

Board Workshop Agenda

Lake Travis Independent School District Board of Trustees

A meeting of the Board of Trustees of Lake Travis Independent School District will be held June 4, 2025, beginning at 6:00 PM in the Educational Development Center, Live Oak Room 607 RR 620 North Austin, TX 78734.

The subjects to be discussed or considered, or upon which any formal action may be taken are listed below. Items do not have to be taken in the order shown on this agenda.

1. Call To Order and Quorum Determination
2. Pledge of Allegiance and Moment of Silence
3. Recognitions
 - A. James "Buddy" Bush - Principal, Lake Travis High School 2
 - B. Matthew Nelson - Principal, Lakeway Elementary School 3
4. Public Comments/Citizen Participation
5. Presentation/Discussion Items
 - A. 2025-2026 Preliminary Budget Overview 4
 - B. 2025-2026 Staffing and Compensation Update 26
6. Closed Session in accordance with Texas Government Code 551.001 et. seq.
Section 551.071 – For the purpose of a private consultation with the Board’s attorney on any or all subjects or matters authorized by law.

Section 551.074 - For the purpose of discussing the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee, or to hear complaints or charges against a public officer or employee.
7. Consideration Items Arising from Closed Session
8. Adjournment



AGENDA ITEM ACTION SHEET

AGENDA ITEM

James “Buddy” Bush – Principal, Lake Travis High School

RECOMMENDED ACTION

Special Recognition

RATIONALE

The Lake Travis ISD Administration is excited to announce the selection of James “Buddy” Bush as the district’s new Principal for Lake Travis High School, effective July 1, 2025. Mr. Bush brings a wealth of experience and a deep commitment to student success.

Most recently, Mr. Bush served as principal of Grand Oaks High School in Spring, where he led a rapidly-growing 6A campus of 3,900 students to academic gains, increased Advanced Placement participation, and earned statewide recognition for both academics and extracurricular excellence. Under his leadership, Grand Oaks rose steadily in UIL Lone Star Cup rankings and achieved both AP Silver Honor Roll and AP Access Awards.

With more than two decades of experience in public education—as a teacher, coach, assistant principal, and principal—Mr. Bush is known for building strong relationships, fostering school pride, and setting high expectations. At Grand Oaks, he significantly expanded family and community engagement, growing PTO participation from 16 to over 370 members and establishing campus-wide systems to promote positive student behavior that are now being modeled across the state.

Mr. Bush holds a Bachelor of Science in Speech from The University of Texas at Austin and a Master’s degree in Educational Administration from Lamar University.

BUDGET PROVISIONS

None

RESOURCE PERSONNEL

Curtis Null, Ed.D. – Superintendent of Schools

Susan Fambrough - Assistant Superintendent of Human Resources

ATTACHMENTS

None

MEETING DATE

June 4, 2025



AGENDA ITEM ACTION SHEET

AGENDA ITEM

Matthew Nelson – Principal, Lakeway Elementary School

RECOMMENDED ACTION

Special Recognition

RATIONALE

The Lake Travis ISD Administration is excited to announce the selection of Matthew Nelson as the district’s new Principal for Lakeway Elementary School, effective July 1, 2025. Mr. Nelson brings a more than a decade of campus leadership experience, most recently serving as Principal of the Rosedale School in Austin ISD.

Mr. Nelson is widely recognized for his commitment to relationship-centered leadership, innovative instructional practices, and staff development initiatives. At Rosedale, he successfully led the district’s only 100% special education campus, achieving full staffing for the first time in five years and increasing enrollment by 31%. Prior to that, he served for seven years as Principal of Clint Small Middle School, where his efforts resulted in a 30% enrollment increase, significant improvements in student achievement, and a campus culture defined by collaboration, creativity, and high expectations.

Throughout his career, Mr. Nelson has demonstrated a deep belief in the importance of whole-child education and community engagement. His leadership style is rooted in listening, building strong relationships, and ensuring that every student, teacher, and staff member feels seen, heard, and supported. Mr. Nelson holds a Master’s degree in Educational Administration from Concordia University Texas and a Bachelor’s degree from the University of North Texas. He and his family reside in Lakeway, and he is excited to serve the community he calls home.

BUDGET PROVISIONS

None

RESOURCE PERSONNEL

Curtis Null, Ed.D. – Superintendent of Schools

Susan Fambrough - Assistant Superintendent of Human Resources

ATTACHMENTS

None

MEETING DATE

June 4, 2025



AGENDA ITEM ACTION SHEET

AGENDA ITEM

2025-2026 Preliminary Budget Overview

RECOMMENDED ACTION

For Presentation/Discussion only. Approval of the 2025-2026 Budget will be requested at the August 20, 2025 Board Meeting.

RATIONALE

Section 44.002 through 44.006 of the Texas Education Code establishes the legal basis for the budget development in school districts. These codes require that the district prepare a budget by the date set by the State Board of Education, currently August 21st for districts with an August 31st fiscal year-end. The Budget Document and the Annual Financial Report are the primary vehicles used to present the financial plan and the results of operations of the District. The primary purposes of this budget document is to provide timely and useful information concerning the past, current and projected financial status of the District, in order to facilitate financial decisions that support the educational goals of the District.

BUDGET PROVISIONS

2025-2026 General Fund Budget

RESOURCE PERSONNEL

Pam Sanchez – Assistant Superintendent of Business Services

Susan Fambrough – Assistant Superintendent of Human Resources

Brad Goerke – Director of Finance

ATTACHMENTS

Overview of the Operating Budget for 2025-2026

MEETING DATE

June 4, 2025

Lake Travis ISD
Overview of the Operating Budget
2025-2026

June 4, 2025

LAKE TRAVIS INDEPENDENT SCHOOL DISTRICT

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Lake Travis ISD
Underlying Budget Assumptions
2025-2026

- 1. The budget reflects flat student enrollment with no change from October 2024 PEIMS. The estimated total enrollment for Lake Travis ISD for the Fall of 2025 is 11,010. In January 2025, the district received the results of a demographic update performed by Population and Survey Analysts (PASA) which showed stable enrollment for the 2025-26 school year and growth between 1% and 2% beginning in the 2026-2027 school year. A full demographic study will be completed Fall of 2025 with results presented in January 2026.**
- 2. Estimated Weighted Average Daily Attendance (WADA) for 2025-2026 is 12,679. WADA is the weighted average daily attendance figure used in several funding formulas to calculate the amount of state and local funds a district is entitled. Funding amounts are not finalized until after all six periods of six weeks attendance data are reported to TEA during the summer months following the school year.**
- 3. The Net Freeze Unadjusted Taxable Property Value increase for 2025-2026 is estimated to be 1.87% (\$20,908,762,119). The district obtained this information through a preliminary estimate provided by the Travis Central Chief Tax Appraiser Leana Mann in April 2025. Due to the continuation of tax compression within the current school funding laws, we anticipate another tax rate decrease for tax year 2025, school year 2025-2026. The compression of the local maintenance tax rate is triggered by property wealth within school district boundaries above the statewide average. The M&O Tax Rate is projected to change from \$0.7381 to \$0.7123, a decrease of 2.58 cents.**
- 4. House Bill 3 (HB 3) and current school funding law, passed during the 86th Regular Legislative Session, provided new funding for education and property tax relief. The Basic Allotment of \$6,160 per student has remained unchanged since HB 3 passed for the 2019-2020 school year. The proposed 2025-2026 budget is built on the current law under HB 3.**
- 5. The current 89th Regular Legislative Session has proposed legislation (HB 2) which provides a funding increases in the following categories:**
 - a. Increase to the Basic Allotment to \$6,215 (\$55 per ADA) by removing the guaranteed yield for tier two (i.e. golden pennies) funding increase each year.**
 - b. New Teacher Retention Allotment which mandates teacher salary increases of \$2,500 for teachers with three or four years of experience, and \$5,000 for teachers with five or more years of experience.**

Lake Travis ISD
Underlying Budget Assumptions
2025-2026

- c. **New Support Staff Retention Allotment of \$45 per adjusted average attendance which mandates salary increases for non-administrative staff. Non-administrative staff includes all other staff not included in the Teacher Retention Allotment except for superintendents, assistant superintendents, executive directors, directors, assistant directors, principals, assistant principals, and staff in a supervisory role.**
- d. **New Allotment for Basic Costs of \$106 per enrolled student to cover increase in TRS benefits due to salary increases, property and casualty insurance, utilities, and other fixed costs.**
- e. **New Special Education Adjusted Allotment provides \$1,000 for every special education evaluation conducted for any student, enrolled and non-enrolled in the district. The bill also makes significant changes to special education funding beginning with the 2026-2027 school year. TEA will establish eight tiers of intensity of service with funding weights for each tier.**
- f. **Increase to the School Safety Allotment funding from \$10 per enrolled student to \$20 and from \$15,000 per campus to \$33,540.**

The regular legislative session ended on June 2, 2025 and the next budget proposal should include HB 2 funding changes.

- 6. **The Excess Local Revenue (“Recapture”) calculation has been simplified to reflect a district’s excess Local Fund Assignment (LFA) over their Tier 1 Entitlement. If a district is unable to collect sufficient Tier 1 (net of recapture) taxes to reach their Tier 1 Entitlement, then a Recapture Adjustment is awarded to the district. Lake Travis ISD’s recapture payment is projected to decrease in 2025-2026 by \$5,459,222 (-10.8%). This reflects 33.5% of every dollar levied at the Tier 1 level (down from 36.7% in 2024-2025).**
- 7. **For 2025-2026, Lake Travis ISD will continue to provide the Local Optional Homestead Exemption (LOHE) for its taxpayers at the maximum allowable level of 20%. Lake Travis ISD is one of only two districts in the Greater Austin Area (Lago Vista ISD) that provide this benefit to its taxpayers. For 2025-2026, this accounts for approximately \$3.38 billion in value, or \$35.1 million in additional local property tax relief.**

**Lake Travis ISD
Underlying Budget Assumptions
2025-2026**

8. Lake Travis ISD’s reconciliation of changes in estimated revenues:

Total decrease in Estimated Revenues	\$(7,180,078)
Attributable to Student Growth (0 x \$6,160)	0
Attributable to a net decrease in Payroll Adjustments	1,413,000
Attributable to a decrease in Operating Budget	998,856
Attributable to a decrease in Recapture Payment	<u>5,459,222</u>
Total Variance Increase/(Decrease) in Projected Budget	<u>\$ 691,000</u>

9. Incorporated in the 2025-2026 Projected Budget for staffing allocations are \$585,000 in additional positions to cover special services for students, specific pay grade and stipend adjustments at a cost of \$202,000, an increase in TRS On-Behalf Payments of \$50,000 and a reduction in positions through vacancy or attrition of approximately \$2,250,000.

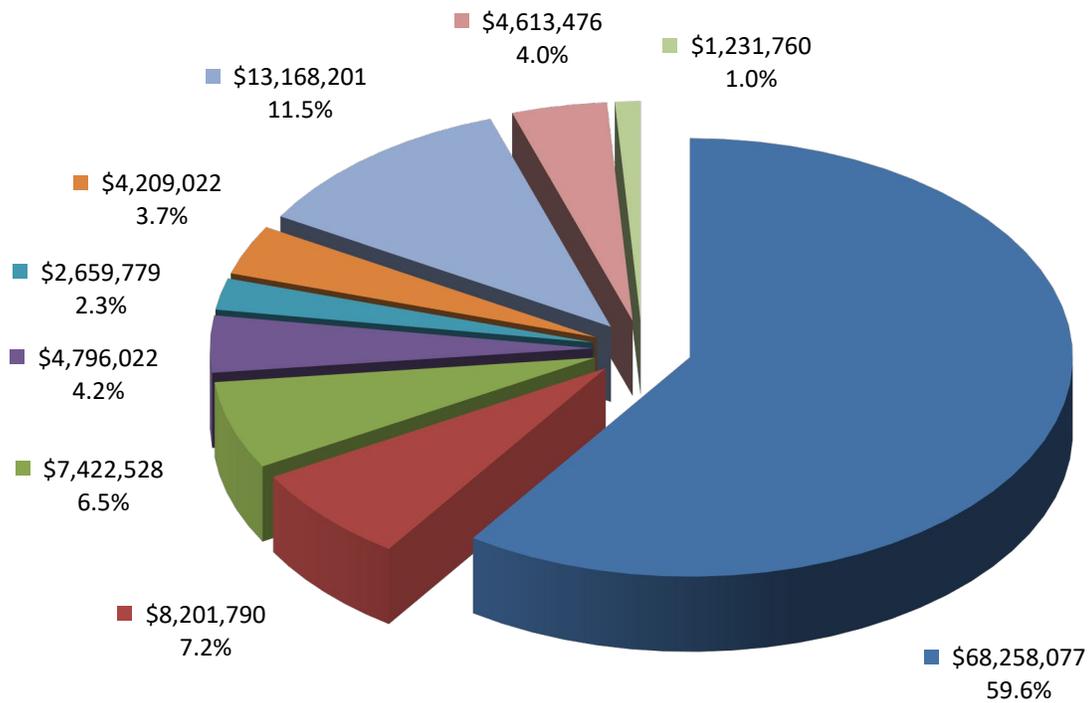
10. The net effect of non-staffing allocations provided to the Business Office is \$(998,856). This includes a 10% reduction in non-payroll department and campus costs of \$1,360,000 and a 50% reduction in staff travel totaling \$178,000. The budget reflects increases in property insurance premiums, custodial services contract and cost of supplies and fuel due to inflation.

**LAKE TRAVIS INDEPENDENT SCHOOL DISTRICT
GENERAL FUND
BUDGET OVERVIEW**

		<u>2024-2025 ORIGINAL BUDGET</u>	<u>2024-2025 AMENDED BUDGET</u>	<u>2025-2026 PROPOSED BUDGET</u>	<u>CHANGE</u>
REVENUE					
5700	LOCAL, INTERMEDIATE, OTHER	\$ 148,150,000	\$ 146,450,000	\$ 142,336,190	\$ (4,113,810)
5800	STATE PROGRAM REVENUE	14,126,764	14,676,764	11,610,496	(3,066,268)
5900	FEDERAL PROGRAM REVENUE	158,500	158,500	158,500	0
	TOTAL REVENUES	<u>\$ 162,435,264</u>	<u>\$ 161,285,264</u>	<u>\$ 154,105,186</u>	<u>\$ (7,180,078)</u>
EXPENDITURE					
11	INSTRUCTION	\$ 67,261,000	\$ 67,561,000	\$ 66,102,174	\$ (1,458,826)
12	INSTRUCTIONAL RESOURCES	1,071,983	1,071,983	1,064,879	(7,104)
13	INSTRUCTIONAL STAFF DEVELOPMENT	1,400,016	1,400,016	1,091,024	(308,992)
21	INSTRUCTIONAL ADMINISTRATION	2,361,963	2,361,963	2,316,433	(45,530)
23	SCHOOL ADMINISTRATION	5,828,584	5,828,584	5,885,357	56,773
31	GUIDANCE AND COUNSELING	5,784,061	5,484,061	5,370,424	(113,637)
32	SOCIAL WORK SERVICES	475,689	475,689	328,489	(147,200)
33	HEALTH SERVICE	1,087,609	1,087,609	1,071,905	(15,704)
34	PUPIL TRANSPORTATION	4,846,547	4,846,547	4,796,022	(50,525)
35	FOOD SERVICE	122,601	122,601	122,601	0
36	CO-CURRICULAR ACTIVITIES	2,745,259	2,745,259	2,659,779	(85,480)
41	GENERAL ADMINISTRATION	4,325,194 *	4,525,194 *	4,209,830 *	(315,364)
51	PLANT & MAINT OPERATIONS	12,678,467	12,778,467	12,977,334	198,867
52	SECURITY & MONITORING	1,696,927	1,696,927	1,690,077	(6,850)
53	NON-INSTRUCTIONAL DATA PROCESSING	3,136,783	3,136,783	2,923,399	(213,384)
61	COMMUNITY SERVICES	528,009	528,009	529,109	1,100
71	DEBT SERVICE	275,000	150,000	150,000	0
81	FACILITIES ACQUISITION/CONSTR.	40,867	40,867	40,867	0
91	STATE EQUALIZATION	49,786,945	50,611,945	45,152,723	(5,459,222)
93	SPEC. ED. TRANSFERS-DAY SCHOOL	66,760	66,760	116,760	50,000
95	JJAEP TRANSFERS	15,000	15,000	15,000	0
99	OTHER INTERGOVERNMENTAL CHARGES	1,050,000	1,050,000	1,100,000	50,000
	TOTAL EXPENDITURES	<u>\$ 166,585,264</u>	<u>\$ 167,585,264</u>	<u>\$ 159,714,186</u>	<u>\$ (7,871,078)</u>
OTHER RESOURCES AND (USES)					
7000	OTHER RESOURCES	\$ 150,000	\$ 0	\$ 0	\$ 0
8000	OTHER USES	0	0	0	0
	TOTAL RESOURCES & USES	<u>\$ 150,000</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 0</u>
1200	EXCESS (DEFICIENCY) OF REVENUES & OTHER RESOURCES OVER EXPENDI- TURES AND OTHER USES	<u>\$ (4,000,000)</u>	<u>\$ (6,300,000)</u>	<u>\$ (5,609,000)</u>	<u>\$ 691,000</u>
3100	BEGINNING FUND BALANCE, 9/1	41,139,503	41,139,503	34,839,503	
3100	ENDING FUND BALANCE, 8/31	<u>\$ 37,139,503</u>	<u>\$ 34,839,503</u>	<u>\$ 29,230,503</u>	
3100	ENDING FUND BALANCE, 6/30			<u>39,230,503</u> **	
	* Senate Bill 622 Requirement Statutorily Required Public Notice	\$ 20,000	\$ 20,000	\$ 20,000	

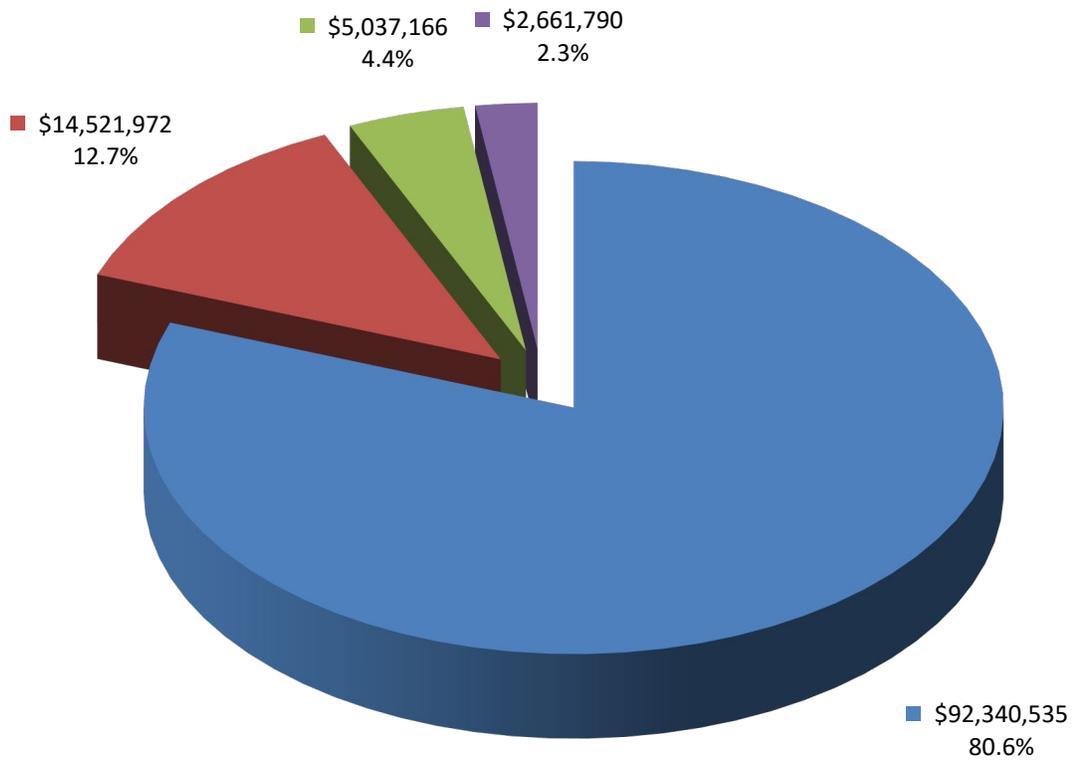
** Change in fiscal year beginning July 1, 2026; ending fund balance as of June 30, 2026

Lake Travis Independent School District 2025-2026 General Fund Budget Expenditures-by Function (net recapture)



- INSTRUCTION (11, 12, 13)
- INSTRUCTIONAL & SCHOOL LEADERSHIP (21, 23)
- STUDENT SERVICES (31, 32, 33, 35, 61)
- TRANSPORTATION (34)
- CO-CURRICULAR (ATHLETICS & FINE ARTS) (36)
- GENERAL ADMINISTRATION (41)
- PLANT & MAINTENANCE (51, 71, 81)
- SUPPORT SERVICES-NON STUDENTS (52, 53)
- OTHER GOVERNMENTAL COSTS (92, 93, 95, 99)

**Lake Travis Independent School District
2025-2026 General Fund Budget
Expenditures-by Object (net recapture)**

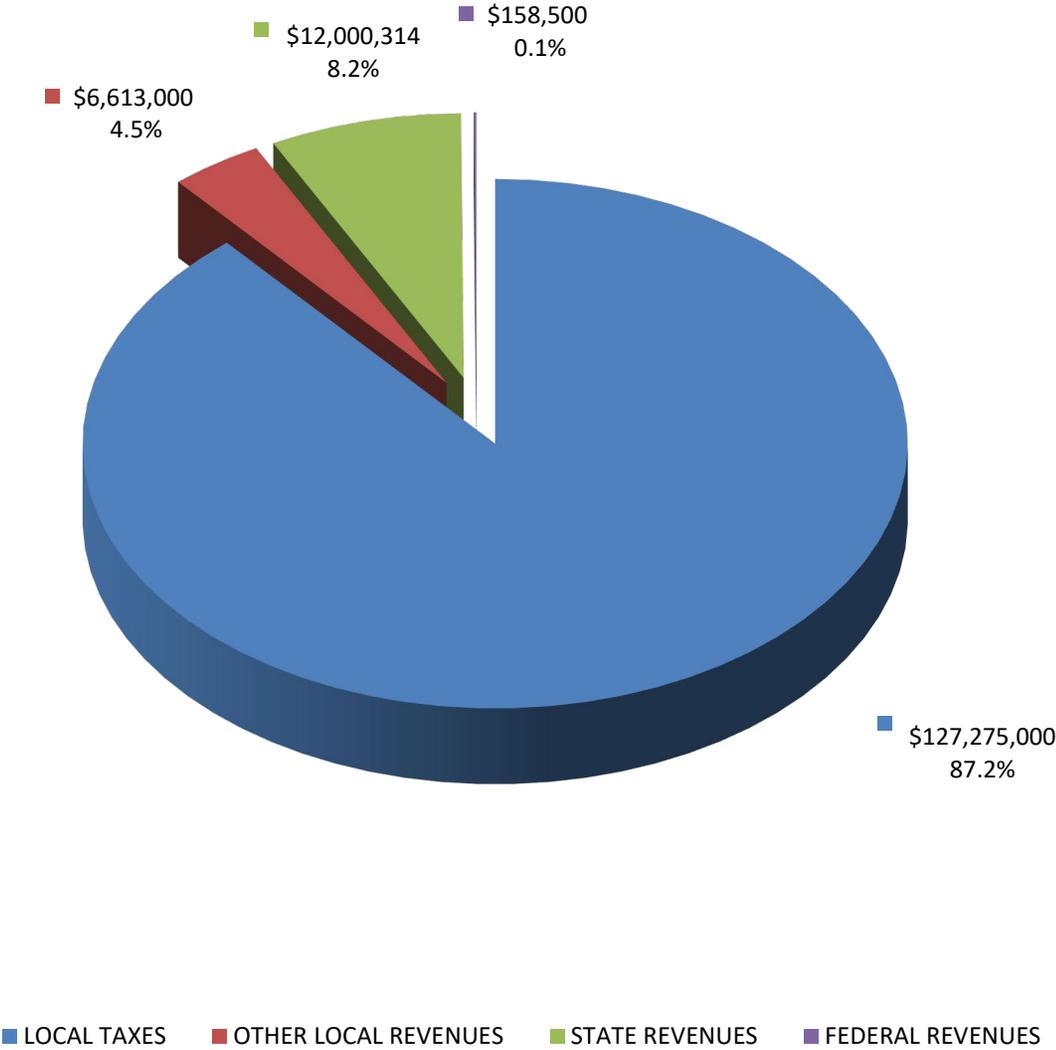


- PAYROLL COSTS (6100)
- PURCHASED & CONTRACTED SERVICES (6200)
- SUPPLIES & MATERIALS (6300)
- OTHER OPERATING EXPENSES (6400, 6600)

**LAKE TRAVIS INDEPENDENT SCHOOL DISTRICT
GENERAL FUND
REVENUE SOURCES**

		<u>2024-2025 ORIGINAL BUDGET</u>	<u>2024-2025 AMENDED BUDGET</u>	<u>2025-2026 PROJECTED BUDGET</u>	<u>Percent of Total</u>	<u>Dollar Change</u>
LOCAL & OTHER SOURCES-						
5711	LOCAL TAXES, CURRENT YEAR	\$ 140,500,000	\$ 138,800,000	\$ 135,673,190	88.04%	\$ (3,126,810)
571X	OTHER LOCAL TAXES	1,050,000	1,050,000	1,050,000	0.68%	-
5739	FEES, DUES, ETC.	175,000	175,000	175,000	0.11%	-
5742	EARNINGS ON INVESTMENTS	5,000,000	5,000,000	4,000,000	2.60%	(1,000,000)
5743	RENTALS	704,000	704,000	704,000	0.46%	-
5749	MISC REV FM LOCAL SOURCES	156,000	156,000	156,000	0.10%	-
5752	ATHLETIC ACTIVITY	508,000	508,000	508,000	0.33%	-
5769	COUNTY AVAILABLE	57,000	57,000	70,000	0.05%	13,000
	Total Local & Other Sources	\$ 148,150,000	\$ 146,450,000	\$ 142,336,190	92.36%	\$ (4,113,810)
STATE SOURCES-						
5811	AVAILABLE SCHOOL FUND	\$ 6,294,694	\$ 6,844,694	\$ 4,106,730	2.66%	\$ (2,737,964)
5812	STATE FOUNDATION FUND	1,909,296	1,909,296	1,530,992	0.99%	(378,304)
5829	MISCELLANEOUS STATE	-	-	-	0.00%	-
5831	TRS ON-BEHALF	5,922,774	5,922,774	5,972,774	3.88%	50,000
	Total State Sources	\$ 14,126,764	\$ 14,676,764	\$ 11,610,496	7.53%	\$ (3,066,268)
FEDERAL SOURCES-						
5931	MEDICAID	\$ 114,000	\$ 114,000	\$ 114,000	0.07%	\$ -
5932	RESIDENTIAL REIMBURSEMENT	\$ -	\$ -	\$ -	0.00%	\$ -
5949	E-RATE	\$ 44,500	\$ 44,500	\$ 44,500	0.03%	\$ -
	Total Federal Sources	\$ 158,500	\$ 158,500	\$ 158,500	0.10%	\$ -
TOTAL REVENUE-ALL SOURCES		\$ 162,435,264	\$ 161,285,264	\$ 154,105,186	100.00%	\$ (7,180,078)

**Lake Travis Independent School District
General Fund Revenue
2025-2026 Budget**



**LAKE TRAVIS INDEPENDENT SCHOOL DISTRICT
COMPARISON OF BUDGET BY PAYROLL COSTS
GENERAL FUND**

	2024-2025 ORIGINAL BUDGET	2024-2025 AMENDED BUDGET	2025-2026 PROJECTED BUDGET	DOLLAR DIFFERENCE	PERCENT DIFFERENCE
6112 - SUBSTITUTE TEACHERS	\$ 948,000	\$ 944,150	\$ 944,150	-	0.0%
6114 - SUMMER SCHOOL	50,000	50,000	50,000	-	0.0%
6116 - ESY PROGRAM AREAS	170,000	170,000	170,000	-	0.0%
6117 - SUPPLEMENTAL/COMMUNITY PROG.	217,975	143,375	73,375	(70,000)	-95.4%
6118 - STIPENDS	1,167,312	1,147,312	1,311,312	164,000	12.5%
6119 - PROFESSIONAL SALARIES	61,601,393	60,958,993	59,946,993	(1,012,000)	-1.7%
6121 - OVERTIME PAY	141,000	141,000	141,000	-	0.0%
6126 - PART-TIME	40,000	40,000	40,000	-	0.0%
6129 - CLERICAL & ANCILLARY	13,871,454	13,993,454	13,448,454	(545,000)	-4.1%
6134 - DETENTION HALL	18,000	18,000	18,000	-	0.0%
6139 - TRAVEL ALLOWANCE	4,800	4,800	4,800	-	0.0%
6141 - SOCIAL SECURITY	1,125,370	1,125,370	1,125,370	-	0.0%
6142 - GROUP HEALTH	6,004,692	6,004,692	6,004,692	-	0.0%
6144 - TRS ON-BEHALF PAYMENTS	5,922,774	5,922,774	5,972,774	50,000	0.0%
6145 - UNEMPLOYMENT COMPENSATION	56,000	56,000	56,000	-	0.0%
6146 - TRS MATCHING	2,995,190	2,983,615	2,983,615	-	0.0%
6148 - VACATION LEAVE PAY	50,000	50,000	50,000	-	0.0%
6149 - OTHER BENEFITS	0	0	0	-	0.0%
TOTAL 6100	\$ 94,383,960	\$ 93,753,535	\$ 92,340,535	\$ (1,413,000)	-1.5%

**Lake Travis Independent School District
Summary of Significant Budget Changes by Object Code
General Fund**

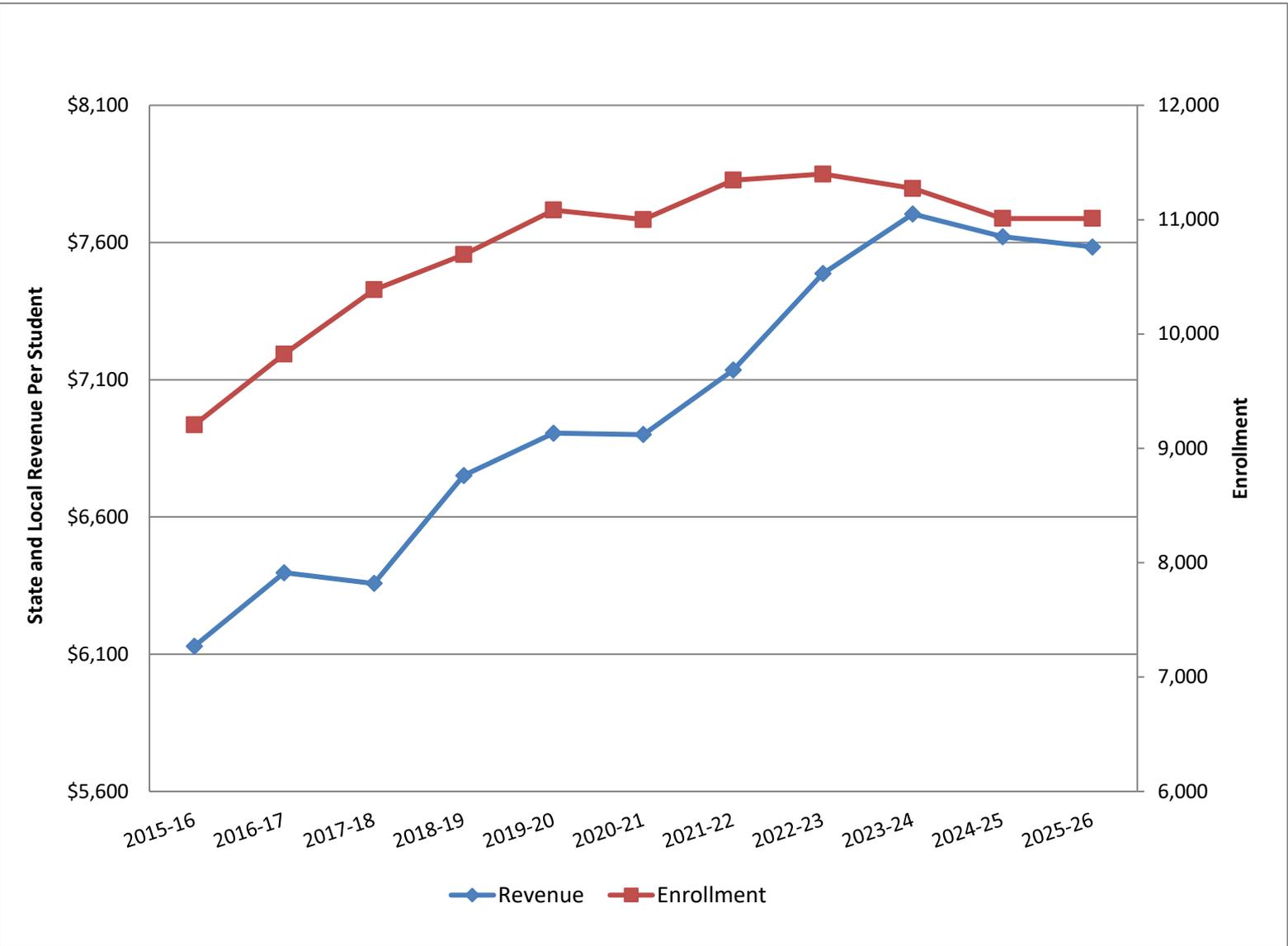
		2025-2026 Projected Budget Changes	
Salaries:			
New Salary Increase-0%	\$	-	
New Special Services Positions-Growth (10 FTE)	\$	585,000	
New Increase in TRS On-Behalf Payments	\$	50,000	
New Increase in Stipends/Other Adjustments	\$	202,000	
Staffing reductions through attrition	\$	(2,250,000)	
Total	\$	(1,413,000)	-1.5%
Contracted Services:			
Decrease in Recapture Payments	\$	(5,459,222)	
Contracted Services-10% Reductions	\$	(955,053)	
Contracted Services-Appraisal District & Tax Office	\$	50,000	
Contracted Services-Special Services	\$	100,000	
Contracted Services-Maintenance Department	\$	68,900	
Contracted Services-Custodial Contract	\$	59,530	
Total	\$	(6,135,845)	-10.3%
Supplies:			
Supplies - 10% Reductions	\$	(405,433)	
Supplies - Transportation	\$	60,000	
Supplies-Curriculum & Instruction	\$	(37,800)	
Supplies-Technology	\$	(22,500)	
Supplies-Special Services	\$	40,500	
Total	\$	(365,233)	-7.3%
Other Operating:			
Staff Travel - 50% Reductions	\$	(177,000)	
District Property/Liability Insurance	\$	152,000	
Staff Development - Technology	\$	18,000	
Transfers - Special Services Shared Agreement	\$	50,000	
Total	\$	43,000	1.6%
Total Changes	\$	(7,871,078)	-4.9%

Lake Travis ISD					
Five Year Budget Model: 2024-2025 thru 2028-2029					
Basic Assumptions (BA=\$6,160) Current Law					
June 4, 2025					
	(Budget Model-Yr. 1)	(Budget Model-Yr. 2)	(Budget Model-Yr. 3)	(Budget Model-Yr. 4)	(Budget Model-Yr. 5)
	2024-25	2025-26	2026-27	2027-28	2028-29
Change in Student Enrollment	-263	0	110	111	112
Student Enrollment (October PEIMS/Moderate Projection)	11,010	11,010	11,120	11,231	11,343
Percent Change in Student Enrollment	-2.33%	0.00%	1.00%	1.00%	1.00%
Weighted ADA (WADA)	12,719,613	12,679,293	12,800,437	12,925,228	13,048,807
Percent Change in Taxable Property Value	5.20%	1.87%	2.00%	5.00%	5.00%
Net Freeze Unadjusted Taxable Property Value	20,524,317,506	20,908,762,119	21,326,937,361	22,393,284,229	23,512,948,441
Tax Collection Rate	98.50%	98.50%	98.50%	98.50%	98.50%
Total Tax Rate	1.0656	1.0398	1.025	1.0102	0.9958
State Equalization Payments (Recapture)	50,611,945	45,152,723	45,911,930	45,382,200	49,294,591
Local Optional Homestead Exemption (LOHE) Value	3,317,383,455	3,379,521,950	3,447,112,389	3,619,468,008	3,800,441,409
LTISD Local Tax Relief due to 20% LOHE	35,350,038	35,140,269	35,332,902	36,563,866	37,844,796
Revenues	161,285,264	154,105,186	156,048,187	157,879,423	164,155,214
Appropriations	167,585,264	159,714,186	161,169,102	162,290,243	168,558,689
Change In Fund Balance	-6,300,000	-5,609,000	-5,120,915	-4,410,820	-4,403,474
Beginning Fund Balance	41,139,500	34,839,500	39,230,500	34,109,584	29,698,765
Ending Fund Balance	34,839,500	39,230,500	34,109,584	29,698,765	25,295,290
Minimum Fund Balance (TEA/Rating Agencies)	29,243,330	28,640,366	28,814,293	29,227,011	29,816,024
Assumptions-					
Salaries for New Postions-Growth	891,500	585,000	325,000	327,955	330,909
Salary Increases (3%-2023/24, 1%-2024/25, 0%-2025/26)	706,000	0	0	0	0
Salaries & Benefits - New Campus	0	0	100,000	900,000	1,600,000
TRS On-Behalf Payments	209,408	50,000	50,000	50,000	50,000
Payroll Efficiencies	-702,137	-2,250,000	0	0	0
Substitutes/Stipends/Other Adjustments	50,000	202,000	0	0	0
Estimated Change in Salaries	1,154,771	-1,413,000	475,000	1,277,955	1,980,909
Change in Non-Payroll Operating Costs-Growth	861,763	-998,856	220,709	222,916	225,146
Change in Recapture Costs	7,406,717	-5,459,222	759,207	-529,730	3,912,391
Change in Start-Up/Incremental Costs of New Campuses	0	0	0	150,000	150,000
Total Assumptions Included in Budget Model	9,423,251	-7,871,078	1,454,916	1,121,141	6,268,446
Adjusted Basic Allotment	6,160	6,160	6,160	6,160	6,160
State & Net Local Revenue per Student	10,052	9,896	9,904	10,017	10,126
Net Local Expenditure per Student	10,624	10,405	10,365	10,409	10,514
<i>- Change in fiscal year beginning 7/1/2026; 2025-26 reflects a 10-month expenditure budget ending 6/30/2026</i>					

**LAKE TRAVIS INDEPENDENT SCHOOL DISTRICT
ANALYSIS OF STATE & LOCAL TAX REVENUES
GENERAL FUND**

	2025-26 Projected Budget	2024-25 Amended Budget	2023-24 Final Budget	2022-23 Final Budget	2021-22 Final Budget	2020-21 Final Budget	2019-20 Final Budget	2018-19 Final Budget	2017-18 Final Budget	2016-17 Final Budget	2015-16 Final Budget
STATE REVENUES-											
High School Allotment	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 829,424	\$ 789,194	\$ 730,263	\$ 711,947
Staff Allotment	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 224,438	\$ 105,428	\$ 167,971	\$ 165,660
Rider 71-TRS Employer Contribution Assist.	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Add'l State for Homestead Exemption (ASAHE)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 25,385	\$ 54,136
New Instructional Facilities Allotment (NIFA)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Tier II State Aid (Golden Pennies Equalized)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 392,477	\$ 336,947	\$ -	\$ -
Add'l State for Tax Reduction (ASATR)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,753,588
FOUNDATION SCHOOL FUND	\$ 1,530,992	\$ 2,226,433	\$ 1,671,176	\$ 686,760	\$ (283,967)	\$ 165,685	\$ -	\$ 1,548,316	\$ 1,231,569	\$ 923,619	\$ 2,685,331
AVAILABLE SCHOOL FUND	\$ 4,106,730	\$ 6,527,557	\$ 4,474,934	\$ 6,603,106	\$ 5,953,712	\$ 5,088,642	\$ 3,233,468	\$ 4,768,467	\$ 1,923,695	\$ 3,425,610	\$ 1,478,072
TOTAL STATE REVENUES	\$ 5,637,722	\$ 8,753,990	\$ 6,146,110	\$ 7,289,866	\$ 5,669,745	\$ 5,254,327	\$ 3,233,468	\$ 6,316,783	\$ 3,155,264	\$ 4,349,229	\$ 4,163,403
LOCAL REVENUES-											
Local Taxes up to the Compressed Rate	\$ 120,435,432	\$ 123,755,968	\$ 121,535,674	\$ 145,242,174	\$ 119,963,192	\$ 120,128,969	\$ 116,527,094	\$ 116,287,720	\$ 105,120,151	\$ 96,615,237	\$ 86,732,475
Local Taxes-Unrecaptured ("Golden")	\$ 15,237,758	\$ 15,044,032	\$ 14,585,739	\$ 14,441,181	\$ 11,666,734	\$ 7,865,275	\$ 7,517,877	\$ 6,977,263	\$ 6,307,209	\$ 3,864,609	\$ 3,469,299
State Recapture	\$ (45,152,723)	\$ (50,611,945)	\$ (43,205,228)	\$ (70,707,308)	\$ (45,491,491)	\$ (45,815,978)	\$ (40,679,288)	\$ (50,194,833)	\$ (42,936,945)	\$ (36,302,954)	\$ (32,951,742)
TOTAL NET LOCAL TAXES	\$ 90,520,467	\$ 88,188,055	\$ 92,916,185	\$ 88,976,047	\$ 86,138,435	\$ 82,178,266	\$ 83,365,683	\$ 73,070,150	\$ 68,490,415	\$ 64,176,892	\$ 57,250,032
TOTAL STATE & LOCAL TAXES	\$ 96,158,189	\$ 96,942,045	\$ 99,062,295	\$ 96,265,913	\$ 91,808,180	\$ 87,432,593	\$ 86,599,151	\$ 79,386,933	\$ 71,645,679	\$ 68,526,121	\$ 61,413,435
Weighted Average Daily Attendance	12,679.293	12,719.613	12,858.974	12,857.243	12,868.086	12,671.947	12,541.329	11,759.914	11,269.250	10,712.818	10,019.802
Student Enrollment (PEIMS Snapshot)	11,010	11,010	11,273	11,399	11,345	11,001	11,084	10,695	10,387	9,825	9,205
State & Local per Weighted Student	\$ 7,584	\$ 7,621	\$ 7,704	\$ 7,487	\$ 7,135	\$ 6,900	\$ 6,905	\$ 6,751	\$ 6,358	\$ 6,397	\$ 6,129

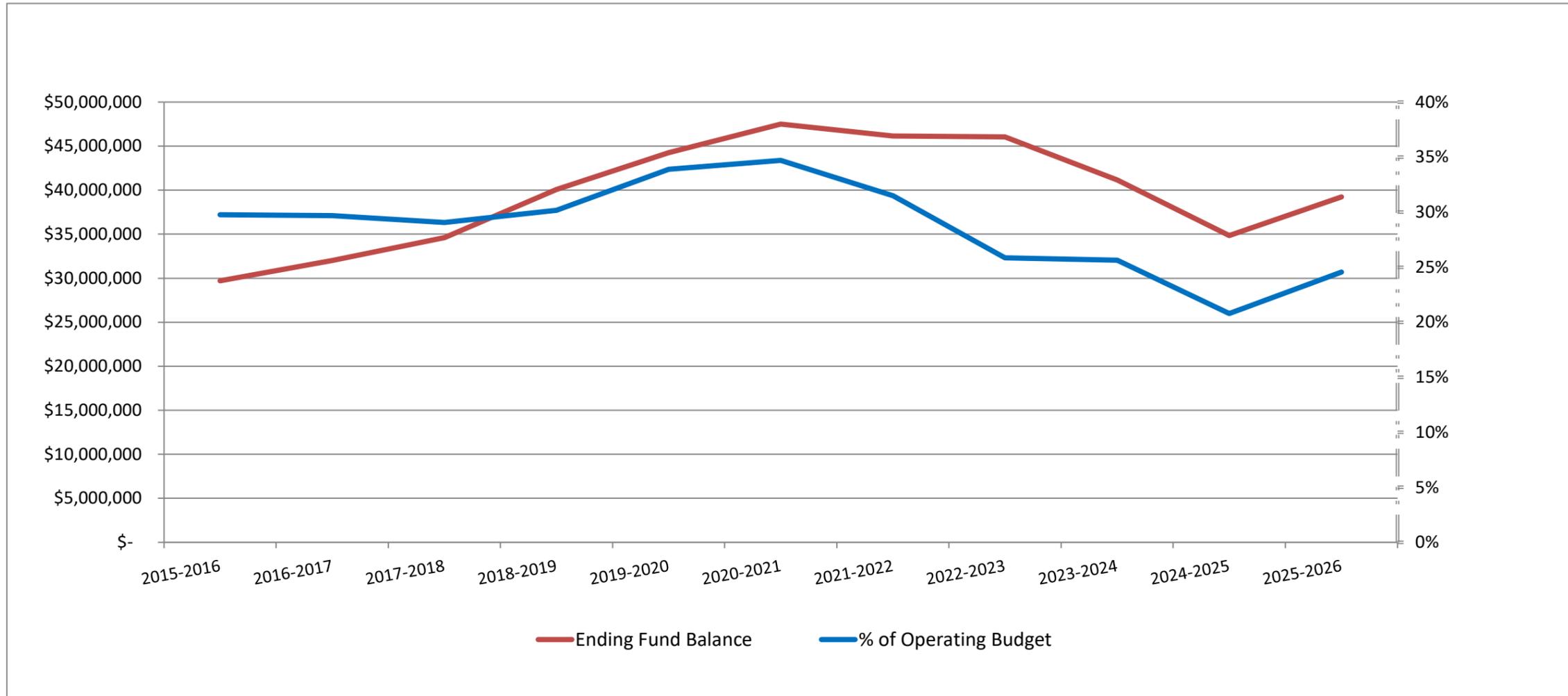
Lake Travis Independent School District Revenue vs. Enrollment



**LAKE TRAVIS INDEPENDENT SCHOOL DISTRICT
ANALYSIS OF EXCESS REVENUE
GENERAL FUND**

	2024-2025 ORIGINAL BUDGET	2024-2025 AMENDED BUDGET	2025-2026 PROJECTED BUDGET
Data Elements			
1 Compressed M&O Collections	\$ 124,529,886	\$ 123,766,592	\$ 120,612,969
2 Tier II Level One M&O Collections	15,457,550	15,045,324	15,260,221
3 Tier II Level Two M&O Collections	-	-	-
4 Total M&O Collections (Line 1 + Line 2 +Line 3)	\$ 139,987,436	\$ 138,811,916	\$ 135,873,190
Local Revenue in Excess of Entitlements (Tier I)			
5 Total Tier I Entitlement	\$ 80,659,278	\$ 79,301,869	\$ 79,195,539
6 ASF Allotment	6,294,694	6,527,557	4,106,730
7 Total Tier I Entitlement - ASF	74,364,584	72,774,312	75,088,809
8 Local Fund Assignment (LFA)	\$ 141,854,006	\$ 141,223,109	\$ 136,365,065
9 Excess Local Revenue (Tier I) = Line 8 - (Line 5 - Line 6)	\$ 67,489,422	\$ 68,448,796	\$ 61,276,256
Excess Local Revenue After Adjustments for Collections			
Does the district retain local collections after recapture to fund its entitlements			
10 (Line 1 - Line 9 - (Line 5 - Line 6)); if greater than zero, than zero	\$ (17,324,120)	\$ (17,456,516)	\$ (15,752,095)
11 Excess Local Revenue After Adjustment for Collections = Max ((Line 9 + Line 10),0)	\$ 50,165,302	\$ 50,992,280	\$ 45,524,161
Local Revenue in Excess of Entitlement (Tier II)			
12 Total Tier II Level Two Entitlement	\$ -	\$ -	\$ -
13 Local Share of Tier II Level Two Entitlement	\$ -	\$ -	\$ -
14 Excess Local Revenue (Tier II) = Line 13 - Line 12	\$ -	\$ -	\$ -
Total Excess Local Revenue and Final Recapture Cost			
15 Total Excess Local Revenue = Line 11 + Line 14	\$ 50,165,302	\$ 50,992,280	\$ 45,524,161
16 Total CAD Cost	\$ 1,055,815	\$ 1,035,353	\$ 1,108,608
17 Percentage of Total Collections Recaptured = Line 15 / Line 4	35.84%	36.73%	33.50%
18 CAD Cost Credit (Line 16 x Line 17)	\$ 378,357	\$ 380,335	\$ 371,438
19 Final Discounted Cost = Line 15 - Line 18	\$ 49,786,945	\$ 50,611,945	\$ 45,152,723

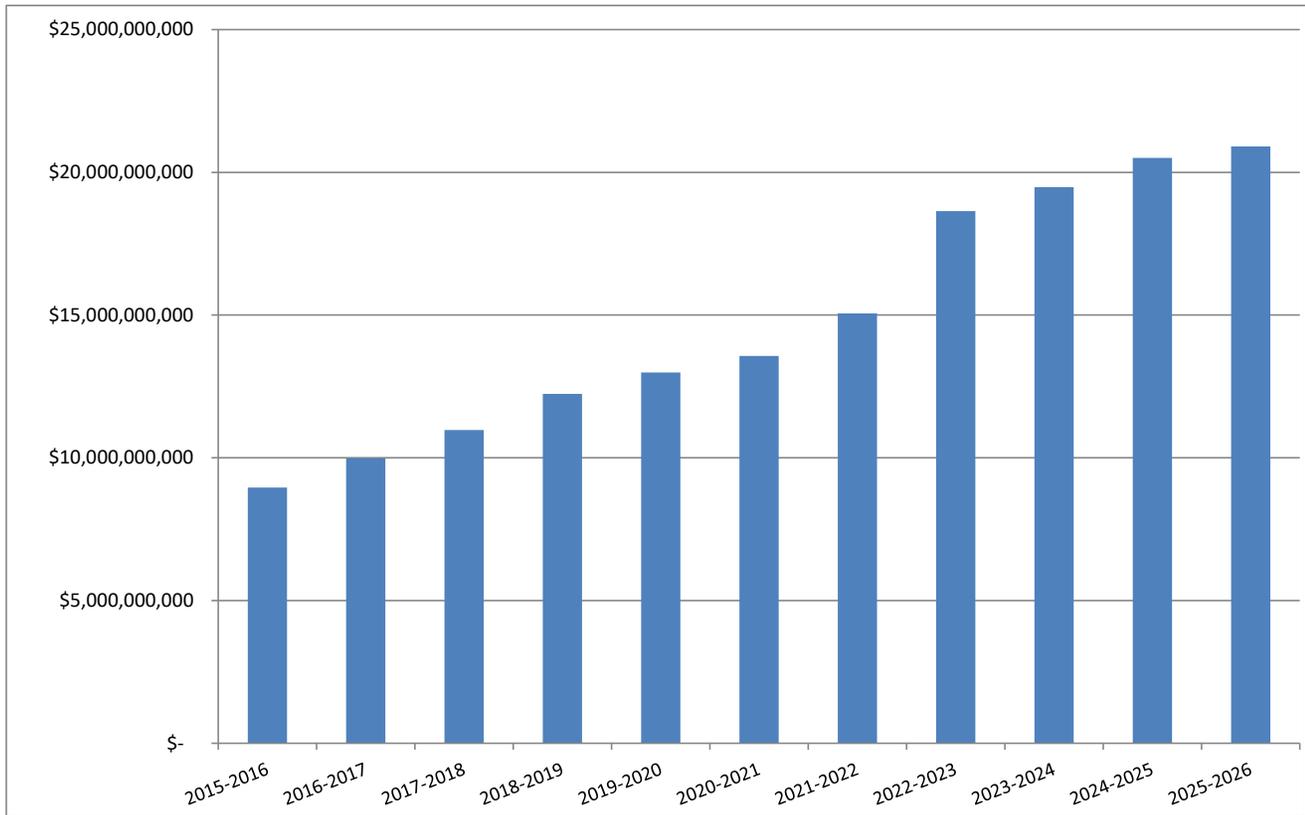
Lake Travis Independent School District Analysis of Fund Balance



<u>Year</u>	<u>Change in Fund Balance</u>	<u>Ending Fund Balance</u>	<u>% of Operating Budget</u>	<u>% W/O Recapture</u>
2015-2016	\$ (750,378)	\$ 29,704,752	29.8%	44.5%
2016-2017	\$ 2,312,082	\$ 32,016,834	29.7%	45.1%
2017-2018	\$ 2,594,270	\$ 34,611,104	29.1%	45.8%
2018-2019	\$ 5,454,949	\$ 40,066,053	30.2%	48.7%
2019-2020	\$ 4,198,419	\$ 44,264,472	33.9%	49.3%
2020-2021	\$ 3,237,366	\$ 47,501,838	34.7%	52.2%
2021-2022	\$ (1,357,088)	\$ 46,144,750	31.5%	45.7%
2022-2023	\$ (108,483)	\$ 46,036,267	25.8%	42.9%
2023-2024	\$ (4,896,767)	\$ 41,139,500	25.6%	35.1%
2024-2025	\$ (6,300,000)	\$ 34,839,500	20.8%	29.8%
2025-2026	\$ (5,609,000)	\$ 39,230,500 *	24.6%	34.2%

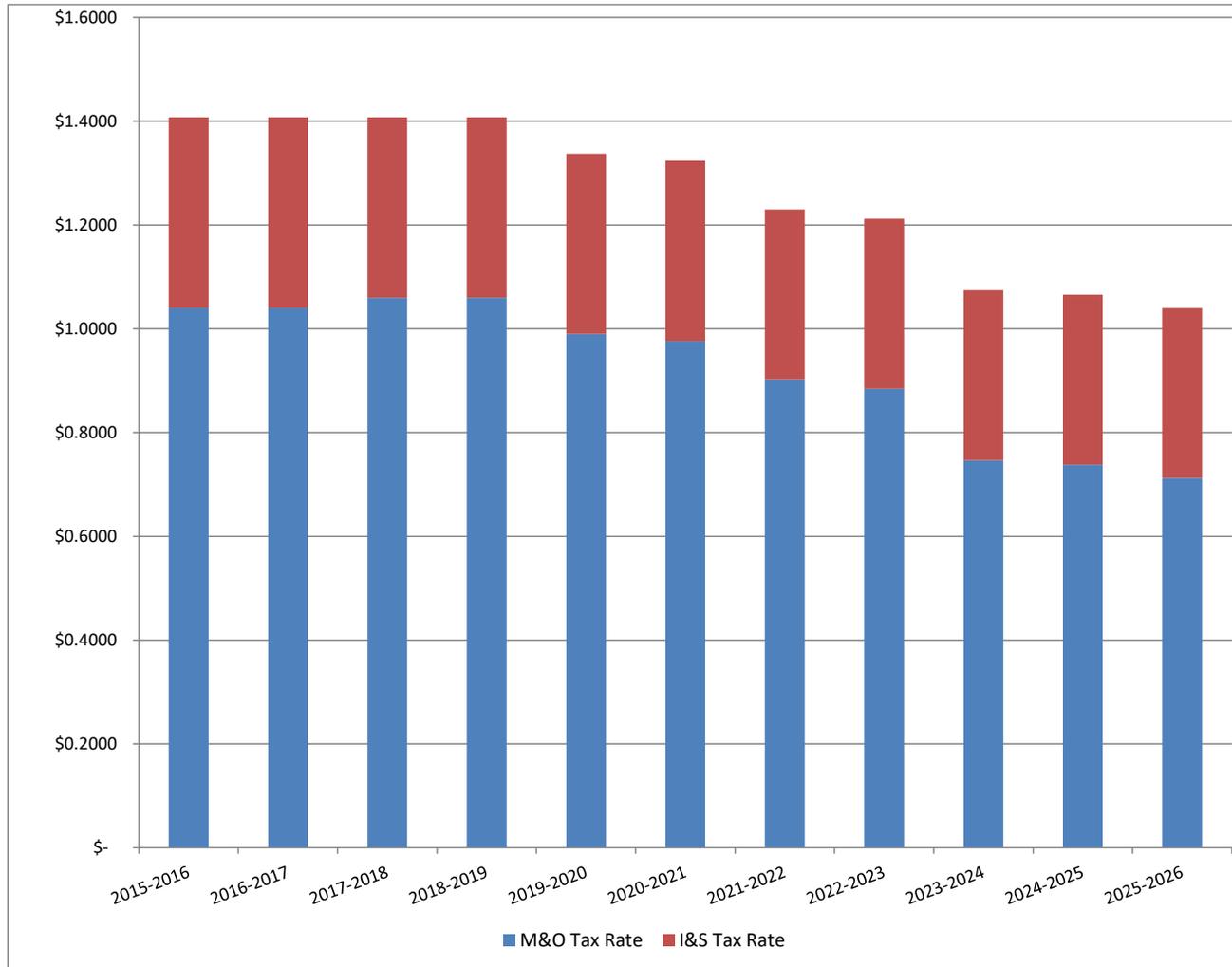
* Change in fiscal year beginning July 1, 2026; ending fund balance as of June 30, 2026

Lake Travis Independent School District Net Taxable Value History



<u>Year</u>	<u>Assessed/Appraised Value for School Tax Purposes</u>	<u>Percent Change</u>	<u>Total Tax Levy</u>
2015-2016	\$ 8,957,914,229	13.23%	\$ 123,178,602
2016-2017	\$ 9,984,903,074	11.46%	\$ 135,772,415
2017-2018	\$ 10,969,867,472	9.86%	\$ 149,550,950
2018-2019	\$ 12,241,356,541	11.59%	\$ 166,767,239
2019-2020	\$ 12,986,311,297	6.09%	\$ 168,439,332
2020-2021	\$ 13,566,522,711	4.47%	\$ 174,521,074
2021-2022	\$ 15,053,609,641	10.96%	\$ 179,981,595
2022-2023	\$ 18,640,549,935	23.83%	\$ 218,801,938
2023-2024	\$ 19,479,773,790	4.50%	\$ 195,831,785
2024-2025	\$ 20,503,852,688	5.26%	\$ 202,876,583
2025-2026	\$ 20,908,762,119	1.97%	\$ 201,068,794

Lake Travis Independent School District Tax Rate History



Year	Maintenance & Operations	Interest & Sinking	Total
2015-2016	\$ 1.0400	\$ 0.3675	\$ 1.4075
2016-2017	\$ 1.0400	\$ 0.3675	\$ 1.4075
2017-2018	\$ 1.0600	\$ 0.3475	\$ 1.4075
2018-2019	\$ 1.0600	\$ 0.3475	\$ 1.4075
2019-2020	\$ 0.9900	\$ 0.3475	\$ 1.3375
2020-2021	\$ 0.9764	\$ 0.3475	\$ 1.3239
2021-2022	\$ 0.9026	\$ 0.3275	\$ 1.2301
2022-2023	\$ 0.8846	\$ 0.3275	\$ 1.2121
2023-2024	\$ 0.7466	\$ 0.3275	\$ 1.0741
2024-2025	\$ 0.7381	\$ 0.3275	\$ 1.0656
2025-2026	\$ 0.7123	\$ 0.3275	\$ 1.0398

Lake Travis Independent School District Student Enrollment History and Projections

	Actual 2015-2016	Actual 2016-2017	Actual 2017-2018	Actual 2018-2019	Actual 2019-2020	Actual 2020-2021	Actual 2021-2022	Actual 2022-2023	Actual 2023-2024	Actual 2024-2025	Projected 2025-2026
Lake Travis Elementary	879	920	895	871	880	782	768	763	712	737	711
Lakeway Elementary	714	714	679	695	672	562	566	564	592	524	512
Bee Cave Elementary	634	684	750	803	815	768	825	863	826	786	824
Lake Pointe Elementary	713	752	739	706	729	724	783	748	757	721	685
Serene Hills Elementary	760	810	880	898	924	612	565	627	758	744	742
West Cypress Hills Elementary	603	674	797	874	937	558	609	599	602	591	597
Rough Hollow Elementary	0	0	0	0	0	726	897	926	751	702	727
ELEMENTARY TOTAL	4,303	4,554	4,740	4,847	4,957	4,732	5,013	5,090	4,998	4,805	4,798
Change from Prior Year	158	251	186	107	110	(225)	281	77	(92)	(193)	(7)
% Change from Prior Year	3.8%	5.8%	4.1%	2.3%	2.3%	-4.5%	5.9%	1.5%	-1.8%	-3.9%	-0.1%
Lake Travis Middle School	1109	1263	1420	1544	816	879	856	878	895	968	1039
Hudson Bend Middle School	1096	1180	1170	1135	1039	982	978	900	840	806	799
Bee Cave Middle School	0	0	0	0	871	849	832	830	862	861	853
MIDDLE SCHOOL TOTAL	2,205	2,443	2,590	2,679	2,726	2,710	2,666	2,608	2,597	2,635	2,691
Change from Prior Year	110	238	147	89	47	(16)	(44)	(58)	(11)	38	56
% Change from Prior Year	5.3%	10.8%	6.0%	3.4%	1.8%	-0.6%	-1.6%	-2.2%	-0.4%	1.5%	2.1%
Lake Travis High School	2,697	2,828	3,080	3,212	3,401	3,559	3,666	3,701	3,678	3,570	3,521
HIGH SCHOOL TOTAL	2,697	2,828	3,080	3,212	3,401	3,559	3,666	3,701	3,678	3,570	3,521
Change from Prior Year	141	131	252	132	189	158	107	35	(23)	(108)	(49)
% Change from Prior Year	5.5%	4.9%	8.9%	4.3%	5.9%	4.6%	3.0%	1.0%	-0.6%	-2.9%	-1.4%
TOTAL ENROLLMENT	9,205	9,825	10,410	10,738	11,084	11,001	11,345	11,399	11,273	11,010	11,010
Change from Prior Year	409	620	585	328	346	(83)	344	54	(126)	(263)	-
% Change from Prior Year	4.6%	6.7%	6.0%	3.2%	3.2%	-0.7%	3.1%	0.5%	-1.1%	-2.3%	0.0%

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Lake Travis ISD

School FIRST-Indicator #20

Question - Did the administration and school board members discuss any changes and/or impact to local, state, and federal funding board meeting within 120 days of the district adopting its budget?

HB 3 Funding*

	Historical	Current Year	Budget
	<u>FY 24</u>	<u>FY 25</u>	<u>FY 26</u>
Property Values Used for Local Collections (LCPV)	\$ 19,479,773,790	\$ 20,503,852,688	\$ 20,908,762,119
Property Values Used for State Calculations (SCPV)	\$ 20,764,085,958	\$ 21,459,217,359	\$ 21,566,513,446
M&O Tax Rate	\$ 0.7466	\$ 0.7381	\$ 0.7123
Local Collections	\$ 136,100,000	\$ 138,400,000	\$ 135,600,000
WADA	12,995.718	12,719.613	12,679.293
Wealth per WADA	\$ 1,597,764	\$ 1,687,097	\$ 1,700,924
Estimated Recapture	\$ 43,362,648	\$ 50,611,945	\$ 45,152,723
M&O Lag Revenue (if applicable)	N/A	N/A	N/A

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* State funding is no longer based on prior year property values. However, there is still an impact to budget. For example, the Comptroller preliminary tax year 2024 values are received in February 2025 and state funding is not finalized until final tax year 2024 revenues are received in August 2025. The result will be a settle up amount of state funding and recapture payment due which will occur in the next fiscal year 2025-2026.

Other impacts to budget:

Actual student enrollment, attendance rate, local tax property values, exemptions granted and the rate of collections impact the amount of state funding received and the amount of recapture due to the state.



AGENDA ITEM ACTION SHEET

AGENDA ITEM

2025-2026 Staffing and Compensation Update

RECOMMENDED ACTION

For Presentation/Discussion only.

RATIONALE

Staff will present an update on the projected staffing and compensation considerations for all staff for the 2025-2026 school year.

BUDGET PROVISIONS

None

RESOURCE PERSONNEL

Susan Fambrough – Assistant Superintendent of Human Resources

Pam Sanchez – Assistant Superintendent of Business Services

ATTACHMENTS

None

MEETING DATE

June 4, 2025

Staffing Update

Budget Workshop

Susan Fambrough

Assistant Superintendent of Human Resources

June 4, 2025

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Staffing Collaboration

- **FOCUS from Board Commitments, District Goals**
 - Recruit, develop and retain the highest quality faculty and staff
 - Student safety and student-focused decisions
 - Fiscal capacity and responsibility
 - Data-driven decision-making (TASB Staffing Study, TASB recommended teacher:student ratios, student and staff needs)
- **Collaboration/Brainstorming**
 - Cabinet
 - Principals and ELT
 - Special Education Leadership Team
- **TEAM approach**
 - Every campus and every department contributed to reductions



Budget Decisions

- Aligned to the Board Commitments and District's mission and goals
- Student-centered with focus on high-quality instruction and safety
- Compliance with state and federal mandates
- Collaboration with multiple stakeholders
- Consideration and review of vacant positions
- Limiting new initiatives, new staff positions and salary adjustments
- Campus based budgets were not reduced for student program resources
- Class sizes were not increased



Current reality

2024-2025

LTISD projected a significant budget deficit and addressed this by implementing staff reductions through attrition.

2025-2026

LTISD continues to experience a budget deficit and will continue to implement staff reductions through attrition.

We continue to review student enrollment to ensure efficient staffing while also reducing **expensive contracted services to staff positions.** Our goal is to not affect or impact student services.



Compensation Discussion

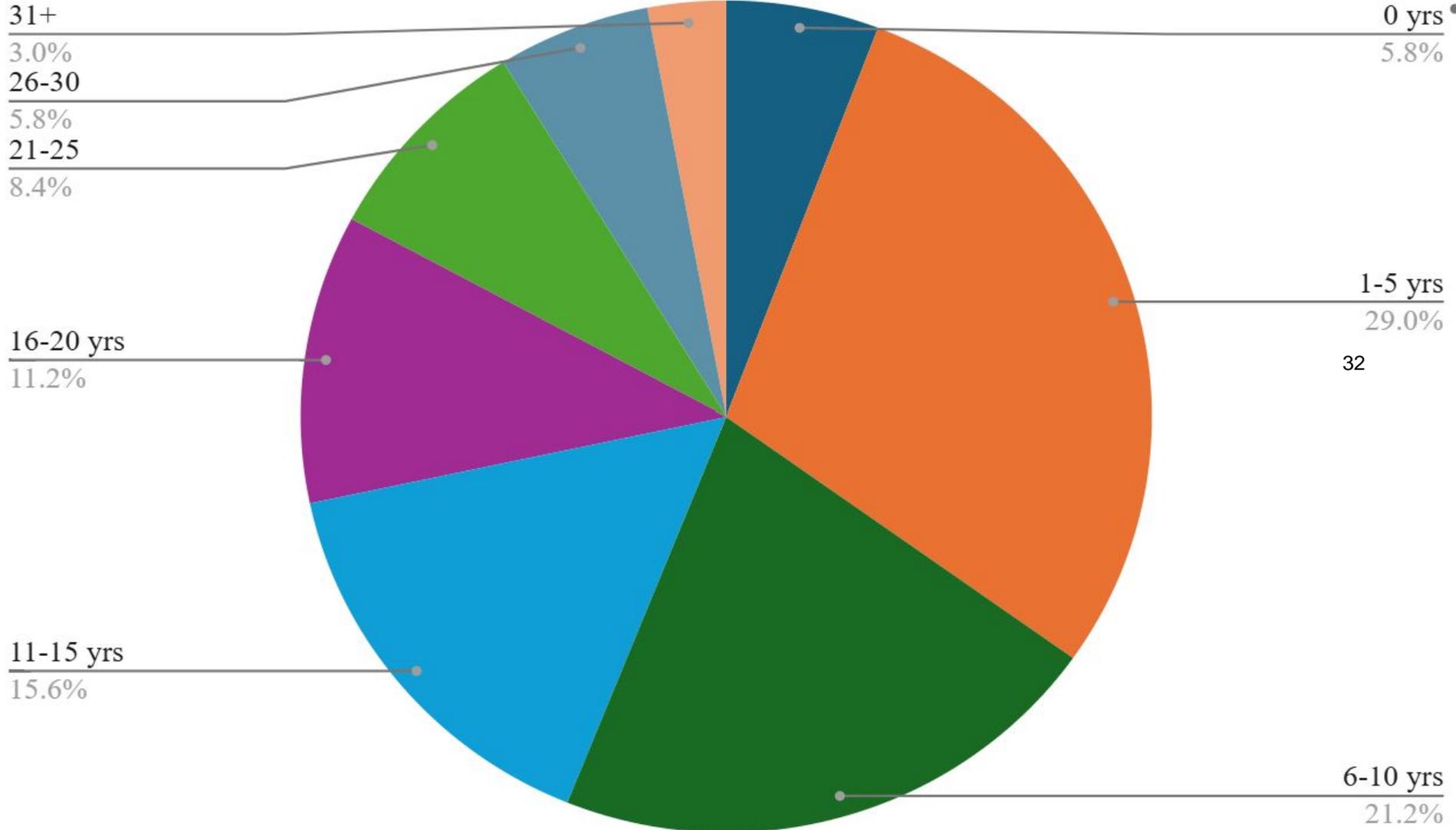
Teachers by
years of
experience

Comparison of
LT salaries with
surrounding
districts

Board
feedback
and input



2024-2025 Teachers By Years of Experience





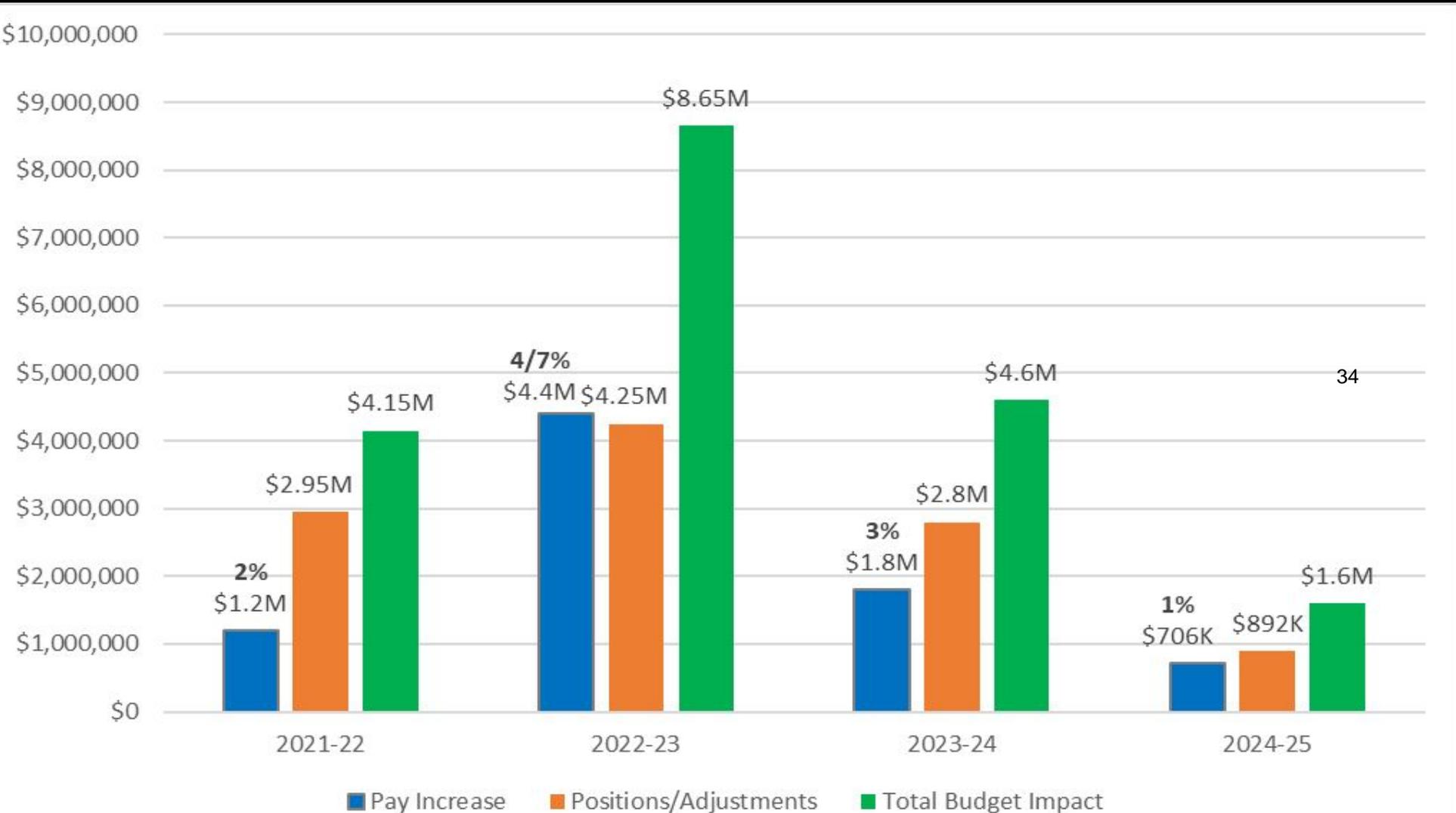
Teacher Salary Comparison

DISTRICT	Enrollment	0 year	5 year	10 year	15 year	20 year	Highest Salary on Schedule	Average Salary
Austin	71,070	\$56,344	\$57,878	\$59,844	\$62,344	\$64,844	\$99,350	\$58,724
Del Valle	11,118	\$59,600	\$60,900	\$63,751	\$65,746	\$68,161	\$71,383	\$63,476
Dripping Springs	8,700	\$55,500	\$57,087	\$59,287	\$61,787	\$64,287	\$67,550	\$59,781
Eanes	7,594	\$56,500	\$57,033	\$58,476	\$60,620	\$64,136	\$69,885	\$59,280
Elgin	5,404	\$55,760	\$57,1130	\$59,880	\$62,380	\$64,880	\$67,880	\$62,380
Georgetown	13,790	\$56,500	\$57,750	\$59,750	\$61,850	\$64,050	\$67,400	\$60,633
Hays	24,126	\$53,265	\$60,597	\$63,767	\$66,317	\$69,067	\$74,067	\$63,901
Hutto	10,659	\$57,000	\$58,400	\$60,700	\$63,200	\$65,700	\$68,200	\$60,813
Lake Travis	10,976	\$57,000	\$58,961	\$62,171	\$63,798	\$66,857	\$75,985	\$63,326
Leander	42,368	\$56,995	\$57,921	\$60,172	\$62,567	\$64,827	\$70,027	\$61,379
Manor	9,963	\$56,428	\$58,124	\$61,092	\$63,000	\$64,590	\$69,802	\$58,228
Pflugerville	25,445	\$57,700	\$58,700	\$60,400	\$62,900	\$65,400	\$69,400	\$60,935
Round Rock	47,016	\$56,500	\$58,125	\$60,400	\$63,250	\$65,750	\$70,750	\$62,391
San Marcos	8,447	\$55,000	\$57,238	\$59,238	\$61,789	\$63,789	\$65,789	\$58,665



Recap of Salary Adjustments

Operating budget impacts over the last 4 years:





Staff Demographics

Separation Data

Total Employees	1391
Total Teachers (including TOSAs and librarians)	706
Total Exempt (salaried employees)	462
Total Non-Exempt (hourly employees)	929

35

2021-2022	381
2022-2023	357
2023-2024	409
2024-2025 (as of 5-28-25)	272



TASB Staffing Review

Lake Travis ISD is
efficiently staffed

Few
recommendations

Master
schedule
and
student needs



TASB Salary Review

Most salaries
were
competitive to
the market

Recommendation
to condense 11
pay scales into 6
pay scales

We will be
recommending⁷
very few
adjustments



2025-2026

Proposed Compensation

- **Some adjustments for hard-to-fill positions**
- **Some stipend adjustments**

- **Remaining LTISD salary schedule is competitive**
- **Salary increase dependent on final legislative decisions**



Next Steps...

June 2025

- Discuss possible options from the legislature
- Feedback from the Board

July 2025

- Final decisions from the legislature
- Discuss compensation recommendations

August 2025

- Approve amended compensation plan for 2025-2026

Questions?



One Community. One Purpose.

All HEART