF - FULL-DAY	\$85
TRAINING - ATTENDING - TEACHER/PROFESSIONAL STAFF - HALF-DAY	\$42.50
TRAINING - ATTENDING – IA	EMPLOYEE'S HOURLY RATE
SUMMER CAMPS/PROGRAMS	
CERTIFIED TEACHERS, SUMMER CAMP	\$38
STUDENT WORKERS, SUMMER CAMP	\$12.50
SUMMER HOURS CAMPUS TECHNOLOGY	EMPLOYEE'S DAILY RATE
SUPERVISOR, DLE/ESL SUMMER PROGRAM	\$38
ESL COMPLIANCE TESTING	\$18
SUMMER CAMP BUILDING MANAGER	\$20
SUMMER SCHOOL LEADERSHIP	
SUMMER SCHOOL HS CREDIT RECOVERY COORDINATOR	\$3,500
SUMMER SCHOOL HS VIRTUAL COORDINATOR	\$3,500
SUMMER SCHOOL ES COORDINATOR	\$2,400
SUMMER SCHOOL MS COORDINATOR	\$2,500
SUMMER SCHOOL ESY COORDINATOR	\$3,750
SUMMER SCHOOL EB EC COORDINATOR	\$5,500
SUMMER SCHOOL/EXTENDED SCHOOL YEAR (ESY) STAFF	
SUMMER SCHOOL ADMINISTRATIVE ASSISTANT	\$25
SUMMER SCHOOL COUNSELOR	\$42
SUMMER SCHOOL CREDIT RECOVERY LAB MANAGER	\$20
SUMMER SCHOOL/ESY INSTRUCTIONAL ASSISTANT	\$17
SUMMER SCHOOL/ESY INSTRUCTIONAL ASSISTANT BILINGUAL	\$17
SUMMER SCHOOL/ESY INSTRUCTIONAL ASSISTANT JOB COACH	\$17
SUMMER SCHOOL/ESY INSTRUCTIONAL ASSISTANT SPED	\$18
SUMMER SCHOOL LIBRARIAN	\$38
SUMMER SCHOOL/ESY LICENSED PROFESSIONAL	EMPLOYEE'S DAILY RATE
SUMMER SCHOOL LVN	\$25
SUMMER SCHOOL REGISTERED NURSE	\$39
SUMMER SCHOOL REGISTRAR	\$23

JOB TITLE	PAY RATE
SUMMER SCHOOL SUBSTITUTE TEACHER CERTIFIED	\$38
SUMMER SCHOOL SUBSTITUTE TEACHER NON-CERTIFIED/IA	\$17
SUMMER SCHOOL/ESY TEACHER CERTIFIED DUAL LANGUAGE	\$38
SUMMER SCHOOL/ESY TEACHER CERTIFIED	\$38
HIGH SCHOOL ASSIGNMENTS	
GENERAL TUTORING (CERTIFIED TEACHER)	\$38
HS IB EXTENDED ESSAY SUPERVISORS	\$50
HS UIL EVENT ADVISOR	\$500
HS GRADUATION ASSISTANCE	\$38
HS ATHLETIC/ACADEMIC COACH DRIVING	\$25
HIGH SCHOOLS MAY NOT EXCEED A TOTAL ANNUAL BUDGET OF \$6,500 FOR USING THE STIPENDS LISTED BELOW.	
HS ADDITIONAL DEPARTMENT HEAD	\$2,000
HS ATTENDANCE COMMITTEE	\$1,000
HS DESTINATION IMAGINATION ADVISOR	\$400
HS NATIONAL HONOR SOCIETY SPONSOR	\$600
HS PROM ADVISOR	\$500
PLC LEAD TRAINING	\$85 FULL DAY, \$42.50 HALF DAY
HS PROM ADVISOR	\$500
TEACHER PROVIDING PRINCIPAL APPROVED TRAINING	\$250 PRESENT, \$100 ASSIST
MIDDLE SCHOOL ASSIGNMENTS (PAID FROM DISCRETIONARY FUND BUDGET)	
GENERAL TUTORING (CERTIFIED TEACHER)	\$38
MS TEAM/GRADE LEVEL LEADER	\$500
MIDDLE SCHOOLS MAY NOT EXCEED A TOTAL ANNUAL BUDGET OF \$5,050 FOR USING THE STIPENDS LISTED BELOW.	
MS LEARNING FESTIVAL COORDINATOR	\$650
MS ARCHERY ADVISOR	\$500
MS ART CLUB ADVISOR	\$500
MS C-SQUARED/NO PLACE FOR HATE/PEER MEDIATION ADVISOR	\$500
MS JOURNALISM CLUB ADVISOR	\$500
MS MATH CLUB ADVISOR	\$500
MS FIRST ROBOTICS ADVISOR	\$500
MS SCHOOL-COMMUNITY RELATIONS COORDINATOR	\$500
MS PEP SQUAD ADVISOR	\$500
MS SCIENCE FAIR ADVISOR	\$500
MS STUDENT AMBASSADOR PROGRAM ADVISOR	\$500
MS AVID/SIM SITE COORDINATOR	\$500
MS AFTER SCHOOL INTERVENTION & ENRICHMENT LEAD	\$500

JOB TITLE	PAY RATE
MS DESTINATION IMAGINATION COORDINATOR	\$400
MS NJHS ASSISTANT SPONSOR	\$350
MS STUDENT COUNCIL ASSISTANT	\$350
MS GREEN CLUB (ENVIRONMENTAL)	\$300
MS LEARNING FESTIVAL/COMPETITION ASSISTANT (SPELLING BEE, MATH COUNTS, GEOGRAPHY BEE, HISTORY BEE, MATH PENTATHLON, ETC.)	\$200
MS CAMP (SUMMER ORIENTATION)	\$50
MS UIL ACADEMIC EVENT ADVISOR	\$25
TEACHER PROVIDING PRINCIPAL APPROVED TRAINING	\$250 PRESENT, \$100 ASSIST
ELEMENTARY SCHOOL ASSIGNMENTS	
GENERAL TUTORING (CERTIFIED TEACHER)	\$38
PREK TEAM LEAD	\$250
KINDERGARTEN TEAM LEAD	\$250
FIRST GRADE TEAM LEAD	\$250
SECOND GRADE TEAM LEAD	\$250
THIRD GRADE TEAM LEAD	\$250
FOURTH GRADE TEAM LEAD	\$250
FIFTH GRADE TEAM LEAD	\$250
SPECIALS/SPECIAL PROGRAM TEAM LEAD	\$250
ELEMENTARY SCHOOLS MAY NOT EXCEED A TOTAL ANNUAL BUDGET OF \$1,500 FOR USING THE STIPENDS LISTED BELOW.	
ES DESTINATION IMAGINATION ADVISOR	\$400
ES YEARBOOK ADVISOR	\$300
ES ADDITIONAL SPECIALS TEAM LEAD	\$250
ES STUDENT LEADERSHIP ADVISOR	\$150
ES MATH PENTATHLON ADVISOR	\$150
ES C-SQUARED CLUB ADVISOR	\$150
ES ROBOTICS CLUB ADVISOR	\$400
TEACHER PROVIDING PRINCIPAL APPROVED TRAINING	\$250 PRESENT, \$100 ASSIST
SPED TEAM LEADS (SPED TEAM LEADS ARE PAID BY SPED DEPARTMENT)	
ES SPED TEAM LEADER	\$500
MS SPED TEAM LEADER	5 EXTRA DAYS
PROCTORING/TESTING	
EXAM FOR ACCELERATION ADMINISTRATION	\$100
PACE SCREENER	\$75
PROFICIENCY EXAM GRADERS	\$25
AP/TSI/PSAT PROCTOR	\$25
LEAD AP/TSI/PSAT PROCTOR	\$30
QUEST EXAM ADMINISTRATION	\$100

JOB TITLE	PAY RATE
EOC PROCTOR/TEST ADMINISTRATOR (ENGLISH I AND II (5 HRS. OR LESS))	\$75
EOC PROCTOR/TEST ADMINISTRATOR (ALGEBRA I, BIOLOGY, AMERICAN HISTORY (4 HRS. OR LESS))	\$90
EOC PROCTOR/TEST ADMINISTRATOR (FOR EXTENDED TIME STUDENTS WHEN STUDENT IS ALLOWED MORE TIME THAN DESIGNATED HOURS ABOVE)	\$120
STAAR PROCTOR	\$75
FINE ARTS ASSIGNMENTS	
BAND TECH	\$15
FINE ARTS ASSIGNMENT	\$38
TRANSPORTATION	
TRANSPORTATION SHOP	\$15
NEW SCHOOL OPENING	
NEW SCHOOL LOGISTICS AND MATERIALS TECHNICIAN	\$15
NEW SCHOOL SUPPORT, CERTIFIED TEACHER	\$25
NON-ATHLETIC EVENT STADIUM MANAGER	
ASSISTANT STADIUM MANGER (FOR EVENTS WITH MORE THAN 1,000 SPECTATORS)	\$75 0-3 HOURS
	\$175 4-7 HOURS
	\$250 8-10 HOURS
	\$350 11-13 HOURS
STADIUM MANAGER	\$125 0-3 HOURS
	\$225 4-7 HOURS
	\$300 8-10 HOURS
	\$400 11-13 HOURS

2026-27 ATHLETIC EXTRA-DUTY PAY RATES

JOB TITLE	SUB-VARSITY GAMES (CAMPUS)		SUB-VARSITY GAMES (GUPTON, /NON-LHS BIBLE)		VARSITY SEASON GAMES		PLAYOFFS	
FOOTBALL STADIUM SUPERVISOR					\$250	GAME	\$250	GAME
FOOTBALL STADIUM MANAGER			\$100	GAME	\$200	GAME	\$200	GAME
FOOTBALL ASSISTANT					\$150	GAME	\$150	GAME

JOB TITLE	SUB-VARSITY GAMES (CAMPUS)		SUB-VARSITY GAMES (GUPTON, /NON-LHS BIBLE)		VARSITY SEASON GAMES		PLAYOFFS	
STADIUM MANAGER								
FOOTBALL TICKET MANAGER					\$100	GAME	\$100	GAME
FOOTBALL ANNOUNCER					\$100	GAME	\$100	GAME
FOOTBALL PRESS BOX MANAGER					\$75	GAME	\$75	GAME
CAMERA OPERATOR			\$75	GAME	\$75	GAME	\$75	GAME
SWITCHBOARD OPERATOR			\$75	GAME	\$75	GAME	\$75	GAME
FOOTBALL TICKET SELLER	\$40	GAME	\$40	GAME	\$50	GAME	\$60	GAME
FOOTBALL FIELD GATE MONITOR					\$60	GAME	\$60	GAME
FOOTBALL PARKING LOT SELLER	\$25	GAME					\$75	GAME
FOOTBALL TICKET TAKER	\$25	GAME	\$40	HS GAME	\$50	GAME	\$50	GAME
KIDDIE CORRAL (MONROE ONLY)					\$100	GAME	\$100	GAME
FOOTBALL ELEVATOR MONITOR					\$50	GAME	\$50	GAME
FOOTBALL USHER/RESERVED SEAT SECTION MONITOR					\$50	GAME	\$50	GAME
FOOTBALL PARKING ATTENDANTS					\$50	GAME	\$50	GAME
FOOTBALL SCOREBOARD KEEPER					\$50	GAME	\$50	GAME

JOB TITLE	SUB-VARSITY GAMES (CAMPUS)		SUB-VARSITY GAMES (GUPTON, /NON-LHS BIBLE)		VARSITY SEASON GAMES		PLAYOFFS	
			HRLY OT RATE	HOUR	HRLY OT RATE	HOUR	HRLY OT RATE	HOUR
STADIUM CUSTODIAN			HRLY OT RATE	HOUR	HRLY OT RATE	HOUR	HRLY OT RATE	HOUR
STADIUM MAINTENANCE WORKER			HRLY OT RATE	HOUR	HRLY OT RATE	HOUR	HRLY OT RATE	HOUR
BASKETBALL								
JOB TITLE			SEASON GAMES		TOURNAMENT		PLAYOFFS	
BASKETBALL GYM SUPERVISOR							\$75	GAME
BASKETBALL GAME TICKET SELLER			\$40	HS JV/VARS GAME	\$10	HOUR	\$45	GAME
BASKETBALL CLOCK KEEPER			\$40	HS JV/VARS GAME	\$10	HOUR	\$45	GAME
BASKETBALL BOOKKEEPER			\$40	HS JV/VARS GAME	\$10	HOUR	\$45	GAME
CUSTODIAN			HRLY OT RATE	HOUR	HRLY OT RATE	HOUR	HRLY OT RATE	HOUR

BASEBALL/SOFTBALL								
JOB TITLE	SEASON GAMES		TOURNAMENT		PLAYOFF 1 GAME		PLAYOFF DOUBLE	
BASE/SOFTBALL FIELD SUPERVISOR					\$100	GAME	\$200	GAME
BASE/SOFTBALL GAME TICKET SELLER	\$40	GAME	\$10	GAME	\$50	GAME	\$75	GAME
BASE/SOFTBALL ANNOUNCER / SCOREBOARD			\$10	GAME	\$50	GAME	\$100	GAME
BASE/SOFTBALL SCOREBOOK KEEPER	\$45	VARs GAME	\$10	GAME	\$50	GAME	\$100	GAME
BASE/SOFTBALL PITCH COUNT	\$40	VARs GAME	\$10	GAME	\$50	GAME	\$100	GAME
CUSTODIAN	HRLY OT RATE	HOUR	HRLY OT RATE	HOUR	HRLY OT RATE	HOUR	HRLY OT RATE	HOUR
GROUNDSKEEPER	HRLY OT RATE	HOUR	HRLY OT RATE	HOUR	HRLY OT RATE	HOUR	HRLY OT RATE	HOUR
VOLLEYBALL								
JOB TITLE	SEASON GAMES		TOURNAMENT		PLAYOFFS			
VOLLEYBALL GYM SUPERVISOR							\$75	GAME
VOLLEYBALL GAME TICKET SELLER			\$40	HS JV/VARS GAME	\$10	HOUR	\$45	GAME
VOLLEYBALL CLOCK KEEPER					\$10	HOUR	\$45	GAME
VOLLEYBALL SCOREBOOK KEEPER			\$40	HS JV/VARS GAME	\$10	HOUR	\$45	GAME
LIBERO TRACKER							\$35	GAME
CUSTODIAN			HRLY OT RATE	HOUR	HRLY OT RATE	HOUR	HRLY OT RATE	HOUR

SOCCER								
JOB TITLE	CAMPUS SEASON GAMES		GUPTON GAMES		TOURNAMENT		PLAYOFFS	
SOCCER STADIUM MANAGER			\$75	GAME			\$75	GAME
SOCCER ANNOUNCER			\$50	GAME			\$50	GAME
SOCCER TICKET SELLER	\$40	GAME	\$40	GAME	\$10	HOUR	\$60	GAME
SOCCER TICKET TAKER			\$40	GAME			\$50	GAME
SOCCER USHER/GATE MONITOR			\$40	GAME			\$50	GAME
SOCCER CLOCK OPERATOR			\$50	GAME			\$50	GAME
CUSTODIAN			HRLY OT RATE	HOUR			HRLY OT RATE	HOUR
GROUNDSKEEPER			HRLY OT RATE	HOUR			HRLY OT RATE	HOUR

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 7, 2026

Agenda Item:	Consider Approval to Call a Public Meeting for the Purpose of Adopting the 2026-2027 Budget and Discussion of the Proposed 2026 Tax Rate
Purpose:	<input type="checkbox"/> Discussion Item/Report Only <input checked="" type="checkbox"/> Action Requested
Administrator Responsible:	Pete Pape, Ed.D., CPA, Chief Financial Officer, Gina Mitschke, Executive Director of Business
Attachment:	N/A

Background Information:

As part of the budget and tax rate adoption process, the Board President must officially “call a meeting” for the purpose of discussing and adopting the budget and proposed tax rate. In accordance with [Section 44.004\(a\)](#) of the Education Code, “when the budget has been prepared under [Section 44.002](#), the Board President shall call a meeting of the Board of Trustees for the purpose of adopting a budget for the succeeding fiscal year.” The Board President shall also provide for the publication of notice of the budget and proposed tax rate meeting in a daily, weekly, or biweekly newspaper published in the district. Notice of the meeting shall be published not earlier than the 30th day or later than the 10th day before the date of the hearing. Any taxpayer of the district may be present and participate in the meeting.

Administration requests that the Board President call the public meeting to be held during the June 18, 2026, Board meeting. The public notice for the budget/tax rate hearing will be published in the June 4, 2026, edition of Hill Country News. **The publication in Hill Country News meets the legal requirements.** In past years, the District has also published in Four Points News; however, that paper has moved to publishing once a month, which does not meet the requirements set out in [Section 44.004\(a\)](#) of the Education Code. Additionally, we are unable to meet the required deadline of mid-May for publishing in Four Points News. In the public notice, the Board must indicate the proposed Maintenance and Operations (M&O) and Interest and Sinking (I&S) tax rates. The administration recommends publishing the tax rates based on the Board’s assumptions; M&O rate of \$0.7569 and I&S rate of \$0.3300.

Under current law, the state maximum 2026 Tier 1 tax rate allowed for M&O purposes is projected to be \$0.6254, and the floor is \$0.5628. Based on early estimates of property values and compression under current law, LISD’s M&O Tier 1 rate is not expected to compress and will remain \$0.6169, resulting in a total M&O rate of \$0.7569. The current I&S rate is \$0.3300, and the Board has authority to raise or lower the I&S rate, as appropriate. The combined total tax rate proposed for 2026-2027 is \$1.0869, reflecting no change from the prior year.

The Board may adopt a tax rate that is LOWER than the published rate, but must publish the Notice a second time in order to adopt a higher rate than that published. The 2026 certified values will be received in late July, and the actual tax rate will be adopted in August or September, 2026. More discussions on the actual tax rate will be held in the coming months, but a proposed tax rate must be published in the Notice.

[Section 44.0041](#) of the Education Code requires that, “(a) concurrently with the publication of notice of the budget, a school district shall post a summary of the proposed budget: (1) on the school district’s website; or (2) if the district has no Internet website, in the district’s central administrative office. (b) The budget summary must include: (1) information relating to per student and aggregate spending on (A) instruction; (B) instructional support; (C) central administration; (D) district operations; (E) debt service; and (F) any other category designated by the commissioner; and (2) a comparison to the previous year’s actual spending.” A proposed budget document will be prepared in compliance with this mandate, and a copy will be provided to the Board. The posting to the website will occur simultaneously with the publication of the public hearing notice in Hill Country News.

The 2026-2027 budget will be adopted at the June 18, 2026, meeting. The tax rate will be discussed at this meeting, but will not be adopted until August or September 2026.

Administrative Recommendation:

Administration recommends that the Board President call a meeting for 6:15 PM for June 18, 2026, for the purpose of discussing and adopting the 2026-2027 budget and discussion of the 2026 proposed tax rate and authorize the Administration to publish a tax rate of \$1.0869 for purposes of the Notice of Public Hearing.

Sample Motion:

I move that a meeting of the Board of Trustees is called for 6:15 PM on June 18, 2026, for the purpose of discussing and adopting the 2026-2027 budget and discussion of the 2026 proposed tax rate and authorize the Administration to publish a tax rate of \$1.0869 for purposes of the Notice of Public Hearing.

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 07, 2026

Agenda Item: Consider Approval of Board Determination that the District's General Fund Budget Does Not Permit Compliance with Senate Bill 546

Purpose: Discussion Item/Report Only Action Requested

Administrator Responsible: DeWayne Street, M.S., Sr. Executive Director of Facilities and Operations

Attachments: N/A

Background Information:

During the [April 23, 2026, Regular Board Meeting](#), administration provided the Board of Trustees with the required public report regarding [Senate Bill 546](#) and the district's next steps related to school bus seat belt compliance. The presentation included an overview of the law, the district's current fleet status, compliance considerations, and associated financial implications.

Based on the information presented, administration is bringing forward this item for Board determination that the district's current General Fund budget does not permit the district to purchase or contract buses equipped with three-point seat belts in compliance with Senate Bill 546.

Administrative Recommendation:

Administration recommends that the Board approve the determination that the district's current General Fund budget does not permit the district to purchase or contract buses equipped with three-point seat belts in compliance with Senate Bill 546.

Sample Motion:

I move that the Board approve the determination that the district's current General Fund budget does not permit the district to purchase or contract buses equipped with three-point seat belts in compliance with Senate Bill 546, as presented.

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 07, 2026

Agenda Item: Consider Approval of Board Goals
Purpose: Discussion Item/Report Only Action Requested
Administrator Responsible: Chris Clark, Ed.D., Superintendent of Schools
Attachments: Leander ISD Board Goals

Background Information:

During the [February 5](#), [February 19](#), and [April 23, 2026](#) Board meetings, administration presented draft Board Goals for consideration. The proposed goals were developed based on qualitative feedback and aligned with Board policies [BAA\(LEGAL\)\(LOCAL\)](#) & [BJA\(LEGAL\)\(LOCAL\)](#). Board Members discussed these goals and provided input, and tonight the Board will consider approval of the Goals.

Administrative Recommendation:

Administration recommends that the Board approve the Board Goals.

Sample Motion:

I move that the Board of Trustees approve the Board Goals, as presented.

Leander ISD Board Goals

Goal 1: The percentage of students achieving Meets Expectations on **3rd grade Math and Reading STAAR** will increase from the 2025 percentage to meet or exceed the 2030 student group goals below.

	Reading		Math	
	2025	2030	2025	2030
All Students	64%	74%	52%	62%
Black/African American	46%	60%	31%	49%
Hispanic/Latino	50%	60%	35%	54%
White	67%	75%	55%	64%
Two or More Races	64%	74%	50%	60%
Asian	80%	80%	78%	80%
Special Education	33%	48%	29%	43%
Economically Disadvantaged	39%	60%	26%	43%
Emergent Bilingual (includes monitor students)	44%	61%	42%	60%

Data Source: [TPRS STAAR Data - ALL STUDENTS](#)

Leander ISD Board Goals

Goal 2: The percentage of students achieving Meets Expectations on **6th grade Math and Reading STAAR** will increase from the 2025 percentage to meet or exceed the 2030 student group goals below.

	Reading		Math	
	2025	2030	2025	2030
All Students	73%	78%	58%	68%
Black/African American	48%	60%	23%	43%
Hispanic/Latino	56%	66%	40%	60%
White	76%	79%	58%	68%
Two or More Races	81%	84%	66%	71%
Asian	90%	93%	90%	93%
Special Education	35%	60%	27%	47%
Economically Disadvantaged	44%	60%	27%	47%
Emergent Bilingual (includes monitor students)	32%	60%	26%	46%

Data Source: [TPRS STAAR Data - ALL STUDENTS](#)

Leander ISD Board Goals

Goal 3: The percentage of students achieving Meets Expectations on the **English 1 and Algebra 1 End of Course STAAR Assessment** will increase from the 2025 percentage to meet or exceed the 2030 student group goals below.

	English 1		Algebra 1	
	2025	2030	2025	2030
All Students	70%	75%	59%	69%
Black/African American	44%	60%	34%	54%
Hispanic/Latino	53%	66%	44%	60%
White	77%	79%	60%	70%
Two or More Races	74%	77%	60%	70%
Asian	89%	91%	92%	94%
Special Education	27%	47%	23%	43%
Economically Disadvantaged	44%	60%	33%	53%
Emergent Bilingual (includes monitor students)	26%	46%	30%	50%

Data Source: [TPRS STAAR Data - ALL STUDENTS](#)

Leander ISD Board Goals

Goal 4: The percentage of students achieving **TSI criteria** will increase from the 2025 percentage to meet or exceed the 2030 student group goals below.

	TSI Reading		TSI Math	
	2025 (class of 2024)	2030 (class of 2029)	2025 (class of 2024)	2030 (class of 2029)
All Students	81%	90%	81%	90%
Black/African American	65%	75%	67%	77%
Hispanic/Latino	68%	78%	72%	82%
White	85%	90%	84%	90%
Two or More Races	84%	90%	84%	90%
Asian	94%	99%	96%	99%
Special Education	29%	49%	33%	53%
Economically Disadvantaged	59%	69%	63%	73%
Emergent Bilingual (includes monitor students)	42%	62%	59%	69%

Data Source: [College Ready Graduates TSI Criteria \(Annual Graduates\)](#)

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 7, 2026

Agenda Item:	Consider Adoption of Local Policies BBFA, BDAA, BDB, BDF, BE, and BED
Purpose:	<input type="checkbox"/> Discussion Item/Report Only <input checked="" type="checkbox"/> Action Requested
Administrator Responsible:	Shawn Swisher, J.D., General Counsel
Attachments:	Local Policies BBFA, BDAA, BDB, BDF, BE, and BED

Background Information:

Administration met with the Board's policy committee and reviewed the following policies, which are presented for Board consideration this evening:

BBFA(LOCAL) - Update 123 (Proposed revisions to align with Board Operating Procedures): Proposed revisions align policy with board operating procedures and clarifies that when a board member has declared a potential conflict of interest, they will not vote on the matter.

BDAA(LOCAL) - Update 125: Proposed revisions are recommended to this local policy on board officer duties and requirements. At Board Officers, the sentence indicating that the board may assign a district employee to provide clerical assistance is recommended for deletion since the superintendent, rather than the board, manages staff assignments, including providing support to the board.

BDB(LOCAL) - Update 125: Proposed revisions clarify the difference between board committees and advisory committees. Accordingly, the subtopic of this code has been changed from Internal Committees to Board Committees. The policy continues to reflect that board committees will be formed in accordance with operating procedures.

BDF(LOCAL) - Update 125 (Proposed revisions to align with Board Operating Procedures): Proposed revisions are intended to coordinate with the proposed revisions at BDB that are presented to the Board for consideration this evening. The subtopic of this code has been changed from Citizen Advisory Committees to Advisory Committees. The proposed language clarifies how advisory committees are formed and the parameters of their responsibilities. Additional revisions have been proposed to ensure that this language conforms with the Board Operating Procedures.

BE(LOCAL) - Update 126: Several recommended revisions have been made to this policy on board meetings. Senate Bill (SB) 12 prompted new language at Meeting Place and Time indicating that board meetings will be held outside of typical work hours. Language at Notice to Members has been adjusted to reflect House Bill 1522, which requires board agendas to be posted for three business days, rather than 72 hours, before the meeting. This recommended revision appropriately adjusts when the notice of the meeting will be provided to board members. Additionally, SB 413 requires roll call voting, so the language at Record Vote has been revised accordingly. A paragraph in the Minutes section has been removed, as the statement is true for all district records, and it is not necessary to separately address retention in this policy. Please refer to CPC(LOCAL) and your district's record retention procedures.

BED(LOCAL) - Update 126 (Proposed revisions to align with Board Operating Procedures): Proposed revisions are intended to ensure compliance with the SB 12 requirement that public comment occur at the beginning of board meetings. Additionally, the time limit for speakers is being updated to align with Board Operating Procedures.

Administrative Recommendation:

Administration recommends adoption of Local Policies BBFA, BDAA, BDB, BDF, BE, and BED as presented.

Sample Motion:

I move that the Board adopt Local Policies BBFA, BDAA, BDB, BDF, BE, and BED as presented.

In addition to disclosures required by law, a Board member shall disclose to the Board any personal financial interest, business interest, or obligation or relationship that in any way creates a potential conflict of interest with a vote on a pending matter. A Board member shall not vote on such matter.

A Board member shall not use coercive means or promise special treatment in order to influence Board or District decisions, nor use the member's position to seek personal advantage. [See also BBF(LOCAL)]

**Annual Financial
Management Report**

Each Board member shall provide to the District in a timely manner information necessary for the District's annual financial management report. [See CFA]

OFFICERS AND OFFICIALS
DUTIES AND REQUIREMENTS OF BOARD OFFICERS

BDAA
(LOCAL)

Board Officers	The Board shall elect a President, a Vice President, and a Secretary who shall be members of the Board. The Board may assign a District employee to provide clerical assistance to the Board. Officers shall be elected by majority vote of the members present and voting.
Vacancy	A vacancy among officers of the Board shall be filled by majority action of the Board.
Term and Duties	Board officers shall serve for a term of one year one year or until a successor is elected. Officers may succeed themselves in office. Each officer shall perform any legal duties of the office and other duties as required by action of the Board.
President	In addition to the duties required by law, the President of the Board shall: <ol style="list-style-type: none">1. Preside at all Board meetings unless unable to attend.2. Have the right to discuss, make motions and, propose resolutions, and vote on all matters coming before the Board.
Vice President	The Vice President of the Board shall: <ol style="list-style-type: none">1. Act in the capacity and perform the duties of the President of the Board in the event of the absence or incapacity of the President.2. Become President only upon being elected to the position.
Secretary	The Secretary of the Board shall: <ol style="list-style-type: none">1. Ensure that an accurate record is kept of the proceedings of each Board meeting.2. Ensure that notices of Board meetings are posted and sent as required by law.3. In the absence of the President and Vice President, call the meeting to order and act as presiding officer.4. Sign or countersign documents as directed by action of the Board.

Note: For advisory committees that include staff, parents, community members, or students, see BDF.

Board Committees

For purposes of this policy, a Board committee is a committee composed only of current Board members.

Board committees shall be established in accordance with the *Board Operating Procedures*.

~~The function of committees~~A Board committee shall be fact-finding, deliberative, and advisory, ~~but not administrative~~ and shall make recommendations in the areas of their responsibility. Board committees shall provide updates and report their findings and recommendations to the Board and shall not assume administrative duties or responsibilities.

Transacting
Business

~~Committees may transact business only within the specific authority granted~~Unless specified by the Board. ~~To be binding, all such business,~~ a Board committee shall not have final decision-making authority. Board committee recommendations must be reported to the Board at ~~the next~~ regular or special meeting ~~for approval and entry into the minutes as a public record.~~. The Board shall not accept a Board committee's recommendation without due consideration of the matter.

Dissolution

A Board committee shall be dissolved upon Board action.

**Advisory
Committees of
citizens**

Note: For committees composed only of current Board members, see BDB.

For purposes of this policy, an advisory committee is a committee composed primarily of District staff, parents, other community members, and/or students.

While Board members may attend (in numbers less than a quorum) and observe advisory meetings, they may not participate or become a member of the committee.

~~An advisory committee may also include Board members in numbers less than a quorum of the Board.~~

~~Formation of an advisory committee shall be appointed by the Board in order to advise Board action. When establishing an advisory committee, the Board or administration on areas action shall, at a minimum, specify the Board or its designee deems appropriate.;~~

~~The Board shall approve all appointments to and have direct control over all use of citizen advisory committees when such committees are appointed.~~

~~The Board shall describe the proposed functions, size, term of service, membership, and relationship to District staff when such committees are formed.~~

- ~~• The Board Number of members on the committee;~~
- ~~• Process to appoint members to the committee;~~
- ~~• Term of committee membership; and~~
- ~~• Responsibilities of the committee.~~

~~An advisory committee shall be kept informed of fact-finding, deliberative, and advisory and shall have the right to approve not assume administrative duties or disapprove the responsibilities. Advisory committees shall report their findings and recommendations to the Board.~~

Transacting
Business

An advisory committee may transact business only within the specific authority granted by the Board. To be binding, all such committee recommendations must be reported to the Board at a regular or special meeting for approval and entry into the minutes as a public record.

Dissolution

An advisory committee shall be dissolved upon completion of such committees. the assigned task or Board action.

Meeting Place and Time

Board meetings shall be held during a time that is outside of typical work hours. [See FA(LEGAL)]

The notice for a Board meeting shall reflect the date, time, and location of the meeting ~~and shall be posted on the District's website.~~

Regular Meetings

Regular meetings of the Board shall normally be held on the second and fourth Thursday of each month at 6:15 p.m. When determined necessary and for the convenience of Board members, the Board President may change the date, time, or location of a regular meeting with proper notice.

Special or Emergency Meetings

The Board President shall call special meetings at the Board President's discretion or on request by two members of the Board.

The Board President shall call an emergency meeting when it is determined by the Board President or two members of the Board that an emergency or urgent public necessity, as defined by law, warrants the meeting.

Agenda

Deadline

The deadline for submitting items for inclusion on the agenda is the ~~seventh~~10th calendar day before regular meetings and the ~~seventh~~10th calendar day before special meetings.

Preparation

In consultation with the Board President, the Superintendent shall prepare the agenda for all Board meetings. At the request of at least two Board members, the Board President shall include an item on the agenda. The Board President or designee must be notified, in a manner as he or she deems necessary, of requests for items to be placed on the agenda.

Before the official agenda is finalized for any meeting, the Superintendent shall consult the Board President to ensure that the agenda and the topics included meet with the Board President's approval. In reviewing the preliminary agenda, the Board President shall ensure that any topics the Board or at least two Board members have requested to be addressed are either on that agenda or scheduled for deliberation at an appropriate time in the near future. The Board President shall not have authority to remove from the agenda a subject requested by at least two Board

members without specific authorization from those Board members.

Notice to Members

Members of the Board shall be given notice of regular and special meetings at least ~~72 hours~~ **three business days** prior to the scheduled ~~time~~ **date** of the meeting and at least one hour prior to the time of an emergency meeting.

Closed Meeting

Notice of all meetings shall provide for the possibility of a closed meeting during an open meeting, in accordance with law.

The Board may conduct a closed meeting when the agenda subject is one that may properly be discussed in closed meeting. [See BEC]

Order of Business

The order of business for regular Board meetings shall be as set out in the agenda accompanying the notice of the meeting. At the meeting, the order in which posted agenda items are taken may be changed by consensus of Board members.

Rules of Order

The Board shall observe the parliamentary procedures as found in *Robert's Rules of Order, Newly Revised*, except as otherwise provided in Board procedural rules or by law. Procedural rules may be suspended at any Board meeting by majority vote of the members present.

~~Voting~~ Record Vote

Voting **on any item** shall be ~~by voice~~ **a record vote** ~~or by~~ show of hands **or roll call**, as directed by the Board President. Any member may abstain from voting **on an item**, and a member's vote or failure to vote shall be recorded ~~upon that member's request~~ **in the minutes**. [See BDAA(LOCAL) for the Board President's voting rights]

Consent Agenda

When the agenda is prepared, the Board President shall determine items, if any, that qualify to be placed on the consent agenda. A consent agenda shall include items of a routine and/or recurring nature grouped together under one action item. For each item listed as part of a consent agenda, the Board shall be furnished with background material. All such items shall be acted upon by

one vote without separate discussion, unless a Board member requests that an item be withdrawn for individual consideration. The remaining items shall be adopted under a single motion and vote.

Minutes

Board action shall be carefully recorded by the Board Secretary or clerk; when approved, these minutes shall serve as the legal record of official Board actions. The written minutes of all meetings shall be approved by vote of the Board and signed by the Board President and the Board Secretary.

~~The official minutes of the Board shall be retained on file in the office of the Superintendent and shall be available for examination during regular office hours.~~[See CPC regarding retention of records.]

Discussions and Limitation

Discussions shall be addressed to the Board President and then the entire membership. Discussion shall be directed solely to the business currently under deliberation, and the Board President shall halt discussion that does not apply to the business before the Board.

The Board President shall also halt discussion if the Board has agreed to a time limitation for discussion of an item, and that time limit has expired. Aside from these limitations, the Board President shall not interfere with debate so long as members wish to address themselves to an item under consideration.

Limit on Participation

Audience participation at a Board meeting is limited to the portion of the meeting designated to receive public comment in accordance with this policy. At all other times during a Board meeting, the audience shall not enter into discussion or debate on matters being considered by the Board, unless requested by the presiding officer.

Public Comment

Public comment shall occur at the beginning of the meeting. [See FA]

Regular Meetings

At regular Board meetings, the Board shall permit public comment, regardless of whether the topic is an item on the agenda posted with notice of the meeting.

Special Meetings

At all other Board meetings, public comment shall be limited to items on the agenda posted with notice of the meeting.

Procedures

Individuals who wish to participate during the portion of the meeting designated for public comment shall sign up with the presiding officer or designee before the meeting begins as specified in the Board's procedures on public comment and shall indicate the agenda item or topic on which they wish to address the Board.

~~Public comment shall occur at the beginning of the meeting.-~~

~~Except as permitted by this policy and the Board's procedures on public comment, an individual's comments to the Board shall not exceed three minutes per meeting. See Citizen Comments/Public Participation during Board Meetings in the Board Operating Procedures for the Board's procedures on public comment.~~

Meeting Management

When necessary for effective meeting management or to accommodate large numbers of individuals wishing to address the Board, the presiding officer may ~~make adjustments to public comment procedures, including adjusting when public comment will occur during the meeting, reordering agenda items, deferring public comment on nonagenda items, continuing agenda items to a later meeting, providing expanded opportunity for public comment, or establishing an overall time limit for public comment and adjusting~~ adjust the time allotted to each speaker. However, no individual shall be given less than one minute to make comments.

Board's Response

Specific factual information or recitation of existing policy may be furnished in response to inquiries, but the Board shall not deliberate or decide regarding any subject that is not included on the agenda posted with notice of the meeting.

Complaints and Concerns

The presiding officer or designee shall determine whether an individual addressing the Board has attempted to solve a matter administratively through resolution channels established by policy. If not, the individual shall be referred to the appropriate policy to seek resolution:-

- Employee complaints: DGBA

Disruption

- Student or parent complaints: FNG
 - Public complaints: GF
- The Board shall not tolerate disruption of the meeting by members of the audience. If, after at least one warning from the presiding officer, any individual continues to disrupt the meeting by his or her words or actions, the presiding officer may request assistance from law enforcement officials to have the individual removed from the meeting.

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 7, 2026

Agenda Item:	Consider Approval of Low-Attendance Waivers for the 2025-2026 School Year
Purpose:	<input type="checkbox"/> Discussion Item/Report Only <input checked="" type="checkbox"/> Action Requested
Administrator Responsible:	Pete Pape, Ed.D., CPA, Chief Financial Officer Gina Mitschke, Executive Director of Business
Attachment:	N/A

Background Information:

Under the current state school finance system, general fund revenue (both state aid and local levy) has a direct relationship to student average daily attendance (ADA). “Refined” ADA is the annual average of daily student attendance, rather than enrollment.

The Texas Education Agency has a process which allows a district to apply for waivers to have instructional days with attendance at least ten (10) percentage points below the last school year’s average attendance [due to weather, health, and safety issues] removed from ADA calculations for that school year. Waivers are also available for missed instructional days due to a campus being forced to close for the same reasons. These waivers assist districts by lessening the impact of low attendance rates on the funding earned. A district can request a waiver for low attendance or missed instructional days for the entire district or a specific campus.

This request addresses the following campuses:

RiverPlace Elementary:

On November 13 and November 14, 2025, River Place Elementary experienced low attendance due to health-related absences. The campus collaborated with health services and conducted sanitizing efforts to address health concerns. River Place Elementary’s ADA for November 13, 2025, was 80.46%, compared to the 2024–2025 school year ADA of 95.18%. The ADA for November 14, 2025, was 44.97%, compared to the 2024–2025 school year ADA of 96.04%.

Knowles Elementary and Grandview Hills Elementary:

January 28, 2026, was a late-start day for the District due to inclement weather. Knowles Elementary’s ADA for that day was 81.60%, compared to the 2024–2025 school year ADA of 89.37%. Grandview Hills Elementary’s ADA for that day was 79.13%, compared to the 2024–2025 school year ADA of 92.49%.

Glenn High School and Danielson Middle School:

On March 6, 2026, threats were received targeting Glenn High School. Danielson Middle School, located across the street from Glenn High School, was also impacted. Both campuses received numerous calls from parents expressing concern for student safety, which resulted in significantly reduced attendance. Glenn High School’s ADA for that day was 39.08%, compared to the 2024–2025 school year ADA of 91.68%. Danielson Middle School’s ADA for that day was 73.70%, compared to the 2024–2025 school year ADA of 94.57%.

The deadline for submission of the application for low attendance day waivers for the 2025-2026 school year is July 31, 2026. Staff requests approval to submit the low-attendance day waivers as described above.

Administrative Recommendation:

Administration recommends that the Board approve the submission of low attendance day waivers, as presented, for campuses where attendance was at least ten (10) percentage points below its 2024-2025 rate.

Sample Motion:

I move that the Board of Trustees approve the submission of low attendance day waivers, as presented, for campuses where attendance was at least ten (10) percentage points below its 2024-2025 rate.

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 7, 2026

Agenda Item: Consider Approval of Fiscal Year (FY) 26 Budget Amendment - #11
Purpose: Discussion Item/Report Only Action Requested
Administrator Responsible: Pete Pape, Ed.D., CPA, Chief Financial Officer
Attachments: FY26 Budget Amendment - #11

Background Information:

The Board of Trustees adopted the 2025-2026 budget during the [June 19, 2025, Regular Board Meeting](#). Budgets for the General Operating, Child Nutrition, and Debt Service Funds were included in the official district budget. Budgets are prepared and approved at fund and function levels to comply with the state's required level of control.

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

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

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

- Increase of \$10,492 to revenue and expenditure budgets in Fund 197 for athletic tournaments.
- Increase of \$11,939 to revenue and expenditure budgets in Fund 199 from insurance proceeds for the Vandegrift High School band trailer.
- 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 the Board approve FY26 Budget Amendment - #11 as presented.

Sample Motion:

I move the Board of Trustees approve FY26 Budget Amendment - #11 as presented.

Leander Independent School District
General Fund - Fund 199
Budget Amendments/Transfers as of April 27, 2026

	2025-2026 Original Budget	Previously Amended Budget	Proposed Amendments 04/27/26	Proposed Amended Budget
Revenues:				
Local Sources	\$ 340,381,587	\$ 340,489,334	\$ 22,431	\$ 340,511,765
State Sources	115,271,197	115,271,197	-	115,271,197
Federal Sources	4,995,000	4,995,000	-	4,995,000
TOTAL REVENUES	\$ 460,647,784	\$ 460,755,531	\$ 22,431	\$ 460,777,962
Expenditures:				
Function 11 - Instruction	\$ 286,510,381	\$ 286,778,621	\$ (150,494)	\$ 286,628,127
Function 12 - Instructional Resources & Media	5,043,033	5,062,292	-	5,062,292
Function 13 - Staff Development	11,207,838	11,123,857	(32,044)	11,091,813
Function 21 - Instructional Administration	5,316,581	5,378,392	(24,000)	5,354,392
Function 23 - School Administration	26,248,027	26,283,777	9,893	26,293,670
Function 31 - Guidance & Counseling	23,733,887	23,756,634	(1,063)	23,755,571
Function 32 - Social Services	1,281,252	1,281,827	-	1,281,827
Function 33 - Health Services	4,530,285	4,542,024	(186)	4,541,838
Function 34 - Student Transportation	16,592,462	16,930,686	-	16,930,686
Function 35 - Food Services	5,000	5,000	-	5,000
Function 36 - Co-Curricular Activities	14,384,737	14,630,318	104,451	14,734,769
Function 41 - General Administration	11,611,729	11,372,071	-	11,372,071
Function 51 - Plant Maintenance & Operations	42,210,405	44,027,466	103,041	44,130,507
Function 52 - Security	7,392,949	8,696,925	12,424	8,709,349
Function 53 - Data Processing	8,773,871	8,853,523	-	8,853,523
Function 61 - Community Services	1,813,161	1,823,652	409	1,824,061
Function 71 - Debt Service	501,756	501,756	-	501,756
Function 81 - Capital Outlay	-	-	-	-
Function 91 - Contracted Instruction Services	11,039,386	11,039,386	-	11,039,386
Function 95 - JJAEP	286,070	286,070	-	286,070
Function 99 - Other Intergovernmental Charges	2,747,352	2,747,352	-	2,747,352
TOTAL ALL EXPENDITURES	\$ 481,230,162	\$ 485,121,630	\$ 22,431	\$ 485,144,061
Excess/(Deficiency) of Revenues vs. Expenditures	\$ (20,582,378)	\$ (24,366,099)	\$ -	\$ (24,366,099)
Other Financing Sources/Uses				
Sale of Assets	\$ 350,000	\$ 350,000	\$ -	\$ 350,000
Transfer In - Empowerment Grant	-	-	-	-
Transfer Out - Other	-	(2,000,000)	-	(2,000,000)
Transfer Out - Healthcare	-	-	-	-
Transfer Out - Healthcare Additional Contribution	-	-	-	-
Other Uses - Settlements	-	-	-	-
Total Other Financing Sources/Uses	\$ 350,000	\$ (1,650,000)	\$ -	\$ (1,650,000)
Net Increase/(Decrease) in Fund Balance	\$ (20,232,378)	\$ (26,016,099)	\$ -	\$ (26,016,099)

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 7, 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., Superintendent of Schools
Attachments: 04-23-26 Regular Meeting Minutes DRAFT

Background Information:

Board Meeting minutes are attached for your review.

Administrative Recommendation:

Administration recommends approval of the Board Meeting minutes, as presented.

Sample Motion:

I move the Board approve the minutes, as presented.

Minutes of Regular 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 Thursday, April 23, 2026, beginning at 6:17 PM in Linda Lippe Instructional Materials Center, 1775 W New Hope Drive, B1001.01 and B1001.02, Cedar Park, Texas 78613. The following members were present: Anna Smith, Sade Fashokun, Nekosi Nelson (arrived at 6:19 PM), Trish Bode, Paul Gauthier, and Laura Marques. Gloria Gonzales-Dholakia was absent.

1. **CALL TO ORDER AND DECLARATION OF QUORUM**
2. **OPENING CEREMONY**
 - A. Pledge of Allegiance
 - B. Moment of Silence
3. **RECOGNITION**
 - A. Spotlight on Learning: River Place Elementary School
4. **CITIZEN COMMENTS**

No citizens addressed the Board of Trustees.
5. **CONSENT AGENDA**
 - A. Consider Approval of 2026-2027 Hazardous Routes
 - B. Consider Approval of Certification of Provision of Instructional Materials Survey 2026-2027
 - C. Consider Approval of Fiscal Year (FY) 26 Budget Amendment- #10
 - D. Consider Approval of Guaranteed Maximum Price (GMP) #4 for Leander High School Master Plan – Phase 1
 - E. Consider Approval of Instructional Material Tier 1 K-3 Phonics
 - F. Consider Approval of Library Resources
 - G. Consider Approval of Minutes of Regular and Called Board Meetings

I move the Board approve the Consent Agenda items as presented. This motion, made by Trish Bode and seconded by Dr. Laura Marques, passed six in favor and one (Gloria Gonzales-Dholakia) absent. Trish Bode: In favor; Sade Fashokun: In favor; Paul Gauthier: In favor; Dr. Gloria Gonzales-Dholakia: Absent, Dr. Laura Marques: In favor; Nekosi Nelson: In favor; Anna Smith: In favor.

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. Special Education Update

B. GOVERNANCE

- 1. Discussion of Board Goals

C. OPERATIONS

- 1. Discussion of 2026-27 Total Compensation Recommendations
- 2. Discussion of Senate Bill 546 - School Bus Seat Belts
- 3. Discussion of 2025-26 Budget Projections

8. CLOSED SESSION

The Board of Trustees went into closed session at 6:35 PM after the board president announced the right to do so under:

- A. Texas Government Code 551.071: consultation with attorney regarding pending or contemplated litigation, and/or attorney client privileged matter
- B. Texas Government Code 551.074: personnel - deliberation regarding resignations, terminations, employment, reassignments, duties, and evaluation of personnel and public officers
- C. Texas Government Code 551.0821: deliberation regarding matters whereby personally identifiable information regarding one or more students will be disclosed
- D. Texas Government Code 551.089: discussion of district-wide intruder detection audit report findings
- E. Texas Government Code 551.074: deliberation and consideration of employment of River Ridge Elementary School Principal

The Board of Trustees returned to open session at 7:48 PM.

9. ACTION PURSUANT TO CLOSED SESSION

- A. Consider Employment of River Ridge Elementary School Principal

I move that the Board of Trustees accept the recommendation of Marcia Fields for Principal at River Ridge Elementary School 1-year probationary employment contract for personnel addition(s) as presented in accordance with the salary scale, policies and contract of Leander Independent School District for the 2025-26 and 2026-27 school years. This motion, made by Trish Bode and seconded by Sade Fashokun, passed six in favor and one (Gloria Gonzales-Dholakia) absent. Trish Bode: In favor, Sade Fashokun: In favor, Paul Gauthier: In favor, Dr. Gloria Gonzales-Dholakia: Absent, Dr. Laura Marques: In favor,

Nekosi Nelson: In favor, Anna Smith: In favor

10. BOARD MEETING DEBRIEF

11. ADJOURNMENT

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

Time: 12:07 AM on Friday, April 24, 2026.

These minutes were read and approved by the Board of Trustees on the 7th day of May 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, May 7, 2026

Agenda Item:	Consider Approval of Resolution to Pay Employees for Time Missed Due to Early Campus Closure Due to Water Main Break
Purpose:	<input type="checkbox"/> Discussion Item/Report Only <input checked="" type="checkbox"/> Action Requested
Administrator Responsible:	Pete D. Pape, Ed.D., CPA, Chief Financial Officer
Attachments:	Resolution To Grant The Superintendent The Authority To Continue Wages For Employees Due To Emergency Closure Of Schools

Background Information:

On Monday, April 27, 2026, a water line main break caused by construction work resulted in the closure of Rouse High School and Wiley Middle School. Per policy [DEA\(LOCAL\)](#) a Board Resolution is required to pay employees for the days the district was closed.

Policy [DEA \(LOCAL\)](#) states: If the Board chooses to pay employees during an emergency closure for which the workdays are not scheduled to be made up at a later date, then that authorization shall be by resolution or other Board action and shall reflect the purpose served by the expenditure.

Tonight, administration is requesting Board approval of a Resolution to pay employees for time missed due to a water line main break causing Rouse High School and Wiley Middle School to close early.

Administrative Recommendation:

Administration recommends the Board of Trustees approve the Resolution To Grant The Superintendent The Authority To Continue Wages For Employees Due To Emergency Closure Of Schools for employees at Rouse High School and/or Wylie Middle School due to these campuses closing early due to the water main break (regular rate).

Sample Motion:

I move the Board of Trustees approve the Resolution To Grant The Superintendent The Authority To Continue Wages For Employees Due To Emergency Closure Of Schools for employees at Rouse High School and/or Wylie Middle School due to these campuses closing early due to the water main break (regular rate), as presented.

LEANDER INDEPENDENT SCHOOL DISTRICT

Board of Trustees

May 7, 2026

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

WHEREAS, the recent water main break caused by the construction work resulted in the physical closure of Rouse High School and Wylie Middle School in the Leander Independent School District (“Leander ISD”), on April 27, 2026;

WHEREAS, the Board acknowledges that during an emergency closing, some District employees, due to circumstances completely beyond their control, were told not to report for work or were not able to work their regularly scheduled shift due to the campus closing early;

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

WHEREAS, Leander Independent School District will only need to make-up the missed instructional minutes if the emergency closure exceeds the additional instructional minutes embedded in the 2025-2026 Instructional Calendar;

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

WHEREAS, the Board further concludes that while ensuring continuity of pay for these affected staff and accomplishing the aforementioned public purposes, the district will maintain sufficient financial controls, as the pay for these affected staff during the closure is short-term, limited to two campuses, and, most importantly, this pay is already established to occur within the personnel expenditures of the 2025-2026 adopted budget;

NOW THEREFORE BE IT RESOLVED that the Board of Trustees of Leander Independent School District authorizes continued wage payments to all employees, contractual and non-contractual, salaried and non-salaried, who were unable to complete their regular scheduled work shift on April 27, 2026, and/or were instructed not to report to work during the emergency closing on Monday, April 27, 2026, due to safety/traffic issues caused by the water main breakage and subsequent repair.

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

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

The authority granted by this resolution to continue wage payments to employees at Rouse High School and Wylie Middle School is effective for the closure on the day and/or evening of April 27, 2026, unless the Board takes action to authorize payment for a longer duration.

Adopted this 7th day of May 2026, by the Board of Trustees.

Leander ISD Board President
Anna Smith

Leander ISD Board Secretary
Nekosi Nelson



May 07, 2026

Superintendent's Report



EMPOWERED STUDENT LEARNING





EMPOWERED STUDENT LEARNING



66

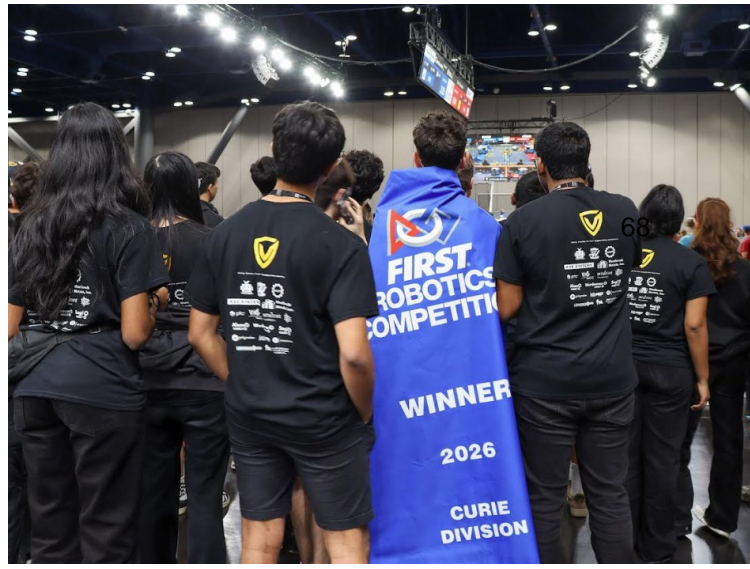


EMPOWERED STUDENT LEARNING





EMPOWERED STUDENT LEARNING





EMPOWERED STUDENT LEARNING





EMPOWERED STUDENT LEARNING





EMPOWERED STUDENT LEARNING



71



EMPOWERED STUDENT LEARNING





EMPOWERED STUDENT LEARNING



73



LEANDER  ISD

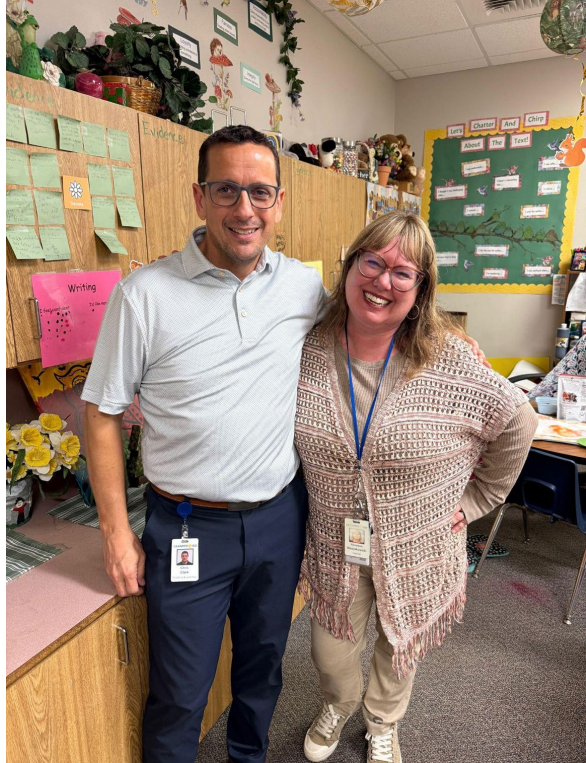
TEACHER,
INSTRUCTIONAL AIDE,
FACILITATOR, SPECIALIST
& SUBSTITUTE

Appreciation Week

—○— MAY 4-8 —○—



EMPOWERED STAFF LEARNING



Vanessa Masi

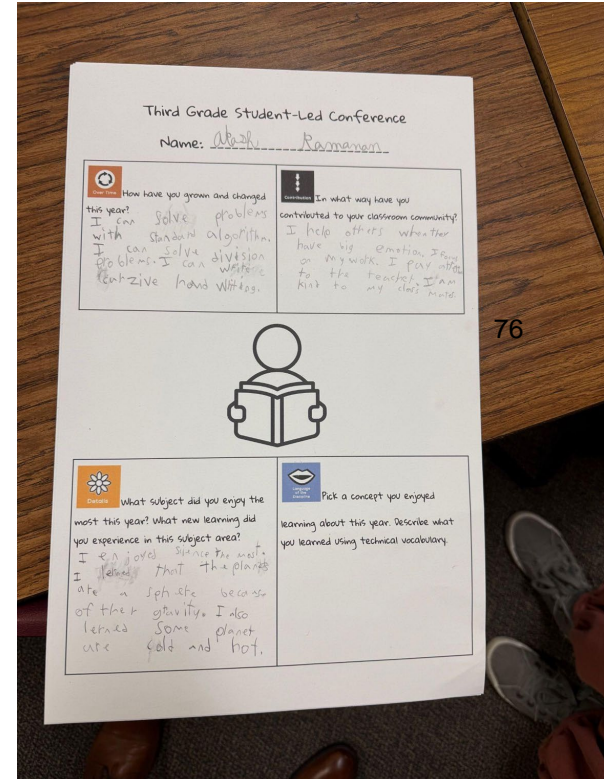
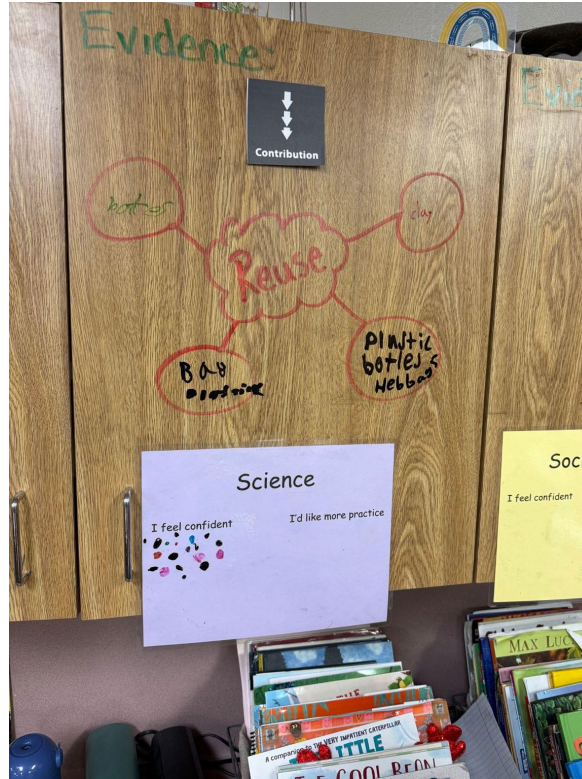
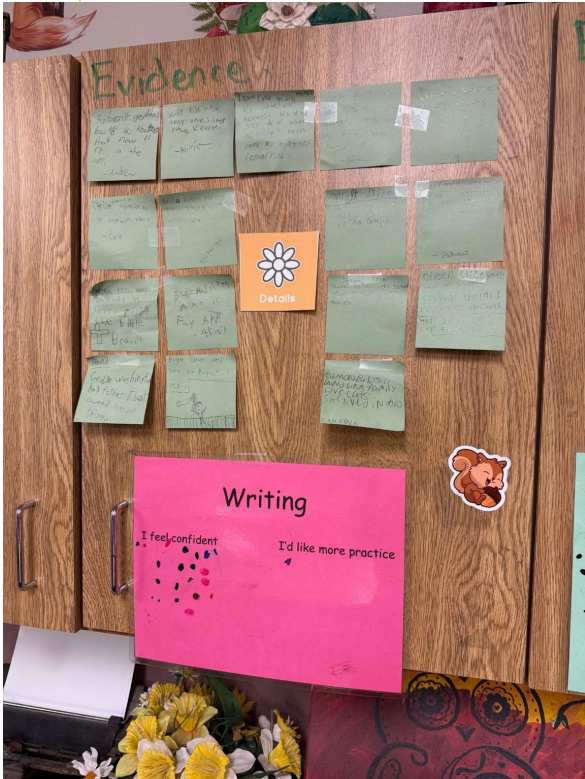
75



Mason Elementary School



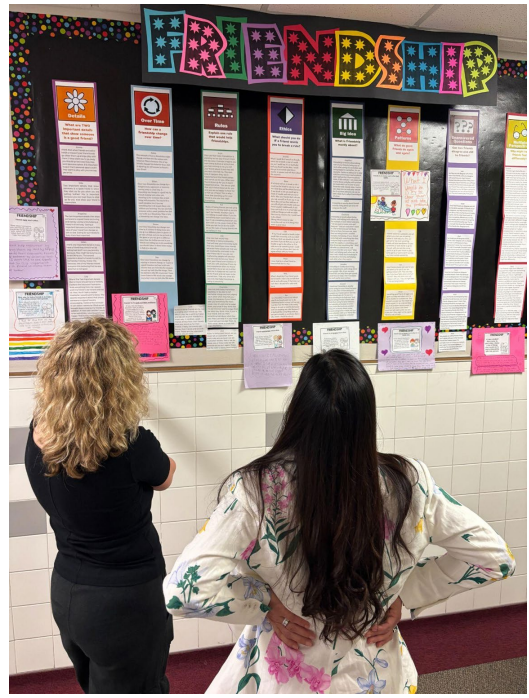
EMPOWERED STAFF LEARNING



76



EMPOWERED STAFF LEARNING



77

LEANDER  ISD

**SCHOOL NURSE
& NURSE AIDE**

Appreciation Week

— ○ — **MAY 4-8** — ○ —



EMPOWERED STAFF



Jenni Skopal

79





EMPOWERED STAFF LEARNING





EMPOWERED STAFF LEARNING





EMPOWERED STAFF LEARNING





EMPOWERED STAFF LEARNING

THE LEO CENTER

Leander Extended Opportunity Center



Empowering students to achieve success!



The
COMPASS
CENTER

83



NEW HOPE
HIGH SCHOOL





EMPOWERED COMMUNITY



84



EMPOWERED COMMUNITY



85



EMPOWERED COMMUNITY



86



DISCUSSION

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 07, 2026

Agenda Item:	Superintendent’s Student Advisory Council (SSAC) Student Empowerment Report
Purpose:	<input checked="" type="checkbox"/> Discussion Item/Report Only <input type="checkbox"/> Action Requested
Administrator Responsible:	Chris Clark, Ed.D., Superintendent; Kimberly Waltmon, Ed.D., Area Superintendent; SSAC Students
Attachments:	Superintendent’s Student Advisory Council Student Empowerment Report Presentation

Background Information:

The Superintendent’s Student Advisory Council (SSAC) was launched during the 2020 school year to elevate student voice and ensure that student perspectives help shape the future of Leander ISD. The Council is composed of sophomores, juniors, and seniors from all six comprehensive high schools, as well as Early College High School. This year, 62 students were selected to participate in monthly meetings.

Building on the foundation established last year, returning SSAC seniors developed a leadership team to create a clear structure for engagement and accountability. This team planned upcoming meetings, engaged in continuous improvement tool learning and facilitated student-led teams in a collaborative and inclusive process.

Throughout the year, students engaged in a continuous improvement cycle known as PDSA (Plan-Do-Study-Act), focusing on “Problemtunities,” or challenges that also present opportunities to enhance the student experience. This year’s student selected focus areas included mental health, AI and digital safety, student activity budgets, academic inclusivity, and life skills. Students explored these topics through research, stakeholder interviews, root cause analysis tools such as fishbone diagrams and the development of surveys to seek authentic feedback.

SSAC members will present the process and impact of their work, reflect on key findings and recommendations, and share their vision for strengthening student voice in Leander ISD. The presentation will highlight the leadership structure, the role of continuous improvement, and personal reflections on the importance of student involvement in district-level decision-making.

Administrative Recommendation:

N/A

Sample Motion:

N/A



May 7, 2026

Superintendent's Student Advisory Council Student Empowerment Report



Purpose

The Superintendent's Student Advisory Council (SSAC) members will share the process and impact of their work this year, reflect on key findings and recommendations, and offer their vision for the future of student voice in Leander ISD.



Timeline

- **Recruited** diverse members from all campuses
- **Brainstormed** everything affecting the **student experience**
- Prioritized potential **“Probletunities”**
 - *Attainable & applicable* to the entirety of LISD
- **Divided into teams** around each “Probletunity” based on interest
- Used Continuous Improvement Tools as a part of a **PDSA** (Plan-Do-Study-Act) for each prioritized “probletunity”
 - *Bone diagram, affinity, brainstorm tool, etc.*



Probletnuity Groups

**AI & Digital
Safety**

Life Skills

**Mental
Health**

**Academic
Inclusivity**

Budget



AI & Digital Safety

93

Presenters: Vaishnavi Gudimella, Jackson Meekma,
Kavi Gobinathan, Bhavya Krishnan, Ruth Gardner



Problem Statement

*“Students and educators in LISD are **not adequately educated** about the uses, limitations, and digital safety risks of **generative AI**, which results in a culture of academic dishonesty, the implementation of bans, and a **lack of digital literacy.**”* ⁹⁴



The Problem

Nationwide:

- **84%** of high schoolers report using **Generative AI for schoolwork.**
- **40%** of schools **ban AI** outright; others have **no formal policy**
 - Results in conflict

LISD:

- AI is seen as a “cheating tool”
- Lack of formal AI policies
 - Vague language in handbook
- Students are unequipped for a future in which AI could be deeply integrated
 - Not educated about how it works, hallucinations, biases, etc.



Our Process

Experts:

- Discussed district resources with LISD Chief Technology Officer Jason Miller
- Interviewed Rouse HS AP Language teacher on the AI committee
- Met with Digital Learning Coordinator Lee Howell to discuss tech integration

96

Assess the situation:

- Sent surveys to students and teachers
 - Responses from Rouse HS, Glenn HS, Leander HS & Vandegrift HS
- Met with board members to provide insight & learn about current approach

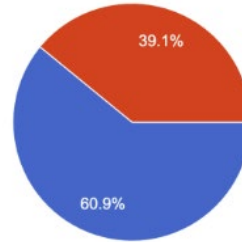


Data Collection

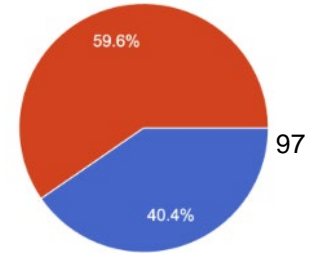
Student Survey: 151 responses

- **80.8%** of students report using AI; many use it as a study tool
 - 24/7 tutoring, notes, essay help

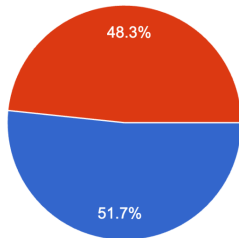
“Have you heard of Magic School AI?”



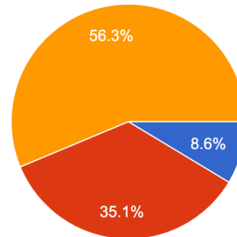
“Do any of your teachers use Magic School AI?”



“Would you like to implement AI in your learning?”



“Do your teachers permit the use of AI tools in the classroom or for homework?”



- Yes
- No
- Sometimes

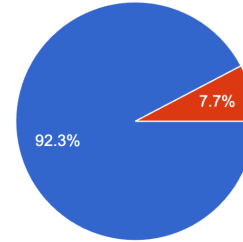


Data Collection

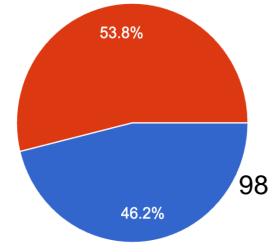
Teacher Survey: 151 responses

- **69.2%** of teachers report using AI; many use AI for school
 - Lesson planning, assignment creation

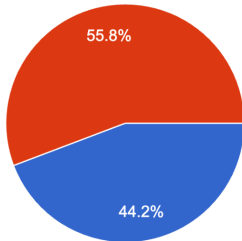
“Have you heard of Magic School AI?”



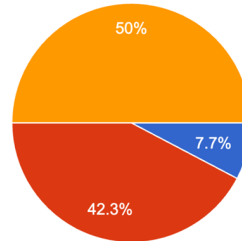
“Do you use Magic School AI?”



“Would you like to implement AI in your teaching?”



“Do you permit the use of AI tools in the classroom?”



- Yes
- No
- Sometimes



Takeaways

- Not everyone is aware of **district resources**
- **AI** use is **normalized**
- Divided opinion indicates that a **blanket approach is ineffective**
- Students & teachers feel **pressured to use AI** for success in the classroom

99

*quotes are from survey responses



Recommendations

- **Mandatory Training** | professional development, student education
 - Students & staff need to be educated about AI's uses, limitations, biases, and digital safety risks
- **Flexible policy** | subject specific boundaries, opt-in/out
 - Due to divided opinions, the guidance should be flexible. Teachers should have the option to choose AI or not
- **Specific Limits** | handbook/code of conduct
 - We need to clearly define *how* AI can & cannot be used within our district (not just academically)

100



Life Skills

Presenters: Yahli Avni, Mia Brandl, Tia Mittra, Nevaeh Yu

101

Additional Contributors: Ishanee Sengupta, Colton Alderman,
Cora Harper, Dawn Teske-wright, Milan Benavides



Problem Statement

Graduating students struggle with a **lack of knowledge** when faced with **crucial** adult **tasks/skills** and socioeconomic choices, which results in delayed action and **consequences** in early adult life.

102



The Problem

“84% of hiring managers say most high school graduates are **not prepared** for the **workforce**, and **80%** believe today’s graduates are **less** prepared than previous generations.”¹

62% of students **believe** that **high school** should **prepare** them for their future careers.²

103

43% of students do **not agree** they are **prepared** for the future.³

1. U.S. Chamber Staff, “New Report Reveals Students Aren’t Ready for Work-Business and Education Join Forces to Close the Gap,” U.S. Chamber of Commerce, September 18, 2025, <https://www.uschamber.com/workforce/new-report-reveals-students-arent-ready-for-work-business-and-education-join-forces-to-close-the-gap>.

2. Molly Hornbuckle, “Post-Graduation Readiness Report,” YouScience, August 30, 2024, <https://www.youscience.com/resources/reports/post-graduation-readiness-report/>.

3. Zach Hrynowski, “Gen Z Students More Engaged in School, Ready for the Future,” Gallup.com, April 9, 2026, <https://news.gallup.com/poll/694238/gen-students-engaged-school-ready-future.aspx>.



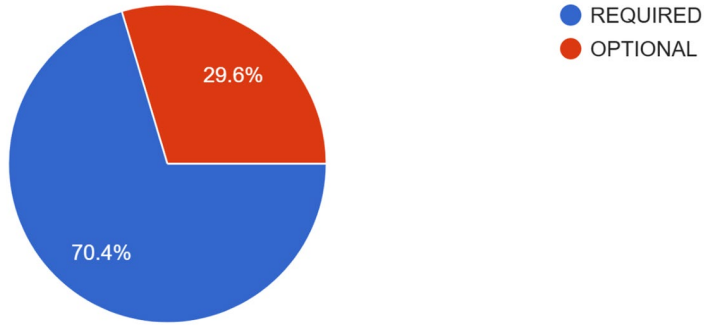
Process

1. **Brainstormed** possible life skills that could be taught and benefits to each skill
2. **Created** Problem Statement (Previous slide)
3. **Discussed** implementation and gathered **LISD teachers'** feedback ¹⁰⁴
 - Surveyed **over 80** LISD teachers and staff, across 4 campuses, regarding their **support** of life skills in school
4. **Mentored** - LISD Work-Based Learning Coordinator, **Sarah Spradling**
 - Discussed logistics: funding, campuses, time
5. **Constructed** final proposal

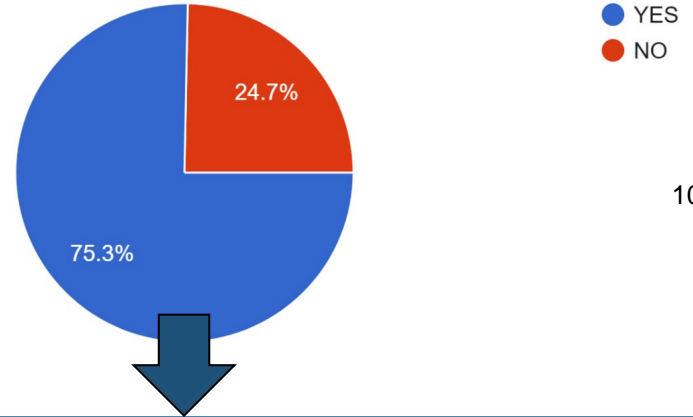


Research/Data/Findings

70.4% of LISD staff **believes** that learning life skills should be **required** for students



75.3% of LISD staff is **willing** to take out 7-15 minutes of their class to **teach life skills**



105

The **3** life skills LISD staff believes **students** could **improve** on the **most**:

- 1. Communication** (networking, resume, email etiquette)
- 2. Financial Literacy** (insurance, student loans, credit information)
- 3. Organization** (studying, calendar management)

“Regarding the question since I do not teach I selected NO, however, I would not be opposed to serving as a guest speaker/instructor.” - Vandegrift HS Admin



Quotes From Staff

The future of work is digital. However, real life connections and interpersonal relationships are key job skills. They are buried in their phones and don't connect. It will make it harder for them to make connections in college or on jobs. - Rouse HS Teacher

*"I think we should bring back the idea of semester classes. But depending on the skills, there could be one for freshmen/sophomores and a different one for juniors/seniors where they learn some of these life skills."
- Cedar Park HS Capstone Teacher*

*"Students need more than directly school-related skills to be successful in their lives after high school. Being able to manage their money, plan their careers/colleges (including knowing their options for paths not involving college like trade school), and make choices about college/loans/jobs to prepare for their future is vital!"
- Vandegrift HS English Teacher*

106



Recommendations

- **Integration** | life skills into **existing** classes through short modules
 - Create district approved modules ahead of time
 - Implement into core classes (announcements) or flex time
- **Prioritize** | teaching communication, financial literacy, and time management/organization
- Give **every** student the **opportunity** to **learn** (not only Career and Technical Education - CTE)



Mental Health

108

Presenters: Sunaina Dewagan, Anniyah Maknojiya,
Madeline Asbell, Abraham Ly



Problem Statement

*Regarding mental health, there is a lack of **effective** and **accessible resources** and **counseling services**, contributing to declines in student well-being, academic performance, and attendance.*



Process

- **Identified the Problem:** Decided how we wanted to target the "Probletnuity" of Mental Health in Leander ISD and evaluated the accessibility of current resources.
- **Collected Data:** Launched a district-wide survey for High School counselors.
- **Roadblocks:** Due to Senate Bill 12, we learned we can't collect data from students without parent permission, so gathering student insight was incredibly difficult.
- **Discussions:** Reached out to Head Counseling Services and gathered feedback on the forms to develop possible solutions.
- **Identified Possible Solutions:** Improve **accessibility** for students to mental health resources and equip teachers with resources to promote Mental Health Minutes and Awareness Days.

110



Current Mental Health Resources

Process to access: LISD Website -> A-Z Index - > Mental Health
(Overly complex process → Website needs a dedicated header)

- Mental Health Minutes
- TCHATT (Texas Child Health Access Through Telemedicine)
 - telehealth mental health treatment short-term telehealth services such as therapy, psychiatry, and substance use treatment
- Short-term therapists
- Licensed therapists
- 24/7 crisis hotline
- Crisis interventions
- School counselors

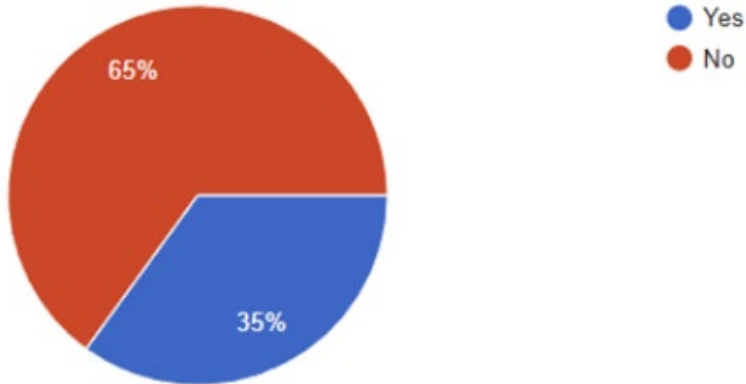
111



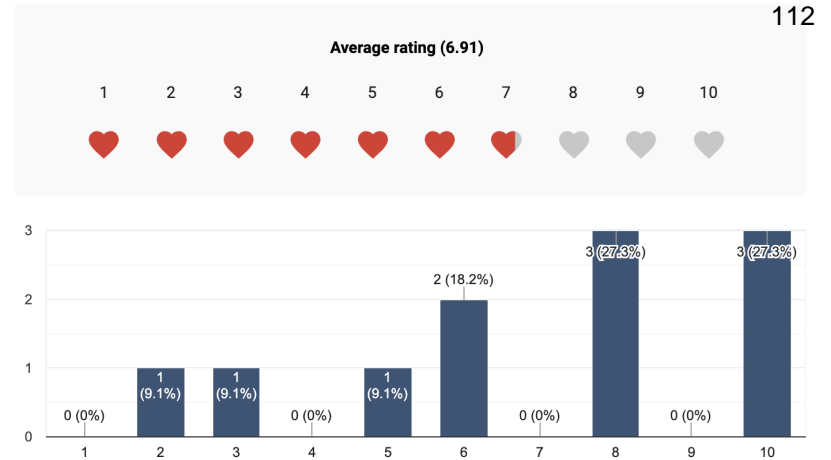
Research - 2025 Student & 2026 Counselor Surveys

Accessibility of Resources

65% of students surveyed were **not aware** of Mental Health **resources** and believed they are **not accessible** (2025).



On a scale of 1-10 (10 being a great amount), counselors believed that current **resources are accessible** (2026).



*Student survey data from last year due to SB12 restrictions



Quotes from Surveyed High School Counselors

*“Education about mental health is very important to help reduce the stigma that students sometimes feel[.] We need to make sure students know that there are trusted adults that they can talk to about their symptoms, and we also want to ensure that their issues get communicated to the appropriate professionals and parents so that they can access treatment when necessary. **Education for parents** is equally important so that they aren't afraid of following through when medical support for mental health may be indicated.”*

*“Ideally, we would have a **well managed website** with an overview of the mental health resources that are available through the schools including information about Student and Family Support Team (SFST) as well as Wellness resources. Also, with more ideal counselor:student ratios, we could offer small group and wellness programs.”*

*“I think [a student run LISD mental health social media page] could be beneficial as it would be **more accessible** on a platform they use.”*



Recommendations

- **LISD Website — Emphasize Resource Pages** (even more so, as a separate *MAIN* tab) on each individual school website
 - Improve accessibility of resources
- **Main Social Media Account** to bring attention to these resources shared on the previous slide
 - LISD TikTok/Instagram - (SSAC student-run & counselor + therapist approved)
 - This would *only* amplify **current resources** on the Leander ISD website
 - Reach not only students but parents across the district due to it being online

114



Academic Inclusivity

115

Presenters: Olivia Brown, Kate Jones, Grant Bergman,
Pranavi Kanyaboina



Problem Statement

Freshmen enter high school ***without a clear understanding*** of the ***opportunities*** available to them.

This creates an ***uneven system*** where access to information depends more on ***personal connections*** going in to school rather than the ***resources that the school provides.***

116



Process

- **Identified** the problem with academic opportunities
 - Are certain schools at more of an advantage?
- **Observed** a lack of knowledge concerning academic resources within our district
 - How many courses and programs were offered vs. how many were actually being utilized by students ¹¹⁷
 - Opportunities were not being used because of lack of awareness
- **Interviewed** Dr. Binnicker (Assistant Superintendent of Advanced Academics & Pathways) and **discussed** with counselors
- **Researched** different academic resources available in the district
 - Surveyed students on their knowledge of academic resources



Research

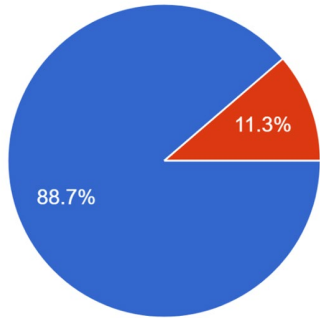
- **Background Information** about different schools' academic resources
 - Access to resources at different schools in the district
 - Current gaps in classes and sign ups for said classes such as CTE and career exploration.
- **Sent** out a survey to different schools in the district
- **Asked** about knowledge of academic resources and their availability
 - Survey was sent out to a diverse group of students
- **Gathered** 268 responses from students across 6 high school campuses

118

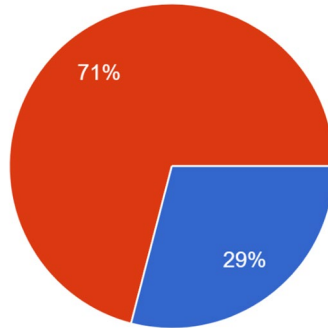


Data and Findings

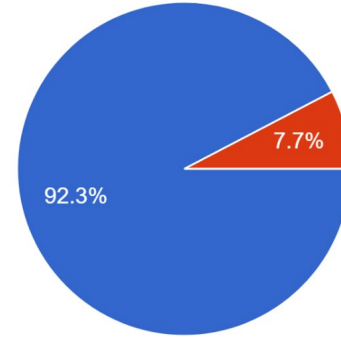
Would having a peer mentors program with student advisors be helpful?



Did you know about the Leander ISD CTE program website?



Would a one pager full of information (GPA calculator, clubs, course catalog, ACC information) be helpful to you as an underclassmen?



● Yes
● No



Recommendations

- **Implement** existing (or new) one-pagers aimed towards underclassmen
 - Collect and consolidate vast data to be navigable
 - Emphasize not just the presence of resources but the awareness that is needed throughout grades.
 - Every grade should be aware and have guidance
- **Promote** the existing academic resources in our district
 - Nudge teachers to talk to their students and direct them to these new possible one pagers.
 - Have counselor visits often to go over how to use this one pager should be utilized throughout the year.
- **Consider** peer-tutoring programs to help uplift new students
 - Peer tutoring with application process for tutors
 - Upperclassmen and underclassmen interaction

120



Budget

Presenters: Ubaid Maredia, Arman Rout,
Ishan Sooryavaram, Anirudh Rao

121



Problem Statement

Some clubs and schools in the district receive more funding than others, which means certain students miss out on opportunities and are left feeling frustrated and underserved. ¹²²



Process

- **BRAINSTORMED** and identify issues, narrowing our focus to funding gaps, shaping our problem statement
- **UTILIZED** a three-part research approach: district funding, campus priorities, and program experiences
- **GATHERED** district-level evidence from funding formulas and policy documents to map how money is distributed
- **COLLECTED** campus-level evidence from the budget summaries, teacher interviews, and a student survey to pinpoint resource strengths and weaknesses

123



Research/Data/Findings

- **“State funding has not increased since 2019**, and the loss of federal Elementary and Secondary School Emergency Relief (**ESSER**) support has increased financial strain on the district” - Dr. Pape
- **“Starting a club** requires funding, but funding **depends on fundraisers that need large memberships**, creating a **cycle** that **limits students' ability to explore new opportunities**” - various club advisors throughout district
- **Career and Technical Education (CTE) funding** is proportional to enrollment and **covers over 90% of program costs**, meaning stronger CTE participation brings in more **weighted funding** for the district” - Dr. Pape and Career and Technical Student Organization (CTSO) advisors
- “Overall, about **88%** of the district budget is **locked into payroll and operating costs**, leaving **only 12%** available for **clubs, programs, and discretionary needs**” - Dr. Pape

124



Model

Administrative Advocacy Index (AAI) - forecasting model that measures the level of institutional support a club receives based on transparency, academic alignment, and student sentiment.

$$A = C_v (N_{CTE} / N_{total}) (100)(1-X)$$

Where:

- **A** = The Administrative Advocacy Score.
- **C_v** = The number of clubs allowed full visibility and access to their financial ledger.
- **N_{CTE}** = The number of CTE courses offered/utilized by the club's demographic.
- **N_{total}** = The total courses offered.
- **X** = The percentage of dissatisfaction within the campus for clubs (expressed as a decimal, e.g., 0.20 for 20%).

125

A higher “A” score indicates a campus environment where financial transparency and CTE integration are successfully driving student opportunity.

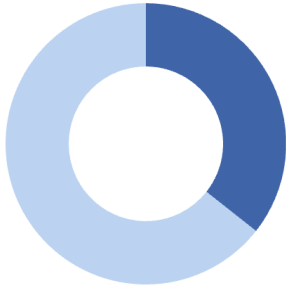


Model Implementation

■ Advanced ■ Did not advance

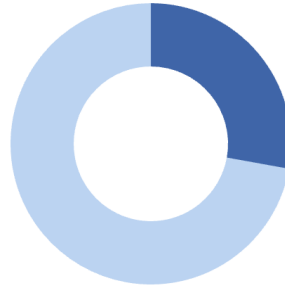
Rouse High School
160 members · 35.6% advanced

AAI Score: 46.50



Vista Ridge High School
97 members · 27.8% advanced

AAI Score: 25.67



AAI Formula: $A = C_v (N_{CTE}/N_{total}) (100)(1-X)$

Rouse: $C_v=2 \cdot N_{CTE}/N_{total}=9/18 \cdot X=0.07$ **Vista Ridge:** $C_v=1 \cdot N_{CTE}/N_{total}=6/18 \cdot X=0.22$

126

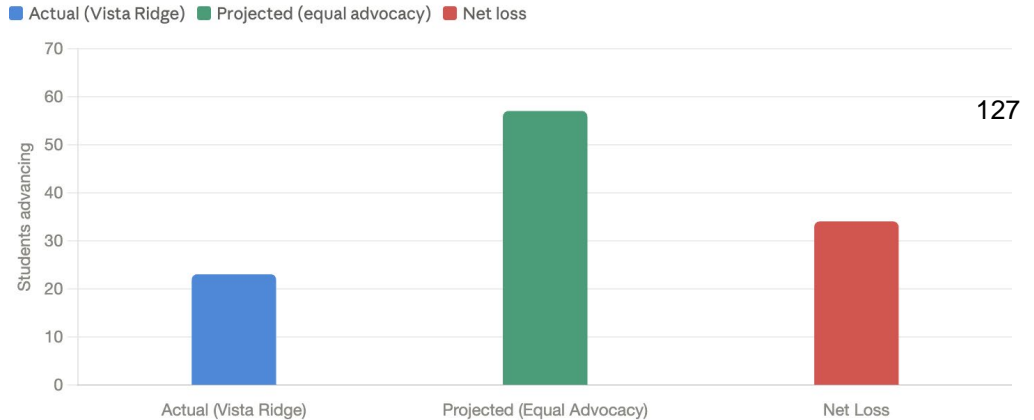
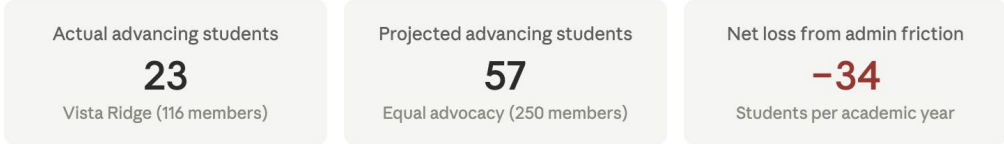
Rouse High School exhibits an **[82% higher advocacy score according to the model]** compared to Vista Ridge HS. The lack of membership and subsequent lower success rate at Vista Ridge HS is not due to a lack of student interest, but rather due to improper communication regarding a newly imposed 100-member limit. Because Rouse HS had higher administrative advocacy (better communication, higher C_v transparency), they scaled their membership and achieved a higher turnout.



Model Implementation

Forecasting the Offset:

If we apply Rouse's 35.6% advancement rate to a scaled 250-member roster, Vista Ridge would theoretically advance 57 students, meaning administrative friction is directly responsible for a net loss of 34 advancing students in a single year, with significant implications for CTE-Club advocacy and students' access to higher education and trade opportunities.



Administrative friction accounts for a **59.6% reduction** in student advancement at Vista Ridge — equivalent to losing more than half the potential cohort annually.



Recommendations

- **Student-District Budget Advisory Committee:** A central group connecting bookkeepers and student representatives to make funding more transparent and consistent, while giving students a say in the 12% discretionary fund.
 - Will also work in conjunction with the Chief Financial Officer (CFO) to reevaluate and develop new policies for funding
- **CTE-Club Co-Requisite Integration:** Require CTSO club members to enroll in a related CTE course, boosting participation and generating more funding for these programs
 - Ties academic coursework to extracurricular involvement
 - Funding for CTSOs shall be **proportional** to the enrollment CTE classes gain from said CTSOs
- **Equitable Club Funding Model:** Cap non-CTSO (humanities) club funding at ~\$7,000, redirecting any excess into a shared pool for new clubs to apply for lowering the barrier to starting student organizations
 - Pool is overseen by the Committee in tandem with the district
 - Clubs with essential needs can apply to exceed the cap

128



DISCUSSION

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 7, 2026

Agenda Item:	School Health Advisory Council (SHAC) Annual Report
Purpose:	<input checked="" type="checkbox"/> Discussion Item/Report Only <input type="checkbox"/> Action Requested
Administrator Responsible:	Kimberly Waltmon, Ed.D., Area Superintendent; Candace McKinley, Coordinator, PE/Athletics; Shayla Pratt, Director, Counseling; SHAC Members
Attachments:	2025-2026 School Health Advisory Council (SHAC) Annual Report 2025-2026 School Health Advisory Council (SHAC) Annual Report Presentation

Background Information:

Per [Board Policy BDF \(legal\)](#), the Board shall establish a local School Health Advisory Council (SHAC) to assist the district in ensuring that local community values are reflected in the district's health education instruction. Policy also stipulates that a SHAC annual report be provided to the LISD Board of Trustees. The full 2025-2026 SHAC Annual Report is attached.

The SHAC committee will be providing a presentation on the work the committee conducted this past year, with recommendations from the annual report. Subcommittees include Physical Activity and Nutrition, Social and Emotional Wellbeing, Revisiting LISD's 10 Ethical Principles, and Healthy Lifestyles Curriculum for 18+ presented during the [March 12, 2026, Regular Board Meeting](#).

Administrative Recommendation:

N/A

Sample Motion:

N/A

Leander ISD School Health Advisory Council (SHAC)

Annual Report

2025-2026

The Texas Education Code 28.004 requires each school district's Board of Trustees to establish a local School Health Advisory Council (SHAC) to help ensure that community values are reflected in the district's health education programs. The SHAC is also required to submit an annual written report to the Board of Trustees that includes any new recommendations related to the district's health education curriculum, instruction, or associated topics that have not been previously presented; any proposed revisions to prior recommendations; and a comprehensive summary of the council's activities since the last report.

In September 2025, the District Steering Committee convened to establish priorities and direction for the SHAC. Given the cross-functional nature of the work, the committee included an Area Superintendent, Assistant Superintendent of Special Programs, Senior Coordinator of Transition, Coordinator of Physical Education and Athletics, and Director of Counseling Services.

The first SHAC meeting focused on reviewing the prior year's recommendations, providing training on the purpose and responsibilities of the council, and examining district data measures. Members also reviewed the components of the Coordinated School Health program, including Nutrition, Health Services, Safe School Environment, Counseling and Mental Health, Staff Wellness, Parent Involvement, Physical Education, and Health Education.

SHAC members then participated in an activity to identify topics of interest for further exploration within Leander ISD. These topics were organized into subcommittees, and members selected groups aligned to their interests. Subcommittees were facilitated by district staff and a parent leader, with input from all participating members.

The SHAC met five times during the 2025–2026 school year: October 27, 2025; December 8, 2025; February 9, 2026; April 20, 2026; and a virtual meeting on May 4, 2026. During this cycle, the SHAC recommended the adoption of a new 18+ healthy relationships and sex education curriculum. To ensure transparency and encourage community input, the adapted curriculum and a public feedback form were posted on the district website prior to presenting the final recommendation to the Board of Trustees. The curriculum was presented on February 19, 2026, and approved by the Board on March 12, 2026.

Throughout the year, SHAC members collaborated to discuss current issues and identify opportunities for improvement across the district. The SHAC chair and secretary worked closely with district leadership to provide input on meeting agendas and the development of the annual report. Additionally, SHAC leadership co-facilitators met to review subcommittee recommendations and finalize the year-end presentation. In alignment with board policy, all meeting agendas, recordings, and minutes were published on the LISD SHAC website.

The following is a report of each committee's actions and recommendations:

1. Physical Activity & Nutrition Subcommittee

Daily health minute

Daily announcement shared to all campuses (elem., middle and high) calendar style made in advance and shared with campuses so they can share during announcements

Line queuing study

Completed at secondary level - about 20 seconds per student to get through

Elementary - differs by campus based on various challenges - do they have their ID? Making sure they have the components for a reimbursable meal. Teacher assistance helps the flow of the line

Monthly menus and how to display more prominently

Some campuses are in announcements, some teachers share with students before heading to lunch

Secondary - pushing to have shown during their announcements through student broadcasting (high

school level)

Recess Guidelines

Confirmed we are in compliance with new SB laws passed in June 2025.
45 minutes of recess was recommended in 2021 by a prior SHAC committee.

Recommendations:

- Display food in the cafeteria in a way that promotes the more healthy option first - have it at eye level
- Daily health minute each day on each campus
- Signage to better educate students for healthy choices, convenient & healthy snacks, etc.
- Accessibility to cafeteria lines to make more functional
- 30 minutes of designated recess time and 15 additional minutes anytime throughout the school day

2. Social and Emotional Wellbeing Subcommittee

Summary of the committee's work:

- Reviewed current social-emotional and mental health support systems for Leander ISD students and families to identify strengths, gaps, and areas for growth.
- Researched Hope Squad implementation in two school districts to better inform implementation in Leander ISD and expand opportunities for campuses interested in adopting the program. As a result, two middle schools volunteered to implement Hope Squad on their campuses next year, replacing the current high school campus.
- Targeted priorities to ensure feasibility of implementation and focus on high-impact initiatives.

Recommendations:

- Allocate resources to implement the Hope Squad program at two middle schools and evaluate the resources needed to expand to additional middle and high schools in future years.
- Use Climate Survey data to guide goal-setting for each campus's comprehensive school counseling program.
- Pilot a digital social-emotional learning curriculum to support a potential transition to a fully digital program in future years.

3. 18+ Human Sexuality Curriculum

Summary of this committee's work:

- Leander ISD and SHAC explored the provision of accessible, developmentally appropriate instruction in healthy relationships to reduce vulnerability, support informed decision-making, and promote safety, dignity, and empowerment for students with disabilities.
- During the [February 19, 2026, Regular Board Meeting](#), district administration and a representative from the School Health Advisory Council (SHAC) presented information about the [My Rights, My Life for Healthy Relationships and Sex Education Curriculum for 18+ Students](#).
- To ensure alignment with Leander ISD expectations for sex education curriculum, each lesson was carefully reviewed, and edits were made to develop an LISD-adapted version of the curriculum. Topics not approved for instruction were removed. Teachers will deliver only the lessons outlined in the approved LISD document while utilizing the My Rights, My Life website for instructional materials.
- In accordance with [Legal Policy FA - Parent Rights and Responsibilities](#), sex education instruction will be offered as an opt-in learning opportunity. Participating students will receive instruction during their elective period at the Compass Center. To provide transparency and allow continued community feedback, the LISD-adapted curriculum and a [public feedback form](#) were posted on the district's website.

Recommendations:

- Administration recommends the Board adopt the Student Health Advisory Council's (SHAC) curriculum recommendation for students enrolled in the District's 18+ program to have access to the My Rights, My Life curriculum, a free, rights-based, and disability-focused instructional resource. This was approved by the board of trustees.

4. Ethical Principles Update (work continued from 2024-2025 committee)

Review of the Committee's Work from 2024-2025:

- Review current supports for marginalized populations, including social emotional learning, character education, relational practices, and responses to behavior
- Determined a need for consistent character education at the secondary level
- Crosswalked the 10 Ethical Principles with the Graduate Profile to determine alignment and gaps

Recommendation:

- Create character education "I can" statements combining the 10 Ethical Principles and the Graduate Profile skills, allowing for alignment and focus on the Graduate Profile

Review of administration's work in 2025-2026

- Use the information from last year's committee to complete a crosswalk of the Ethical Principles and the graduate profile
- Meet as a committee to create recommended attributes and description statement
- Gather feedback from the Superintendent's Student Advisory Council and SHAC on statements

Recommendation:

- Adopt the updated Graduate Profile Guiding Characteristics to replace the 10 Ethical Principles

In conclusion, the work of the SHAC demonstrates a strong commitment from our parent community to supporting the whole child. Through meaningful dialogue and collaboration, the committee has developed thoughtful recommendations to enhance physical activity and nutrition, strengthen social and emotional supports, and reinforce the character attributes in an inclusive and forward-looking manner. These parent-driven insights provide a valuable foundation for continued progress, and we look forward to carefully considering each recommendation as we determine next steps aligned to the district's goals and values.



May 7, 2026

2025-2026 School Health Advisory Council (SHAC) Annual Report



Purpose

The purpose of this presentation is to present recommendations from the School Health Advisory Council Year-End Report to the Board of Trustees.

135



Purpose of SHAC

- Functions in an advisory capacity - does not make policy.
- Makes recommendations to the school board on coordinated school health programming and its impact on student health and learning.
- Develops a year-end report presented to the school board, who reviews and may direct Leander ISD administration on actions to be taken.



SHAC Requirements



Be parent led



SHAC must report to the School Board at least once annually.

137



SHAC must meet at least four (4) times annually.



SHAC must be comprised of at least five (5) members, approved by the School Board, and a variety of community members, parents, and district staff.



Required to have specific subcommittees.



SHAC Update

- Five meetings held
 - October 27, 2025
 - December 8, 2025
 - February 9, 2026
 - April 20, 2026
 - May 4, 2026
- Agendas and Recordings posted to the [district's website](#)
- Required Committees Formed + 1 additional committee
- Create and present an annual report to the board

138



SHAC Leadership

- Chair: **Joshua Foster**
- Secretary: **Olivia Ann Salazar**
- Committee Facilitators
 - Physical Activity and Nutrition
Meg Grasso/Soeun Kang and Candace Mckinley
 - Social Emotional Well-Being
Ashley Grimes and Shayla Pratt
 - Revisit LISD's 10 Ethical Principles
Kimberly Waltmon on behalf of 2024/25 committee
 - 18+ Healthy Lifestyles
Cody Velkovich and Paige Collier/Denise Geiger



139



Physical Activity and Nutrition

Summary of the Committee's Work

- Discussed a Daily Health Minute
 - Daily announcement sent to all campuses (elementary, middle, and high schools) in advance so they can share during announcements.

- Line queuing study
 - Completed at secondary level - about 20 seconds per student.
 - Elementary - differs by campus based off various challenges - do they have their ID? Making sure they have the components for a reimbursable meal. Teacher assistance helps the flow of the line.

140



Physical Activity and Nutrition

Summary of the Committee's Work Continued

- Monthly menus and how to display more prominently
 - Some campuses share in announcements, some teachers share with students before heading to lunch.
 - Secondary - pushing to have shown during their announcements through student broadcasting (high school level).

- Reviewed Recess Guidelines
 - Confirm we are in compliance with new SB laws passed in June 2025.
 - 45 minutes of recess was recommended in 2021 by a prior SHAC committee.

141



Physical Activity and Nutrition

Recommendations

- Display food in the cafeteria in a way that promotes the more healthy option first - have it at eye level.
- Daily health minute each day on each campus.
- Signage to better educate students for healthy choices, convenient & healthy snacks, etc.
- Accessibility to cafeteria lines to make more functional.
- The recommendation is 30 minutes at a designated time and 15 additional minutes anytime throughout the school day so instructional minutes are not reduced.

142



Social and Emotional Well-being

Summary of the Committee's Work

- Reviewed current social-emotional and mental health support systems for Leander ISD students and families to identify strengths, gaps, and areas for growth.
- Researched Hope Squad implementation in two school districts to better inform implementation in Leander ISD and expand opportunities for campuses interested in adopting the program. As a result, two middle schools volunteered to implement Hope Squad on their campuses next year, replacing the current high school campus.
- Targeted priorities to ensure feasibility of implementation and focus on high-impact initiatives.

143



Social and Emotional Well-being

Recommendations

- Allocate resources to implement the Hope Squad program at two middle schools and evaluate the resources needed to expand to additional middle and high schools in future years.
- Use Climate Survey data to guide goal-setting for each campus's comprehensive school counseling program.
- Pilot a digital social-emotional learning curriculum to support a potential transition to a fully digital program in future years.

144



Revisiting the LISD 10 Ethical Principles

- Recommendation from 24-25 SHAC committee
 - Create character education “I can” statements combining the 10 Ethical Principles and the Graduate Profile skills, allowing for alignment and focus on the Graduate Profile
- LISD committee created crosswalk and draft recommendation for this update
- Feedback received from SHAC committee
- Feedback received from Superintendent’s Student Advisory Council Leadership Team

145



Revisiting the LISD 10 Ethical Principles

Skill	Ethical Principal(s)	"I Am" Statement(A dult/Univers al)	"I Am"9-12	"I Am"6-8	"I Am"3-5	"I Am"K-2	"I Am"EC	Combined Statement
Inquiry	Honesty Pursuit of Excellence	I am a truth-seeker who asks honest, meaningful questions and pursues understanding with curiosity and rigor.	I am honest in my questioning—I pursue deeper understanding by analyzing information from diverse sources and seeking truth rather than easy answers.	I am a curious, honest learner who asks meaningful questions, investigates a variety of sources, and forms my own well-supported ideas.	I am curious and honest; I ask questions that interest me, research information, and strive to understand topics more deeply.	I am a curious learner who asks honest questions and explores new ideas.	I am curious—I ask questions and explore the world around me.	Truth-seeking learner who uses curiosity to ask honest, meaningful questions. 146



Revisiting the LISD 10 Ethical Principles

Inquiry

- I am a truth-seeking learner who uses curiosity to ask honest, meaningful questions.

Flexible Thinking

- I am a persistent thinker who connects ideas, adapts to challenges, and takes ownership of my learning.

Problem Solving

- I pursue ethical solutions, think critically, and apply my best thinking to solve problems.

Listening & Self Expression

- I am an honest communicator who listens deeply and speaks with clarity and kindness.

Teamwork

- I am a dependable teammate committed to fairness and shared success.

Perspective Thinking

- I learn from others to better understand the world around me.

Empathy and Inclusivity

- I am intentional in including others, valuing perspectives, and supporting belonging

Contributing

- My strengths help others and make a positive difference in my community and beyond.

Fail Forward

- I learn, reflect, and grow through challenges and feedback with a positive mindset.

Self Awareness and Self Advocacy

- I am confident in who I am, take responsibility for my actions and ask for help when needed.

Pursuing Goals, Interests and Passions

- I can set clear plans for what I want to achieve, keep my commitments, and work toward what matters to me.



Next Steps

- Administration reviews all recommendations and determines appropriate actions.
- The Board of Trustees may highlight key items, direct administration to take specific actions, and retains the authority to approve or deny committee recommendations.
- Progress updates are then shared with both the committee and the Board of Trustees.

148



DISCUSSION

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 7, 2026

Agenda Item:	Gifted and Talented Services Annual Update
Purpose:	<input checked="" type="checkbox"/> Discussion Item/Report Only <input type="checkbox"/> Action Requested
Administrator Responsible:	Dustin Binnicker, Ed.D., Assistant Superintendent, Advanced Academics and Pathways; Shirley Bachus, Director of Advanced Programs; Ashlee Pope, Coordinator of Advanced Programs/College Career Military Readiness; Kathryn Gardiol, Coordinator of Advanced Programs/ Gifted & Talented
Attachments:	Gifted and Talented Services Annual Update Presentation (<i>Uploaded to BoardBook 05-04-26</i>)

Background Information:

Administration will provide the Board of Trustees with an overview of Leander ISD's Gifted and Talented (GT) Services. In accordance with state expectations and the Texas State Plan for the Education of Gifted/Talented Students, the district conducts an annual evaluation of the GT program's effectiveness to assess service delivery, student access, program quality, and alignment with student needs. Findings from this annual review are shared with the Board of Trustees and used to inform continuous improvement efforts, including updates to district and campus improvement plans. This process supports Leander ISD's commitment to providing rigorous, equitable, and responsive learning opportunities for identified gifted learners.

Administrative Recommendation:

N/A

Sample Motion:

N/A



May 7, 2026

151

Gifted and Talented Services Annual Update

PURPOSE

The purpose of this presentation is to provide the Board of Trustees with an update on the Gifted and Talented Services in Leander ISD.



Director of Advanced Programs

Shirley Bachus



Coordinator of Advanced Programs/College Career Military Readiness

Ashlee Pope



Coordinator of Advanced Programs/Gifted & Talented

Kathryn Gardiol

153



Questions for the Board to Consider

- How does Leander ISD ensure its Gifted/Talented (GT) Services remain fully aligned and compliant with the Texas Education Agency State Plan for the Education of Gifted/Talented Students?
- What systems are in place to ensure educators serving GT students receive the required training and ongoing professional learning needed to effectively meet the needs of advanced learners?
- What measurable student outcome goals has Leander ISD established for GT Services, and how is progress toward those goals monitored and reported to the Board?



Gifted and Talented Services Annual Update

Fidelity of Services and Evaluation



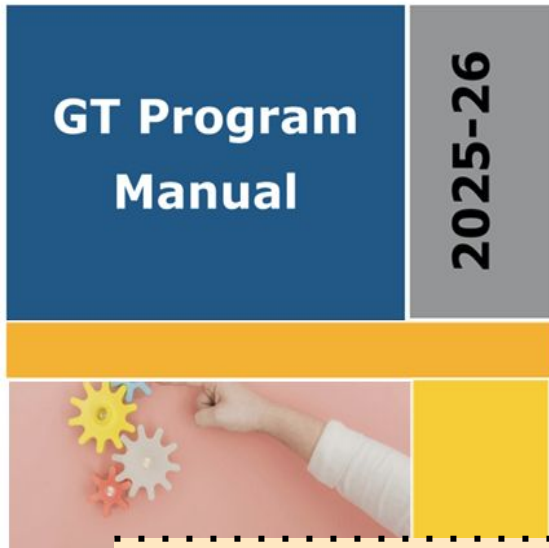
Policy and Process Guidance

The Texas State Plan for the Education of Gifted/Talented Students includes references to relevant Texas Education Codes (TEC) and Texas Administrative Codes (TAC).



[Click here for more information](#)

LISD GT Program Manual



156

[Click here for more information](#)



Policy Updates

Texas Association of School Boards Policy Service Update 127 coming late May 2026:

- ★ EHBB Legal Framework Policy for Special Programs: Gifted and Talented Students will include local policies for consideration and adoption to be reviewed by the Policy Committee

157

Gifted and Talented District Advisory Committee

Student
Assessment
(22-23 Focus)

Service
Design
(22-23 Focus)

Fidelity of Services
(Annual Review)

Curriculum &
Instruction
(23-24 Focus)

Professional Learning
(24-25 Focus)

Family-Community
Involvement
(24-25 Focus)

158



Gifted and Talented Services Annual Update

Service Design & Curriculum



Who Are We Serving?

LISD By the Numbers Fall Snapshot 2025

- ★ Total Learners 1st -12th: 38,027
- ★ GT Identified Learners - 1st - 12th: 8,170
- ★ Percentage of GT Learners - LISD: 21.5%
- ★ Percentage of GT Learners - State of Texas: 8%

LISD By the Numbers New Identification Measures

- ★ Total Learners K-3: 10,476
- ★ GT Identified Learners - K-3: 1,292¹⁶⁰
- ★ Percentage of GT Learners - K-3: 12.33%



Guiding Principles



Vision

Leander ISD provides services for identified gifted learners to cultivate **independent** and **collaborative** learners who are **challenged** to discover their gifts and talents and **contribute** to our future world.



Mission

We cultivate GT students by providing:

1. challenging, engaging curriculum
2. encouraging critical thinking, creative problem solving, research and communication skills
3. inspiring lifelong learning supporting individual learning styles and social-emotional needs to be successful in college/career/life.



Service Goals

Gifted students in grades K-12 are provided an array of learning opportunities (§89.3¹⁶¹ TAC) to:

1. intellectually challenge,
2. provide joy in learning,
3. foster skilled communication,
4. provide collaboration with peers, and
5. meet the unique social-emotional needs of GT students.



State Goal for Services for Gifted and Talented Students

Students who participate in services will demonstrate skills in:

- ★ Self-directed learning
- ★ Thinking
- ★ Research
- ★ Communication

Evidence of learning:

- ★ Innovative products/performance reflecting individuality and creativity
- ★ Advanced in relations to age group, experience, and environment.





State Goal for Services for Gifted and Talented Students

High School Graduates will produce products and performances of professional quality as part of their program services.

1. EMPOWERED STUDENT LEARNING



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

BENEFIT
Students will have agency over their learning, build a growth-centered mindset, and feel empowered to pursue their dreams.

LEANDER ISD

GRADUATE PROFILE

Leander ISD learners are empowered to enrich our world and excel in a rapidly changing global society through a life-long journey of character development, academic success, and fulfillment.

163



LEANDER ISD LEARNERS ARE EMPOWERED TO BE:

Critical & Creative Thinkers

who seek and solve problems through curiosity, flexibility and innovation.

Skilled Communicators & Collaborators

who listen to understand, express ideas with empathy and work collectively toward shared outcomes.

Compassionate Community Contributors

who value diverse perspectives and share their unique gifts with the world.

Adaptable & Reflective Individuals

who confidently embrace their strengths and challenges while pursuing their interests and passions.





Elementary Gifted Service Design

QUEST - Quality Utilization and Enrichment of Student Talents

- Pull-out service - 2 hours a week
- Specially designed curriculum by LISD
- Framework of Icons of Depth and Complexity - Instructional Tool
- Connected to Graduate Profile
- Interdisciplinary Approach
- Develops Affective Skills

164

Self-regulation	Mindsets	Task Persistence	Grit	Optimism
Comfort with competition	Collaboration	Resilience	Intrinsic Motivation	Strategic Risk Taking



Curriculum - QUEST

- ★ Designed for Gifted Learners
- ★ Utilizes Icons of Depth & Complexity Framework
- ★ Connects to LISD Graduate Profile

QUEST Curriculum and Instruction

Districts meet the needs of gifted/talented students by modifying the depth, complexity, and pacing of the curriculum and instruction ordinarily provided by the school.

The curriculum and instructional needs of gifted students are met by modifying the depth, complexity, and pacing of the academic content, learning processes, and evaluation products. This modification is accomplished through a differentiated, academically enriched learning environment, as well as through instructional methods and materials that encourage student ownership of learning. The following are *Principles of Differentiation* from the National Leadership Training Institute on GT. Deeper Learning in all LISD curriculum and instruction aims to ensure all students have access to the following principles:

1. Present content that is related to broad base issues, problems, or themes.
2. Integrate multiple disciplines into an area of study.
3. Present comprehensive, reinforcing, mutually related experiences within an area of study.
4. Allow for the in-depth learning of a self-selected topic.
5. Develop independent or self-directed study skills.
6. Develop research skills and methods.
7. Focus on open-ended tasks.
8. Develop productive, complex, abstract, and/or higher-level thinking skills.
9. Integrate basic and higher-level thinking skills within the curriculum.
10. Encourage the development of self-understanding, i.e., recognizing and using one's abilities, becoming self-directed, appreciating likenesses and differences between oneself and others.
11. Encourage the development of products that challenge existing ideas and produce new ones.
12. Encourage development of products that use new techniques, materials, forms.
13. Evaluate student outcomes by using appropriate and specific criteria through self-appraisal, criterion-referenced and/or standardized instruments.

165

QUEST Units of Study: The QUEST Teachers facilitate gifted services through a continuum of learning experiences. Appropriately challenging learning experiences, related to the four (4) core academic areas (language arts, math, social studies, and science), are provided through interdisciplinary studies using a variety of instructional strategies, including in-depth investigations, creative problem-solving units of study and explorations applying critical thinking. Curriculum is differentiated in content, depth and complexity, process and product. Emphasis is placed upon activities that develop the students as life-long learners and owners of their learning, through choice, task commitment, persistence and resilience. QUEST studies are structured in a spiraling curriculum, from elementary through secondary, focusing on four key areas:

- Creative Thinking Skills
- Critical Thinking Skills
- Collaboration Skills
- Communication Skills

Third Grade QUEST Theme: Interpretation				
	Metacognition / Multiple Perspectives	Creative Thinking / Problem Solving	Critical Thinking	Independent Study / Inquiry
TIMEFRAME	5-6 weeks (55 min/class)	6-8 weeks (55 min/class)	6 weeks (55 min/class)	6 weeks (55 min/class)
ESSENTIAL UNIT OF STUDY	Affective and Interpersonal- Gifts, Talents, and Skills	Creative Awareness & Creative Process	Critical Thinking	Independent Study
Unit Overview	<p>In this unit, learners will explore their skills, gifts, and talents through various activities. Students will learn about multiple intelligences. Students will create an original piece to express their gifts, skills, talents, and multiple intelligences to an authentic audience.</p> <ul style="list-style-type: none"> • Unit Learning Target: I can explain my gifts, talents, and skills to others and how I can use those to help to develop myself for my future. 	<p>In this unit, students will explore and learn to interpret things in new ways. This includes learning to interpret their own creative thought process in new and unique ways, as well as strategies and skills on how to increase their own creative thinking and problem solving. There will be a focus on discussing and exploring the difference between a convergent and divergent idea alongside an opportunity to practice thinking in this way. Students will discover new ways and methods for applying their creative thinking skills in order to solve a variety of problems. They will apply these creative thinking skills as problem solving skills by exploring real-world issues and practicing new ways to interpret solutions to increase awareness, effectiveness, engagement, enjoyment, etc. By the end of this unit, students will have a strong understanding of how the creative thinking process can be applied in a variety of ways and utilized as a tool to solve problems.</p> <ul style="list-style-type: none"> • Unit Learning Target: I can collect, organize and interpret data, classify materials based on observable properties, explain a problem and discover a possible solution. 	<p>In this unit, learners will apply diverse styles of creativity and critical thinking through experimentation of various methods. The student will develop their own strengths in the creative process. The student will demonstrate an understanding of the scientific concepts*. Students will apply research methodology to their product in order to ground their work in factuality. The student will innovate an original creation that reflects their understanding of scientific concepts and develop a sense of understanding of how creativity and critical thinking work in the world.</p> <ul style="list-style-type: none"> • Unit Learning Target: <ul style="list-style-type: none"> ○ I can work collaboratively with others. I can collect and interpret data about myself. ○ I can brainstorm, ask open ended questions, develop a plan to answer them, gathering information using a variety of sources, synthesize information to create an original product. 	<p>In this unit, learners will explore and choose a topic of interest within a scope of study. The students will research information and ideas based on complex/driving question(s). The students will apply their research and interpretation of ideas to create an authentic product that either solves a problem or reflects their learning. Students may apply knowledge across disciplines of the past, present, and/or future.</p> <ul style="list-style-type: none"> • Unit Learning Target: <ul style="list-style-type: none"> ○ I can choose a topic of study. ○ I can formulate complex questions to drive my research. ○ I can keep notes of my research. ○ I can share my knowledge with an audience. ○ I can create a product that demonstrates my research and learning.



Curriculum - QUEST

- ★ Interdisciplinary
- ★ Fosters creativity to develop general ability talents
- ★ Develops Affective Skills Through Transfer Goals

Content TEKS By Discipline

Language Arts:

5.24(A) follow the research plan to collect data from a range of print and electronic resources (e.g., reference texts, periodicals, web pages, online sources) and data from experts;

5.25 (B) evaluate the relevance, validity, and reliability of sources for the research.

5.28 Listening and Speaking/Speaking. Students speak clearly and to the point, using the conventions of language. Students continue to apply earlier standards with greater complexity. Students are expected to give organized presentations employing eye contact, speaking rate, volume, enunciation, natural gestures, and conventions of language to communicate ideas effectively.

Social Studies:

5.23(A-E)The student applies critical-thinking skills to organize and use information acquired from a variety of valid sources, including technology.

Math

M.5.B.1.A apply mathematics to problems arising in everyday life, society, and the workplace

M.5.B.1.C select tools, including real objects, manipulatives, paper and pencil, and technology as appropriate, and techniques, including mental math, estimation, and number sense as appropriate, to solve problems

M.5.B.3.A estimate to determine solutions to mathematical and real-world problems involving addition, subtraction, multiplication, or division

M.5.B.4.B represent and solve multi-step problems involving the four operations with whole numbers using equations with a letter standing for the unknown quantity

M.5.B.9.A represent categorical data with bar graphs or frequency tables and numerical data, including data sets of measurements in fractions or decimals, with dot plots or stem-and-leaf plots

166

Science

S.5.B.2.G construct appropriate simple graphs, tables, maps, and charts using technology, including computers, to organize, examine, and evaluate information

S.5.B.3.A analyze, evaluate, and critique scientific explanations by using evidence, logical reasoning, and experimental and observational testing

Transfer Goals

I. Interpersonal and Affective Skills

I:03 The student recognizes his/her own giftedness and potential.

I:04 The student differentiates between being gifted and being better

I:05 The student investigates specific traits of giftedness.

I:08 The student appreciates and accepts the contribution of others.

I:09 The student empathizes with others.

IV. Creativity

IV:01 The student demonstrates fluency, originality, elaboration and flexibility of ideas.

IV:02 The student assesses his/her own style of creativity.

I. Interpersonal and Affective Skills

I:03 The student recognizes their own giftedness and potential.

I:14 The student adjusts to new and unusual situations.

II. Universals of Society

II:01 The student studies other cultures.

II:03 The student recognizes important people and their contributions to society.

IV. Creativity

IV:02 The student assesses their own style of creativity.

IV:03 The student uses experimentation as a basis for new development.

VII: Critical Thinking

VII:01: The student distinguishes between fact and fiction

VII:07 The student makes inferences and draws conclusions

VII:08: The student classifies and categorizes information.



Progress Reports

- ★ Progress Report Aligned to Curriculum
- ★ Student, Teacher, Parent Surveys
- ★ Monitor Assessment Data Over Time

QUEST Semester Progress Report (3rd - 5th Grade)

Learner's Name:			Not Assessed	Not Yet	Met	Beyond	Evidence of Learning
Grade Level:							
Date Updated:							
Attribute	Skill	Student Indicators					
Adaptable & Reflective Individuals who confidently embrace their strengths and challenges while pursuing their interests and passions.	Affective Skills: Self-Awareness & Self-Advocacy	I can reflect on my strengths and challenges to continuously improve.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	167
		I can identify and explain my successes and challenges when working towards a desired goal.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
		I can give and accept constructive feedback and use it to create learning opportunities to improve.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
		I can actively seek to better understand how I learn and can advocate for my own personal and learning needs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	Affective Skills: Pursuing Goals, Interests, & Passions	I use my personal strengths, challenges, and interests to help me plan and achieve my goals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
		I can pursue my interests and passions by looking for opportunities to learn something new, even when it's challenging.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Critical Thinking and Independent Learning	Critical Thinking and Independent Learning	I can generate my own ideas about a topic or issue by researching then analyzing information.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
		I can inquire about a topic by asking questions and conducting research based on a research plan using a variety of reliable sources.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
		I can record my sources in footnotes, bibliography or other similar methods.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
		I can differentiate between paraphrasing and plagiarism when using source materials.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
		I can identify and understand the levels of thinking from simple to complex. (Depth and Complexity: DOK Strategy)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

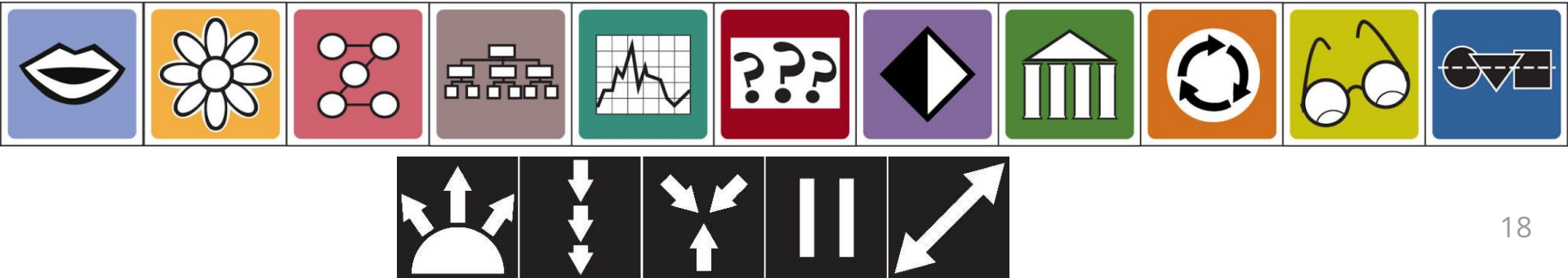


Icons of Depth and Complexity Framework

- ★ Provide students with challenging learning opportunities by applying Depth and Complexity to the curriculum
- ★ Icons are prompts used to:
 - initiate advanced and extensive understanding of subject matter
 - empower all learners to be independent thinkers and creative problem-solvers

168

[Depth and Complexity LISD Google Site](#)





Middle School GT Service Design

QUEST STUDIES

Academic Elective Course

- ★ Designed to meet affective and academic needs
- ★ Aims to develop individual talents and strengths to ensure readiness for self-actualization and pursuit of individual goals
- ★ Interdisciplinary curriculum
- ★ Specially trained gifted teacher delivering district curriculum

Additional GT Array of Options

Math	Science	English	Social Studies
Advanced Math 6/7 and 7/8	Gateway to Technology	Advanced Language Arts 6th - 8th	Advanced 8th Grade US History
Advanced Algebra I	Middle School Incubator (mxINC)		
Geometry	Science Technology Engineering (STEM) and Math / Career and Technical Education (CTE)		



High School GT Service Design

Array of Advanced Program and Acceleration Opportunities

- ★ Advanced Placement Capstone Diploma
- ★ International Baccalaureate Diploma
- ★ Dual Credit / Early Colleg High School
- ★ Career Technology Education Programs of Study with Industry Based Certificate



Gifted identified students expected to complete ONE advanced level product/performance as outcome



Develop four year plan with counselor

Self-select a course of study that utilizes strengths and gifts

Course of study should allow the advanced product/performance to be completed



171

Gifted and Talented Services Annual Update

Student Assessment



Screening and Referrals

★ Screening for participation in LISD Gifted and Talented Services:

- All Kindergarten Students
- All Referred Students

172

★ Referrals:

- Accepted all year from teachers, administrators, parents, students, or anyone familiar with the learner



LISD GT Assessment

- ★ Multiple Measures Used to Determine Need for LISD GT Service
 - Achievement Tests
 - Cognitive Ability Tests
 - Creativity Tests
 - Behavioral Checklists
 - Student/Parent Conference or Survey
 - Student Work Products

- ★ Parent permission must be given to test and serve learner

- ★ Students may only be tested one time per year

- ★ QUEST staff lead assessment and committee decisions



174

Gifted and Talented Services Annual Update

Professional Learning



LISD GT Professional Learning

- ★ GT Professional Learning options are available for teachers, counselors, and administrators
- ★ Educators who serve GT Learners through the district service design must have completed 30 hours of foundation GT professional learning that includes learning related to:
 - Nature and Needs of GT learners
 - Assessment of student needs
 - Curriculum and Instruction for GT learners
- ★ Educators who have completed the 30 hour training must receive 6 hour updates each year they serve GT learners.
- ★ Administrators and counselors with authority for program decisions have six hours GT learners including nature and needs of gifted learners.
- ★ Working to compile a master list of thirty hour trained teachers - updated annually

175



176

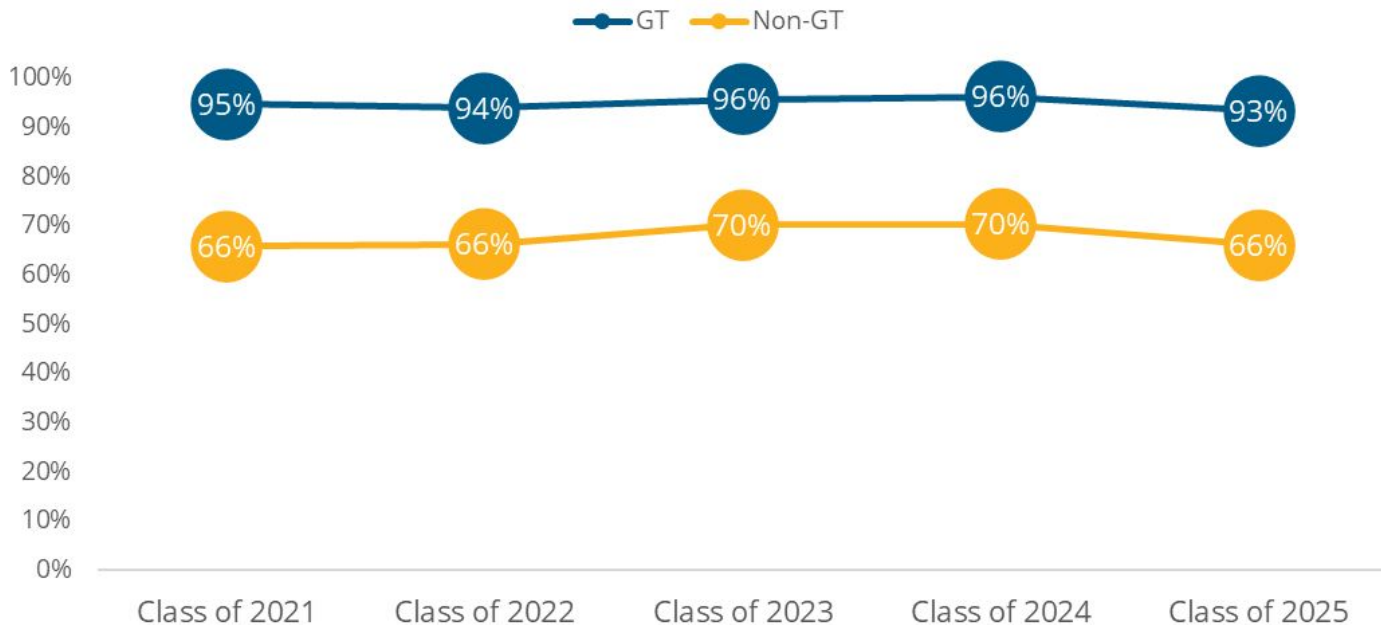
Gifted and Talented Services Annual Update

Data Highlights - Outcomes



Student Outcomes - Texas Success Initiative (TSI)

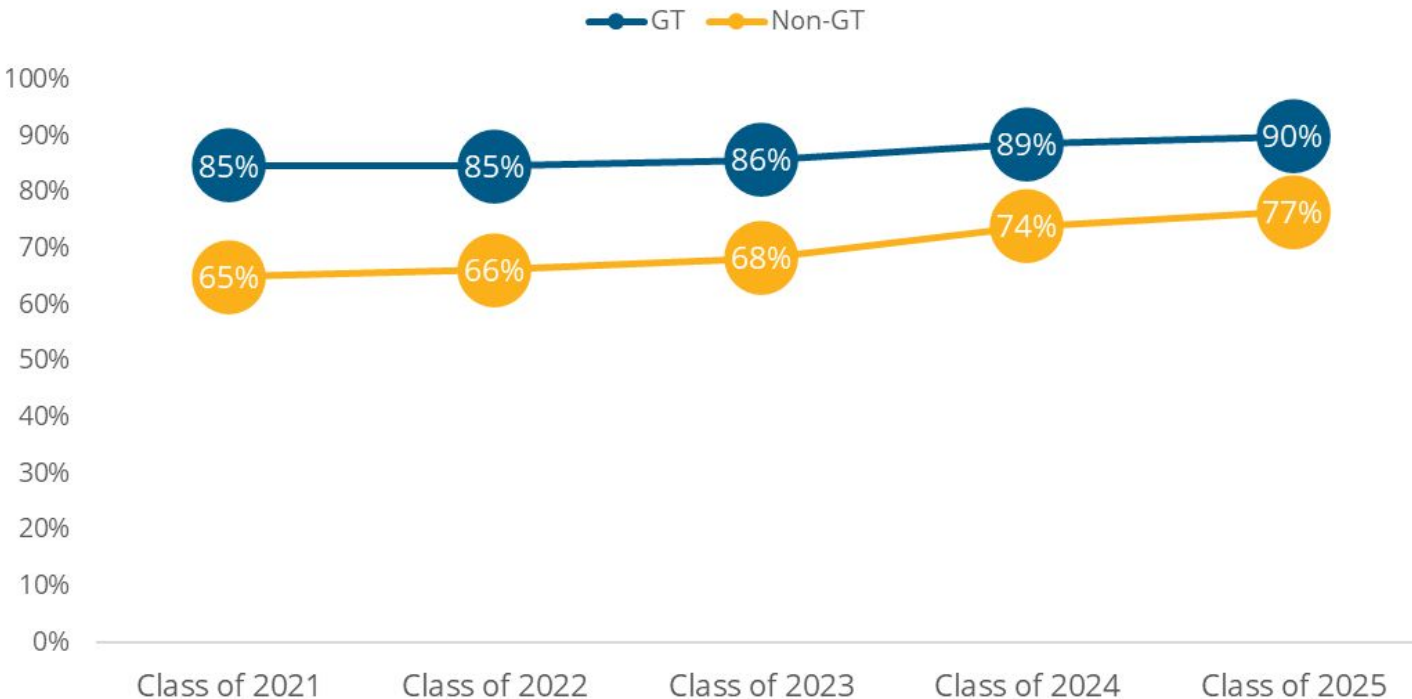
LISD Graduates Meeting TSI in Both Language Arts and Math
by Gifted/Talented Identification





Student Outcomes - Direct-to-College

LISD Direct-to-College Rates by Gifted/Talented Identification

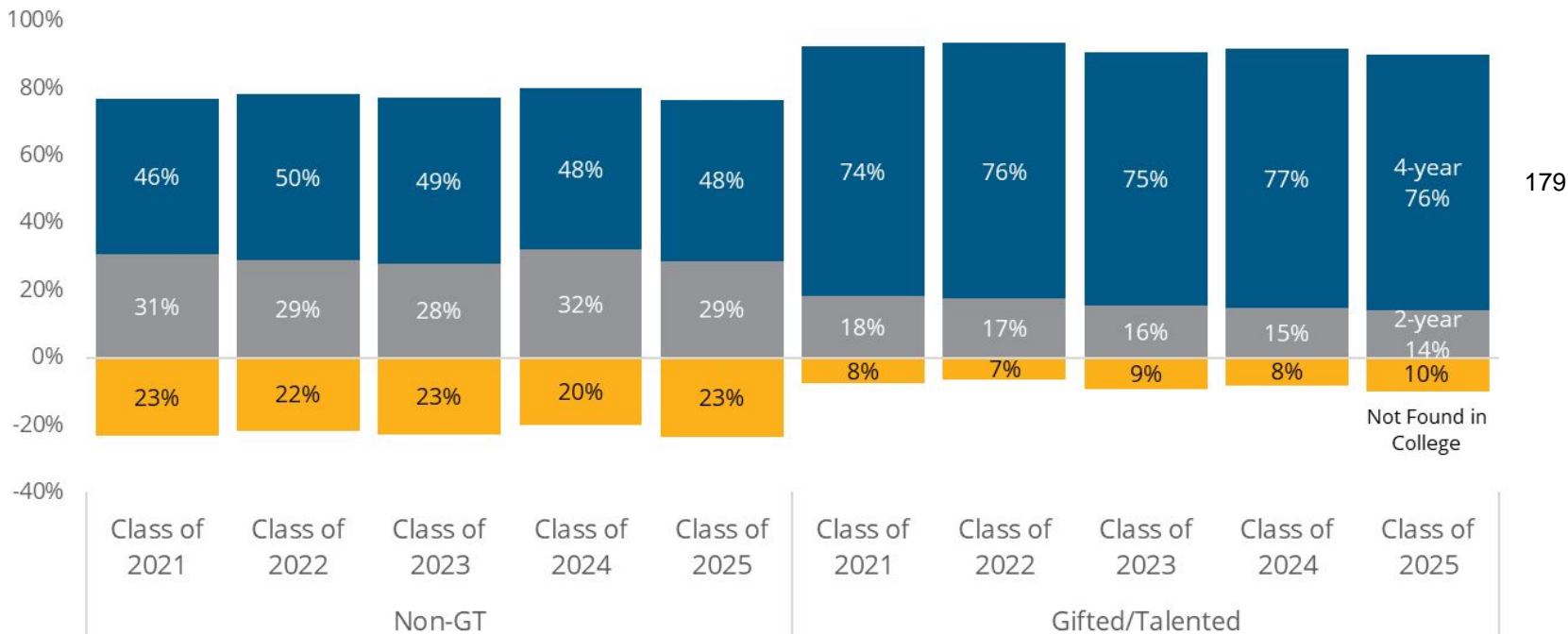


178



Student Outcomes - College Type

LISD Direct-to-College Rates by College Type and Gifted/Talented Identification





LISD GT Service Strengths and Areas to Grow

Strengths

- QUEST service and curriculum K-8 align with graduate profile.
- Advanced Programs courses are available to gifted learners based on interest and strengths, leading to high-quality products.
- Community input guides continuous improvement via GT Advisory.

180

Areas To Grow

- Increase participation in GT foundation training for general education core content teachers.
- Increase access to acceleration and advanced level coursework through instructional tools and curricular pathway options.
- Embed the Depth and Complexity Framework in general education curriculum for rigor.

30



Questions for the Board to Consider

- How does Leander ISD ensure its Gifted/Talented (GT) Services remain fully aligned and compliant with the Texas Education Agency State Plan for the Education of Gifted/Talented Students?
- What systems are in place to ensure educators serving GT students receive the required training and ongoing professional learning needed to effectively meet the needs of advanced learners?
- What measurable student outcome goals has Leander ISD established for GT Services, and how is progress toward those goals monitored and reported to the Board?



DISCUSSION

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 7, 2026

Agenda Item:	Discussion of Leander ISD Professional Learning Community: Board of Trustees Implementation Guide
Purpose:	<input checked="" type="checkbox"/> Discussion Item/Report Only <input type="checkbox"/> Action Requested
Administrator Responsible:	Brenda Cruz, M.Ed., Assistant Superintendent, Empowered Learning, Angela Hodges, Ed.D., Area Superintendent
Attachments:	Leander ISD Professional Learning Community: Board of Trustees Implementation Guide Presentation (<i>Uploaded to BoardBook 05-04-26</i>)

Background Information:

Tonight, the Board of Trustees will be presented with a draft of the Leander ISD Professional Learning Community: Board of Trustees Implementation Guide for review and discussion, with a focus on aligning this work to the governance role within Leander Independent School District's PLC framework. The Board PLC Implementation Guide is aligned with the collaborative team implementation guide developed in 2024, as well as the district leadership implementation guide, which is anticipated for release in July 2026.

Administrative Recommendation:

N/A

Sample Motion:

N/A



May 7, 2026

Leander ISD Professional Learning Community: Board of Trustees Implementation Guide



PLC in LISD

A Professional Learning Community (PLC) is an ongoing process in which educators work collaboratively in recurring cycles of collective inquiry and action research to achieve better results for the students they serve.

Vision of Highly Effective PLCs

Leander ISD will function as a Professional Learning Community, at all levels of the organization, through highly effective collaborative teams that center all work on improving student learning.



[PLC in LISD](#)



PURPOSE

Define the **Board of Trustee's role** as a primary partner in the Leander ISD Professional Learning Community (PLC) culture.

Present the proposed **Implementation Guide** for collaborative review.



PLC in LISD

If we want our students to be...

Vision

The #1 LISD community cultivates each student individually to produce the most sought-after creators of our future world.



THEN...

actions to help guide, facilitate and implement the work toward high student achievement and growth must exist districtwide...

from the Boardroom to the classroom.

187



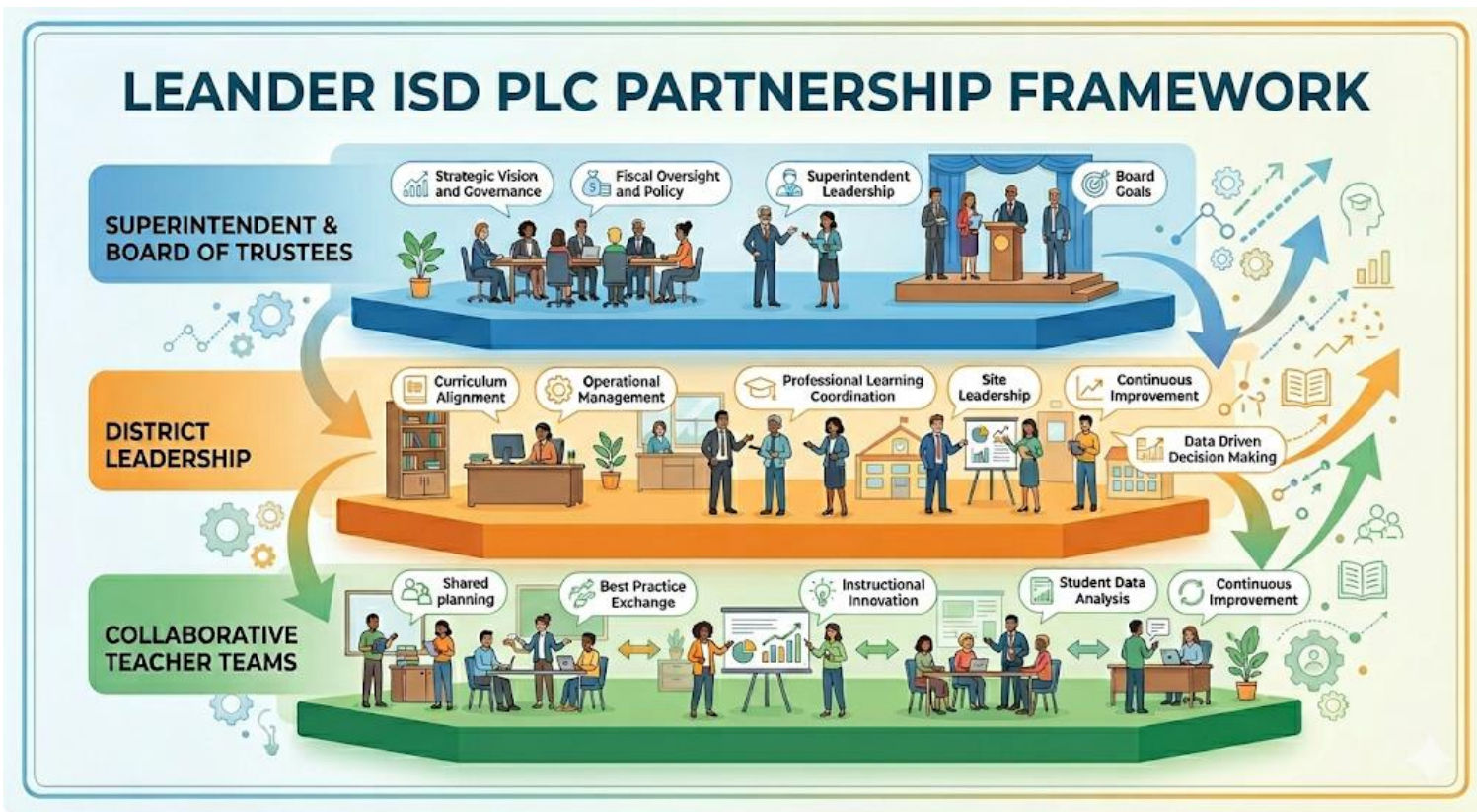
Reflective Questions

- **How does this implementation guide, in addition to the PLC Collaborative Team implementation guide and the upcoming District Leadership Implementation Guide, contribute to the high quality desired and alignment to the PLC Vision in Leander ISD?**
- **How may we utilize the Implementation Guides to establish commitments and expectations, reflect, and set goals for improvement to ultimately achieve better results for the students we serve?**

188



PLC Districtwide in Leander ISD





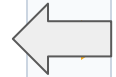
PLC: Boardroom to Classroom

Comprehensive Implementation Framework

In Development

Superintendent and Board of Trustees Implementation Guide

District Leadership Implementation Guide



Active Implementation

PLC Collaborative Team Implementation Guide

- Professional Learning Communities
- Collaborative team practices
- Data-driven instructional decisions
- Student achievement focus

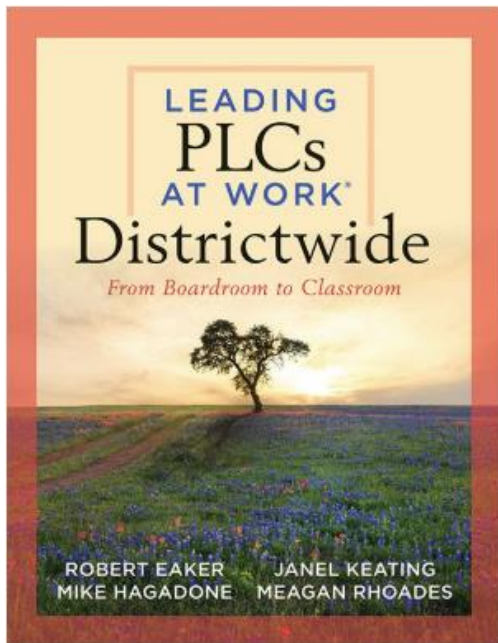
Leander ISD PLC Implementation Guide (2025-26)

Team Element	Key Actions	PLC Right	PLC Right	PLC Lite
PLC Foundational Practices	<ul style="list-style-type: none"> • Clearly Define Purpose • Develop Strong Governance • Engage in Shared Learning • Establish Norms/Expectations • Engage in Collective Responsibility 	<p>Teachers meet in collaborative teams, self-organize using their assigned protocols to solve the regular school day.</p> <p>They align norms, goals, and protocols, establish boundaries, and interdependencies. They leverage team member strengths to meet together and improve outcomes for individual students.</p>	<p>Teachers meet in collaborative teams during professional learning time to solve the regular school day.</p> <p>They work and use norms and protocols, and ensure equitable participation of team members in learning together and planning for student learning.</p>	<p>Teachers meet in collaborative teams during professional learning time to solve the regular school day.</p> <p>They work together with varied levels of participation, leverage resources and support individual students in collaborative practice, and focus on operational needs.</p>
PLC: What do we want our students to know and be able to do?	<ul style="list-style-type: none"> • Analyze Learning Targets • Create "Our Teamwork" • Collaborative Learning • Create Strategies to Address Learning Targets • Engage in Shared Learning • Engage in Collective Responsibility 	<p>Teams prioritize and analyze operational needs, identify operational needs, and create "Our Teamwork" to address learning targets. They leverage team member strengths to meet together and improve outcomes for individual students.</p>	<p>Teachers meet in collaborative teams during professional learning time to solve the regular school day. They identify learning targets, share 1-2 units of study, and design practices that support student ownership of learning and be able to be taught.</p>	<p>Teachers define standards based learning targets and assess, but do not teach, the standards. They do not teach, but implement, or at least, do not implement.</p>
PLC: How will we know if each student has learned it?	<ul style="list-style-type: none"> • Analyze Common Assessments • Engage in Shared Learning • Engage in Collective Responsibility • Engage in Shared Learning • Engage in Collective Responsibility 	<p>Teachers have collaborative practices to agree on what and reliable common protocols and interdependencies. They identify learning targets and analyze operational needs, identify learning targets, and analyze operational needs. They leverage team member strengths to meet together and improve outcomes for individual students.</p>	<p>Teachers have collaborative practices to agree on what and reliable common protocols and interdependencies. They identify learning targets and analyze operational needs, identify learning targets, and analyze operational needs. They leverage team member strengths to meet together and improve outcomes for individual students.</p>	<p>Teachers have collaborative practices to agree on what and reliable common protocols and interdependencies. They identify learning targets and analyze operational needs, identify learning targets, and analyze operational needs. They leverage team member strengths to meet together and improve outcomes for individual students.</p>
PLC: How will we respond when students do not learn it?	<ul style="list-style-type: none"> • Analyze Common Assessments • Engage in Shared Learning • Engage in Collective Responsibility • Engage in Shared Learning • Engage in Collective Responsibility 	<p>Teachers have collaborative practices to agree on what and reliable common protocols and interdependencies. They identify learning targets and analyze operational needs, identify learning targets, and analyze operational needs. They leverage team member strengths to meet together and improve outcomes for individual students.</p>	<p>Teachers have collaborative practices to agree on what and reliable common protocols and interdependencies. They identify learning targets and analyze operational needs, identify learning targets, and analyze operational needs. They leverage team member strengths to meet together and improve outcomes for individual students.</p>	<p>Teachers have collaborative practices to agree on what and reliable common protocols and interdependencies. They identify learning targets and analyze operational needs, identify learning targets, and analyze operational needs. They leverage team member strengths to meet together and improve outcomes for individual students.</p>





PLC Board of Trustees Journey in Leander ISD



Board of Trustees PLC Learning Partnership

June 2025	Leadership Conference (with Janel Keating)
November 2025	Trustees (4), Superintendent, Deputy Superintendent and Asst. Superintendent of Empowered Learning (with Janel Keating)
December 2025	Board of Trustees Retreat (beginning of Implementation Guide)
March 2026	PLC Districtwide Learning (with Janel Keating)

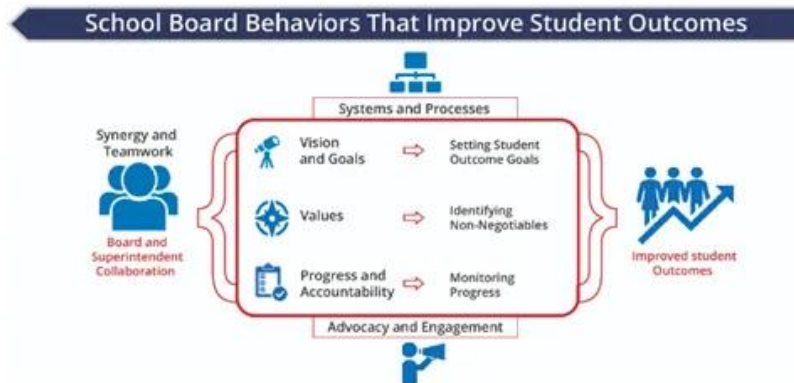
Additional Considerations: Evaluating and Improving Student Outcomes (EISO) Board Training + TX School Board Self Evaluation



Board of Trustees Responsibilities

Evaluating and Improving Student Outcomes (EISO) Training:

- Research on what Boards can do that make a difference for students
- Interpret student performance data with meaning for future success
- Set meaningful goals for student achievement
- Monitor progress
- Comply with legal requirements for the Board in evaluating student academic performance and setting campus goals for early childhood literacy/math and College, Career, and/or Military Readiness (CCMR)



192

Texas School Board Self- Assessment:

- Vision and Goals
- Systems and Processes
- Progress and Accountability
- Advocacy and Engagement
- Teamwork and Synergy



LISD: Superintendent and Board of Trustees Draft Implementation Guide

DRAFT					
PLC Foundation: Leadership, Vision and Culture	Key Actions		PLC Bright	PLC Right	PLC Lite
	Vision, "Why" & Expectations	Cast a compelling vision and clarify the "why" and expectations for the PLC work.	<p>Establish and communicate expectations and systemwide adherence to the PLC best practices, the Strategic Plan, and the District Improvement Plan to maximize student outcomes.</p> <p>Board Implementation Guide is created, within a systemwide implementation guide developed for all PLC collaborative teams, outlining key actions to support the PLC work within LISD.</p>	<p>A clear vision statement and "why" for PLC is communicated system-wide.</p> <p>Expectations for the use of PLC best practices are formally adopted and monitored across all campuses and departments through district administration.</p>	<p>The definition of PLC and the "why" are briefly shared at the start of the school year.</p> <p>Establish a clear, non-negotiable definition of a "collaborative team" and communicate the essential PLC questions all teams must address.</p>
	Advocacy, Modeling & Celebration	Serve as an advocate and champion of the PLC work through modeling and celebrating the work of a PLC collaborative team.	<p>Model behaviors of an effective PLC collaborative team as created through the norms and commitments.</p> <p>Regularly follows the norms and commitments and reflects on them quarterly to determine areas of strength and areas for improvement.</p> <p>Creates a Board calendar, in collaboration with the Superintendent, to intentionally: * Align with the PLC work * Celebrate the work of PLC collaborative teams in our system</p>	<p>The Board and District Leadership Team regularly celebrate evidence of impactful PLC work from campuses and departments.</p> <p>Board actively participates in a formalized PLC team and regularly follows norms and commitments.</p> <p>Creates a Board calendar, in collaboration with the Superintendent, to include PLC celebrations.</p>	<p>Share positive stories about PLC successes during community events.</p> <p>Reviews norms and commitments but rarely adheres to them.</p>



Reflective Questions

- **How does this implementation guide, in addition to the PLC Collaborative Team implementation guide and the upcoming District Leadership Implementation Guide, contribute to the high quality desired and alignment to the PLC Vision in Leander ISD?**
- **How may we utilize the Implementation Guides to establish commitments and expectations, reflect, and set goals for improvement to ultimately achieve better results for the students we serve?**

194



Implementation Guide Review

Strategic Alignment: Area is clear and aligned with the district's vision, PLC initiative and the Board's role within a PLC.

Operational Ambiguity: Area feels vague, creates "gray zones", or possibly lack a clear timeline.

Compliance/ Governance Gap: Section seems unrealistic, lacks necessary funding/resources, or contradicts current vision, policy and/or the Board's role

PLC Foundation Key Action:

Communicate the message: "All departments and campuses have a focus on learning for all students."

Original:

Utilizes decision-vetting protocols/structures that systematically incorporates data and feedback from diverse stakeholders, ensuring unwavering alignment with the district's core goals and commitment to learning for every student.

Feedback:

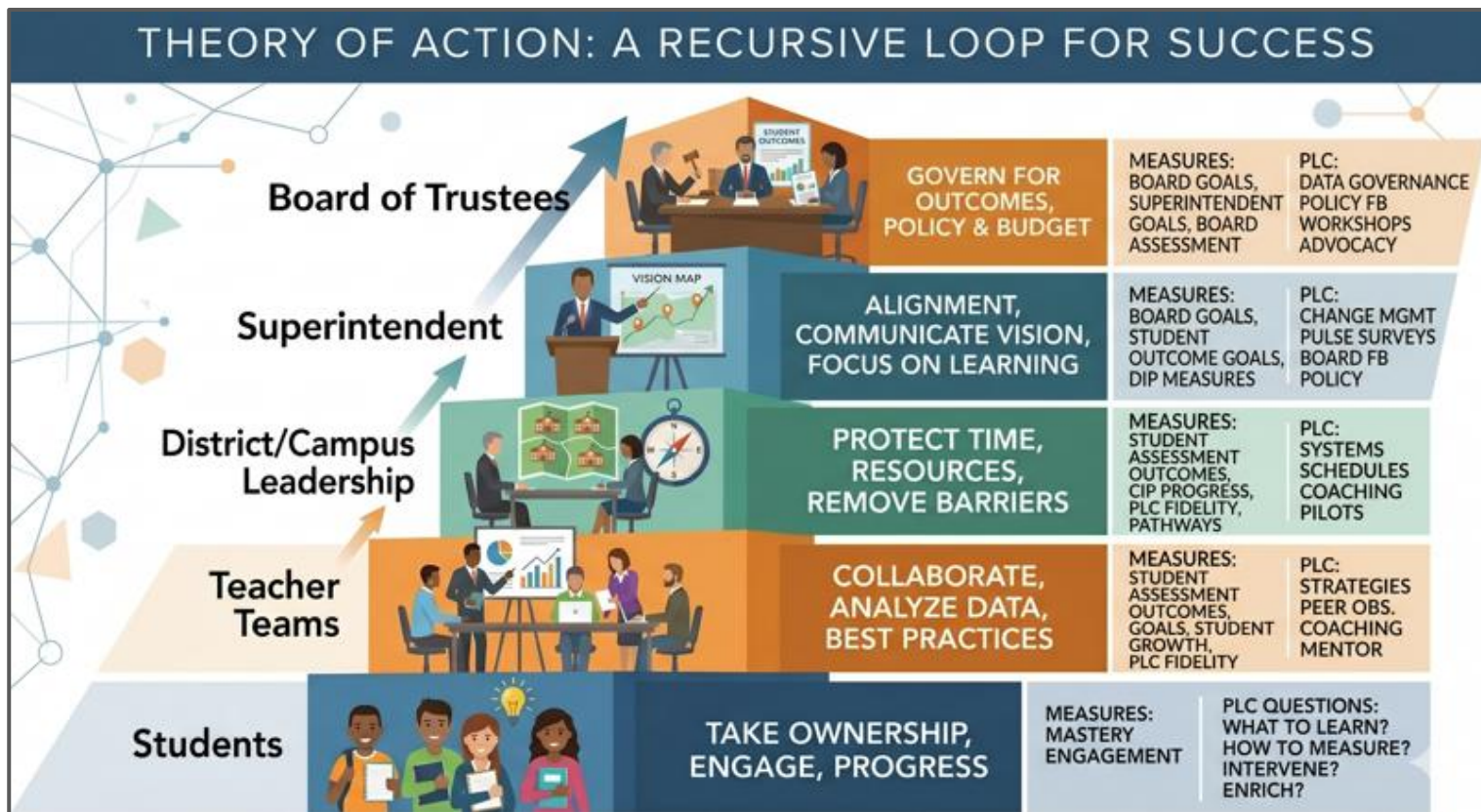
*Like the Bright but think there could be some gray area regarding "decision-vetting protocols/structures."
What role does the board play in the creation of these protocols/structures? Not sure if that needs clarity here or not.*

Revision:

Establishes and upholds policies and expectations for creation and utilization of decision-vetting structures that systematically incorporates data and stakeholder feedback, ensuring unwavering alignment with the district's goals and commitment to student learning.



PLC Theory of Action





DISCUSSION

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 7, 2026

Agenda Item: Discussion of Internal Audit Plan for Fiscal Year 2027
Purpose: Discussion Item/Report Only Action Requested
Action Requested: May 21, 2026, Regular Board Meeting
Administrator Responsible: Chris Clark, Ed.D., Superintendent of Schools
Attachments: Gibson Consulting Group Internal Audit Project Descriptions and Estimated Fees for Fiscal Year 2027

Background Information:

During the [September 7, 2023, Regular Board Meeting](#), the Leander ISD Board of Trustees approved the Internal Audit Committee's recommendation to contract with Gibson Consulting Group for internal audit services.

Gibson Consulting Group's Internal Audit Project Descriptions and Estimated Fees for Fiscal Year 2027, attached, include the following recommended audit areas:

- Governance Audit
- Special Education Audit
- Information Systems Audit
- Financial Management Audit
- Safety and Security Audit
- Program Maintenance Audit

Gibson Consulting Group will prepare and submit a formal cost proposal for the audits selected by the Board.

Administrative Recommendation:

Administration will be requesting approval of Gibson Consulting Group's formal cost proposal for the Fiscal Year 2027 audits during the May 21, 2026, Board Meeting.

Sample Motion:

N/A

GIBSON

AN EDUCATION CONSULTING & RESEARCH GROUP

March 9, 2026

Leander Independent School District
Attn: Board Audit Committee
204 West South Street P.O. Box 218
Leander, Texas 78641

Re: Gibson Internal Audit Project Descriptions for Fiscal Year 2027

Members of the Leander Independent School District Board Audit Committee:

At your request, Gibson Consulting Group (Gibson) has provided descriptions and estimated pricing for the following five audits. Subject to your review and selection of individual audits, Gibson will then submit a formal cost proposal for consideration and approval by the Board Audit Committee.

- Governance Audit
- Special Education Audit
- Information Systems Audit
- Financial Management Audit
- Safety and Security Audit

The remainder of this letter presents a description of each audit, as well as an estimated timing and cost of our services.

Governance Audit

A Governance Audit is unique in that it does not audit any particular school district program, department, or function, but rather the mechanisms through which decision-making, performance measurement, and accountability are implemented throughout the school system. A Governance Audit focuses on the Board of Trustees and senior district leadership, and the related factors under their responsibility or control.

The following elements are addressed in a Governance Audit:

- Board governance and oversight, including the quality, timeliness, and usefulness of information provided to the Board to support decision-making and statutory responsibilities;
- Board operations and compliance, including meeting management, public notice requirements, committee structures, and adherence to open meetings and open records laws;
- Board-Superintendent roles and communications, including clarity of roles, delegation of authority, and effectiveness of communication practices;

- Policy and regulatory framework, including processes for updating, communicating, and implementing Board policies and administrative regulations;
- Senior leadership decision-making and accountability, including formal and informal decision frameworks, performance monitoring, and accountability mechanisms; and
- Organizational structure and planning, including alignment of senior administration functions, spans of control, and short- and long-range planning processes.

This audit involves the analysis of multiple sources of data, including but not limited to the following:

- Individual interviews with Board members and senior district leadership;
- Analysis of district performance data, performance trends, plans and performance reports;
- Analysis of Board meeting agendas/Board packets, meeting minutes, and meeting videos;
- Review of Board policies, administrative regulations, and organizational charts; and
- Board-ready reporting with recommendations.

Key questions this audit helps answer:

- Does the Board receive the right information at the right time, and in the right format to make informed decisions and fulfill its statutory responsibilities?
- Is the Board operating effectively, efficiently, and in compliance with legal and statutory regulations?
- Are governance roles and responsibilities clearly defined and consistently respected between the Board and Superintendent?
- Does the district have clear decision-making, accountability, and performance monitoring mechanisms at the senior leadership level?
- Are Board policies and administrative regulations current, well-communicated, and effectively implemented across the organization?
- Are the Superintendent and senior administration held appropriately accountable for performance, compliance, and progress toward district goals?

The audit testing in the Governance Audit will include validation of public meeting notice requirements, validating legal policy updates, validating compliance with open records laws, Board meeting management and compliance, and meeting statutory deadlines for major events (e.g., adoption of budget and tax rates).

Special Education Audit

A Special Education Audit provides an independent assessment of how effectively the district identifies, serves, and supports students with disabilities. The review helps the Board understand strengths, risks, compliance considerations, and opportunities for improvement.

The following elements are addressed in a Special Education Audit:

- Program governance and management, including organizational structure, leadership oversight, and accountability for special education services;
- Student identification, evaluation, and placement, including Child Find, referral processes, evaluation timelines, and Least Restrictive Environment decisions;
- Compliance and procedural safeguards, including adherence to the Individuals with Disabilities Education Act (IDEA) requirements and due process protections;
- Individualized Education Programs (IEPs), including quality, consistency, implementation, and progress monitoring;
- Staffing models and service delivery, including instructional arrangements, caseloads, dyslexia integration, and related services;
- Instructional practices and student supports, including alignment with evidence-based practices and access to appropriate supports;
- Professional development, including training and ongoing support for special education and general education staff;
- Financial management and resource use, including alignment of funding sources (e.g., IDEA, Medicaid/School Health and Related Services [SHARS]) with service delivery;
- Technology and information systems, including tools used to support program administration and reporting; and
- Family and community engagement, including communication practices and parent support mechanisms.

Key questions this audit helps answer:

- Are students with disabilities being identified, evaluated, and placed appropriately and consistently across the district?
- Are special education services designed and delivered in a way that is compliant, effective, and aligned with best practice?
- Do staffing models, service delivery approached, and resources align with student needs and program demands?
- Are IEPs consistently high quality and implemented as intended?
- Is the district using its special education funding and revenue sources effectively and sustainably?
- Does the district have the governance, oversight, and continuous improvement structures needed to manage risk and improve outcomes over time?

Information Systems Audit

An Information Systems Audit provides an independent, objective assessment of whether the district's core administrative systems are configured, integrated, and governed in a way that supports accurate data, efficient operations, and compliance.

The audit is intentionally structured as a phased approach to recognize that long-term system strategy and data governance cannot be effective until foundational system configuration and data integrity issues are addressed. Phase 1 focuses on stabilizing and optimizing the district's core Enterprise Resource Planning (ERP) environment to reduce operational disruption, administrative burden, and compliance risk. Once the system is functioning reliably as a system of record, subsequent phases address disciplined data governance and long-term information technology strategy.

This approach allows the district to prioritize immediate risk reduction while creating a sustainable foundation for future improvements, rather than layering new processes or systems onto unstable core functionality.

The following elements are addressed in an Information Systems Audit:

Phase 1: Stabilization and Optimization

- ERP stabilization and configuration, including optimization of Tyler Munis to address data accuracy, latency, and compliance risks;
- System workflows and process design, including approvals, handoffs, and reliance on manual or shadow systems;
- Payroll, position control, and calendar configuration, including risks related to pay accuracy, Texas Retirement System of Texas (TRS) reporting, and Public Education Information Management System (PEIMS);
- System integrations, including data exchanges between Tyler Munis and connected platforms such as timekeeping, recruiting, and substitute management systems;
- Access controls and system governance, including user roles, security settings, and accountability for system changes; and
- Service management and support practices, including use of ticketing systems to improve transparency, responsiveness, and performance measurement.

Phase 2: Data Governance and Stewardship

Phase 2 builds on a stabilized ERP environment and focuses on establishing clear data ownership, systems of record, and governance practices to reduce financial risk and eliminate reliance on spreadsheets and manual data tracking. This phase emphasizes consistency, auditability, and disciplined data management across departments.

Phase 3: Strategy and Future-State Roadmap

Phase 3 focuses on developing a multi-year information systems roadmap once data and core processes are stable. This phase supports strategic decisions regarding system consolidation, integration approaches, performance measurement, and long-term technology investments aligned to district priorities.

Key questions this audit helps answer:

- Are the district's core administrative systems configured and operating in a way that produces accurate, timely, and reliable data?
- Are current configurations and workflows creating unnecessary administrative burdens or compliance risks?
- Is Tyler Munis functioning as an effective system of record, or is the district relying on shadow systems and manual processes to get work done?
- Do system integrations between HR, Finance, Payroll, timekeeping, and related platforms support efficient operations, or introduce risk through manual data handoffs?
- Does the district have adequate controls, governance, and accountability over access, data, ownership, and system changes?
- Is the district positioned to move from short-term stabilization to disciplined data governance and long-term technology planning?

Financial Management Audit

A Financial Management Audit provides an independent, objective assessment of how effectively the organization plans, manages, controls, and reports its financial resources. Its purpose is to give the Board clear, practical insight into strengths, risks, gaps, and improvement opportunities so informed governance and oversight decisions can be made.

The audit takes a holistic view of financial management. Rather than testing isolated transactions, it evaluates how well the overall financial framework functions and supports decision-making.

The following elements are addressed in this Financial Management Audit:

- Accounting and financial reporting, including internal controls, accuracy, timeliness, and compliance with applicable reporting standards;
- Budget development and monitoring, including alignment to strategic priorities, amendment processes, and expenditure controls;
- Long-term financial planning, including forecasting practices and sustainability analysis;
- Treasury and cash management, including investments, liquidity, and compliance with policies and legal requirements;
- Financial support to departments and campuses, including training, guidance, and access to usable financial information;

- Tax appraisal and collections (if applicable), including governance and effectiveness of collection processes; and
- State and regulatory financial reporting, including PEIMS reporting, chart of accounts structure, and validation controls.

This audit does not replace the annual external financial statement audit and does not typically include detailed testing in other finance-related areas, such as payroll, accounts payable, and purchasing. These areas are separately identified in the risk assessment and are subject to separate audit procedures.

Key questions this audit helps answer:

- Do we have strong, sustainable financial management practices?
- Are controls adequate to safeguard public funds?
- Is financial information reliable and useful for decision-making?
- Are budgeting and planning aligned with strategic priorities?
- How does the budgeting process help ensure efficient operations and programs?
- Where should financial leadership focus improvement efforts?

A Financial Management Audit provides the Board with an independent, comprehensive view of financial management, equipping trustees with the clarity needed to decide whether current practices are sufficient or whether targeted improvements should be pursued.

Safety and Security Audit

A Safety and Security Audit provides an independent, objective assessment of how effectively a school district’s safety governance, operations, and resources work together to prevent, prepare for, respond to, and recover from safety and security incidents.

This audit builds upon the district’s completed Texas Education Agency (TEA) District Vulnerability Assessment by using its results as baseline inputs. It does not duplicate the TEA assessment, which is compliance-focused, but instead evaluates how required safety components operate together in practice and how identified risks are managed over time.

The following elements are addressed in this Safety and Security Audit:

- Safety governance and oversight, including Board policies, administrative procedures, roles and responsibilities, and accountability structures;
- Integration and operations of the district police department, including organizational structure, staffing, deployment models, training, and coordination with campuses and district leadership;
- Emergency management and preparedness, including the Emergency Operations Plan (EOP), threat assessment processes, drills, tabletop exercises, and incident command protocols;

- Campus-level implementation of safety procedures, including consistency of practices, staff roles during incidents, and operational readiness;
- Coordination with external partners, including local law enforcement, fire, EMS, and emergency management agencies;
- Training and culture of safety, including staff training, expectations, reporting practices, and understanding of safety roles; and
- Continuous improvement practices, including incident tracking, after-action reviews, and processes for addressing emerging risks.

Key questions this audit helps answer:

- Are our safety systems actually working together as an integrated system, or are they operating as separate compliance pieces?
- Is the district Police Department appropriately structured and integrated to support prevention, preparedness, and response, in addition to enforcement?
- Does the Board have sufficient visibility to exercise effective oversight of safety risks and improvement efforts?
- Are campus staff clear on their roles during safety incidents, and are procedures implemented consistently, not dependent on individual campuses or leaders?

Schedule and Fees

Below are estimated timetables for each of the above audits to be completed. Program management services will be spread out over the entire fiscal year.

- Governance Audit: Four (4) months
- Special Education Audit: Eight (8) months
- Information Systems Audit: Eight (8) months
- Financial Management Audit: Seven (7) months
- Safety and Security Audit: Six (6) months

After the Board selects the internal audits to be performed in Fiscal Year (FY) 2027, we will develop a detailed schedule for each project.

We have based the estimates of hours and fees for these projects on our understanding of the objectives of each audit and on our familiarity with the systems and processes in place at Leander ISD. Table 1 shows a range of estimated professional fees and expenses necessary to complete each audit.

Table 1. Estimated Fees and Expenses by Audit

Audit Area	Estimated Cost
Governance Audit	\$110,000 - \$125,000
Special Education Audit	\$145,000 - \$160,000
Information Systems Audit	\$170,000 - \$185,000
Financial Management Audit	\$150,000 - \$165,000
Safety and Security Audit	\$140,000 - \$155,000
Program Management Services	\$35,000

After your review of this information, please let us know if you have any questions. The next step is for the Board Audit Committee to request from Gibson a formal cost proposal for the selected FY 2027 audits. We can deliver this proposal within one week of your feedback.

Thank you for entrusting this important continuous improvement program to our firm. We look forward to continuing our work with you in FY 2027.

Sincerely,



Greg Gibson, President
Gibson Consulting Group Inc.

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, May 7, 2026

Agenda Item:	Consider All Matters Incident and Related to the Issuance and Sale of “Leander Independent School District Unlimited Tax School Building and Refunding Bonds, Series 2026A”, Including the Adoption of an Order Authorizing the Issuance of Such Bonds, Establishing Parameters for the Sale and Issuance of Such Bonds, and Delegating Certain Matters to Authorized District Officials
Purpose:	<input type="checkbox"/> Discussion Item/Report <input checked="" type="checkbox"/> Action Requested
Administrator Responsible:	Pete D. Pape, Ed.D., CPA, Chief Financial Officer, Blake Roberts, Managing Director, PFM Financial Advisors, LLC, and Madison Pearson, Analyst, Nickel Hayden Advisors
Attachments:	Leander Independent School District Unlimited Tax School Building and Refunding Bonds, Series 2026A Presentation The Parameter of Bond Order

Background Information:

Administration, PFM Financial Advisors, LLC and Nickel Hayden Advisors, as municipal advisors, have prepared a plan for the issuance of the Unlimited Tax School Building and Refunding Bonds, 2026A (the “2026A Bonds”) to refund callable bonds, Series 2015A, Series 2016, Series 2016A, Series 2017A for debt service savings and issue new money bonds to fund capital projects approved by voters at elections in 2017, 2021, and 2023.

[Chapter 1371 of the Texas Government Code](#) provides for the use of a delegation order in the issuance and refunding of bonded debt. A delegation order gives the named Authorized Officials authority to sell the 2026A bonds under parameters set by the order. A delegation order gives the District flexibility on when to enter the financial market and eliminates the need for called Board meetings to approve the sale.

The Bond Order submitted includes the following parameters:

- Names the Authorized Official(s) to approve the sale to be the President, Vice-President, Secretary of the Board of Trustees, Superintendent, or Chief Financial Officer.
- Authorizes a not-to-exceed aggregate original principal amount for new money purposes of \$100,000,000 and not to exceed final maturity of August 15, 2056.
- Authorizes a not-to-exceed aggregate original principal amount for refunding purposes of \$243,599,605 and not-to-exceed final maturity of August 15, 2049 (to match the repayment term of the bonds being refunded).
- Establishes minimum net present value savings requirement of at least 3.00% for the refunding bonds, net of any District contribution.
- Establishes that the maximum true interest cost rate of the Bonds issued for new purposes shall not exceed 6%.

Under the delegation order, the Authorized Officials may approve the issuance of the 2026A Bonds only if the above parameters are met. The timing of the issuance of the 2026A Bonds will be dependent on market conditions, but will be issued not later than the adoption of the tax rate in August 2026, and completion of all the necessary documents to perform the refunding. Once the transaction has been completed, a report of the results will be delivered to the Board.

Delegating the sale of the bonds provides the District with greater flexibility as it relates to the timing of the bond sale. This flexibility is especially beneficial in the current market. If not delegated, the final pricing and sale of the bonds would be subject to Board approval at a regular or special board meeting. Thus, through delegation, pricing is based on current market conditions without having to coordinate the timing around a Board meeting. The missing elements within the documents are completed upon the closing of the sale.

Information regarding the details of the refunding and defeasance will be presented during tonight's meeting.

Administrative Recommendation:

Administration recommends the Board of Trustees Adopt an Order Authorizing the Issuance of Leander Independent School District Unlimited Tax School Building and Refunding Bonds, Series 2026A.

Sample Motion:

I move the Board Adopt an Order Authorizing the Issuance of Leander Independent School District Unlimited Tax School Building and Refunding Bonds, Series 2026A, as presented.



Leander Independent School District

Plan of Financing –

*Unlimited Tax School Building and Refunding Bonds,
Series 2026A*

209

**PFM Financial Advisors LLC
Nickel Hayden Advisors**

May 7, 2026



Plan of finance to authorize \$100M of new money and refunding of currently callable bonds for savings

New Money

- ◆ Paramaters authority for up to \$100M of new money to fund voter approved projects from 2017, 2021 and 2023 projects
- ◆ Issuance will exhaust remaining 2017 and 2021 voted authority 210
- ◆ Maximum repayment term of 30-years (consistent with prior transactions)

Refunding

- ◆ Paramaters authority from the Board to authorize current refunding for debt service savings
- ◆ Identifies callable 2015A, 2016, 2016A and 2017 bonds as eligible refunding candidates ◆

Paramaters ordinance requires minimum net present value (NPV) savings of 3.0%

- Based on current market conditions, a refunding of ~\$76M of 2016A and 2017 bonds currently generates approximately \$3.1M or 3.9% NPV savings
- ◆ No extension of debt payments
- ◆ Actual savings will be subject to market conditions at time of pricing

Transaction will price in summer 2026 via negotiated bond sale prior to Fiscal Year (FY) 2027 tax rate adoption to align debt payments with tax revenues (maximize Additional State Aid for Homestead Exemption (ASAHE) revenues)



Leander ISD has prudently managed its debt portfolio to reduce interest costs and fund voter-approved projects

Debt Management Highlights:

- Active debt management keeps interest costs low while delivering voter-approved projects at the 33¢ Interest & Sinking (I&S) tax rate
- Strong ratings maintained (AA+/AA)
- Capital Appreciation Bond (CAB) reduction goal exceeded (CABs now 17% of debt service)



Recent Achievements (August 2025 & Feb 2026 Transactions):

August 2025

- \$326M refunding generated \$24.2M cash savings / \$16.1M NPV (4.9%)
- \$200M issued for 2023 bond projects

February 2026

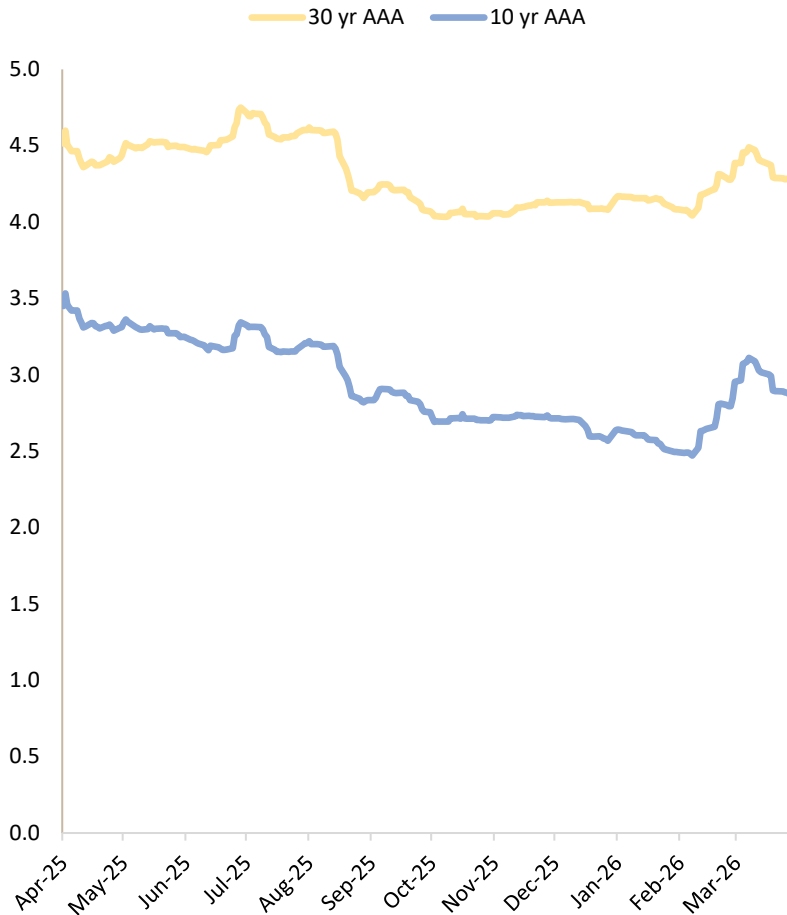
- \$32.9M refunding generated \$4.4M cash savings / \$3.8M NPV (10.6%)



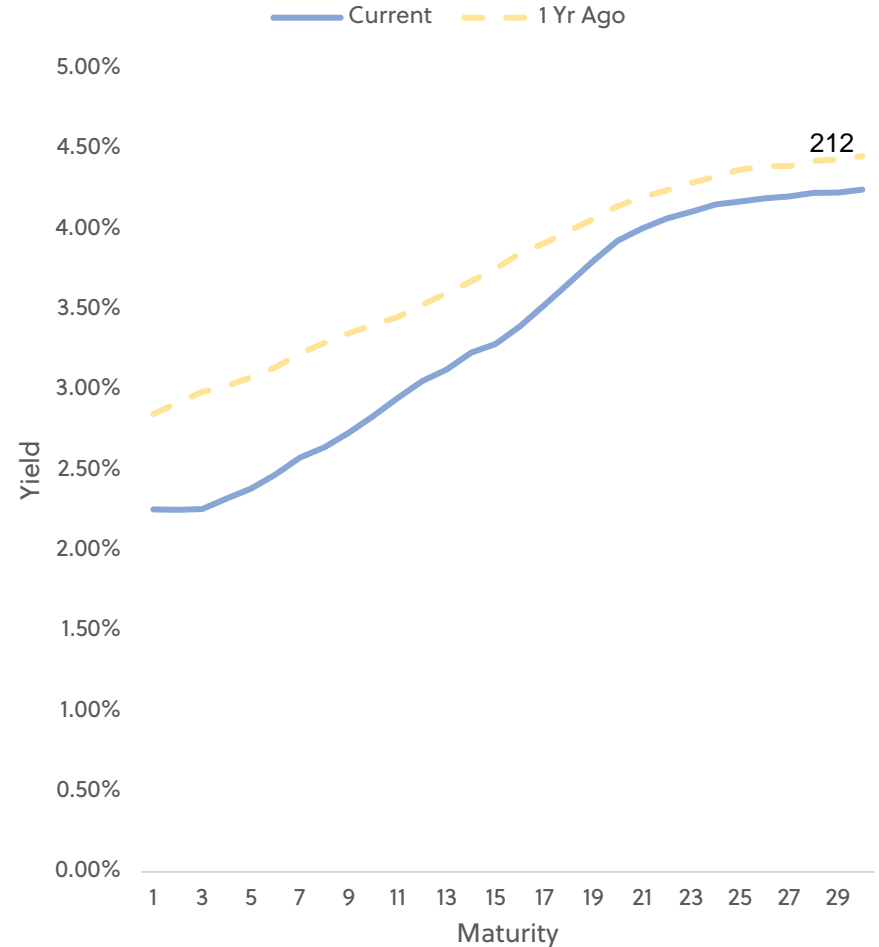


Yield curve has steepened following Fed rate cuts; recent increases driven by geopolitical events and inflation concerns

AAA Yields



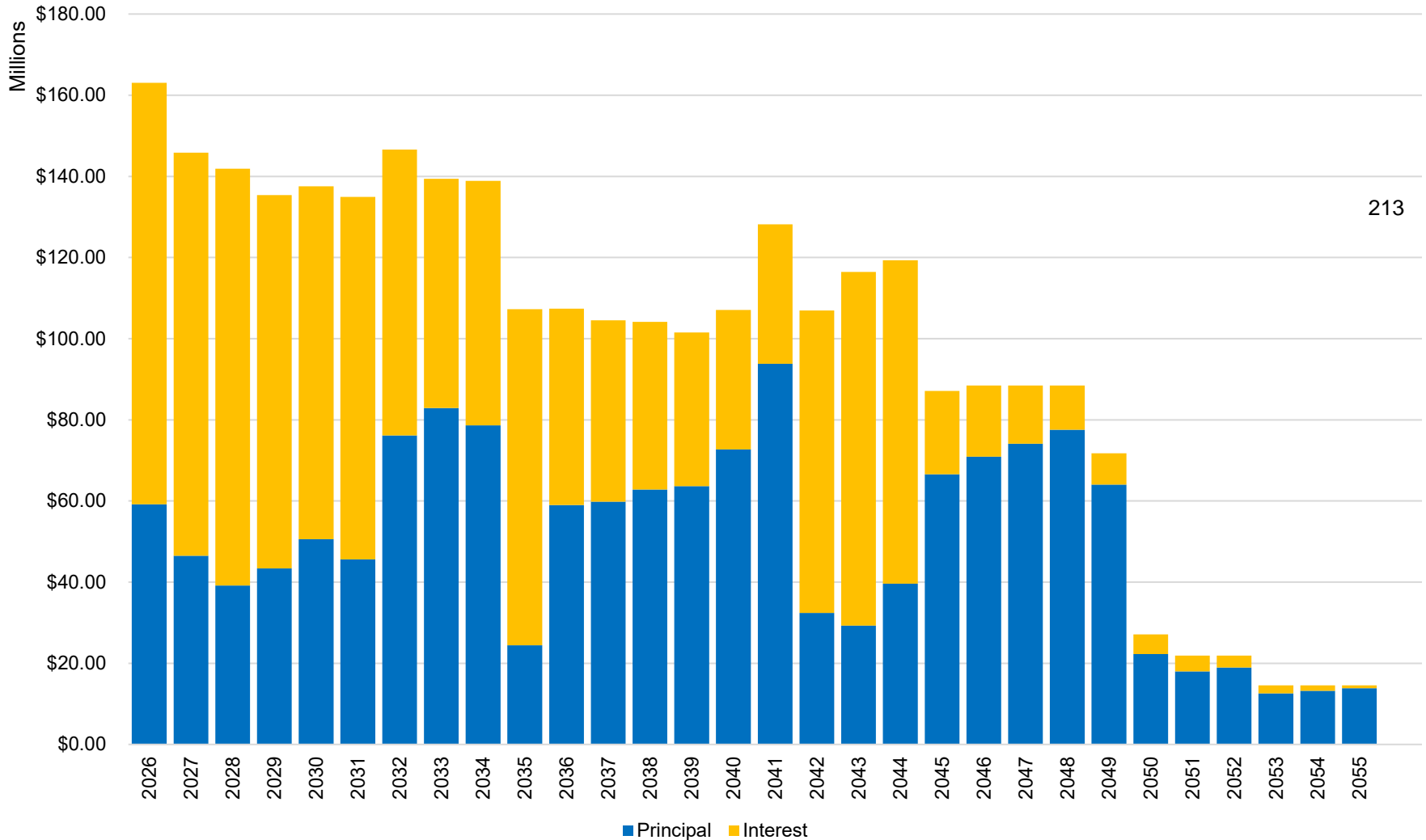
AAA Yield Curve



Source: Bloomberg; PFM.



Leander ISD's Current Debt Service (12/31 Basis)





New money proforma - \$100M constant 33-cent I&S tax rate

Leander Independent School District

Bond Proforma - Series 2026A New Money Analysis

As of April 27, 2026

1	2	3	4	5	6	7	8	9	10	11	12	13	14
Tax Year 31-Dec Basis	Existing Debt Service	Existing Authorization Series 2026A \$100,000,000 Level D/S Debt Service	Future Bond Debt Service	Frozen Net Taxable Assessed Value	TAV Growth Rate	I&S Tax Rate	Estimated I&S Tax Revenue	Frozen Levy Revenue	Tax P&I + Delinquencies	State Hold Harmless Revenue	Interest Earnings	Total I&S Fund Revenue	I&S Fund Surplus / (Deficit)
2026	\$ 163,025,406		\$ 163,025,406	\$ 41,449,145,714	-	0.33000	\$ 135,414,359	\$ 5,820,104	\$ 750,000	\$ 21,090,707	\$ 2,500,000	\$ 165,575,170	\$ 2,149,764
2027	145,846,306	22,416,667	168,262,973	42,278,128,628	2.00%	0.33000	138,122,646	5,820,104	400,000	21,768,295	2,500,000	168,611,045	348,072
2028	141,899,306	5,480,000	147,379,306	43,123,691,201	2.00%	0.33000	140,885,099	5,820,104	400,000	19,066,560	2,500,000	168,671,764	21,292,458
2029	135,359,056	5,483,500	140,842,556	43,986,165,025	2.00%	0.33000	143,702,801	5,820,104	400,000	18,220,897	2,500,000	170,643,802	29,801,246
2030	137,548,156	5,483,500	143,031,656	43,986,165,025	0.00%	0.33000	143,702,801	5,820,104	400,000	18,504,102	2,500,000	170,927,007	27,895,351
2031	134,915,156	5,480,000	140,395,156	43,986,165,025	0.00%	0.33000	143,702,801	5,820,104	400,000	18,163,016	2,500,000	170,585,921	30,190,766
2032	146,628,453	5,483,000	152,111,453	43,986,165,025	0.00%	0.33000	143,702,801	5,820,104	400,000	19,678,762	2,500,000	172,101,667	19,990,214
2033	139,422,166	5,482,000	144,904,166	43,986,165,025	0.00%	0.33000	143,702,801	5,820,104	400,000	18,746,350	2,500,000	171,169,255	26,265,089
2034	138,853,250	5,482,000	144,335,250	43,986,165,025	0.00%	0.33000	143,702,801	5,820,104	400,000	18,672,749	2,500,000	171,095,654	26,760,404
2035	107,255,545	5,482,750	112,738,295	43,986,165,025	0.00%	0.33000	143,702,801	5,820,104	400,000	14,585,029	2,500,000	167,007,935	54,269,640
2036	107,403,445	5,484,000	112,887,445	43,986,165,025	0.00%	0.33000	143,702,801	5,820,104	400,000	14,604,325	2,500,000	167,027,230	54,139,785
2037	104,505,220	5,480,500	109,985,720	43,986,165,025	0.00%	0.33000	143,702,801	5,820,104	400,000	14,228,927	2,500,000	166,651,832	56,666,112
2038	104,135,570	5,482,250	109,617,820	43,986,165,025	0.00%	0.33000	143,702,801	5,820,104	400,000	14,181,331	2,500,000	166,604,237	56,986,417
2039	101,519,995	5,483,750	107,003,745	43,986,165,025	0.00%	0.33000	143,702,801	5,820,104	400,000	13,843,147	2,500,000	166,266,052	59,262,307
2040	107,088,795	5,479,750	112,568,545	43,986,165,025	0.00%	0.33000	143,702,801	5,820,104	400,000	14,563,069	2,500,000	166,985,974	54,417,429
2041	128,185,190	5,480,250	133,665,440	43,986,165,025	0.00%	0.33000	143,702,801	5,820,104	400,000	17,292,388	2,500,000	169,715,293	36,049,853
2042	106,914,660	5,479,750	112,394,410	43,986,165,025	0.00%	0.33000	143,702,801	5,820,104	400,000	14,540,541	2,500,000	166,963,446	54,569,036
2043	116,450,048	5,483,000	121,933,048	43,986,165,025	0.00%	0.33000	143,702,801	5,820,104	400,000	15,774,561	2,500,000	168,197,466	46,264,418
2044	119,295,973	5,479,500	124,775,473	43,986,165,025	0.00%	0.33000	143,702,801	5,820,104	400,000	16,142,287	2,500,000	168,565,192	43,789,720
2045	87,120,175	5,484,250	92,604,425	43,986,165,025	0.00%	0.33000	143,702,801	5,820,104	400,000	11,980,297	2,500,000	164,403,202	71,798,777
2046	88,465,575	5,481,500	93,947,075	43,986,165,025	0.00%	0.33000	143,702,801	5,820,104	400,000	12,153,997	2,500,000	164,576,902	70,629,827
2047	88,452,650	5,481,250	93,933,900	43,986,165,025	0.00%	0.33000	143,702,801	5,820,104	400,000	12,152,292	2,500,000	164,575,197	70,641,297
2048	88,442,725	5,483,000	93,925,725	43,986,165,025	0.00%	0.33000	143,702,801	5,820,104	400,000	12,151,235	2,500,000	164,574,140	70,648,415
2049	71,759,300	5,481,250	77,240,550	43,986,165,025	0.00%	0.33000	143,702,801	5,820,104	400,000	9,992,662	2,500,000	162,415,567	85,175,017
2050	27,149,800	5,480,750	32,630,550	43,986,165,025	0.00%	0.33000	143,702,801	5,820,104	400,000	4,221,436	2,500,000	156,644,341	124,013,791
2051	21,867,250	5,481,000	27,348,250	43,986,165,025	0.00%	0.33000	143,702,801	5,820,104	400,000	3,538,062	2,500,000	155,960,967	128,612,717
2052	21,865,500	5,481,500	27,347,000	43,986,165,025	0.00%	0.33000	143,702,801	5,820,104	400,000	3,537,900	2,500,000	155,960,805	128,613,805
2053	14,568,750	5,481,750	20,050,500	43,986,165,025	0.00%	0.33000	143,702,801	5,820,104	400,000	2,593,947	2,500,000	155,016,852	134,966,352
2054	14,569,500	5,481,250	20,050,750	43,986,165,025	0.00%	0.33000	143,702,801	5,820,104	400,000	2,593,979	2,500,000	155,016,884	134,966,134
2055	14,568,750	5,479,500	20,048,250	43,986,165,025	0.00%	0.33000	143,702,801	5,820,104	400,000	2,593,656	2,500,000	155,016,561	134,968,311
2056		5,481,000	5,481,000	43,986,165,025	0.00%	0.33000	143,702,801	5,820,104	400,000	709,081	2,500,000	153,131,986	147,650,986
2057			-	43,986,165,025	0.00%	0.33000	143,702,801	5,820,104	400,000		2,500,000	152,422,905	152,422,905
2058			-	43,986,165,025	0.00%	0.33000	143,702,801	5,820,104	400,000		2,500,000	152,422,905	152,422,905
	\$ 2,925,081,669	\$ 181,384,167	\$ 3,106,465,835										

*Preliminary, subject to change.



Leander ISD boasts strong AA+/AA bond ratings, positive outlook from Fitch

Bond ratings overview

- Fitch: AA+ / Positive (upgraded in 2024)
- S&P: AA / Stable

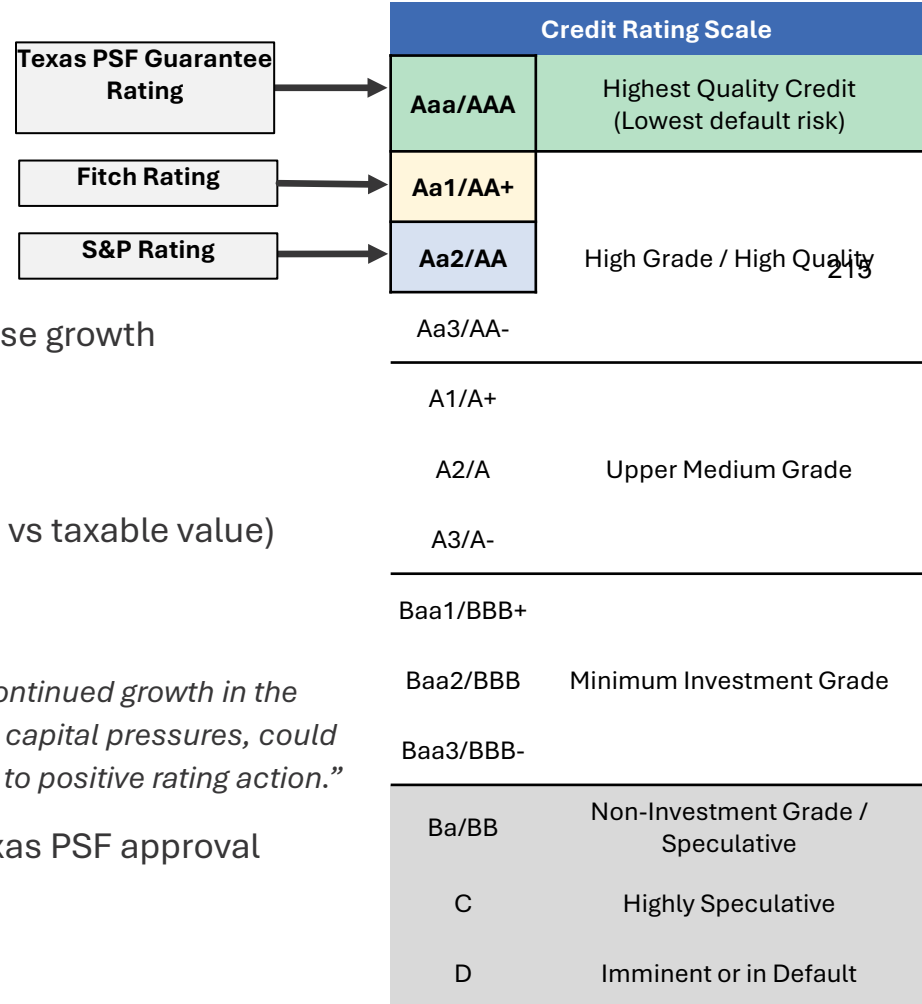
Key Rating Factors

- Very strong economic metrics, continued tax base growth
- Favorable location in Austin metro area
- Maintenance of very strong reserves
- Slow amortization and high debt (per capita and vs taxable value)

Fitch Positive Outlook

- *“The Positive Outlook reflects Fitch's expectation that continued growth in the resource base, coupled with reduced enrolment-growth capital pressures, could mitigate the long-term liability burden over time, leading to positive rating action.”*

◆ **Permanent School Fund (PSF) Enhancement:** Texas PSF approval enhances ratings on most LISD bonds to “AAA”



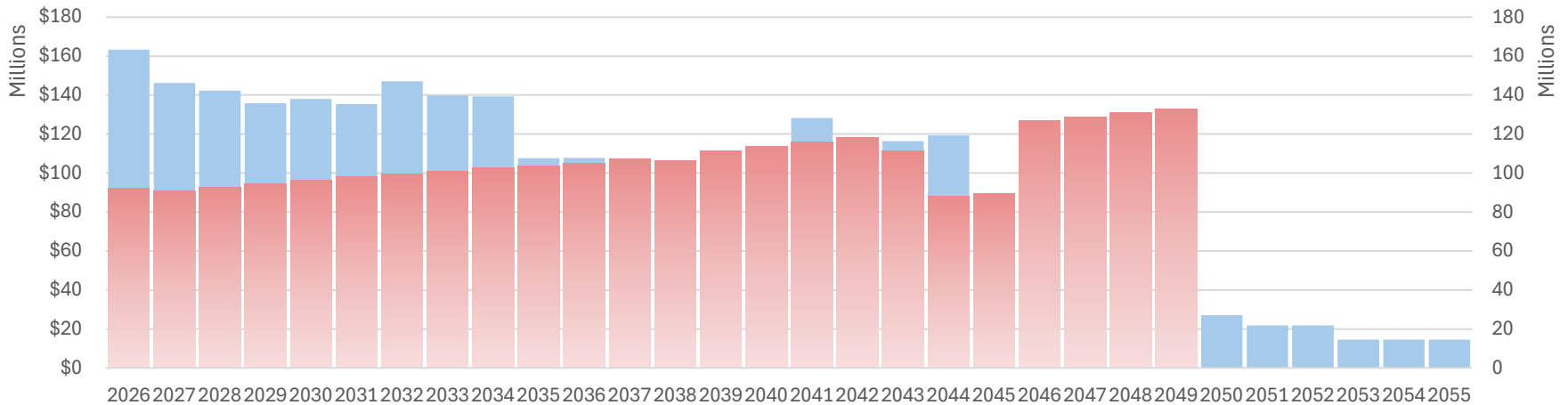


Leander ISD has reshaped the its debt position since 2014 and surpassed its CAB reduction goal...

CAB Debt Service % as % of Total Debt Service												
CYE	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
2015	77%	-	-	-	-	-	-	-	-	-	-	-
2016	77%	68%	-	-	-	-	-	-	-	-	-	-
2017	78%	69%	50%	-	-	-	-	-	-	-	-	-
2018	79%	70%	50%	50%	-	-	-	-	-	-	-	-
2019	80%	70%	50%	49%	46%	-	-	-	-	-	-	-
2020	80%	71%	50%	50%	46%	43%	-	-	-	-	-	-
2021	81%	71%	50%	50%	46%	43%	40%	-	-	-	-	-
2022	81%	71%	50%	49%	46%	43%	39%	35%	-	-	-	-
2023	81%	71%	49%	49%	45%	42%	39%	34%	32%	-	-	-
2024	82%	72%	49%	49%	45%	42%	39%	34%	32%	28%	-	-
2025	83%	72%	49%	48%	45%	42%	39%	34%	31%	27%	24%	-
2026	84%	72%	49%	48%	44%	41%	38%	32%	30%	27%	23%	17%

216

LISD's Existing Debt vs 2014 Debt Position





**ORDER
AUTHORIZING THE ISSUANCE OF**

**LEANDER INDEPENDENT SCHOOL DISTRICT
UNLIMITED TAX SCHOOL BUILDING AND REFUNDING BONDS,
SERIES 2026A**

Adopted: May 7, 2026

Table of Contents

	Page
SECTION 1: Authorization - Series Designation - Principal Amount - Purpose - Bond Date.	2
SECTION 2: Fully Registered Interest Paying/Non-Interest Paying Obligations - Terms.	2
SECTION 3: Delegation of Authority to Pricing Officer.	3
SECTION 4: Terms of Payment-Paying Agent/Registrar.	4
SECTION 5: Registration - Transfer - Exchange of Bonds - Predecessor Bonds.	5
SECTION 6: Book-Entry-Only Transfers and Transactions.	7
SECTION 7: Execution - Registration.	7
SECTION 8: Initial Bonds.	8
SECTION 9: Forms.	8
SECTION 10: Levy of Taxes.	8
SECTION 11: Mutilated-Destroyed-Lost and Stolen Bonds.	10
SECTION 12: Satisfaction of Obligation of District.	10
SECTION 13: Order a Contract - Amendments - Outstanding Bonds.	11
SECTION 14: Covenants to Maintain Tax-Exempt Status.	12
SECTION 15: Sale of Bonds – Official Statement.	16
SECTION 16: Refunded Bonds.	17
SECTION 17: Escrow Agreement.	18
SECTION 18: Control and Custody of Bonds.	19
SECTION 19: Proceeds of Sale.	19
SECTION 20: Notices to Holders-Waiver.	19
SECTION 21: Cancellation.	20
SECTION 22: Bond Counsel Opinion.	20
SECTION 23: CUSIP Numbers.	20
SECTION 24: Further Procedures.	20
SECTION 25: Benefits of Order.	21
SECTION 26: Inconsistent Provisions.	21
SECTION 27: Governing Law.	21
SECTION 28: Effect of Headings.	21

SECTION 29: Construction of Terms.	21
SECTION 30: Severability.	21
SECTION 31: Incorporation of Findings and Determinations.	21
SECTION 32: Permanent School Fund Guarantee.....	21
SECTION 33: Bond Insurance.	23
SECTION 34: Credit Enhancement.....	23
SECTION 35: Continuing Disclosure Undertaking.	23
SECTION 36: Public Meeting.....	26
SECTION 37: Effective Date.	26
SCHEDULE I LIST OF REFUNDABLE BONDS.....	I-1
EXHIBIT A FORM OF PAYING AGENT/REGISTRAR AGREEMENT.....	A-1
EXHIBIT B FORM OF BONDS	B-1

AN ORDER authorizing the issuance of “Leander Independent School District Unlimited Tax School Building and Refunding Bonds, Series 2026A” in one or more series; levying a continuing direct annual ad valorem tax for the payment of such Bonds; and resolving other matters incident and related to the issuance, sale, payment, and delivery of such Bonds, including establishing procedures and delegating matters to an authorized District official; and resolving other matters incident and related thereto

WHEREAS, the Board of Trustees (the “Board”) of the Leander Independent School District (the “District”) hereby finds and determines that unlimited tax bonds approved and authorized to be issued at elections held on November 7, 2017, November 2, 2021, and May 6, 2023 (together, the “Elections”) should be authorized to be issued at this time; a summary of the bonds authorized at said Elections, the principal amounts authorized, amounts heretofore issued, the amounts being issued pursuant to this order and the amounts remaining to be issued will be set forth in the applicable Pricing Certificate (hereinafter referenced); and

WHEREAS, the Board hereby reserves and retains the right to issue the balance of unissued bonds approved at the Elections, in one or more installments when, in the judgment of the Board, funds are needed to accomplish the purposes such bonds are voted to finance; and

WHEREAS, the Board has heretofore issued, sold, and delivered, and there are currently outstanding bonds of the District payable from ad valorem taxes of the issues or series identified in **Schedule I** attached hereto (together hereinafter called the “Refundable Bonds”); and

WHEREAS, pursuant to the provisions of Texas Government Code, Chapter 1207, as amended, the Board is authorized to issue refunding bonds and deposit the proceeds of sale directly with the place of payment for the bonds to be refunded, or other authorized depository, and such deposit, when made in accordance with such statute, shall constitute the making of firm banking and financial arrangements for the discharge and final payment of the bonds to be refunded; and

WHEREAS, the District shall by this Order, in accordance with the provisions of Chapters 1207 and 1371, Texas Government Code, as amended, delegate to a Pricing Officer (hereafter designated) the authority to determine the principal amount of Bonds to be issued, negotiate the terms of sale thereof and to select the specific maturities (whole or part) of the Refundable Bonds to be refunded; and

WHEREAS, the Board hereby finds and determines that it is a public purpose and in the best interests of the District to refund all or part of the Refundable Bonds in order to achieve a present value debt service savings, with such savings, among other information and terms, to be included in one or more pricing certificates (each, a “Pricing Certificate”) to be executed by the Pricing Officer, all in accordance with the provisions of Texas Government Code, Chapters 1207 and 1371, as amended; now, therefore,

BE IT ORDERED BY THE BOARD OF TRUSTEES OF THE LEANDER INDEPENDENT SCHOOL DISTRICT:

SECTION 1: Authorization - Series Designation - Principal Amount - Purpose - Bond Date. Unlimited tax bonds of the District shall be and are hereby authorized to be issued in one or more series in the maximum aggregate principal amount hereinafter set forth to be designated and bear the title “LEANDER INDEPENDENT SCHOOL DISTRICT UNLIMITED TAX SCHOOL BUILDING AND REFUNDING BONDS, SERIES 2026A” and/or any additional or different designation as specified in the applicable Pricing Certificate (herein referred to as the “Bonds”), for one or more of the following purposes, to wit: (i) in the amount specified in the applicable Pricing Certificate for the discharge and final payment of all or part of the Refundable Bonds (those Refundable Bonds actually refunded, as identified in the applicable Pricing Certificate, are referred to herein as the “Refunded Bonds”), (ii) in the amount specified in the Pricing Certificate for constructing, acquiring, renovating, improving and equipping school buildings of the District and the purchase of necessary sites therefor, and acquiring school buses, (iii) in the amount specified in the Pricing Certificate for acquiring and updating technology equipment, (iv) in the amount specified in the Pricing Certificate for designing, constructing, renovating, improving, upgrading, updating, acquiring, and equipping school facilities (and any necessary or related removal of existing facilities), the purchase of the necessary sites for school facilities, the purchase of new school buses, the retrofitting of school buses with emergency, safety, or security equipment, and the purchase or retrofitting of vehicles to be used for emergency, safety, or security purposes, (v) in the amount specified in the Pricing Certificate for acquiring and updating technology equipment and technology infrastructure, (vi) in the amount specified in the Pricing Certificate for renovating, improving, upgrading, updating, and equipping Don Tew Performing Arts Center and South Performing Arts Center, and (vii) for the payment of costs of issuance, in accordance with the authority conferred by and in conformity with the Constitution and laws of the State of Texas, including Texas Education Code, Sections 45.001 and 45.003(b)(1), as amended, and Texas Government Code, Chapters 1207 and 1371, as amended. The Bonds shall be dated (the “Bond Date”) as provided in the applicable Pricing Certificate.

SECTION 2: Fully Registered Interest Paying/Non-Interest Paying Obligations - Terms. The Bonds shall be issued as fully registered obligations, without coupons, and as either or both “Current Interest Bonds” (obligations paying accrued interest to the holders or owners on and at stated intervals prior to maturity) and “Capital Appreciation Bonds” (obligations paying no accrued interest to the holders or owners prior to maturity).

(a) Current Interest Bonds. Current Interest Bonds (other than the Initial Bonds referenced in Section 8 hereof) shall be in denominations of \$5,000 or any integral multiple (within a Stated Maturity) thereof, shall be lettered “R-” and numbered consecutively from one (1) upward and principal shall become due and payable on a date certain in each of the years and in amounts (the “Stated Maturities”) and bear interest at the rate(s) per annum in accordance with the details of the Current Interest Bonds as set forth in the applicable Pricing Certificate.

Current Interest Bonds shall bear interest on the unpaid principal amounts from the date specified in the Pricing Certificate at the rate(s) per annum shown in the Pricing Certificate (calculated on the basis of a 360-day year of twelve 30-day months). Interest on the Current Interest Bonds shall be payable in each year on the dates, and commencing on the date, set forth in the applicable Pricing Certificate.

(b) Capital Appreciation Bonds. Capital Appreciation Bonds (other than the Initial Bonds referenced in Section 8 hereof) shall each be issued in Maturity Amounts (the “Accreted Value” [as hereinafter defined] at maturity) of \$5,000, or any integral multiple thereof within a Stated Maturity, shall be lettered “CAB-” and numbered consecutively from one (1) upward, and the original principal amounts of the Capital Appreciation Bonds, shall accrue interest at the interest rate(s) stated in the applicable Pricing Certificate, and shall become due and payable on a date certain in each of the years (the “Stated Maturities”) in the Maturity Amounts set forth in the applicable Pricing Certificate.

Interest on the Capital Appreciation Bonds shall accrue from the date of delivery of the Bonds to the initial purchasers, and be compounded semiannually in each year on the dates (the “Compounding Dates”), and commencing on the date, set forth in the applicable Pricing Certificate, until the Stated Maturity or earlier redemption thereof. The accrued interest on Capital Appreciation Bonds shall be payable at maturity or earlier redemption as a portion of the Maturity Amount or Accreted Value thereof.

The term “Accreted Value,” as used herein with respect to Capital Appreciation Bonds, shall mean the original principal amount of a Capital Appreciation Bond, plus the initial premium, if any, paid therefor, with interest thereon compounded semiannually to the Compounding Date next preceding the date of such calculation (or the date of calculation, if such calculation is made on a Compounding Date), at the respective interest rates stated in the applicable Pricing Certificate therefor and, with respect to each \$5,000 Accreted Value at maturity, as set forth in the Accreted Value table attached to the applicable Pricing Certificate and in the Official Statement referred to in the applicable Pricing Certificate. For any day other than a Compounding Date, the Accreted Value of a Capital Appreciation Bond shall be determined by a straight line interpolation between the values for the applicable semiannual Compounding Dates (based on 30-day months).

SECTION 3: Delegation of Authority to Pricing Officer.

As authorized by Texas Government Code, Chapters 1207 and 1371, as amended, the President, Vice President and Secretary of the Board, and the Superintendent of Schools, each acting individually (each, the “Pricing Officer”), is hereby authorized to act on behalf of the District in selling and delivering the Bonds, in one or more series, and carrying out the other procedures specified in this Order, including selecting the specific maturities (whole or part) of the Refundable Bonds to be refunded, determining the aggregate original principal amount of each series of the Bonds, the date of each series of the Bonds, any additional or different designation or title by which the Bonds shall be known, determining whether the Bonds shall be issued as taxable or tax-exempt bonds, the price at which the Bonds of each series will be sold, the manner of sale (negotiated, privately placed or competitively bid), the years in which the Bonds of each series will mature, the principal amount to mature in each of such years, the rate or rates of interest to be borne by each such maturity, the interest payment dates, the record date, the compounding dates, the price and terms upon and at which the Bonds of each series shall be subject to redemption prior to maturity at the option of the District, as well as any mandatory sinking fund redemption provisions, the designation of a paying agent/registrar, the designation of an escrow agent satisfying the requirements of Texas Government Code, Chapter 1207, as amended, and all other matters relating to the issuance, sale, and delivery of each series of Bonds, including any

modification of the continuing disclosure undertaking contained in Section 35 hereof, all of which shall be specified in the applicable Pricing Certificate; provided that:

- (i) the aggregate original principal amount of the Bonds issued for new money purposes shall not exceed \$100,000,000;
- (ii) the true interest cost rate of the Bonds issued for new money purposes shall not exceed 6.00%;
- (iii) the maximum maturity date for the Bonds issued for new money purposes shall not exceed August 15, 2056;
- (iv) the aggregate original principal amount of Bonds issued for refunding purposes shall not exceed \$243,559,605;
- (v) each series of Bonds issued to refund all or a portion of the Refundable Bonds must produce present value savings of at least 3.00%, net of any District contribution; and
- (vi) the maximum maturity date for the Bonds issued for refunding purposes shall not exceed August 15, 2049.

The execution of the applicable Pricing Certificate shall evidence the sale date of the Bonds by the District to the Purchasers (hereinafter defined).

(b) In establishing the aggregate principal amount of each series of Bonds, the Pricing Officer shall establish an amount not exceeding the amounts authorized in Subsections (a)(i) and (a)(iv) above, which shall be sufficient in amount to provide for the purposes for which such series of Bonds are authorized and to pay costs of issuing such series of Bonds. The delegation made hereby shall expire if not exercised by the Pricing Officer on or prior to 365 days from the date hereof. The Pricing Officer may exercise such delegation on more than one occasion during such time period.

SECTION 4: Terms of Payment-Paying Agent/Registrar. The principal of, premium, if any, and the interest on the Bonds, due and payable by reason of maturity, redemption or otherwise, shall be payable only to the registered owners or holders of the Bonds (hereinafter called the “Holders”) appearing on the registration and transfer books maintained by the Paying Agent/Registrar, and the payment thereof shall be in any coin or currency of the United States of America, which at the time of payment is legal tender for the payment of public and private debts, and shall be without exchange or collection charges to the Holders.

In each Pricing Certificate, the Pricing Officer shall designate the entity to serve as Paying Agent/Registrar for the applicable series of Bonds. Books and records relating to the registration, payment, exchange and transfer of each series of the Bonds (the “Security Register”) shall at all times be kept and maintained on behalf of the District by the Paying Agent/Registrar, all as provided herein, in accordance with the terms and provisions of a “Paying Agent/Registrar Agreement,” substantially in the form attached hereto as **Exhibit A** and such reasonable rules and regulations as the Paying Agent/Registrar and the District may prescribe. The Pricing Officer is

hereby authorized to execute and deliver a Paying Agent/Registrar Agreement in connection with the delivery of each series of the Bonds. The District covenants to maintain and provide a Paying Agent/Registrar at all times until the applicable series of Bonds are paid and discharged, and any successor Paying Agent/Registrar shall be a commercial bank, trust company, financial institution, or other entity qualified and authorized to serve in such capacity and perform the duties and services of Paying Agent/Registrar. Upon any change in the Paying Agent/Registrar for the applicable series of Bonds, the District agrees to promptly cause a written notice thereof to be sent to each Holder by United States mail, first-class, postage prepaid, which notice shall also give the address of the new Paying Agent/Registrar.

Principal of and premium, if any, on the Bonds shall be payable at the Stated Maturities or redemption thereof, only upon presentation and surrender of the Bonds to the Paying Agent/Registrar at its designated offices as provided in the applicable Pricing Certificate (the "Designated Payment/Transfer Office"); provided, however, while a Bond is registered to Cede & Co., the payment of principal upon a partial redemption of the principal amount thereof may be accomplished without presentation and surrender of such Bond. Interest accrued on a Capital Appreciation Bond shall be payable at its Stated Maturity or redemption as a portion of the Accreted Value or Maturity Amount. Interest on a Current Interest Bond shall be paid by the Paying Agent/Registrar to the Holder whose name appears in the Security Register at the close of business on the Record Date (which shall be set forth in the applicable Pricing Certificate) and such interest payments shall be made (i) by check sent United States mail, first-class, postage prepaid, to the address of the Holder recorded in the Security Register or (ii) by such other method, acceptable to the Paying Agent/Registrar, requested by, and at the risk and expense of, the Holder. If the date for the payment of the principal of or interest on the Bonds shall be a Saturday, Sunday, a legal holiday, or a day on which banking institutions in the city where the Designated Payment/Transfer Office of the Paying Agent/Registrar is located are authorized by law or executive order to be closed, then the date for such payment shall be the next succeeding day which is not such a Saturday, Sunday, legal holiday, or day on which banking institutions are authorized to be closed; and payment on such date shall have the same force and effect as if made on the original date payment was due.

In the event of a nonpayment of interest on a scheduled payment date on the Current Interest Bonds, and for thirty (30) days thereafter, a new record date for such interest payment (a "Special Record Date") will be established by the Paying Agent/Registrar, if and when funds for the payment of such interest have been received from the District. Notice of the Special Record Date and of the scheduled payment date of the interest due and payable (which shall be 15 days after the Special Record Date) shall be sent at least five (5) business days prior to the Special Record Date by United States mail, first-class, postage prepaid, to the address of each Holder of the Current Interest Bonds appearing on the Security Register at the close of business on the last business day next preceding the date of mailing of such notice.

SECTION 5: Registration - Transfer - Exchange of Bonds - Predecessor Bonds. The Paying Agent/Registrar shall obtain, record, and maintain in the Security Register the name and address of each and every owner of the Bonds issued under and pursuant to the provisions of this Order, or if appropriate, the nominee thereof. Any Bond may be transferred or exchanged for Bonds of like series, of like kind (Current Interest Bonds or Capital Appreciation Bonds), maturity

and amount and in authorized denominations by the Holder, in person or by his duly authorized agent, upon surrender of such Bond to the Designated Payment/Transfer Office of the Paying Agent/Registrar for cancellation, accompanied by a written instrument of transfer or request for exchange duly executed by the Holder or by his duly authorized agent, in form satisfactory to the Paying Agent/Registrar.

Upon surrender of any Bond (other than the Initial Bonds authorized in Section 8 hereof) for transfer at the Designated Payment/Transfer Office of the Paying Agent/Registrar, one or more new Bonds shall be registered and issued to the assignee or transferee of the previous Holder; such Bonds to be in authorized denominations, of like Stated Maturity, of like series, and of a like aggregate principal amount (with respect to Current Interest Bonds) or Maturity Amount (with respect to Capital Appreciation Bonds) as the Bond or Bonds surrendered for transfer.

At the option of the Holder, Bonds (other than the Initial Bonds authorized in Section 8 hereof) may be exchanged for other Bonds of like series of authorized denominations and having the same Stated Maturity, bearing the same rate of interest and of like aggregate principal amount (with respect to Current Interest Bonds) or Maturity Amount (with respect to Capital Appreciation Bonds) as the Bonds surrendered for exchange, upon surrender of the Bonds to be exchanged at the Designated Payment/Transfer Office of the Paying Agent/Registrar. Whenever any Bonds are surrendered for exchange, the Paying Agent/Registrar shall register and deliver new Bonds to the Holder requesting the exchange.

All Bonds issued in any transfer or exchange of Bonds shall be delivered to the Holders at the Designated Payment/Transfer Office of the Paying Agent/Registrar or sent by United States mail, first-class, postage prepaid, to the Holders, and, upon the registration and delivery thereof, the same shall be the valid obligations of the District, evidencing the same obligation to pay and entitled to the same benefits under this Order, as the Bonds surrendered in such transfer or exchange.

All transfers or exchanges of Bonds pursuant to this Section shall be made without expense or service charge to the Holder, except as otherwise herein provided, and except that the Paying Agent/Registrar shall require payment by the Holder requesting such transfer or exchange of any tax or other governmental charges required to be paid with respect to such transfer or exchange.

Bonds cancelled by reason of an exchange or transfer pursuant to the provisions hereof are hereby defined to be "Predecessor Bonds," evidencing all or a portion, as the case may be, of the same obligation to pay evidenced by the new Bond or Bonds registered and delivered in the exchange or transfer therefor. Additionally, the term "Predecessor Bonds" shall include any mutilated, lost, destroyed, or stolen Bond for which a replacement Bond has been issued, registered, and delivered in lieu thereof pursuant to the provisions of Section 11 hereof and such new replacement Bond shall be deemed to evidence the same obligation as the mutilated, lost, destroyed, or stolen Bond.

Neither the District nor the Paying Agent/Registrar shall be required to issue or transfer to an assignee of a Holder any Bond called for redemption, in whole or in part, within forty-five (45) days of the date fixed for the redemption of such Bond; provided, however, such limitation on

transferability shall not be applicable to an exchange by the Holder of the unredeemed balance of a Bond called for redemption in part.

SECTION 6: Book-Entry-Only Transfers and Transactions. Notwithstanding the provisions contained in Sections 4 and 5 hereof relating to the payment and transfer/exchange of the Bonds, the District hereby approves and authorizes the use of “Book-Entry-Only” securities clearance, settlement, and transfer system provided by The Depository Trust Company (“DTC”), a limited purpose trust company organized under the laws of the State of New York, in accordance with the requirements and procedures identified in the current DTC Operational Arrangements memorandum, as amended, the Blanket Issuer Letter of Representation, by and between the District and DTC, and the Letter of Representation from the Paying Agent/Registrar to DTC (collectively, the “Depository Agreement”) relating to the Bonds.

Pursuant to the Depository Agreement and the rules of DTC, the Bonds shall be deposited with DTC who shall hold such Bonds for its participants (the “DTC Participants”). While the Bonds are held by DTC under the Depository Agreement, the Holder of the Bonds on the Security Register for all purposes, including payment and notices, shall be Cede & Co., as nominee of DTC, notwithstanding the ownership of each actual purchaser or owner of each Bond (the “Beneficial Owners”) being recorded in the records of DTC and DTC Participants.

In the event DTC determines to discontinue serving as securities depository for the Bonds or otherwise ceases to provide book-entry clearance and settlement of securities transactions in general, the District covenants and agrees with the Holders of the Bonds to cause Bonds to be printed in definitive form and provide for the Bond certificates to be issued and delivered to DTC Participants and Beneficial Owners, as the case may be. Thereafter, the Bonds in definitive form shall be assigned, transferred and exchanged on the Security Register maintained by the Paying Agent/Registrar, and payment of such Bonds shall be made in accordance with the provisions of Sections 4 and 5 hereof.

SECTION 7: Execution - Registration. The Bonds shall be executed on behalf of the District by the President or Vice President of the Board under its seal reproduced or impressed thereon and attested by the Secretary of the Board. The signature of such officers on the Bonds may be manual or facsimile. Bonds bearing the manual or facsimile signatures of individuals who are or were the proper officers of the District on the date of adoption of this Order shall be deemed to be duly executed on behalf of the District, regardless of whether such individuals are no longer officers at the time of delivery of the Bonds to the initial purchaser(s) and with respect to Bonds delivered in subsequent exchanges and transfers, all as authorized and provided in Texas Government Code, Chapter 1201, as amended.

No Bond shall be entitled to any right or benefit under this Order, or be valid or obligatory for any purpose, unless there appears on such Bond either a certificate of registration substantially in the form provided in **Exhibit B**, manually executed by the Comptroller of Public Accounts of the State of Texas, or his or her duly authorized agent, or a certificate of registration substantially in the form provided in **Exhibit B**, manually executed by an authorized officer, employee or representative of the Paying Agent/Registrar, and either such certificate duly signed upon any

Bond shall be conclusive evidence, and the only evidence, that such Bond has been duly certified, registered, and delivered.

SECTION 8: Initial Bonds. The Bonds herein authorized shall be initially issued as fully registered Bonds of the appropriate kind (Current Interest Bonds and Capital Appreciation Bonds) as specified in the applicable Pricing Certificate, being (i) a single, fully registered Current Interest Bond in the aggregate principal amount noted and principal installments to become due and payable as provided in the applicable Pricing Certificate and numbered TR-1, and/or (ii) a single, fully registered Capital Appreciation Bond in the aggregate Maturity Amount noted, and with installments of such Maturity Amount to become due and payable as provided, in the applicable Pricing Certificate and numbered TCAB-1 (hereinafter collectively called the “Initial Bonds”) and the Initial Bonds shall be registered in the name of the initial purchaser(s) or the designee thereof. The Initial Bonds shall be the Bonds submitted to the Office of the Attorney General of the State of Texas for approval, certified and registered by the Office of the Comptroller of Public Accounts of the State of Texas and delivered to the initial purchaser(s). Any time after the delivery of the Initial Bonds, the Paying Agent/Registrar, pursuant to written instructions from the initial purchaser(s), or the designee thereof, shall cancel the Initial Bonds delivered hereunder and exchange therefor definitive Bonds of like series, of like kind, and of authorized denominations, Stated Maturities, principal amounts (with respect to Current Interest Bonds) or Maturity Amounts (with respect to the Capital Appreciation Bonds) and bearing applicable interest rates for transfer and delivery to the Holders named at the addresses identified therefor; all pursuant to and in accordance with such written instructions from the initial purchaser(s), or the designee thereof, and such other information and documentation as the Paying Agent/Registrar may reasonably require.

SECTION 9: Forms. (a) Forms Generally. The Bonds, the Registration Certificate of the Comptroller of Public Accounts of the State of Texas, the Registration Certificate of Paying Agent/Registrar, and the form of Assignment to be printed on each of the Bonds, shall be substantially in the forms set forth in **Exhibit B** with such appropriate insertions, omissions, substitutions, and other variations as are permitted or required by this Order or the applicable Pricing Certificate. The Bonds to be completed and modified with the information set forth in the applicable Pricing Certificate may have such letters, numbers, or other marks of identification (including identifying numbers and letters of the Committee on Uniform Securities Identification Procedures of the American Bankers Association) and such legends and endorsements (including language pertaining to the Bonds being guaranteed by the Permanent School Fund and any reproduction of an opinion of counsel) thereon as may, consistently herewith, be established by the District or determined by the Pricing Officer. Each Pricing Certificate shall set forth the final and controlling terms of the applicable series of Bonds. Any portion of the text of any Bonds may be set forth on the reverse thereof, with an appropriate reference thereto on the face of the Bond.

The definitive Bonds and the Initial Bonds shall be printed, lithographed, or engraved, typewritten, photocopied or otherwise reproduced in any other similar manner, all as determined by the officers executing such Bonds as evidenced by their execution.

SECTION 10: Levy of Taxes. To provide for the payment of each series of the Bonds, there is hereby levied, and there shall be annually assessed and collected in due time, form, and

manner, a tax on all taxable property in the District, without limit as to rate or amount, sufficient to pay the principal of and interest on each series of the Bonds as the same becomes due and payable; and such tax hereby levied on each one hundred dollars' valuation of taxable property in the District for the payment of each series of the Bonds shall be at a rate from year to year as will be ample and sufficient to provide funds each year to pay the principal of and interest on such Bonds while Outstanding (hereinafter defined); full allowance being made for delinquencies and costs of collection. The taxes levied, assessed, and collected for and on account of each series of the Bonds shall be accounted for separate and apart from all other funds of the District and shall be deposited in the "SPECIAL SERIES 2026A UNLIMITED TAX SCHOOL BUILDING AND REFUNDING BOND FUND" (the "Interest and Sinking Fund"), or such other designation as specified in the applicable Pricing Certificate, to be maintained at an official depository of the District's funds; and such tax hereby levied, and to be assessed and collected annually, is hereby pledged to the payment of each series of the Bonds.

PROVIDED, however, in regard to any payment to become due on a series of Bonds prior to the tax delinquency date next following the annual assessment of taxes levied which next follows the applicable Bond Date, sufficient current funds will be available and are hereby appropriated to make such payments; and proper officials of the District are hereby authorized and directed to transfer and deposit in the applicable Interest and Sinking Fund such current funds which, together with the accrued interest received from the initial purchasers, will be sufficient to pay the payments due on the applicable series of Bonds prior to the tax delinquency date next following the annual assessment of taxes levied which next follows the applicable Bond Date.

The District represents that it currently receives state assistance, and to the extent the District's ability to comply with Texas Education Code, Section 45.0031, as amended, with respect to the issuance of a series of Bonds is contingent on such state assistance, the District covenants and agrees a tax rate will not be adopted for a year to pay debt service on such series of Bonds unless the District has deposited to the credit of the applicable Interest and Sinking Fund the amount of such state assistance received or to be received in that year and used in the demonstration to the Attorney General to comply with such Section 45.0031. Furthermore, in the event the District receives state assistance for a series of Bonds under Texas Education Code, Chapter 46, as amended, and while such assistance or any substitute program therefor requires such state assistance to be deposited to the applicable Interest and Sinking Fund for such series of Bonds, the District covenants and agrees to deposit to the credit of the applicable Interest and Sinking Fund the state assistance received by the District pursuant to Chapter 46, or any successor program, for such series of Bonds, and a tax rate for purposes of debt service shall be adopted that takes into account the balance of the applicable Interest and Sinking Fund.

The President, Vice President, and Secretary of the Board, and the Superintendent of Schools, individually or jointly, are hereby authorized and directed to cause to be transferred to the Paying Agent/Registrar for each series of Bonds, from funds on deposit in the applicable Interest and Sinking Fund, amounts sufficient to fully pay and discharge promptly each installment of interest and principal of each series of Bonds as the same accrues or matures or comes due by reason of redemption prior to maturity; such transfers of funds to be made in such manner as will cause collected funds to be deposited with the Paying Agent/Registrar on or before each principal and interest payment date for each applicable series of Bonds.

SECTION 11: Mutilated-Destroyed-Lost and Stolen Bonds. In case any Bond shall be mutilated, or destroyed, lost, or stolen, the Paying Agent/Registrar may execute and deliver a replacement Bond of like form and tenor, of like series, and in the same denomination and bearing a number not contemporaneously outstanding, in exchange and substitution for such mutilated Bond; and with respect to a lost, destroyed, or stolen Bond, a replacement Bond may be issued only upon the approval of the District and after (i) the filing by the Holder with the Paying Agent/Registrar of evidence satisfactory to the Paying Agent/Registrar of the destruction, loss, or theft of such Bond, and of the authenticity of the ownership thereof and (ii) the furnishing to the Paying Agent/Registrar of indemnification in an amount satisfactory to hold the District and the Paying Agent/Registrar harmless. All expenses and charges associated with such indemnity and with the preparation, execution and delivery of a replacement Bond shall be borne by the Holder of the Bond mutilated, or destroyed, lost, or stolen.

Every replacement Bond issued pursuant to this Section shall be a valid and binding obligation of the District, and shall be entitled to all the benefits of this Order equally and ratably with all other Outstanding Bonds; notwithstanding the enforceability of payment by anyone of the destroyed, lost, or stolen Bonds.

The provisions of this Section are exclusive and shall preclude (to the extent lawful) all other rights and remedies with respect to the replacement and payment of mutilated, destroyed, lost, or stolen Bonds.

SECTION 12: Satisfaction of Obligation of District. If the District shall pay or cause to be paid, or there shall otherwise be paid to the Holders, the principal of, premium, if any, and interest on the applicable series of Bonds, at the times and in the manner stipulated in this Order and the applicable Pricing Certificate, then the pledge of taxes levied under this Order and all covenants, agreements, and other obligations of the District to the Holders shall thereupon cease, terminate, and be discharged and satisfied.

Bonds or any principal amount(s) shall be deemed to have been paid within the meaning and with the effect expressed above in this Section when (i) money sufficient to pay in full such Bonds at maturity or to the redemption date therefor, together with all interest due thereon, shall have been irrevocably deposited with and held in trust by the Paying Agent/Registrar, or an authorized escrow agent, or (ii) Government Securities (as hereinafter defined) shall have been irrevocably deposited in trust with the Paying Agent/Registrar, or an authorized escrow agent, which Government Securities shall mature as to principal and interest in such amounts and at such times as will insure the availability, without reinvestment, of sufficient money, together with any moneys deposited therewith, to pay when due the Bonds on the Stated Maturities thereof or (if notice of redemption has been duly given or waived or if irrevocable arrangements therefor acceptable to the Paying Agent/Registrar have been made) the redemption date thereof. In the event of a defeasance of the Bonds, the District shall deliver a certificate from its financial advisor, the Paying Agent/Registrar, an independent certified public accountant, or another qualified third party concerning the sufficiency of the deposit of cash and/or Government Securities to pay, when due, the principal of, redemption premium (if any), and interest due on any defeased Bonds. The District covenants that no deposit of moneys or Government Securities will be made under this Section and no use made of any such deposit that would cause the Bonds to be treated as “arbitrage

bonds” within the meaning of Section 148 of the Internal Revenue Code of 1986, as amended, or regulations adopted pursuant thereto.

Any moneys so deposited with the Paying Agent/Registrar, or an authorized escrow agent, and all income from Government Securities held in trust by the Paying Agent/Registrar, or an authorized escrow agent, pursuant to this Section in excess of the amount required for the payment of the applicable series of Bonds shall be remitted to the District or deposited as directed by the District. Furthermore, any money held by the Paying Agent/Registrar for the payment of the applicable series of Bonds and remaining unclaimed for a period of three (3) years after the Stated Maturity, or applicable redemption date, of the Bonds such moneys were deposited and are held in trust to pay shall upon the request of the District be remitted to the District against a written receipt therefor. Notwithstanding the above and foregoing, any remittance of funds from the Paying Agent/Registrar to the District shall be subject to any applicable unclaimed property laws of the State of Texas.

Unless otherwise specified in the applicable Pricing Certificate, the term “Government Securities” means (a) direct, noncallable obligations of the United States of America, including obligations that are unconditionally guaranteed by the United States of America, (b) noncallable obligations of an agency or instrumentality of the United States of America, including obligations that are unconditionally guaranteed or insured by the agency or instrumentality and that, on the date of their acquisition or purchase by the District, are rated as to investment quality by a nationally recognized investment rating firm not less than AAA or its equivalent, (c) noncallable obligations of a state or an agency or a county, municipality, or other political subdivision of a state that have been refunded and that, on the date of their acquisition or purchase by the District, are rated as to investment quality by a nationally recognized investment rating firm not less than AAA or its equivalent and (d) any other then authorized securities or obligations under applicable State law that may be used to defease obligations such as the Bonds.

The District reserves the right, subject to satisfying the requirements of (i) and (ii) above, to substitute other Government Securities for the Government Securities originally deposited, to reinvest the uninvested moneys on deposit for such defeasance and to withdraw for the benefit of the District moneys in excess of the amount required for such defeasance.

Upon such deposit as described above, such Bonds shall no longer be regarded to be outstanding or unpaid. Provided, however, the District has reserved the option, to be exercised at the time of the defeasance of a series of Bonds, to call for redemption, at an earlier date, those Bonds of a series which have been defeased to their maturity date, if the District: (i) in the proceedings providing for the firm banking and financial arrangements, expressly reserves the right to call the Bonds of such series for redemption; (ii) gives notice of the reservation of that right to the owners of the applicable series of Bonds immediately following the making of the firm banking and financial arrangements; and (iii) directs that notice of the reservation be included in any redemption notices that it authorizes.

SECTION 13: Order a Contract - Amendments - Outstanding Bonds. This Order, together with the Pricing Certificate applicable to each series of Bonds issued hereunder, shall constitute a contract with the Holders from time to time, be binding on the District, and shall not be amended

or repealed by the District so long as any Bond of the applicable series remains Outstanding except as permitted in this Section and in Section 35 hereof. The District may, without the consent of or notice to any Holders, from time to time and at any time, amend this Order or any provision in the applicable Pricing Certificate in any manner not detrimental to the interests of the Holders, including the curing of any ambiguity, inconsistency, or formal defect or omission herein. In addition, the District may, with the consent of Holders who own in the aggregate a majority of the principal amount (with respect to Current Interest Bonds) and/or Maturity Amount (with respect to Capital Appreciation Bonds) of the applicable series of Bonds then Outstanding, amend, add to, or rescind any of the provisions of this Order or any provision in the applicable Pricing Certificate; provided that, without the consent of all Holders of any affected series of Outstanding Bonds, no such amendment, addition, or rescission shall (1) extend the time or times of payment of the principal of and interest on the applicable series of Bonds, reduce the principal amount or Maturity Amount, as the case may be, thereof, the redemption price, or the rate of interest thereon, or in any other way modify the terms of payment of the principal of or interest on the applicable series of Bonds, (2) give any preference to any Bond over any other Bond, or (3) reduce the aggregate principal amount or Maturity Amount, as the case may be, of Bonds required to be held by Holders for consent to any such amendment, addition, or rescission.

The term “Outstanding” when used in this Order with respect to a series of Bonds means, as of the date of determination, all Bonds theretofore issued and delivered under this Order, except:

- (1) those Bonds cancelled by the Paying Agent/Registrar or delivered to the Paying Agent/Registrar for cancellation;
- (2) those Bonds deemed to be duly paid by the District in accordance with the provisions of Section 12 hereof; and
- (3) those mutilated, destroyed, lost, or stolen Bonds which have been replaced with Bonds registered and delivered in lieu thereof as provided in Section 11 hereof.

SECTION 14: Covenants to Maintain Tax-Exempt Status. The provisions of this Section 14 apply only to the extent the Bonds are issued as tax-exempt bonds.

(a) Definitions. When used in this Section, the following terms have the following meanings:

“*Closing Date*” means the date on which the Bonds are first authenticated and delivered to the initial purchasers against payment therefor.

“*Code*” means the Internal Revenue Code of 1986, as amended by all legislation, if any, effective on or before the Closing Date.

“*Computation Date*” has the meaning set forth in Section 1.148-1(b) of the Regulations.

“*Gross Proceeds*” means any proceeds as defined in Section 1.148-1(b) of the Regulations, and any replacement proceeds as defined in Section 1.148-1(c) of the Regulations, of the Bonds.

“*Investment*” has the meaning set forth in Section 1.148-1(b) of the Regulations.

“*Nonpurpose Investment*” means any investment property, as defined in Section 148(b) of the Code, in which Gross Proceeds of the Bonds are invested and which is not acquired to carry out the governmental purposes of the Bonds.

“*Rebate Amount*” has the meaning set forth in Section 1.148-1(b) of the Regulations.

“*Regulations*” means any proposed, temporary, or final Income Tax Regulations issued pursuant to Sections 103 and 141 through 150 of the Code, and 103 of the Internal Revenue Code of 1954, which are applicable to the Bonds. Any reference to any specific Regulation shall also mean, as appropriate, any proposed, temporary or final Income Tax Regulation designed to supplement, amend or replace the specific Regulation referenced.

“*Yield*” of (1) any Investment has the meaning set forth in Section 1.148-5 of the Regulations and (2) the Bonds has the meaning set forth in Section 1.148-4 of the Regulations.

(b) Not to Cause Interest to Become Taxable. The District shall not use, permit the use of, or omit to use Gross Proceeds or any other amounts (or any property the acquisition, construction, or improvement of which is to be financed directly or indirectly with Gross Proceeds) in a manner which if made or omitted, respectively, would cause the interest on any Bond to become includable in the gross income, as defined in Section 61 of the Code, of the owner thereof for federal income tax purposes. Without limiting the generality of the foregoing, unless and until the District receives a written opinion of counsel nationally recognized in the field of municipal bond law to the effect that failure to comply with such covenant will not adversely affect the exemption from federal income tax of the interest on any Bond, the District shall comply with each of the specific covenants in this Section.

(c) No Private Use or Private Payments. Except as permitted by Section 141 of the Code and the Regulations and rulings thereunder, the District shall at all times prior to the last Stated Maturity of Bonds:

(1) exclusively own, operate, and possess all property the acquisition, construction, or improvement of which is to be financed or refinanced directly or indirectly with Gross Proceeds of the Bonds (including property financed with Gross Proceeds of the Refunded Bonds), and not use or permit the use of such Gross Proceeds (including all contractual arrangements with terms different than those applicable to the general public) or any property acquired, constructed, or improved with such Gross Proceeds in any activity carried on by any person or entity (including the United States or any agency,

department, and instrumentality thereof) other than a state or local government, unless such use is solely as a member of the general public; and

(2) not directly or indirectly impose or accept any charge or other payment by any person or entity who is treated as using Gross Proceeds of the Bonds or any property the acquisition, construction, or improvement of which is to be financed or refinanced directly or indirectly with such Gross Proceeds (including property financed with Gross Proceeds of the Refunded Bonds), other than taxes of general application within the District or interest earned on investments acquired with such Gross Proceeds pending application for their intended purposes.

(d) No Private Loan. Except to the extent permitted by Section 141 of the Code and the Regulations and rulings thereunder, the District shall not use Gross Proceeds of the Bonds to make or finance loans to any person or entity other than a state or local government. For purposes of the foregoing covenant, such Gross Proceeds are considered to be “loaned” to a person or entity if: (1) property acquired, constructed, or improved with such Gross Proceeds is sold or leased to such person or entity in a transaction which creates a debt for federal income tax purposes; (2) capacity in or service from such property is committed to such person or entity under a take-or-pay, output, or similar contract or arrangement; or (3) indirect benefits, or burdens and benefits of ownership, of such Gross Proceeds or any property acquired, constructed, or improved with such Gross Proceeds are otherwise transferred in a transaction which is the economic equivalent of a loan.

(e) Not to Invest at Higher Yield. Except to the extent permitted by Section 148 of the Code and the Regulations and rulings thereunder, the District shall not at any time prior to the final Stated Maturity of the Bonds directly or indirectly invest Gross Proceeds in any Investment (or use Gross Proceeds to replace money so invested), if as a result of such investment the Yield from the Closing Date of all Investments acquired with Gross Proceeds (or with money replaced thereby), whether then held or previously disposed of, exceeds the Yield of the Bonds.

(f) Not Federally Guaranteed. Except to the extent permitted by Section 149(b) of the Code and the Regulations and rulings thereunder, the District shall not take or omit to take any action which would cause the Bonds to be federally guaranteed within the meaning of Section 149(b) of the Code and the Regulations and rulings thereunder.

(g) Information Report. The District shall timely file the information required by Section 149(e) of the Code with the Secretary of the Treasury on Form 8038-G or such other form and in such place as the Secretary may prescribe.

(h) Rebate of Arbitrage Profits. Except to the extent otherwise provided in Section 148(f) of the Code and the Regulations and rulings thereunder:

(1) The District shall account for all Gross Proceeds (including all receipts, expenditures and investments thereof) on its books of account separately and apart from all other funds (and receipts, expenditures and investments thereof) and shall retain all records of accounting for at least six (6) years after the day on

which the last outstanding Bond is discharged. However, to the extent permitted by law, the District may commingle Gross Proceeds of the Bonds with other money of the District, provided that the District separately accounts for each receipt and expenditure of Gross Proceeds and the obligations acquired therewith.

(2) Not less frequently than each Computation Date, the District shall calculate the Rebate Amount in accordance with rules set forth in Section 148(f) of the Code and the Regulations and rulings thereunder. The District shall maintain such calculations with its official transcript of proceedings relating to the issuance of the Bonds until six years after the final Computation Date.

(3) As additional consideration for the purchase of the Bonds by the Purchasers and the loan of the money represented thereby and in order to induce such purchase by measures designed to insure the excludability of the interest thereon from the gross income of the Holders thereof for federal income tax purposes, the District shall pay to the United States out of the general fund, other appropriate fund, or, if permitted by applicable Texas statute, regulation, or opinion of the Attorney General of the State of Texas, the Interest and Sinking Fund the amount that when added to the future value of previous rebate payments made for the Bonds equals (i) in the case of a Final Computation Date as defined in Section 1.148-3(e)(2) of the Regulations, one hundred percent (100%) of the Rebate Amount on such date; and (ii) in the case of any other Computation Date, ninety percent (90%) of the Rebate Amount on such date. In all cases, the rebate payments shall be made at the times, in the installments, to the place, and in the manner as is or may be required by Section 148(f) of the Code and the Regulations and rulings thereunder, and shall be accompanied by Form 8038-T or such other forms and information as is or may be required by Section 148(f) of the Code and the Regulations and rulings thereunder.

(4) The District shall exercise reasonable diligence to assure that no errors are made in the calculations and payments required by paragraphs (2) and (3), and if an error is made, to discover and promptly correct such error within a reasonable amount of time thereafter (and in all events within one hundred eighty (180) days after discovery of the error), including payment to the United States of any additional Rebate Amount owed to it, interest thereon, and any penalty imposed under Section 1.148-3(h) of the Regulations.

(i) Not to Divert Arbitrage Profits. Except to the extent permitted by Section 148 of the Code and the Regulations and rulings thereunder, the District shall not, at any time prior to the earlier of the Stated Maturity or final payment of the Bonds, enter into any transaction that reduces the amount required to be paid to the United States pursuant to subsection (h) of this Section because such transaction results in a smaller profit or a larger loss than would have resulted if the transaction had been at arm's length and had the Yield of the Bonds not been relevant to either party.

(j) Elections. The District hereby directs and authorizes the President, Vice President, and Secretary of the Board, and the Superintendent of Schools, individually or jointly, to make elections permitted or required pursuant to the provisions of the Code or the Regulations, as they deem necessary or appropriate in connection with the Bonds, in the Certificate as to Tax Exemption or similar or other appropriate certificate, form, or document.

(k) Bonds Not Hedge Bonds. At the time the original bonds refunded by the Bonds were issued, the District reasonably expected to spend at least 85% of the spendable proceeds of such bonds within three years after such bonds were issued, and (2) not more than 50% of the proceeds of the original bonds refunded by the Bonds were invested in Nonpurpose Investments having a substantially guaranteed Yield for a period of 4 years or more.

(l) Current Refunding. The Bonds issued for refunding purposes are a current refunding in that the Refunded Bonds will be paid or redeemed within ninety (90) days of the date of the delivery of the Bonds.

SECTION 15: Sale of Bonds – Official Statement. The Bonds authorized by this Order may be sold by the District to the purchaser(s) identified in the applicable Pricing Certificate (herein referred to as the “Purchasers”) by (i) negotiated sale, in accordance with a bond purchase agreement (the “Purchase Contract”), (ii) private placement, in accordance with an agreement to purchase or other agreement, or (iii) competitive bidding, in accordance with the successful bid submitted therefor, as determined by the Pricing Officer, in accordance with Section 3 hereof. In the event the Bonds are sold by negotiated sale, the Pricing Officer shall designate and identify the Purchasers in the applicable Pricing Certificate. The Pricing Officer is hereby authorized and directed to execute the Purchase Contract, agreement to purchase in the event of a private placement, or the successful bid form in the event of a competitive sale, as applicable, for and on behalf of the District and as the act and deed of this Board.

With regard to such terms and provisions of the Purchase Contract as a result of a negotiated sale, the Pricing Officer is hereby authorized to come to an agreement with the Purchasers on the following, among other matters:

1. The details of the purchase and sale of the Bonds;
2. The details of the public offering of the Bonds by the Purchasers;
3. The details of an Official Statement (and, if appropriate, any Preliminary Official Statement) relating to the Bonds and the District’s Rule 15c2-12 compliance;
4. A security deposit for the Bonds;
5. The representations and warranties of the District to the Purchasers;
6. The details of the delivery of, and payment for, the Bonds;
7. The Purchasers’ obligations under the Purchase Contract;
8. The certain conditions to the obligations of the District under the Purchase Contract;
9. Termination of the Purchase Contract;

10. Particular covenants of the District;
11. The survival of representations made in the Purchase Contract;
12. The payment of any expenses relating to the Purchase Contract;
13. Notices; and
14. Any and all such other details that are found by the Pricing Officer to be necessary and advisable for the purchase and sale of the Bonds.

The Pricing Officer is hereby authorized and directed to execute the Purchase Contract for and on behalf of the District and as the act and deed of this Board.

The President, Vice President and Secretary of the Board, and the Pricing Officer, are further authorized and directed to execute and deliver for and on behalf of the District copies of a Preliminary Official Statement and an Official Statement, prepared in connection with the offering of each series of the Bonds by the Purchasers, in final form as may be required by the Purchasers, and such final Official Statement in the form and content as approved by the Pricing Officer or as manually executed by such officials shall be deemed to be approved by the Board and constitute the Official Statement authorized for distribution and use by the Purchasers.

SECTION 16: Refunded Bonds.

(a) In order to provide for the refunding, discharge, and retirement of the Refunded Bonds, the Refunded Bonds, identified, described, and in the amount set forth in each applicable Pricing Certificate, are called for redemption on the first date such Refunded Bonds are subject to redemption or such other date specified by the Pricing Officer in the applicable Pricing Certificate at the price of par plus accrued interest to the redemption date with respect to the Refunded Bonds issued as current interest bonds or at the price of the accreted value thereof as of the redemption date with respect to the Refunded Bonds issued as capital appreciation bonds, and notices of such redemption shall be given in accordance with the applicable provisions of the order(s) adopted by the Board which authorized the issuance of the Refunded Bonds. The Pricing Officer is hereby authorized and directed to issue or cause to be issued a Notice of Redemption for the Refunded Bonds in substantially the form(s) set forth as an exhibit to the applicable Pricing Certificate, to the paying agent/registrars for Refunded Bonds, in accordance with the redemption provisions applicable to the Refunded Bonds.

(b) The paying agent/registrars for Refunded Bonds is hereby directed to provide the appropriate notice of redemption as required by the order(s) authorizing the Refunded Bonds and is hereby directed to make appropriate arrangements so that the Refunded Bonds may be redeemed on the redemption date therefor, including making a lot selection with respect to the redemption of any partial maturities of the Refunded Bonds.

(c) The source of funds for payment of the principal of and interest on the Refunded Bonds on their respective maturity or redemption dates shall be from the funds deposited with the paying agent/registrars for the Refunded Bonds or the Escrow Agent, pursuant to the Escrow Agreement finalized by the Pricing Officer and approved in Section 17 of this Order and by the Pricing Officer.

SECTION 17: Escrow Agreement. To the extent required in connection with the issuance of a series of the Bonds, an escrow agreement which evidences the receipt of refunding bond proceeds (the “Escrow Agreement”) shall be attached to the applicable Pricing Certificate. Such Escrow Agreement is hereby authorized and shall be finalized and executed by the Pricing Officer for and on behalf of the District and as the act and deed of this Board. The Escrow Agreement as executed by such Pricing Officer shall be deemed approved by the Board and constitute the Escrow Agreement herein approved. In addition, the applicable Pricing Certificate shall identify an escrow agent (the “Escrow Agent”) necessary for the refunding of the Refunded Bonds. With regard to the finalization of certain terms and provisions of the Escrow Agreement, the Pricing Officer is hereby authorized to come to an agreement with the Escrow Agent on the following details, among other matters:

1. The identification of the Refunded Bonds;
2. The creation and funding of the applicable Escrow Fund; and
3. The Escrow Agent’s compensation, administration of the applicable Escrow Fund, and the settlement of any paying agents’ charges relating to the Refunded Bonds.

Furthermore, appropriate officials of the District in cooperation with the Escrow Agent are hereby authorized and directed to make the necessary arrangements for the purchase of the escrowed securities referenced in the Escrow Agreement (the “Escrowed Securities”) and the delivery thereof to the Escrow Agent on the day of delivery of a series of the Bonds to the Purchasers for deposit to the credit of the “LEANDER INDEPENDENT SCHOOL DISTRICT SERIES 2026A UNLIMITED TAX SCHOOL BUILDING AND REFUNDING BOND ESCROW FUND” (referred to herein as an “Escrow Fund”), or such other designation as specified in the applicable Pricing Certificate; all as contemplated and provided in Texas Government Code, Chapter 1207, as amended, this Order, the applicable Pricing Certificate, and the Escrow Agreement. At the written direction of the District, the Escrow Agent shall reinvest cash balances representing receipts from the Escrowed Securities, make substitutions of the Escrowed Securities or redeem the Escrowed Securities and reinvest the proceeds thereof in substituted Escrowed Securities and enter into any associated contract with a provider of Escrowed Securities as long as any such substituted Escrowed Securities mature on the dates and in the amounts specified in a verification report as sufficient to pay the principal of and redemption premium, if any, and interest on the Refunded Bonds when due. All Escrowed Securities delivered under such an arrangement shall be delivered to the Escrow Agent on a “delivery versus payment” basis. To the extent the Pricing Officer determines such an arrangement is in the District’s best interest, the Pricing Officer is authorized to provide such written direction of the District to the Escrow Agent and sign any associated contract, agreement, certificate or instruction letter with respect to such arrangement from time to time.

To the extent an Escrow Agreement is not required in connection with the issuance of the Bonds, the Pricing Officer is authorized to enter into a deposit letter agreement or such other comparable document which evidences the receipt of refunding bond proceeds with the paying agent for the Refunded Bonds. The deposit letter agreement or such other comparable document

as executed by the Pricing Officer shall be deemed approved by the Board and constitute the agreement herein approved.

SECTION 18: Control and Custody of Bonds. The President and Vice President of the Board shall be and is hereby authorized to take and have charge of all necessary orders and records, including the definitive Bonds and the Initial Bonds, pending the investigation and approval of the Initial Bonds by the Attorney General of the State of Texas, and the registration of the Initial Bonds to the Comptroller of Public Accounts and the delivery thereof to the Purchasers.

Furthermore, the President and Vice President of the Board, the Superintendent of Schools, and all other officers of the District, any one or more of such officials, are hereby authorized and directed to furnish and execute such documents and certifications relating to the District and the issuance of the Bonds, including a certification as to facts, estimates, circumstances, and reasonable expectations pertaining to the use, expenditure, and investment of the proceeds of the Bonds, as may be necessary for the issuance of the Bonds, the approval of the Attorney General, the registration by the Comptroller of Public Accounts, and the delivery of the Bonds to the Purchasers and, together with the District's financial advisor, bond counsel and the Paying Agent/Registrar, make the necessary arrangements for the delivery of the Initial Bonds to the Purchasers and the initial exchange thereof for definitive Bonds.

SECTION 19: Proceeds of Sale. Immediately following the delivery of each series of the Bonds, the proceeds of sale (less those proceeds of sale designated to pay costs of issuance, accrued interest, if any, received from the Purchasers of the Bonds, and the amounts to be used to pay the Refunded Bonds as specified in the applicable Pricing Certificate) shall be deposited to the credit of a construction account maintained on the books and records of the District and, if not immediately invested, in a fund kept at a depository bank of the District. Pending expenditure for authorized projects and purposes, such proceeds of sale deposited to the construction fund may be invested in authorized investments in accordance with the provisions of Texas Government Code, Chapter 2256, including guaranteed investment contracts permitted in Texas Government Code, Section 2256.015, et seq, and any investment earnings realized may be expended for such authorized projects and purposes or deposited in the applicable Interest and Sinking Fund as shall be determined by the Board. Accrued interest and premium in the amount, if any, specified in the applicable Pricing Certificate received from the sale of the Bonds and any excess bond proceeds, including investment earnings, remaining after completion of all authorized projects or purposes shall be deposited to the credit of the applicable Interest and Sinking Fund.

Additionally, the Pricing Officer shall determine the amount of any District contribution to the refunding from moneys on deposit in the interest and sinking fund maintained for the payment of the Refunded Bonds.

SECTION 20: Notices to Holders-Waiver. Wherever this Order or the applicable Pricing Certificate provides for notice to Holders of any event, such notice shall be sufficiently given (unless otherwise herein expressly provided) if in writing and sent by United States mail, first-class, postage prepaid, to the address of each Holder appearing in the Security Register at the close of business on the business day next preceding the mailing of such notice.

In any case in which notice to Holders is given by mail, neither the failure to mail such notice to any particular Holders, nor any defect in any notice so mailed, shall affect the sufficiency of such notice with respect to all other Bonds. Where this Order or the applicable Pricing Certificate provides for notice in any manner, such notice may be waived in writing by the Holder entitled to receive such notice, either before or after the event with respect to which such notice is given, and such waiver shall be the equivalent of such notice. Waivers of notice by Holders shall be filed with the Paying Agent/Registrar, but such filing shall not be a condition precedent to the validity of any action taken in reliance upon such waiver.

SECTION 21: Cancellation. All Bonds surrendered for payment, redemption, transfer, exchange, or replacement, if surrendered to the Paying Agent/Registrar, shall be promptly cancelled by it and, if surrendered to the District, shall be delivered to the Paying Agent/Registrar and, if not already cancelled, shall be promptly cancelled by the Paying Agent/Registrar. The District may at any time deliver to the Paying Agent/Registrar for cancellation any Bonds previously certified or registered and delivered which the District may have acquired in any manner whatsoever, and all Bonds so delivered shall be promptly cancelled by the Paying Agent/Registrar. All cancelled Bonds held by the Paying Agent/Registrar shall be returned to the District.

SECTION 22: Bond Counsel Opinion. The obligation of the Purchasers to accept delivery of a series of Bonds is subject to being furnished a final opinion of Norton Rose Fulbright US LLP, Attorneys, Dallas, Texas, approving such series of Bonds as to their validity, such opinion to be dated and delivered as of the date of delivery and payment for such series of Bonds. A true and correct reproduction of such opinion is hereby authorized to be printed on the applicable series of Bonds, or an executed counterpart thereof is hereby authorized to be either printed on definitive printed obligations or deposited with DTC along with the global certificates for the implementation and use of the Book-Entry-Only System used in the settlement and transfer of the applicable series of Bonds. The Board confirms the prior engagement of Norton Rose Fulbright US LLP as Bond Counsel to the District.

SECTION 23: CUSIP Numbers. CUSIP numbers may be printed or typed on the definitive Bonds. It is expressly provided, however, that the presence or absence of CUSIP numbers on the definitive Bonds shall be of no significance or effect as regards the legality thereof, and neither the District nor attorneys approving the Bonds as to legality are to be held responsible for CUSIP numbers incorrectly printed or typed on the definitive Bonds.

SECTION 24: Further Procedures. Any one or more of the President and Vice President of the Board, the Superintendent of Schools, and all other officers of the District are hereby expressly authorized, empowered and directed from time to time and at any time to do and perform all such acts and things and to execute, acknowledge and deliver in the name and on behalf of the District all agreements, instruments, certificates or other documents, whether mentioned herein or not, as may be necessary or desirable in order to carry out the terms and provisions of this Order and the issuance of the Bonds. In addition, prior to the initial delivery of the Bonds, the President and Vice President of the Board, the Superintendent of Schools, or Bond Counsel to the District are each hereby authorized and directed to approve any technical changes or corrections to this Order or to any of the documents authorized and approved by this Order: (i) in order to cure any

technical ambiguity, formal defect, or omission in the Order or such other document; or (ii) as requested by the Attorney General of the State of Texas or his representative to obtain the approval of the Bonds by the Attorney General and if such officer or counsel determines that such ministerial changes are consistent with the intent and purpose of the Order, which determination shall be final. In the event that any officer of the District whose signature shall appear on any document shall cease to be such officer before the delivery of such document, such signature nevertheless shall be valid and sufficient for all purposes the same as if such officer had remained in office until such delivery.

SECTION 25: Benefits of Order. Nothing in this Order or any Pricing Certificate, expressed or implied, is intended or shall be construed to confer upon any person other than the District, the Paying Agent/Registrar and the Holders, any right, remedy, or claim, legal or equitable, under or by reason of this Order or any Pricing Certificate or any provision hereof, this Order and each Pricing Certificate and all their provisions being intended to be and being for the sole and exclusive benefit of the District, the Paying Agent/Registrar, and the Holders.

SECTION 26: Inconsistent Provisions. All orders or resolutions, or parts thereof, which are in conflict or inconsistent with any provision of this Order or a Pricing Certificate are hereby repealed to the extent of such conflict, and the provisions of this Order shall be and remain controlling as to the matters contained herein.

SECTION 27: Governing Law. This Order shall be construed and enforced in accordance with the laws of the State of Texas and the United States of America.

SECTION 28: Effect of Headings. The Section headings herein are for convenience of reference only and shall not affect the construction hereof.

SECTION 29: Construction of Terms. If appropriate in the context of this Order, words of the singular number shall be considered to include the plural, words of the plural number shall be considered to include the singular, and words of the masculine, feminine, or neuter gender shall be considered to include the other genders.

SECTION 30: Severability. If any provision of this Order or the application thereof to any circumstance shall be held to be invalid, the remainder of this Order and the application thereof to other circumstances shall nevertheless be valid, and the Board hereby declares that this Order would have been enacted without such invalid provision.

SECTION 31: Incorporation of Findings and Determinations. The findings and determinations of the Board contained in the preamble hereof are hereby incorporated by reference and made a part of this Order for all purposes as if the same were restated in full in this Section.

SECTION 32: Permanent School Fund Guarantee. Each series of the Bonds may be sold with the principal of and interest thereon being guaranteed by the "Permanent School Fund" created, established and maintained pursuant to Article VII, Section 5 of the Constitution of the State of Texas. The Pricing Officer is hereby authorized to determine whether to make application to the Commissioner of Education of the State of Texas (the "Commissioner") for the applicable series of the Bonds to be, subject to compliance with the Texas Education Agency's rules and

regulations, guaranteed by the Permanent School Fund in accordance with the provisions of Texas Education Code, Subchapter C of Chapter 45, as amended.

In the event the Pricing Officer makes application to, and the District receives approval from, the Texas Education Agency that the Bonds of a series are eligible for such guarantee, the District hereby certifies, agrees, covenants and acknowledges that:

(i) Immediately following a determination of the District's inability to pay any principal payment or interest installment, on the applicable series of Bonds, and in no event later than five (5) days prior to a Stated Maturity or interest payment date, the Superintendent shall notify the Commissioner, in the name of the District, of (a) the District's inability to pay, all or any portion, of the principal amount or interest installment of one or more of Bonds of the applicable series, (b) the total dollar amount of funds required by the District to pay in full the principal of and interest on the Bonds of the applicable series which the District is unable to pay, (c) the name and address of the Paying Agent/Registrar for the applicable series of Bonds, (d) the date when funds for the payment of the Bonds of such series or interest thereon shall be required by the District and deposited with the Paying Agent/Registrar and (e) such other information as the Commissioner shall require.

(ii) Any notices to be given to the Holders hereunder shall additionally be given to the Commissioner, when and as mailed to the Holders.

(iii) If the District fails to pay the principal of and interest on any Bond of the applicable series and the payment thereof is provided with funds from the Permanent School Fund in accordance with the guarantee, the provisions of Texas Education Code, Section 45.059(b), as amended, shall prevail, to the extent of conflict, over the provisions of Section 21 hereof, and such amount or amounts paid with funds from the Permanent School Fund, plus interest on such amount or amounts, shall be deducted from the first State money payable to the District in the following order: first from the Foundation School Fund and then from the Available School Fund until full reimbursement of such amount or amounts has been made to the Permanent School Fund.

(iv) If two or more payments from the Permanent School Fund are made pursuant to the guarantee and the Commissioner determines the District is acting in bad faith under the guarantee, the Attorney General of the State of Texas may institute appropriate legal action to compel the District and its officers, agents and employees to comply with the duties required by law in regard to the applicable series of Bonds.

(v) Written notice advising of the defeasance of the applicable series of Bonds by a refunding or otherwise shall be given to the Division of State Finance of the Texas Education Agency within ten (10) calendar days following the defeasance of the applicable series of Bonds, and such defeasance shall cause the

guarantee of the applicable series of Bonds by the Permanent School Fund to be removed in its entirety and terminated in all respects.

SECTION 33: Bond Insurance. Each series of Bonds may be sold with the principal of and interest thereon being insured by a municipal bond insurance provider authorized to transact business in the State of Texas. The Pricing Officer is hereby authorized to make the selection of municipal bond insurance (if any) for such series of Bonds and make the determination of the provisions of any commitment therefor.

SECTION 34: Credit Enhancement. Each series of the Bonds may be sold with credit enhancement pursuant to the bond intercept credit enhancement program, Texas Education Code, Section 45.251, et seq. The Pricing Officer is hereby authorized to determine whether to make application for such credit enhancement.

SECTION 35: Continuing Disclosure Undertaking. This Section shall apply unless the Pricing Officer determines in the applicable Pricing Certificate that an undertaking is not required pursuant to the Rule.

(a) Definitions. As used in this Section, the following terms have the meanings ascribed to such terms below:

“*Financial Obligation*” means a (a) debt obligation; (b) derivative instrument entered into in connection with, or pledged as security or a source of payment for, an existing or planned debt obligation; or (c) guarantee of a debt obligation or any such derivative instrument; provided that “financial obligation” shall not include municipal securities as to which a final official statement (as defined in the Rule) has been provided to the MSRB consistent with the Rule.

“*MSRB*” means the Municipal Securities Rulemaking Board.

“*Rule*” means SEC Rule 15c2-12, as amended from time to time or officially interpreted by the SEC.

“*SEC*” means the United States Securities and Exchange Commission.

(b) Annual Reports. To the extent specified in the applicable Pricing Certificate, the District shall provide annually to the MSRB (1) within six months after the end of each fiscal year beginning in the year stated in the applicable Pricing Certificate, financial information and operating data with respect to the District of the general type included in the applicable final Official Statement approved by the Pricing Officer and described in the Pricing Certificate, and (2) if not provided as part of such financial information and operating data, audited financial statements of the District, when and if available, but in any case within twelve months after the end of each fiscal year beginning in the year stated in the applicable Pricing Certificate. If audited financial statements are not available by the required time, the District will provide unaudited financial statements of the type included in the applicable Official Statement by the required time and audited financial statements when and if such audited financial statements become available. Any financial statements so to be provided shall be prepared in accordance with the accounting principles described in the applicable Pricing Certificate, or such other accounting principles as

the District may be required to employ from time to time pursuant to state law or regulation, and audited, if the District commissions an audit of such statements and the audit is completed within the period during which they must be provided.

If the District changes its fiscal year, it will notify the MSRB of the change (and of the date of the new fiscal year end) prior to the next date by which the District otherwise would be required to provide financial information and operating data pursuant to this Section.

The financial information and operating data to be provided pursuant to this Section may be set forth in full in one or more documents or may be included by specific reference to any document available to the public on the MSRB's Internet website or filed with the SEC.

(c) Notice of Certain Events. The District shall provide notice of any of the following events with respect to the Bonds to the MSRB in a timely manner and not more than ten (10) business days after occurrence of the event:

1. Principal and interest payment delinquencies;
2. Non-payment related defaults, if material;
3. Unscheduled draws on debt service reserves reflecting financial difficulties;
4. Unscheduled draws on credit enhancements reflecting financial difficulties;
5. Substitution of credit or liquidity providers, or their failure to perform;
6. Adverse tax opinions, the issuance by the Internal Revenue Service of proposed or final determinations of taxability, Notices of Proposed Issue (IRS Form 5701-TEB), or other material notices or determinations with respect to the tax status of the Bonds, or other material events affecting the tax status of the Bonds;
7. Modifications to rights of holders of the Bonds, if material;
8. Bond calls, if material, and tender offers;
9. Defeasances;
10. Release, substitution, or sale of property securing repayment of the Bonds, if material;
11. Rating changes;
12. Bankruptcy, insolvency, receivership, or similar event of the District, which shall occur as described below;
13. The consummation of a merger, consolidation, or acquisition involving the District or the sale of all or substantially all of its assets, other than in the ordinary course of business, the entry into of a definitive agreement to undertake such an action or the termination of a definitive agreement relating to any such actions, other than pursuant to its terms, if material;
14. Appointment of a successor or additional trustee or the change of name of a trustee, if material;
15. Incurrence of a Financial Obligation of the District, if material, or agreement to covenants, events of default, remedies, priority rights, or other similar terms of a Financial Obligation of the District, any of which affect security holders, if material; and

16. Default, event of acceleration, termination event, modification of terms, or other similar events under the terms of a Financial Obligation of the District, any of which reflect financial difficulties.

For these purposes, (a) any event described in the immediately preceding paragraph 12 is considered to occur when any of the following occur: the appointment of a receiver, fiscal agent, or similar officer for the District in a proceeding under the United States Bankruptcy Code or in any other proceeding under state or federal law in which a court or governmental authority has assumed jurisdiction over substantially all of the assets or business of the District, or if such jurisdiction has been assumed by leaving the existing governing body and officials or officers in possession but subject to the supervision and orders of a court or governmental authority, or the entry of an order confirming a plan of reorganization, arrangement, or liquidation by a court or governmental authority having supervision or jurisdiction over substantially all of the assets or business of the District, and (b) the District intends the words used in the immediately preceding paragraphs 15 and 16 and the definition of Financial Obligation in this Section to have the meanings ascribed to them in SEC Release No. 34-83885, dated August 20, 2018.

The District shall notify the MSRB, in a timely manner, of any failure by the District to provide financial information or operating data in accordance with this Section by the time required by this Section.

(d) Filings with the MSRB. All financial information, operating data, financial statements, notices, and other documents provided to the MSRB in accordance with this Section shall be provided in an electronic format prescribed by the MSRB and shall be accompanied by identifying information as prescribed by the MSRB.

(e) Limitations, Disclaimers, and Amendments. The District shall be obligated to observe and perform the covenants specified in this Section with respect to the District and the applicable series of Bonds while, but only while, the District remains an “obligated person” with respect to the applicable series of Bonds within the meaning of the Rule, except that the District in any event will give notice required by subsection (c) hereof of any Bond calls and defeasance that cause the District to be no longer such an “obligated person”.

The provisions of this Section are for the sole benefit of the Holders and beneficial owners of the Bonds, and nothing in this Section, express or implied, shall give any benefit or any legal or equitable right, remedy, or claim hereunder to any other person. The District undertakes to provide only the financial information, operating data, financial statements, and notices which it has expressly agreed to provide pursuant to this Section and does not hereby undertake to provide any other information that may be relevant or material to a complete presentation of the financial results, condition, or prospects of the District or the State of Texas or hereby undertake to update any information provided in accordance with this Section or otherwise, except as expressly provided herein. The District does not make any representation or warranty concerning such information or its usefulness to a decision to invest in or sell Bonds at any future date.

UNDER NO CIRCUMSTANCES SHALL THE DISTRICT BE LIABLE TO THE HOLDER OR BENEFICIAL OWNER OF ANY BOND OR ANY OTHER PERSON, IN

CONTRACT OR TORT, FOR DAMAGES RESULTING IN WHOLE OR IN PART FROM ANY BREACH BY THE DISTRICT, WHETHER NEGLIGENT OR WITHOUT FAULT ON ITS PART, OF ANY COVENANT SPECIFIED IN THIS SECTION, BUT EVERY RIGHT AND REMEDY OF ANY SUCH PERSON, IN CONTRACT OR TORT, FOR OR ON ACCOUNT OF ANY SUCH BREACH SHALL BE LIMITED TO AN ACTION FOR *MANDAMUS* OR SPECIFIC PERFORMANCE.

No default by the District in observing or performing its obligations under this Section shall constitute a breach of or default under this Order for purposes of any other provision of this Order.

Nothing in this Section is intended, or shall act, to disclaim, waive, or otherwise limit the duties of the District under federal and state securities laws.

Notwithstanding anything herein to the contrary, the provisions of this Section may be amended by the District from time to time to adapt to changed circumstances resulting from a change in legal requirements, a change in law, or a change in the identity, nature, status, or type of operations of the District, but only if (1) the provisions of this Section, as so amended, would have permitted an underwriter to purchase or sell Bonds in the primary offering of the Bonds in compliance with the Rule, taking into account any amendments or interpretations of the Rule to the date of such amendment, as well as such changed circumstances, and (2) either (a) the Holders of a majority in aggregate principal amount (or any greater amount required by any other provision of this Order that authorizes such an amendment) of the Outstanding Bonds consent to such amendment or (b) a Person that is unaffiliated with the District (such as nationally recognized bond counsel) determines that such amendment will not materially impair the interests of the Holders and beneficial owners of the Bonds. The provisions of this Section may also be amended from time to time or repealed by the District if the SEC amends or repeals the applicable provisions of the Rule or a court of final jurisdiction determines that such provisions are invalid, but only if and to the extent that reservation of the District's right to do so would not prevent underwriters of the initial public offering of the Bonds from lawfully purchasing or selling Bonds in such offering. If the District so amends the provisions of this Section, it shall include with any amended financial information or operating data next provided in accordance with subsection (b) an explanation, in narrative form, of the reasons for the amendment and of the impact of any change in the type of financial information or operating data so provided.

SECTION 36: Public Meeting. It is officially found, determined, and declared that the meeting at which this Order is adopted was open to the public and public notice of the time, place, and subject matter of the public business to be considered at such meeting, including this Order, was given, all as required by Texas Government Code, Chapter 551, as amended.

SECTION 37: Effective Date. This Order shall be in force and effect from and after its passage on the date shown below.

PASSED AND ADOPTED, this May 7, 2026.

LEANDER INDEPENDENT SCHOOL DISTRICT

President, Board of Trustees

ATTEST:

Secretary, Board of Trustees

(District Seal)

SCHEDULE I
LIST OF REFUNDABLE BONDS

- Unlimited Tax Refunding Bonds, Series 2015A
- Unlimited Tax Refunding Bonds, Series 2016
- Unlimited Tax Refunding Bonds, Series 2016A
- Unlimited Tax Refunding Bonds, Series 2017A

EXHIBIT A
FORM OF PAYING AGENT/REGISTRAR AGREEMENT

PAYING AGENT/REGISTRAR AGREEMENT

THIS AGREEMENT is entered into as of _____, 2026 (this "Agreement"), by and between [_____], a national association duly organized and existing under the laws of the United States of America, or its successors (the "Bank") and the Leander Independent School District, (the "Issuer").

RECITALS

WHEREAS, the Issuer has duly authorized and provided for the issuance of its "Leander Independent School District Unlimited Tax School Building and Refunding Bonds, Series 2026A" (the "Securities"), dated _____, 20____, such Securities scheduled to be delivered to the initial purchasers thereof on or about _____, 20__; and

WHEREAS, the Issuer has selected the Bank to serve as Paying Agent/Registrar in connection with the payment of the principal of, premium, if any, and interest on said Securities and with respect to the registration, transfer and exchange thereof by the registered owners thereof; and

WHEREAS, the Bank has agreed to serve in such capacities for and on behalf of the Issuer and has full power and authority to perform and serve as Paying Agent/Registrar for the Securities;

NOW, THEREFORE, it is mutually agreed as follows:

ARTICLE ONE APPOINTMENT OF BANK AS PAYING AGENT AND REGISTRAR

Section 1.01 Appointment. The Issuer hereby appoints the Bank to serve as Paying Agent with respect to the Securities, and, as Paying Agent for the Securities, the Bank shall be responsible for paying on behalf of the Issuer the principal, premium (if any), and interest on the Securities as the same become due and payable to the registered owners thereof; all in accordance with this Agreement and the "Authorizing Document" (hereinafter defined). The Issuer hereby appoints the Bank as Registrar with respect to the Securities and, as Registrar for the Securities, the Bank shall keep and maintain for and on behalf of the Issuer books and records as to the ownership of said Securities and with respect to the transfer and exchange thereof as provided herein and in the Authorizing Document.

The Bank hereby accepts its appointment, and agrees to serve as the Paying Agent and Registrar for the Securities.

Section 1.02 Compensation. As compensation for the Bank's services as Paying Agent/Registrar, the Issuer hereby agrees to pay the Bank the fees and amounts set forth in **Annex A** attached hereto; provided however, notwithstanding anything herein or in Annex A to the contrary, the aggregate value of this agreement shall be less than the dollar limitation set forth in Sections 2271.002(a)(2), 2274.002(a)(2) and 2276.002(a)(2) of the Texas Government Code, as amended.

In addition, the Issuer agrees to reimburse the Bank upon its request for all reasonable expenses, disbursements and advances incurred or made by the Bank in accordance with any of

the provisions hereof (including the reasonable compensation and the expenses and disbursements of its agents and counsel).

ARTICLE TWO DEFINITIONS

Section 2.01 Definitions. For all purposes of this Agreement, except as otherwise expressly provided or unless the context otherwise requires:

“Acceleration Date” on any Security means the date, if any, on and after which the principal or any or all installments of interest, or both, are due and payable on any Security which has become accelerated pursuant to the terms of the Security.

“Authorizing Document” means the resolution, order, or ordinance of the governing body of the Issuer pursuant to which the Securities are issued, as the same may be amended or modified, including any pricing certificate related thereto, certified by the secretary or any other officer of the Issuer and delivered to the Bank.

“Bank Office” means the designated office of the Bank at the address shown in Section 3.01 hereof. The Bank will notify the Issuer in writing of any change in location of the Bank Office.

“Holder” and “Security Holder” each means the Person in whose name a Security is registered in the Security Register.

“Person” means any individual, corporation, partnership, joint venture, association, joint stock company, trust, unincorporated organization or government or any agency or political subdivision of a government.

“Predecessor Securities” of any particular Security means every previous Security evidencing all or a portion of the same obligation as that evidenced by such particular Security (and, for the purposes of this definition, any mutilated, lost, destroyed, or stolen Security for which a replacement Security has been registered and delivered in lieu thereof pursuant to Section 4.06 hereof and the Authorizing Document).

“Redemption Date”, when used with respect to any Security to be redeemed, means the date fixed for such redemption pursuant to the terms of the Authorizing Document.

“Responsible Officer”, when used with respect to the Bank, means the Chairman or Vice-Chairman of the Board of Directors, the Chairman or Vice-Chairman of the Executive Committee of the Board of Directors, the President, any Vice President, the Secretary, any Assistant Secretary, the Treasurer, any Assistant Treasurer, the Cashier, any Assistant Cashier, any Trust Officer or Assistant Trust Officer, or any other officer of the Bank customarily performing functions similar to those performed by any of the above designated officers and also means, with respect to a particular corporate trust matter, any

other officer to whom such matter is referred because of his knowledge of and familiarity with the particular subject.

“Security Register” means a register maintained by the Bank on behalf of the Issuer providing for the registration and transfers of Securities.

“Stated Maturity” means the date specified in the Authorizing Document the principal of a Security is scheduled to be due and payable.

Section 2.02 Other Definitions. The terms “Bank,” “Issuer,” and “Securities (Security)” have the meanings assigned to them in the recital paragraphs of this Agreement.

The term “Paying Agent/Registrar” refers to the Bank in the performance of the duties and functions of this Agreement.

ARTICLE THREE PAYING AGENT

Section 3.01 Duties of Paying Agent. As Paying Agent, the Bank shall pay, provided adequate collected funds have been provided to it for such purpose by or on behalf of the Issuer, on behalf of the Issuer the principal of each Security at its Stated Maturity, Redemption Date or Acceleration Date, to the Holder upon surrender of the Security to the Bank at the following address:

As Paying Agent, the Bank shall, provided adequate collected funds have been provided to it for such purpose by or on behalf of the Issuer, pay on behalf of the Issuer the interest on each Security when due, by computing the amount of interest to be paid each Holder and making payment thereof to the Holders of the Securities (or their Predecessor Securities) on the Record Date (as defined in the Authorizing Document). All payments of principal and/or interest on the Securities to the registered owners shall be accomplished (1) by the issuance of checks, payable to the registered owners, drawn on the paying agent account provided in Section 5.05 hereof, sent by United States mail, first class postage prepaid, to the address appearing on the Security Register or (2) by such other method, acceptable to the Bank, requested in writing by the Holder at the Holder’s risk and expense.

Section 3.02 Payment Dates. The Issuer hereby instructs the Bank to pay the principal of and interest on the Securities on the dates specified in the Authorizing Document.

ARTICLE FOUR REGISTRAR

Section 4.01 Security Register - Transfers and Exchanges. The Bank agrees to keep and maintain for and on behalf of the Issuer at the Bank Office books and records (herein sometimes referred to as the “Security Register”) for recording the names and addresses of the Holders of the Securities, the transfer, exchange and replacement of the Securities and the payment of the principal of and interest on the Securities to the Holders and containing such other

information as may be reasonably required by the Issuer and subject to such reasonable regulations as the Issuer and the Bank may prescribe. The Bank represents and warrants that it will at all times have immediate access to the Security Register by electronic or other means and will be capable at all times of producing a hard copy of the Security Register for use by the Issuer. All transfers, exchanges and replacements of Securities shall be noted in the Security Register.

Every Security surrendered for transfer or exchange shall be duly endorsed or be accompanied by a written instrument of transfer, the signature on which has been guaranteed by an officer of a federal or state bank or a member of the Financial Industry Regulatory Authority, such written instrument to be in a form satisfactory to the Bank and duly executed by the Holder thereof or his agent duly authorized in writing.

The Bank may request any supporting documentation it feels necessary to effect a re-registration, transfer or exchange of the Securities.

To the extent possible and under reasonable circumstances, the Bank agrees that, in relation to an exchange or transfer of Securities, the exchange or transfer by the Holders thereof will be completed and new Securities delivered to the Holder or the assignee of the Holder in not more than three (3) business days after the receipt of the Securities to be cancelled in an exchange or transfer and the written instrument of transfer or request for exchange duly executed by the Holder, or his duly authorized agent, in form and manner satisfactory to the Paying Agent/Registrar.

Section 4.02 Securities. The Issuer shall provide additional Securities when needed to facilitate transfers or exchanges thereof. The Bank covenants that such additional Securities, if and when provided, will be kept in safekeeping pending their use and reasonable care will be exercised by the Bank in maintaining such Securities in safekeeping, which shall be not less than the care maintained by the Bank for debt securities of other governments or corporations for which it serves as registrar, or that is maintained for its own securities.

Section 4.03 Form of Security Register. The Bank, as Registrar, will maintain the Security Register relating to the registration, payment, transfer and exchange of the Securities in accordance with the Bank's general practices and procedures in effect from time to time. The Bank shall not be obligated to maintain such Security Register in any form other than those which the Bank has currently available and currently utilizes at the time.

The Security Register may be maintained in written form or in any other form capable of being converted into written form within a reasonable time.

Section 4.04 List of Security Holders. The Bank will provide the Issuer at any time requested by the Issuer, upon payment of the required fee, a copy of the information contained in the Security Register. The Issuer may also inspect the information contained in the Security Register at any time the Bank is customarily open for business, provided that reasonable time is allowed the Bank to provide an up-to-date listing or to convert the information into written form.

The Bank will not release or disclose the contents of the Security Register to any person other than to, or at the written request of, an authorized officer or employee of the Issuer, except upon receipt of a court order or as otherwise required by law. Upon receipt of a court order and prior to the release or disclosure of the contents of the Security Register, the Bank will notify the Issuer so that the Issuer may contest the court order or such release or disclosure of the contents of the Security Register.

Section 4.05 Return of Cancelled Securities. The Bank will, at such reasonable intervals as it determines, surrender to the Issuer, all Securities in lieu of which or in exchange for which other Securities have been issued, or which have been paid.

Section 4.06 Mutilated, Destroyed, Lost or Stolen Securities. The Issuer hereby instructs the Bank, subject to the provisions of the Authorizing Document, to deliver and issue Securities in exchange for or in lieu of mutilated, destroyed, lost, or stolen Securities as long as the same does not result in an overissuance.

In case any Security shall be mutilated, destroyed, lost or stolen, the Bank may execute and deliver a replacement Security of like form and tenor, and in the same denomination and bearing a number not contemporaneously outstanding, in exchange and substitution for such mutilated Security, or in lieu of and in substitution for such mutilated, destroyed, lost or stolen Security, only upon the approval of the Issuer and after (i) the filing by the Holder thereof with the Bank of evidence satisfactory to the Bank of the destruction, loss or theft of such Security, and of the authenticity of the ownership thereof and (ii) the furnishing to the Bank of indemnification in an amount satisfactory to hold the Issuer and the Bank harmless. All expenses and charges associated with such indemnity and with the preparation, execution and delivery of a replacement Security shall be borne by the Holder of the Security mutilated, destroyed, lost or stolen.

Section 4.07 Transaction Information to Issuer. The Bank will, within a reasonable time after receipt of written request from the Issuer, furnish the Issuer information as to the Securities it has paid pursuant to Section 3.01, Securities it has delivered upon the transfer or exchange of any Securities pursuant to Section 4.01, and Securities it has delivered in exchange for or in lieu of mutilated, destroyed, lost, or stolen Securities pursuant to Section 4.06.

ARTICLE FIVE THE BANK

Section 5.01 Duties of Bank. The Bank undertakes to perform the duties set forth herein and agrees to use reasonable care in the performance thereof.

Section 5.02 Reliance on Documents, Etc.

(a) The Bank may conclusively rely, as to the truth of the statements and correctness of the opinions expressed therein, on certificates or opinions furnished to the Bank.

(b) The Bank shall not be liable for any error of judgment made in good faith by a Responsible Officer, unless it shall be proved that the Bank was negligent in ascertaining the pertinent facts.

(c) No provisions of this Agreement shall require the Bank to expend or risk its own funds or otherwise incur any financial liability for performance of any of its duties hereunder, or in the exercise of any of its rights or powers, if it shall have reasonable grounds for believing that repayment of such funds or adequate indemnity satisfactory to it against such risks or liability is not assured to it.

(d) The Bank may rely and shall be protected in acting or refraining from acting upon any resolution, certificate, statement, instrument, opinion, report, notice, request, direction, consent, order, bond, note, security or other paper or document believed by it to be genuine and to have been signed or presented by the proper party or parties. Without limiting the generality

of the foregoing statement, the Bank need not examine the ownership of any Securities, but is protected in acting upon receipt of Securities containing an endorsement or instruction of transfer or power of transfer which appears on its face to be signed by the Holder or an agent of the Holder. The Bank shall not be bound to make any investigation into the facts or matters stated in a resolution, certificate, statement, instrument, opinion, report, notice, request, direction, consent, order, bond, note, security or other paper or document supplied by the Issuer.

(e) The Bank may consult with counsel, and the written advice of such counsel or any opinion of counsel shall be full and complete authorization and protection with respect to any action taken, suffered, or omitted by it hereunder in good faith and in reliance thereon.

(f) The Bank may exercise any of the powers hereunder and perform any duties hereunder either directly or by or through agents or attorneys of the Bank.

(g) The Bank is also authorized to transfer funds relating to the closing and initial delivery of the Securities in the manner disclosed in the closing memorandum or letter as prepared by the Issuer, Issuer's financial advisor or other agent. The Bank may act on a facsimile or e-mail transmission of the closing memorandum or letter acknowledged by the Issuer, the Issuer's financial advisor or other agent as the final closing memorandum or letter. The Bank shall not be liable for any losses, costs or expenses arising directly or indirectly from the Bank's reliance upon and compliance with such instructions.

Section 5.03 Recitals of Issuer. The recitals contained herein with respect to the Issuer and in the Securities shall be taken as the statements of the Issuer, and the Bank assumes no responsibility for their correctness.

The Bank shall in no event be liable to the Issuer, any Holder or Holders of any Security, or any other Person for any amount due on any Security from its own funds.

Section 5.04 May Hold Securities. The Bank, in its individual or any other capacity, may become the owner or pledgee of Securities and may otherwise deal with the Issuer with the same rights it would have if it were not the Paying Agent/Registrar, or any other agent.

Section 5.05 Moneys Held by Bank - Paying Agent Account/Collateralization. A paying agent account shall at all times be kept and maintained by the Bank for the receipt, safekeeping, and disbursement of moneys received from the Issuer under this Agreement for the payment of the Securities, and money deposited to the credit of such account until paid to the Holders of the Securities shall be continuously collateralized by securities or obligations which qualify and are eligible under both the laws of the State of Texas and the laws of the United States of America to secure and be pledged as collateral for paying agent accounts to the extent such money is not insured by the Federal Deposit Insurance Corporation. Payments made from such paying agent account shall be made by check drawn on such account unless the owner of the Securities shall, at its own expense and risk, request an alternative method of payment.

Subject to the applicable unclaimed property laws of the State of Texas, any money deposited with the Bank for the payment of the principal of, premium (if any), or interest on any Security and remaining unclaimed for three years after final maturity of the Security has become due and payable will be held by the Bank and disposed of only in accordance with Title 6 of the Texas Property Code, as amended. The Bank shall have no liability by virtue of actions taken in compliance with this provision.

The Bank is not obligated to pay interest on any money received by it under this Agreement.

This Agreement relates solely to money deposited for the purposes described herein, and the parties agree that the Bank may serve as depository for other funds of the Issuer, act as trustee under indentures authorizing other bond transactions of the Issuer, or act in any other capacity not in conflict with its duties hereunder.

Section 5.06 Indemnification. To the extent permitted by law, the Issuer agrees to indemnify the Bank for, and hold it harmless against, any loss, liability, or expense incurred without negligence or bad faith on its part, arising out of or in connection with its acceptance or administration of its duties hereunder, including the cost and expense against any claim or liability in connection with the exercise or performance of any of its powers or duties under this Agreement.

Section 5.07 Interpleader. The Issuer and the Bank agree that the Bank may seek adjudication of any adverse claim, demand, or controversy over its person as well as funds on deposit, in either a Federal or State District Court located in the state and county where the administrative office of the Issuer is located, and agree that service of process by certified or registered mail, return receipt requested, to the address referred to in Section 6.03 of this Agreement shall constitute adequate service. The Issuer and the Bank further agree that the Bank has the right to file a Bill of Interpleader in any court of competent jurisdiction in the State of Texas to determine the rights of any Person claiming any interest herein.

Section 5.08 DTC Services. It is hereby represented and warranted that, in the event the Securities are otherwise qualified and accepted for “Depository Trust Company” services or equivalent depository trust services by other organizations, the Bank has the capability and, to the extent within its control, will comply with the “Operational Arrangements”, which establishes requirements for securities to be eligible for such type depository trust services, including, but not limited to, requirements for the timeliness of payments and funds availability, transfer turnaround time, and notification of redemptions and calls.

ARTICLE SIX MISCELLANEOUS PROVISIONS

Section 6.01 Amendment. This Agreement may be amended only by an agreement in writing signed by both of the parties hereto.

Section 6.02 Assignment. This Agreement may not be assigned by either party without the prior written consent of the other.

Section 6.03 Notices. Any request, demand, authorization, direction, notice, consent, waiver, or other document provided or permitted hereby to be given or furnished to the Issuer or the Bank shall be mailed or delivered to the Issuer or the Bank, respectively, at the addresses shown on the signature page(s) hereof.

Section 6.04 Effect of Headings. The Article and Section headings herein are for convenience of reference only and shall not affect the construction hereof.

Section 6.05 Successors and Assigns. All covenants and agreements herein by the Issuer shall bind its successors and assigns, whether so expressed or not.

Section 6.06 Severability. In case any provision herein shall be invalid, illegal, or unenforceable, the validity, legality, and enforceability of the remaining provisions shall not in any way be affected or impaired thereby.

Section 6.07 Merger, Conversion, Consolidation, or Succession. Any corporation or association into which the Bank may be merged or converted or with which it may be consolidated, or any corporation or association resulting from any merger, conversion, or consolidation to which the Bank shall be a party, or any corporation or association succeeding to all or substantially all of the corporate trust business of the Bank shall be the successor of the Bank as Paying Agent under this Agreement without the execution or filing of any paper or any further act on the part of either parties hereto.

Section 6.08 Benefits of Agreement. Nothing herein, express or implied, shall give to any Person, other than the parties hereto and their successors hereunder, any benefit or any legal or equitable right, remedy, or claim hereunder.

Section 6.09 Entire Agreement. This Agreement and the Authorizing Document constitute the entire agreement between the parties hereto relative to the Bank acting as Paying Agent/Registrar and if any conflict exists between this Agreement and the Authorizing Document, the Authorizing Document shall govern.

Section 6.10 Counterparts. This Agreement may be executed in any number of counterparts, each of which shall be deemed an original and all of which shall constitute one and the same Agreement.

Section 6.11 Termination. This Agreement will terminate (i) on the date of final payment of the principal of and interest on the Securities to the Holders thereof or (ii) may be earlier terminated by either party upon sixty (60) days written notice; provided, however, an early termination of this Agreement by either party shall not be effective until (a) a successor Paying Agent/Registrar has been appointed by the Issuer and such appointment accepted and (b) notice has been given to the Holders of the Securities of the appointment of a successor Paying Agent/Registrar. However, if the Issuer fails to appoint a successor Paying Agent/Registrar within a reasonable time, the Bank may petition a court of competent jurisdiction within the State of Texas to appoint a successor. Furthermore, the Bank and the Issuer mutually agree that the effective date of an early termination of this Agreement shall not occur at any time which would disrupt, delay or otherwise adversely affect the payment of the Securities.

Upon an early termination of this Agreement, the Bank agrees to promptly transfer and deliver the Security Register (or a copy thereof), together with the other pertinent books and records relating to the Securities, to the successor Paying Agent/Registrar designated and appointed by the Issuer.

The provisions of Section 1.02 and of Article Five hereof shall survive and remain in full force and effect following the termination of this Agreement.

Notwithstanding anything contained herein, the representations and covenants contained in Section 6.12 hereof shall survive the termination of this Agreement until the statute of limitations has run.

Section 6.12 Iran, Sudan or Foreign Terrorist Organizations. The Bank represents that neither it nor any of its parent company, wholly- or majority-owned subsidiaries, and other

affiliates is a company identified on a list prepared and maintained by the Texas Comptroller of Public Accounts under Section 2252.153 or Section 2270.0201, Texas Government Code, and posted on the following page of such officer's internet website:

<https://comptroller.texas.gov/purchasing/publications/divestment.php>

The foregoing representation is made solely to comply with Section 2252.152, Texas Government Code, and excludes the Bank and each of its parent company, wholly- or majority-owned subsidiaries, and other affiliates, if any, that the United States government has affirmatively declared to be excluded from its federal sanctions regime relating to Sudan or Iran or any federal sanctions regime relating to a foreign terrorist organization. The Bank understands "affiliate" to mean any entity that controls, is controlled by, or is under common control with the Bank and exists to make a profit.

Section 6.13 Governing Law. This Agreement shall be construed in accordance with and governed by the laws of the State of Texas.

[Remainder of page left blank intentionally.]

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the day and year first above written.

[PAYING AGENT/REGISTRAR]

By: _____

Title: _____

Address: _____

LEANDER INDEPENDENT SCHOOL DISTRICT

By: _____
Pricing Officer

Address: 204 W. South Street
Leander, Texas 78646

ANNEX A

EXHIBIT B
FORMS

(a) Form of Definitive Bonds.

[CURRENT INTEREST BONDS]

REGISTERED
NO. R- _____

REGISTERED
PRINCIPAL AMOUNT
\$ _____

UNITED STATES OF AMERICA
STATE OF TEXAS
LEANDER INDEPENDENT SCHOOL DISTRICT
UNLIMITED TAX SCHOOL BUILDING AND REFUNDING BOND
SERIES 2026A

Bond Date: _____ Interest Rate: _____ Stated Maturity: _____ CUSIP NO: _____

Registered Owner:

Principal Amount: _____ DOLLARS

The Leander Independent School District (hereinafter referred to as the "District"), a body corporate and political subdivision in the Counties of Travis and Williamson, State of Texas, for value received, acknowledges itself indebted to and hereby promises to pay to the Registered Owner named above, or the registered assigns thereof, on the Stated Maturity date specified above the Principal Amount hereinabove stated (or so much thereof as shall not have been paid upon prior redemption), and to pay interest on the unpaid principal amount hereof from the interest payment date next preceding the "Registration Date" of this Bond appearing below (unless this Bond bears a "Registration Date" as of an interest payment date, in which case it shall bear interest from such date, or unless the "Registration Date" of this Bond is prior to the initial interest payment date in which case it shall bear interest from the _____) at the per annum rate of interest specified above computed on the basis of a 360-day year of twelve 30-day months; such interest being payable on _____, and each _____ and _____ thereafter, until maturity or prior redemption. Principal of this Bond is payable at its Stated Maturity or date of redemption to the registered owner hereof, upon presentation and surrender, at the Designated Payment/Transfer Office of the Paying Agent/Registrar executing the registration certificate appearing hereon, or its successor; provided, however, while this Bond is registered to Cede & Co., the payment of principal upon a partial redemption of the principal amount hereof may be accomplished without presentation and surrender of this Bond. Interest is payable to the registered owner of this Bond (or one or more Predecessor Bonds, as defined in the Order hereinafter referenced) whose name appears on the "Security Register" maintained by the Paying Agent/Registrar at the close of business on the "Record Date," which is the _____ day of

the month next preceding each interest payment date, and interest shall be paid by the Paying Agent/Registrar by check sent United States mail, first-class, postage prepaid, to the address of the registered owner recorded in the Security Register or by such other method, acceptable to the Paying Agent/Registrar, requested by, and at the risk and expense of, the registered owner. All payments of principal of and interest on this Bond shall be without exchange or collection charges to the registered owner hereof and in any coin or currency of the United States of America, which at the time of payment is legal tender for the payment of public and private debts. If the date for the payment of the principal of or interest on the Bonds shall be a Saturday, Sunday, a legal holiday, or a day on which banking institutions in the city where the Designated Payment/Transfer Offices of the Paying Agent/Registrar are located are authorized by law or executive order to close, then the date for such payment shall be the next succeeding day which is not such a Saturday, Sunday, legal holiday, or day on which banking institutions are authorized to close; and payment on such date shall have the same force and effect as if made on the original date payment was due.

This Bond is one of the series specified in its title issued in the aggregate principal amount of \$_____ (herein referred to as the “Bonds”) pursuant to an Order adopted by the Board of Trustees of the District (herein referred to as the “Order”), for the following purposes, to wit: [(i) in the amount of \$_____ for the discharge and final payment of certain obligations of the District (herein referred to as the “Refunded Bonds”), (ii) in the amount of \$_____ for constructing, acquiring, renovating, improving and equipping school buildings of the District and the purchase of necessary sites therefor, and acquiring school buses, (iii) in the amount of \$_____ for acquiring and updating technology equipment, (iv) in the amount of \$_____ for designing, constructing, renovating, improving, upgrading, updating, acquiring, and equipping school facilities (and any necessary or related removal of existing facilities), the purchase of the necessary sites for school facilities, the purchase of new school buses, the retrofitting of school buses with emergency, safety, or security equipment, and the purchase or retrofitting of vehicles to be used for emergency, safety, or security purposes, (v) in the amount of \$_____ for acquiring and updating technology equipment and technology infrastructure, (vi) in the amount of \$_____ for renovating, improving, upgrading, updating, and equipping Don Tew Performing Arts Center and South Performing Arts Center], and (vii) for the payment of costs of issuance, all in accordance with the authority conferred by and in conformity with the Constitution and laws of the State of Texas, including Chapter 45 of the Texas Education Code and Texas Government Code, Chapters 1207 and 1371, as amended. [The Bonds are issued in part as “Current Interest Bonds,” which total in principal amount \$_____ and pay accrued interest at stated intervals to registered owners and in part as “Capital Appreciation Bonds,” which total in original principal amount \$_____ and pay no accrued interest prior to their Stated Maturities.]

[The Bonds maturing on the dates hereinafter identified (the “Term Bonds”) are subject to mandatory redemption prior to maturity with funds on deposit in the Interest and Sinking Fund established and maintained for the payment thereof in the Order, and shall be redeemed in part prior to maturity at the price of par and accrued interest thereon to the date of redemption, and without premium, on the dates and in the principal amounts as follows:

Term Bonds due _____, 20__	Term Bonds Due _____, 20__
<u>Redemption Date</u>	<u>Redemption Date</u>
_____, 20__	_____, 20__
<u>Principal Amount</u>	<u>Principal Amount</u>
\$ _____	\$ _____

Term Bonds Due _____, 20__	
<u>Redemption Date</u>	<u>Principal Amount</u>
_____, 20__	\$ _____
_____, 20__	\$ _____

The particular Term Bonds to be redeemed on each redemption date shall be chosen by lot by the Paying Agent/Registrar; provided, however, that the principal amount of Term Bonds for a Stated Maturity required to be redeemed on a mandatory redemption date may be reduced, at the option of the District, by the principal amount of Term Bonds of like maturity which, at least 50 days prior to a mandatory redemption date, (1) shall have been acquired by the District at a price not exceeding the principal amount of such Term Bonds plus accrued interest to the date of purchase thereof, and delivered to the Paying Agent/Registrar for cancellation or (2) shall have been redeemed pursuant to the optional redemption provisions appearing below and not theretofore credited against a mandatory redemption requirement.]

The Current Interest Bonds maturing on and after _____, 20__ may be redeemed prior to their Stated Maturities, at the option of the District, in whole or in part in principal amounts of \$5,000 or any integral multiple thereof (and if within a Stated Maturity selected by lot by the Paying Agent/Registrar), on _____, 20__, or on any date thereafter, at the redemption price of par, together with accrued interest to the date of redemption.

At least thirty (30) days prior to a redemption date, the District shall cause a written notice of such redemption to be sent by United States mail, first-class, postage prepaid, to the registered owners of the Bonds to be redeemed in whole or in part, and subject to the terms and provisions relating thereto contained in the Order. If a Bond (or any portion of its principal sum) shall have been duly called for redemption and notice of such redemption duly given, then upon such redemption date such Bond (or the portion of its principal sum to be redeemed) shall become due and payable, and interest thereon shall cease to accrue from and after the redemption date therefor, provided moneys for the payment of the redemption price and the interest on the principal amount to be redeemed to the date of redemption are held for the purpose of such payment by the Paying Agent/Registrar.

In the event a portion of the principal amount of a Bond is to be redeemed and the registered owner hereof is someone other than Cede & Co., payment of the redemption price of such principal amount shall be made to the registered owner only upon presentation and surrender of this Bond to the Designated Payment/Transfer Office of the Paying Agent/Registrar, and a new Bond or Bonds of like maturity and interest rate in any authorized denominations provided by the Order for the then unredeemed balance of the principal sum thereof will be issued to the registered owner, without charge. If a Bond is selected for redemption, in whole or in part, the District and the Paying Agent/Registrar shall not be required to transfer such Bond to an assignee of the registered owner within 45 days of the redemption date therefor; provided, however, such limitation on

transferability shall not be applicable to an exchange by the registered owner of the unredeemed balance of a Bond redeemed in part.

With respect to any optional redemption of the Bonds, unless certain prerequisites to such redemption required by the Order have been met and moneys sufficient to pay the redemption price of the Bonds to be redeemed shall have been received by the Paying Agent/Registrar prior to the giving of such notice of redemption, such notice may state that such redemption is conditional upon the satisfaction of such prerequisites and receipt of such moneys by the Paying Agent/Registrar on or prior to the date fixed for such redemption. If a conditional notice of redemption is given and such prerequisites to the redemption are not satisfied or sufficient moneys are not received, such notice shall be of no force and effect, the District shall not redeem such Bonds and the Paying Agent/Registrar shall give notice, in the manner in which the notice of redemption was given, to the effect that the Bonds have not been redeemed.

The Bonds are payable from the proceeds of an ad valorem tax levied, without limit as to rate or amount, upon all taxable property in the District. Reference is hereby made to the Order, a copy of which is on file in the Designated Payment/Transfer Office of the Paying Agent/Registrar, and to all of the provisions of which the registered owner or holder of this Bond by the acceptance hereof hereby assents, for definitions of terms; the description of and the nature and extent of the tax levied for the payment of the Bonds; the terms and conditions relating to the transfer or exchange of this Bond; the conditions upon which the Order may be amended or supplemented with or without the consent of the registered owners; the rights, duties, and obligations of the District and the Paying Agent/Registrar; the terms and provisions upon which this Bond may be discharged at or prior to its maturity, and deemed to be no longer Outstanding thereunder; and for other terms and provisions contained therein. Capitalized terms used herein have the meanings assigned in the Order.

This Bond, subject to certain limitations contained in the Order, may be transferred on the Security Register only upon its presentation and surrender at the Designated Payment/Transfer Office of the Paying Agent/Registrar, with the Assignment hereon duly endorsed by, or accompanied by a written instrument of transfer in form satisfactory to the Paying Agent/Registrar duly executed by, the registered owner hereof, or his duly authorized agent. When a transfer on the Security Register occurs, one or more new fully registered Bonds of the same Stated Maturity, of authorized denominations, bearing the same rate of interest, and of the same aggregate principal amount will be issued by the Paying Agent/Registrar to the designated transferee or transferees.

The District and the Paying Agent/Registrar, and any agent of either, shall treat the registered owner whose name appears on the Security Register (i) on the Record Date as the owner entitled to payment of interest hereon, (ii) on the date of surrender of this Bond as the owner entitled to payment of principal at the Stated Maturity, or its redemption, in whole or in part, and (iii) on any other date as the owner for all other purposes, and neither the District nor the Paying Agent/Registrar, or any agent of either, shall be affected by notice to the contrary. In the event of nonpayment of interest on a Current Interest Bond on a scheduled payment date and for thirty (30) days thereafter, a new record date for such interest payment (a "Special Record Date") will be established by the Paying Agent/Registrar, if and when funds for the payment of such interest have been received from the District. Notice of the Special Record Date and of the scheduled payment

date of the past due interest (which shall be fifteen (15) days after the Special Record Date) shall be sent at least five (5) business days prior to the Special Record Date by United States mail, first-class, postage prepaid, to the address of each registered owner of a Current Interest Bond appearing on the Security Register at the close of business on the last business day next preceding the date of mailing of such notice.

It is hereby certified, recited, represented, and declared that the District is a body corporate and political subdivision duly organized and legally existing under and by virtue of the Constitution and laws of the State of Texas; that the issuance of the Bonds is duly authorized by law; that all acts, conditions, and things required to exist and be done precedent to and in the issuance of the Bonds to render the same lawful and valid obligations of the District have been properly done, have happened, and have been performed in regular and due time, form, and manner as required by the Constitution and laws of the State of Texas, and the Order; that the Bonds do not exceed any Constitutional or statutory limitation; and that due provision has been made for the payment of the principal of and interest on the Bonds by the levy of a tax as aforesated. In case any provision in this Bond shall be invalid, illegal, or unenforceable, the validity, legality, and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. The terms and provisions of this Bond and the Order shall be construed in accordance with and shall be governed by the laws of the State of Texas.

IN WITNESS WHEREOF, the Board of Trustees of the District has caused this Bond to be duly executed under the official seal of the District.

LEANDER INDEPENDENT SCHOOL DISTRICT

President, Board of Trustees

ATTEST:

Secretary, Board of Trustees

(SEAL)

[CAPITAL APPRECIATION BONDS]

REGISTERED
NO. CAB-_____

REGISTERED
MATURITY AMOUNT
\$_____

UNITED STATES OF AMERICA
STATE OF TEXAS
LEANDER INDEPENDENT SCHOOL DISTRICT
UNLIMITED TAX SCHOOL BUILDING AND REFUNDING BOND
SERIES 2026A

Bond Date: _____ Stated Yield: _____% Stated Maturity: _____ CUSIP NO: _____

Registered Owner:

Maturity Amount: _____ DOLLARS

The Leander Independent School District (hereinafter referred to as the "District"), a body corporate and political subdivision in the Counties of Travis and Williamson, State of Texas, for value received, acknowledges itself indebted to and hereby promises to pay to the Registered Owner named above, or the registered assigns thereof, on the Stated Maturity date specified above, the Maturity Amount stated above (or so much thereof as shall not have been paid upon prior redemption). The Maturity Amount of this Bond represents the accretion of the original principal amount of this Bond (including the initial premium, if any, paid herefor) from the date of delivery to the initial purchasers to the Stated Maturity and such accretion in value occurring at the above Stated Yield and compounding on _____, and semiannually thereafter on _____ and _____. A table of the "Accreted Values" per \$5,000 "Accreted Value" at maturity is printed on this Bond or attached hereto. The term "Accreted Value," as used herein, means the original principal amount of this Bond plus the initial premium, if any, paid herefor with interest thereon compounded semiannually to _____ and _____, as the case may be, next preceding the date of such calculation (or the date of calculation, if such calculation is made on _____ or _____) at the Stated Yield for the Stated Maturity shown above and in the above referenced Table of Accreted Values. For any date other than _____ or _____, the Accreted Value of this Bond shall be determined by a straight line interpolation between the values for the applicable semiannual compounding dates (based on 30-day months). If the date for the payment of the principal of or interest on the Bonds shall be a Saturday, Sunday, a legal holiday, or a day on which banking institutions in the city where the Designated Payment/Transfer Office of the Paying Agent/Registrar is located are authorized by law or executive order to close, then the date for such payment shall be the next succeeding day which is not such a Saturday, Sunday, legal holiday, or day on which banking institutions are authorized to close; and payment on such date shall have the same force and effect as if made on the original date payment was due.

The Accreted Value of this Bond is payable at its Stated Maturity or redemption to the registered owner hereof, upon presentation and surrender, at the Designated Payment/Transfer Office of the Paying Agent/Registrar executing the registration certificate appearing hereon, or its successor. Payment of the Maturity Amount or Accreted Value as of a redemption date of this Bond shall be without exchange or collection charges to the owner hereof and in any coin or currency of the United States of America which at the time of payment is legal tender for the payment of public and private debts.

This Bond is one of the series specified in its title issued in the aggregate principal amount of \$_____ (herein referred to as the “Bonds”) pursuant to an Order adopted by the Board of Trustees of the District (herein referred to as the “Order”), for the following purposes, to wit: [(i) in the amount of \$_____ for the discharge and final payment of certain obligations of the District (herein referred to as the “Refunded Bonds”), (ii) in the amount of \$_____ for constructing, acquiring, renovating, improving and equipping school buildings of the District and the purchase of necessary sites therefor, and acquiring school buses, (iii) in the amount of \$_____ for acquiring and updating technology equipment, (iv) in the amount of \$_____ for designing, constructing, renovating, improving, upgrading, updating, acquiring, and equipping school facilities (and any necessary or related removal of existing facilities), the purchase of the necessary sites for school facilities, the purchase of new school buses, the retrofitting of school buses with emergency, safety, or security equipment, and the purchase or retrofitting of vehicles to be used for emergency, safety, or security purposes, (v) in the amount of \$_____ for acquiring and updating technology equipment and technology infrastructure, (vi) in the amount of \$_____ for renovating, improving, upgrading, updating, and equipping Don Tew Performing Arts Center and South Performing Arts Center], and (vii) for the payment of costs of issuance, all in accordance with the authority conferred by and in conformity with the Constitution and laws of the State of Texas, including Chapter 45 of the Texas Education Code and Texas Government Code, Chapters 1207 and 1371, as amended. The Bonds are issued in part as “Current Interest Bonds,” which total in principal amount \$_____ and pay accrued interest at stated intervals to registered owners and in part as “Capital Appreciation Bonds,” which total in original principal amount \$_____ and pay no accrued interest prior to their Stated Maturities.

The Capital Appreciation Bonds maturing on and after _____ may be redeemed prior to their Stated Maturities, at the option of the District, in whole or in part in Maturity Amounts of \$5,000 or any integral multiple thereof (and if within a Stated Maturity selected by lot by the Paying Agent/Registrar), on _____, or on any date thereafter, at the redemption price of the Accreted Value (as determined and defined herein) as of the date of redemption.

At least thirty (30) days prior to a redemption date, the District shall cause a written notice to be sent by United States mail, first-class, postage prepaid, to the registered owners of the Bonds to be redeemed, and subject to the terms and provisions relating thereto contained in the Order. If a Bond (or any portion of its Maturity Amount) shall have been duly called for redemption and notice of such redemption duly given, then upon such redemption date such Bond (or the portion of its Maturity Amount to be redeemed) shall become due and payable, and shall cease to accrete in value from and after the redemption date, provided moneys for the payment of the redemption

price to the date of redemption are held for the purpose of such payment by the Paying Agent/Registrar.

In the event a portion of the Maturity Amount of a Bond is to be redeemed and the registered owner hereof is someone other than Cede & Co., payment of the redemption price shall be made to the registered owner only upon presentation and surrender of such Bond to the Designated Payment/Transfer Office of the Paying Agent/Registrar, and a new Bond or Bonds of like maturity and interest rate in any authorized denominations provided by the Order for the then unredeemed balance of the Maturity Amount thereof will be issued to the registered owner, without charge. If a Bond is selected for redemption, in whole or in part, the District and the Paying Agent/Registrar shall not be required to transfer such Bond to an assignee of the registered owner within 45 days of the redemption date therefor; provided, however, such limitation on transferability shall not be applicable to an exchange by the registered owner of the unredeemed balance of a Bond redeemed in part.

With respect to any optional redemption of the Bonds, unless certain prerequisites to such redemption required by the Order have been met and moneys sufficient to pay the redemption price of the Bonds to be redeemed shall have been received by the Paying Agent/Registrar prior to the giving of such notice of redemption, such notice may state that such redemption is conditional upon the satisfaction of such prerequisites and receipt of such moneys by the Paying Agent/Registrar on or prior to the date fixed for such redemption. If a conditional notice of redemption is given and such prerequisites to the redemption are not satisfied or sufficient moneys are not received, such notice shall be of no force and effect, the District shall not redeem such Bonds and the Paying Agent/Registrar shall give notice, in the manner in which the notice of redemption was given, to the effect that the Bonds have not been redeemed.

The Bonds are payable from the proceeds of an ad valorem tax levied, without limit as to rate or amount, upon all taxable property in the District. Reference is hereby made to the Order, a copy of which is on file in the Designated Payment/Transfer Office of the Paying Agent/Registrar, and to all of the provisions of which the owner or holder of this Bond by the acceptance hereof hereby assents, for definitions of terms; the description of and the nature and extent of the tax levied for the payment of the Bonds; the terms and conditions relating to the transfer or exchange of this Bond; the conditions upon which the Order may be amended or supplemented with or without the consent of the Holders; the rights, duties, and obligations of the District and the Paying Agent/Registrar; the terms and provisions upon which this Bond may be discharged at or prior to its maturity and deemed to be no longer Outstanding thereunder; and for other terms and provisions contained therein. Capitalized terms used herein have the meanings assigned in the Order.

This Bond, subject to certain limitations contained in the Order, may be transferred on the Security Register only upon its presentation and surrender at the Designated Payment/Transfer Office of the Paying Agent/Registrar, with the Assignment hereon duly endorsed by, or accompanied by a written instrument of transfer in form satisfactory to the Paying Agent/Registrar duly executed by, the registered owner hereof, or his duly authorized agent. When a transfer on the Security Register occurs, one or more new fully registered Bonds of the same Stated Maturity, of authorized denominations, accruing interest at the same rate, and of the same aggregate Maturity Amount will be issued by the Paying Agent/Registrar to the designated transferee or transferees.

The District and the Paying Agent/Registrar, and any agent of either, shall treat the registered owner whose name appears on the Security Register (i) on the date of surrender of this Bond as the owner entitled to payment of the Maturity Amount at its Stated Maturity, or its redemption, in whole or in part, and (ii) on any other date as the owner for all other purposes, and neither the District nor the Paying Agent/Registrar, or any agent of either, shall be affected by notice to the contrary.

It is hereby certified, recited, represented and declared that the District is a body corporate and political subdivision duly organized and legally existing under and by virtue of the Constitution and laws of the State of Texas; that the issuance of the Bonds is duly authorized by law; that all acts, conditions and things required to exist and be done precedent to and in the issuance of the Bonds to render the same lawful and valid obligations of the District have been properly done, have happened and have been performed in regular and due time, form and manner as required by the Constitution and laws of the State of Texas, and the Order; that the Bonds do not exceed any Constitutional or statutory limitation; and that due provision has been made for the payment of the principal of and interest on the Bonds by the levy of a tax as aforesated. In case any provision in this Bond shall be invalid, illegal, or unenforceable, the validity, legality, and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. The terms and provisions of this Bond and the Order shall be construed in accordance with and shall be governed by the laws of the State of Texas.

IN WITNESS WHEREOF, the Board of Trustees of the District has caused this Bond to be duly executed under the official seal of the District.

LEANDER INDEPENDENT SCHOOL DISTRICT

President, Board of Trustees

ATTEST:

Secretary, Board of Trustees

(SEAL)

NOTE TO PRINTER: Print the "Table of Accreted Values" on the Bonds as called for in paragraph one.

(b) Form of Registration Certificate of Comptroller of Public Accounts to appear on Initial Bonds only.

REGISTRATION CERTIFICATE OF
COMPTROLLER OF PUBLIC ACCOUNTS

OFFICE OF THE COMPTROLLER (
OF PUBLIC ACCOUNTS (
THE STATE OF TEXAS (REGISTER NO. _____

I HEREBY CERTIFY that this Bond has been examined, certified as to validity and approved by the Attorney General of the State of Texas, and duly registered by the Comptroller of Public Accounts of the State of Texas.

WITNESS my signature and seal of office this _____.

(SEAL)

[Acting] Comptroller of Public Accounts
of the State of Texas

(c) Form of Certificate of Paying Agent/Registrar to appear on Definitive Bonds only.

REGISTRATION CERTIFICATE OF PAYING AGENT/REGISTRAR

This Bond has been duly issued and registered under the provisions of the within-mentioned Order; the bond or bonds of the above entitled and designated series originally delivered having been approved by the Attorney General of the State of Texas and registered by the Comptroller of Public Accounts, as shown by the records of the Paying Agent/Registrar.

The designated office of the Paying Agent/Registrar in _____ is the Designated Payment/Transfer Office for this Bond.

as Paying Agent/Registrar

Registration Date:

By: _____
Authorized Signature

(d) Form of Assignment.

ASSIGNMENT

FOR VALUE RECEIVED the undersigned hereby sells, assigns, and transfers unto (Print or typewrite name, address, and zip code of transferee): _____ (Social Security or other identifying number: _____) the within Bond and all rights thereunder, and hereby irrevocably constitutes and appoints _____ attorney to transfer the within Bond on the books kept for registration thereof, with full power of substitution in the premises.

DATED: _____

Signature guaranteed:

NOTICE: The signature on this assignment must correspond with the name of the registered owner as it appears on the face of the within Bond in every particular.

(e) The Initial Bonds for the Current Interest Bonds and the Capital Appreciation Bonds shall be in the respective forms set forth therefor in paragraph (a) of this Exhibit, except as follows:

[Current Interest Initial Bond]

Heading and paragraph one shall be amended to read as follows:

NO. TR-1 \$ _____

UNITED STATES OF AMERICA
STATE OF TEXAS
LEANDER INDEPENDENT SCHOOL DISTRICT
UNLIMITED TAX SCHOOL BUILDING AND REFUNDING BOND
SERIES 2026A

Bond Date:
_____, 2026

Registered Owner:

Principal Amount:

The Leander Independent School District (hereinafter referred to as the "District"), a body corporate and political subdivision in the Counties of Travis and Williamson, State of Texas, for value received, acknowledges itself indebted to and hereby promises to pay to the Registered Owner named above, or the registered assigns thereof, the Principal Amount hereinabove stated on _____ in the years and in principal installments in accordance with the following schedule:

<u>Stated</u> <u>Maturity</u>	<u>Principal</u> <u>Amount</u>	<u>Interest</u> <u>Rate(s)</u>
----------------------------------	-----------------------------------	-----------------------------------

(Information to be inserted from Pricing Certificate).

(or so much principal thereof as shall not have been redeemed prior to maturity) and to pay interest on the unpaid principal installments hereof from the _____ at the per annum rates of interest specified above computed on the basis of a 360-day year of twelve 30-day months; such interest being payable on _____, and each _____ and _____ thereafter, until maturity or prior redemption. Principal installments of this Bond are payable in the year of maturity or on a redemption date to the registered owner hereof by _____ (the "Paying Agent/Registrar"), upon presentation and surrender, at its designated offices in _____ (the "Designated Payment/Transfer Office"). Interest is payable to the registered owner of this Bond whose name appears on the "Security Register" maintained by the Paying Agent/Registrar at the close of business on the "Record Date," which is the _____ day of the month next preceding each interest payment date, and interest shall be paid by the Paying Agent/Registrar by check sent United States mail, first-class, postage prepaid, to the address of the registered owner recorded in the Security Register or by such other method, acceptable to the Paying Agent/Registrar, requested by, and at the risk and expense of, the registered owner. All payments of principal of, premium, if any, and interest on this Bond shall be without exchange or collection charges to the registered owner hereof and in any coin or currency of the United States of America, which at the time of payment is legal tender for the payment of public and private debts. If the date for the payment of the principal of or interest on the Bonds shall be a Saturday, Sunday, a legal holiday, or a day on which banking institutions in the city where the Designated Payment/Transfer Office of the Paying Agent/Registrar is located are authorized by law or executive order to be closed, then the date for such payment shall be the next succeeding day which is not such a Saturday, Sunday, legal holiday, or day on which banking institutions are authorized to be closed; and payment on such date shall have the same force and effect as if made on the original date payment was due.

[Capital Appreciation Initial Bond]

Heading and first two paragraphs shall be amended to read as follows:

REGISTERED
NO. TCAB-1

MATURITY AMOUNT
\$ _____

UNITED STATES OF AMERICA
STATE OF TEXAS
LEANDER INDEPENDENT SCHOOL DISTRICT
UNLIMITED TAX SCHOOL BUILDING AND REFUNDING BOND
SERIES 2026A

Bond Date:
_____, 2026

Registered Owner:

Maturity Amount:

The Leander Independent School District (hereinafter referred to as the "District"), a body corporate and political subdivision in the Counties of Travis and Williamson, State of Texas, for value received, acknowledges itself indebted to and hereby promises to pay to the Registered Owner named above, or the registered assigns thereof, the aggregate Maturity Amount stated above on _____ in each of the years and in installments in accordance with the following schedule:

<u>Year of Maturity</u>	<u>Installment Maturity Amount</u>	<u>Stated Yield(s)</u>
-------------------------	------------------------------------	------------------------

(Information to be inserted from Pricing Certificate).

The respective installments of the Maturity Amount hereof represents the accretion of the original principal amounts of each year of maturity from the date of delivery to the initial purchasers (_____) to the respective years of maturity (including the initial premium, if any, paid by the initial purchasers) and such accretion in values occurring at the respective Stated Yields and compounding on _____, and semiannually thereafter on each _____ and _____. A table of the "Accreted Values" per \$5,000 "Accreted Value" at maturity is attached to this Bond. The term "Accreted Value," as used herein, means the original principal amount of this Bond plus premium, if any, paid herefor with interest thereon compounded semiannually to _____ and _____, as the case may be, next preceding the date of such calculation (or the date of calculation, if such calculation is made on _____ or _____) at the respective Stated Yields shown above and in the Table of Accreted Values attached hereto. For any date other than _____ or _____, the Accreted Value of this Bond shall be determined by a straight line interpolation between the values for the applicable semiannual compounding dates (based on 30-day months). If the date for the payment of the principal of or interest on the Bonds shall be a Saturday, Sunday, a legal holiday, or a day on which banking institutions in the city where the Designated Payment/Transfer Office of the Paying Agent/Registrar is located are authorized by law or executive order to be closed, then the date for such payment shall be the next succeeding day which is not such a Saturday, Sunday, legal holiday, or day on which banking institutions are authorized to be closed; and payment on such date shall have the same force and effect as if made on the original date payment was due.

The installments of the Maturity Amount of this Bond are payable in the years of maturity to the registered owner hereof, without exchange or collection charges, by _____ (the "Paying Agent/Registrar"), upon presentation and surrender, at its designated offices in _____ (the "Designated Payment/Transfer Office"), and shall be payable in any coin or currency of the United States of America which at the time of payment is legal tender for the payment of public and private debts.