

Board Meeting 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 18, 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.

Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

If, during the course of the meeting covered by this agenda, the Board should determine that a closed session of the Board should be held or is required in relation to any item included on this agenda, then such closed session as authorized by Section 551.001 et seq of the Texas Government Code (the Open Meetings Act) will be held by the Board at that date, hour and place given in this agenda or as soon after the commencement of the meeting covered by this agenda as the Board may conveniently meet in such closed session concerning any and all subjects and for any and all purposes permitted by Sections 551.071 – 551.084, inclusive, of the Open Meetings Act.

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9. 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.	
10. Consideration Items Arising from Closed Session	
11. Adjournment	



June 18, 2025
School Board Meeting
Special Recognition



Lake Travis High School
Cavalette and Red Ruby Dance Teams
State and National Achievements



Officer Group Awards:

- Officer Contemporary – 3rd Runner Up, plus awards for Choreography, Technique, and Performance Quality
- Officer Jazz – 4th Runner Up, plus awards for Choreography, Technique, and Performance Quality
- Officer Lyrical – 1st Place, plus awards for Choreography, Technique, Execution, Performance Quality, and Outstanding Artistry
- Officer Group – 4th Runner Up State Champions in Extra Large HS Varsity Division



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Team Awards:

- Team Jazz – 2nd Runner Up
- Team Lyrical – 1st Place
- Team Pom – 3rd Runner Up
- All three routines received Outstanding Choreography, Technique, and Performance Quality honors
- Team Jazz and Lyrical also received the Crowd Pleasers Award
- Team Lyrical earned the High Point Award; this award goes to the overall highest scoring team routine in the HS Select Team division

Additional Honors:

- Academic Award of Excellence for Team GPA of 3.736964286
- 3rd Runner Up State Champion Team – Extra Large HS Varsity Division



Officers:

- Judges Award
- Best In Class Officer Contemporary Winner
- Best In Class Officer Jazz Winner
- 1st Runner Up Best In Class Officer Lyrical
- National Grand Champion Large Officers
- Challenge Elite Officers



Team:

- Judges Award
- 2nd Runner Up Best In Class Team Jazz
- Best In Class Team Lyrical Winner
- 1st Runner Up Best In Class Team Pom
- 1st Runner Up Overall Team Lyrical
- 1st Runner Up Overall Team Pom
- Academic Excellence Award for Team GPA of 3.736964286
- National Grand Champion Extra Large Team
- Challenge Elite Team
- National Overall Reserve Grand Champion

Red Ruby Team Awards:

- Judges Award
- JV Large Team Jazz Champion
- JV Large Team Lyrical Champion
- JV Large Team Pom Champion
- Runner Up Overall JV Team Jazz
- Overall JV Champion Team Lyrical
- Overall JV Champion Pom
- Academic Excellence Award for Team GPA of 3.764473684
- JV Large Team Grand Champion
- Challenge Elite Award Winner
- JV Team Reserve Grand National Champion



The Cavalettes are under the direction of Michelle Webb and Cierra Birmingham.

The Red Rubies are under the direction of Michelle Webb, Cierra Birmingham, and Catherine Halvorson.



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Lake Travis Fiddlers Day Proclamation







Itidschools
Original audio



Itidschools 🎻 Lake Travis Fiddlers Day!

🎉 The Travis County Commissioners Court officially proclaimed June 3, 2025, as Lake Travis Fiddlers Day—honoring director Anna Macias and 25 years of excellence in LTISD music education.

🤘 From Rodeo Austin to Fiesta Jam, the [@laketravisfiddlers](#) have showcased Western Swing across the Hill Country, inspiring a generation of students along the way.

[View insights](#)

[Boost reel](#)



Liked by [laketraviseducationfoundation](#) and 98 others

June 4



Add a comment...

[Post](#)



Lake Travis ISD 2025 Best Communities for Music Education

NAMM
Foundation®

2025
BEST
Communities
for **MUSIC**
EDUCATION



Brought to you by The **NAMM**
Foundation®

Proud
BCME District

LTISD Music Teachers

Elementary



LTISD Music Teachers

Middle School



Greg DeMoore
Band-BCMS



Amy Palese
Band-BCMS



Analisa Walker
Band-HBMS



Karen Cermak
Band-HBMS



Kevin Jedele
Band-LTMS



Rebecca Roseman
Band-LTMS



Veronica Williams
Choir-BCMS/LTMS



Brian DeCou
Choir-HBMS



Man May
Orchestra-LTMS



Sunhye Martin
Orchestra-BCMS



Boris Chalakov
Orchestra-HBMS

LTISD Music Teachers

High School



Lee Ashlee Fletcher
Choir



Adam Poyner
Choir



Anna Macias
Orchestra



Richard Hicks
Band



Jordan Reddicks
Band - LTHS/HBMS/LTMS



Doug Bell
Band



Brittany Baptista-Dillard
Band-LTHS/BCMS



Ben Zein
Band



June 18, 2025
School Board Meeting
Special Recognition



AGENDA ITEM ACTION SHEET

AGENDA ITEM

Lake Travis High School Cavalette and Red Ruby Dance Teams for State and National Achievements

RECOMMENDED ACTION

Special Recognition

RATIONALE

We are proud to recognize the Lake Travis High School Cavalette and Red Ruby dance teams for their exceptional achievements this spring at both state and national competitions. The teams earned numerous top awards for excellence in performance, choreography, and academics, showcasing the talent, dedication, and hard work of these outstanding student performers.

The Cavalettes and Red Rubies are led by Director Michelle Webb and Assistant Director Ciera Birmingham, whose leadership continues to elevate the success and spirit of the Lake Travis dance programs.

BUDGET PROVISIONS

None

RESOURCE PERSONNEL

Shannon Gill - Director of Fine Arts

Marco Alvarado - Executive Director of Communications & Community Relations

ATTACHMENTS

None

MEETING DATE

June 18, 2025



AGENDA ITEM ACTION SHEET

AGENDA ITEM

Lake Travis Fiddlers Day Proclamation

RECOMMENDED ACTION

Special Recognition

RATIONALE

On June 3, 2025, the Travis County Commissioners Court recognized Ms. Anna Macias and the Lake Travis Fiddlers with an official proclamation declaring the day as *Lake Travis Fiddlers Day* in Travis County.

For nearly three decades, Ms. Macias has inspired students through her leadership of the Lake Travis High School Orchestra and, since 2000, the award-winning Lake Travis Fiddlers—an ensemble of middle and high school musicians celebrated for their performances of Western Swing throughout Central Texas.

In honor of their contributions to music education and community engagement, the Fiddlers performed at the Commissioners Court meeting, showcasing the talent and dedication that make them a cherished part of LTISD.

BUDGET PROVISIONS

None

RESOURCE PERSONNEL

Shannon Gill - Director of Fine Arts

Marco Alvarado - Executive Director for Communications & Community Relations

ATTACHMENTS

None

MEETING DATE

June 18, 2025



AGENDA ITEM ACTION SHEET

AGENDA ITEM

Lake Travis ISD - 2025 Best Communities for Music Education (BCME)

RECOMMENDED ACTION

Special Recognition

RATIONALE

Lake Travis ISD has been honored with the Best Communities for Music Education designation from the National Association of Music Merchants Foundation, recognizing the district's outstanding support and commitment to music education.

Now in its 26th year, this national distinction is awarded to school districts that demonstrate exceptional achievement in providing music access and education to all students. LTISD was selected based on detailed criteria, including funding, graduation requirements, music class participation, instructional time, facilities, and community involvement. All responses were verified by district officials and reviewed by the arts education research firm WolfBrown.

This recognition places LTISD among over 1,000 school districts and schools nationwide acknowledged for their dedication to high-quality music programs and student enrichment through the arts.

BUDGET PROVISIONS

None

RESOURCE PERSONNEL

Shannon Gill - Director of Fine Arts

Marco Alvarado - Executive Director for Communication & Community Relations

ATTACHMENTS

None

MEETING DATE

June 18, 2025



AGENDA ITEM ACTION SHEET

AGENDA ITEM

Campus Presentation–Rough Hollow Elementary School

RECOMMENDED ACTION

For Presentation/Discussion only.

RATIONALE

The purpose of this presentation is to provide the Board of Trustees and the community with a snapshot of the impactful work being done by Rough Hollow Elementary School. This includes highlighting significant achievements by students, staff, and families that contribute to the overall success of the school community.

The expected outcome of this presentation is to strengthen the connection between the campus and the community and give the Board of Trustees the opportunity to engage in conversations with the campus principal that support the success of all stakeholders.

BUDGET PROVISIONS

None

RESOURCE PERSONNEL

Stefani Vickery - Assistant Superintendent of Curriculum & Instruction

Angela Page- Principal, Rough Hollow Elementary School

ATTACHMENTS

Presentation

MEETING DATE

June 18, 2025



Lake Travis Showcase

Rough Hollow Elementary

24

June 18, 2025

Principal: Angela Page



All About Rough Hollow Elementary

Opened: 2020

of students: 727

of staff: 82

Home to: Kindergarten-Fifth Grade & Life Skills (2025-2026)

Mission Statement: Rattlers Will Lead!

Learn.Empower.Achieve.Dream... It's A Great Day to be a Rattler!



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Campus Goal for 2024-2025

Rough Hollow's campus goal was to ensure one year/plus growth for all students; with a focus on Math and Reading.

- Teacher collaboration through PLCs
- Monthly MTSS meetings and response to the data
- Set Power Hour expectations with flexible groupings across all grade-levels

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Campus Spotlight–Focus on Students

Student Leadership Opportunities for All Students

Purpose:

- Empower students to make a difference within their school and community
- Student Leadership Team- service projects- LT snack drive, and fundraiser to add to our recess activities; Rattler Rallies
- Student Mentors- reading buddies, egg hunts, classroom helpers
- Jobs- broadcast, flag pole, recycling
- Whole School- Service project for Austin Pets Alive!

Campus Spotlight—Focus on Students



Campus Spotlight—Focus on Educators

Professional Learning

Purpose: Come together as a campus to achieve our campus goal.

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- Data-driven PLCs
- Power Hour commitments and focus
- Allow teachers to present to peers after they attend PD
- Flexible groupings based on the data
- Celebrate our growth and wins!



Campus Spotlight—Focus on Educators



We are so **LUCKY** to have you!

Thank you for supporting your students by using the following Power Hour strategies:

- small groups
- purposeful technology
- manipulative use
- enrichment / extension

Golden compliment

APPRECIATION IN THE WORKPLACE

Based on *The 5 Languages of Appreciation in the Workplace* by Gary Chapman & Paul White

RHE JANUARY 2025 PD

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RATTLER

ROCKSTAR Staff

DATE _____

STAFF NAME _____

Angela Page, Principal RHE
PRINCIPAL PAGE



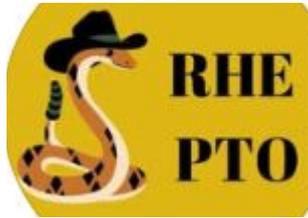
Campus Spotlight—Focus on Families

Parent Partnerships

Purpose:

- Volunteer Opportunities- Rattler Dads, Library Volunteers, Display Case, Parent Readers
- PTO Events- Kinder Playdates, Multicultural Night, Trunk or Treat, VIP Events, Meet the Admin Events, Apex
- School Sponsored- Talent Show, Art Show, Book Fair Family Nights, Show Choir Events, Field Days

Campus Spotlight—Focus on Families





Questions?



AGENDA ITEM ACTION SHEET

AGENDA ITEM

Strategic Plan Update

RECOMMENDED ACTION

For Presentation/Discussion only.

RATIONALE

The purpose of this item is to provide the Board of Trustees and the broader community with a comprehensive update on the district's strategic plan. This update reflects our ongoing commitment to transparency, alignment, and results-driven leadership.

Since the adoption of the strategic plan, district leaders have worked collaboratively across departments and campuses to implement key initiatives tied to our core priorities. This public update will highlight progress made toward strategic goals, share outcome data and milestones, and outline adjustments made in response to student needs, community input, and evolving district priorities.

Providing this update ensures that stakeholders remain informed about how the strategic plan is guiding decisions, resource allocation, and long-term planning. It also reinforces our accountability for achieving measurable outcomes that support student success, staff excellence, and organizational effectiveness.

BUDGET PROVISIONS

None

RESOURCE PERSONNEL

Tasha Barker - Assistant Superintendent of Organizational Services

ATTACHMENTS

Strategic Plan Presentation

MEETING DATE

June 18, 2025



Strategic Plan Update

June 18, 2025

IN LAKE TRAVIS ISD WE



Are One Community

We will bring our community together so that a welcoming neighborhood feel ensures all families feel connected, valued, and engaged.



Each Belong

We will include all community members and help students discover their interests so that we all feel a sense of connectedness.



Provide Best In Class Education

We will demonstrate a commitment to all students so that each child is prepared for life and successful in the path they choose.

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Grow & Innovate Together

We will support our instructional staff, use data-based decision making, and partner with stakeholders to build off success and continuously improve.



Prioritize Wellness

We will make school a great place to be so that the social, emotional, and physical well being of our Lake Travis ISD community is supported.





We Are One Community and Each Belong

***Focus:** Relationships, respect, school pride, and meaningful connections across campuses and the community.*

Key Highlights

- **Mentor Me Program**

Strengthening student-adult relationships across campuses to support connection, encouragement, and personal growth.

- **Heritage & Multicultural Celebrations**

Showcasing the rich diversity of our students and families through engaging events, performances, art, and food.

- **Districtwide Kindness Initiatives**

Student-led efforts promoting empathy, inclusion, and positive school culture through assemblies, and service projects.

- **Good News Crew**

Campus storytellers to spotlight the positive, amplify student voice, and celebrate school pride through social media and communications.



Best in Class Education

Focus: *Excellence, preparedness, and readiness.*

Key Highlights

- **Shifted Focus from IB to College Pathways (Dual Credit/AP Expansion)**
Prioritizing accessible, rigorous pathways that best meet the needs and interests of students.
- **New Teacher Mentor Program**
Investing in educator support and retention to ensure high-quality instruction from day one.
- **Teacher Incentive Allotment (TIA)**
Recognizing and rewarding teacher effectiveness, reinforcing excellence in the classroom.
- **Fine Arts Collaborations**
Celebrating student talent while building connections with community arts organizations to provide high-level, public-facing opportunities for student expression.



Grow and Innovate Together

Focus: *Collaboration, improvement, data-driven decisions, and strategic partnerships.*

Key Highlights

- **Professional Learning Communities**
Empowering teams to use data and shared planning to close learning gaps and improve instruction.
- **Naviance Implementation**
Data-informed college/career exploration and planning tool supporting continuous improvement in student advising.
- **Internship and Job Fair Opportunities**
Strategic community partnerships connecting students to real-world experience and future pathways.
- **CTE Course Integrations**
Embedding employability skills and industry certifications into coursework to evolve with workforce needs.
- **Alternative School**
Innovative response to support non-traditional learners and address diverse student needs.
- **DAEP Improvements**
Reimagining discipline and support programs with student-centered, growth-focused environments.
- **Bond Projects**
Facilities designed with future-ready learning environments that mirror professional settings and support evolving programs.



Prioritize Wellness

***Focus:** Student well-being, staff support, mental health, and positive school environments.*

Key Highlights

- **Trained Staff to Support Student Wellness:** All staff received targeted training on behavior supports, mental health, and social-emotional strategies to better meet student needs.
- **Expanded Student Wellness Practices:** Mindfulness, outdoor activities, and movement breaks were embedded into the school day to promote physical and emotional balance.
- **Strengthened Parent and Family Engagement:** Offered parent education on key topics (bullying, social media, motivation) and expanded communication in multiple languages.
- **Invested in Staff Well-being:** Created campus wellness committees, hosted appreciation events, and added elementary teacher planning time through early release PLC days.
- **Improved Access to Community and Support Services:** Enhanced outreach, ensuring more students and families receive needed services.



Lake Travis Independent School District

Strategic Planning Dept.

2021-2025 Department Plan



Mission Statement

Lake Travis Independent School district is dedicated to fostering a vibrant and inclusive community where every individual belongs, thrives, and succeeds. Our commitment is to provide a best-in-class education that empowers students to excel academically, socially, and personally. We strive to create an environment that encourages continuous growth and innovation, preparing our students for the challenges and opportunities of the future. Central to our mission is a focus on the holistic well-being of our students, staff, and community, ensuring that each member feels supported, valued, and inspired to reach their full potential. Through collaboration, excellence, and a relentless pursuit of progress, we aim to cultivate lifelong learners and responsible citizens who positively impact the world around them.

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Goals

Goal 1: We are One Community: We will bring our community together so that a welcoming neighborhood feel ensures all families feel connected, valued, and engaged.

Performance Objective 1: During the 2023-2024 school year, initial qualitative data collection will occur through surveys distributed to staff, students, and parents. LTISD will then evaluate the effectiveness of its initiatives in enhancing community engagement and participation by comparing data from the 2023-2024 and 2024-2025 school years. The goal is to observe a .3% rise in responses indicating a stronger sense of connection, value, and engagement within the school community.

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Evaluation Data Sources: Stakeholder Survey Data Results

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: For the 2025-2026 school year,, leverage the positive momentum from increasing stakeholder engagement scores by prioritizing relationship-driven strategies that deepen trust, belonging, and authentic partnerships among families, students, and staff. Focus efforts on moving beyond participation to fostering meaningful connections that create a welcoming, neighborhood-like atmosphere, ensuring every family feels valued and engaged in the school community.

Strategy 1 Details	Formative Reviews
<p>Strategy 1: Enhance community volunteer/mentor opportunities within the school district, aiming to create a positive impact on both students and the community.</p> <p>Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to build stronger community bonds and student success.</p> <p>Staff Responsible for Monitoring: Executive Director of Communications & Community Relations and Community Relations Specialist</p>	<p style="text-align: center;">Evidence of Progress</p> <p> In Fall 2023, the district continued promoting the Mentor Me Program by including information in monthly School Matters parent newsletters and broadcasting program details at each home football game.</p> <p style="text-align: center;">Evidence of Progress</p> <p> In 2024-2025, information about the Mentor Me Program was consistently included in the district's monthly School Matters parent newsletters.</p> <p style="text-align: center;">Evidence of Progress</p> <p> Stakeholder survey results from students, parents, and staff reflect a positive trend in the We Are One Community strategic plan pillar, with the overall rating increasing from 3.81 in 2024 to 3.88 in 2025. Student responses rose from 3.75 to 3.80, parent ratings increased from 3.92 to 3.99, and staff feedback showed the greatest growth, from 3.86 to 4.01. These results underscore our ongoing commitment to bringing our community together in a way that fosters a welcoming, neighborhood-like atmosphere where all families feel connected, valued, and engaged.</p>

Strategy 2 Details	Formative Reviews
<p>Strategy 2: Promote events and activities across the District to encourage shared student experiences.</p> <p>Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to create a vibrant and interconnected community where students can share meaningful experiences, fostering a positive and enriching educational environment for all.</p> <p>Staff Responsible for Monitoring: Executive Director of Communications & Community Relations Campus Principals</p>	<p style="text-align: center;">Evidence of Progress</p> <p> In Fall 2023, events and activities were shared through weekly Principal Newsletters and Norton Notes, the monthly School Matters parent newsletter, daily social media posts, and district and campus websites as needed.</p> <p style="text-align: center;">Evidence of Progress</p> <p> In 2024-2025, events and activities were shared through weekly Principal Newsletters, the monthly School Matters parent newsletter, and Facebook.</p> <p style="text-align: center;">Evidence of Progress</p> <p> Stakeholder survey results from students, parents, and staff reflect a positive trend in the We Are One Community strategic plan pillar, with the overall rating increasing from 3.81 in 2024 to 3.88 in 2025. Student responses rose from 3.75 to 3.80, parent ratings increased from 3.92 to 3.99, and staff feedback showed the greatest growth, from 3.86 to 4.01. These results underscore our ongoing commitment to bringing our community together in a way that fosters a welcoming, neighborhood-like atmosphere where all families feel connected, valued, and engaged.</p>
Strategy 3 Details	Formative Reviews
<p>Strategy 3: Provide opportunities for students to connect with community members through special events.</p> <p>Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to create a bridge between students and the community, fostering a sense of belonging, expanding educational horizons, and preparing students for active and engaged citizenship beyond the school environment.</p> <p>Staff Responsible for Monitoring: Executive Director of Communications & Community Relations Director of Fine Arts Assistant Superintendent of Organizational Services Campus Principals</p>	<p style="text-align: center;">Evidence of Progress</p> <p> In Spring and Fall 2023, planning occurred with stakeholders. During the 2023-2024 school year, Fine Arts activities included collaboration with the Austin Symphony, a student art gallery display at The Hive in Bee Cave, and an LTHS orchestra performance at the Lakeway Arts Council. Middle school choirs held a benefit concert to raise funds for the Crisis Community Center at Lakeway Church in October, and the Fiddlers performed at the Newcomers Event at the Lakeway Activity Center. The LTHS Ceramics Club, National Art Honor Society, Student Council, and LTHS Choir also provided musical entertainment for the Empty Bowls charity event benefiting the Central Texas Food Bank. Elementary art students across the district created holiday cards to honor and thank Lake Travis area first responders. Additionally, LTE art students produced permanent artworks for Texas Children's Hospital of</p>

North Austin. The district also hosted its inaugural Multicultural Celebration in May.

Evidence of Progress



In 2024-2025, Fine Arts activities included collaboration with the Austin Symphony, a student art gallery display at The Hive in Bee Cave, and an LTHS orchestra performance at the Lakeway Arts Council. Middle school choirs held a benefit concert to raise funds for the Crisis Community Center at Lakeway Church in October, and the Fiddlers performed at the Newcomers Event at the Lakeway Activity Center. A joint effort by the LTHS Ceramics Club, National Art Honor Society, Student Council, and LTHS Choir provided musical entertainment for the Empty Bowls charity event benefiting the Central Texas Food Bank. Elementary art students across the district created holiday cards to honor and thank Lake Travis area first responders. Additionally, fashion students collaborated with a local designer on an anti-bullying campaign.

Evidence of Progress



Stakeholder survey results from students, parents, and staff reflect a positive trend in the We Are One Community strategic plan pillar, with the overall rating increasing from 3.81 in 2024 to 3.88 in 2025. Student responses rose from 3.75 to 3.80, parent ratings increased from 3.92 to 3.99, and staff feedback showed the greatest growth, from 3.86 to 4.01. These results underscore our ongoing commitment to bringing our community together in a way that fosters a welcoming, neighborhood-like atmosphere where all families feel connected, valued, and engaged.

Strategy 4 Details	Formative Reviews
<p>Strategy 4: Continue sharing information and promoting events with the LT community.</p> <p>Strategy's Expected Result/Impact: By implementing this strategy, the district aims to create a well-informed and engaged LT community, fostering a sense of unity and shared involvement in school events and activities. This strategy ensures that communication remains a dynamic and evolving process, adapting to the needs and preferences of the local community over time.</p> <p>Staff Responsible for Monitoring: Executive Director of Communications & Community Relations Campus Principals</p>	<p style="text-align: center;">Evidence of Progress</p> <p> In 2023-2024, events and activities were shared through weekly Principal Newsletters and Norton Notes, the monthly School Matters parent newsletter, daily social media posts, and district and campus websites as needed.</p> <p style="text-align: center;">Evidence of Progress</p> <p> During the 2024-2025 school year, events and activities were shared through weekly Principal Newsletters and Norton Notes, Flores' Friday Focus, the monthly School Matters Parent Newsletter, daily social media posts, and district and campus websites as needed. 48</p> <p style="text-align: center;">Evidence of Progress</p> <p> Stakeholder survey results from students, parents, and staff reflect a positive trend in the We Are One Community strategic plan pillar, with the overall rating increasing from 3.81 in 2024 to 3.88 in 2025. Student responses rose from 3.75 to 3.80, parent ratings increased from 3.92 to 3.99, and staff feedback showed the greatest growth, from 3.86 to 4.01. These results underscore our ongoing commitment to bringing our community together in a way that fosters a welcoming, neighborhood-like atmosphere where all families feel connected, valued, and engaged.</p>

Strategy 5 Details	Formative Reviews
<p>Strategy 5: Create processes through which campus highlights can be shared with district leadership.</p> <p>Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to establish a robust and transparent communication channel between campuses and district leadership. This approach ensures that the achievements and highlights of individual campuses contribute to the overall success and continuous improvement of the entire district.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Curriculum and Instruction Campus Principals</p>	<p style="text-align: center;">Evidence of Progress</p> <p> In Fall 2023, the creation of Campus Reporters was investigated. A presentation was made to ELT in February, with planning and logistics implemented in Spring 2024.</p> <p style="text-align: center;">Evidence of Progress</p> <p> In 2024-2025, full implementation of the Campus Reporter program was completed across the district.</p> <p style="text-align: center;">Evidence of Progress</p> <p> Stakeholder survey results from students, parents, and staff reflect a positive trend in the We Are One ⁴⁹ Community strategic plan pillar, with the overall rating increasing from 3.81 in 2024 to 3.88 in 2025. Student responses rose from 3.75 to 3.80, parent ratings increased from 3.92 to 3.99, and staff feedback showed the greatest growth, from 3.86 to 4.01. These results underscore our ongoing commitment to bringing our community together in a way that fosters a welcoming, neighborhood-like atmosphere where all families feel connected, valued, and engaged.</p>

Strategy 6 Details

Strategy 6: Expand on existing activities to connect students across campuses.

Strategy's Expected Result/Impact: By implementing this strategy and expanding existing activities to connect students across campuses, LTISD aims to create a more cohesive and collaborative student community. This strategy not only enriches the students' educational experience but also contributes to the development of well-rounded individuals who value diversity, teamwork, and shared accomplishments.

Staff Responsible for Monitoring: Assistant Superintendent of Curriculum and Instruction
Executive Director of Curriculum and Instruction
Campus Principals

Formative Reviews

Evidence of Progress



In Fall 2023, PALS was active at the high school, and a Day of Service was held at the middle schools. An LTEF grant was awarded to support kindness activities at the high school, with future plans for high school students to visit other campuses to teach and model kindness. In December 2023, Jennifer Lyon met with the Superintendent's Student Advisory Council to introduce the Kindness Initiative. In January 2024, she met with Student Club Leaders. Planning and implementation of the Kindness Initiative occurred in March 2024.

Evidence of Progress 50



In 2024-2025, kindness activities and initiatives were carried out across all campuses, including the Cavalier Challenge at the high school.

Evidence of Progress



Stakeholder survey results from students, parents, and staff reflect a positive trend in the We Are One Community strategic plan pillar, with the overall rating increasing from 3.81 in 2024 to 3.88 in 2025. Student responses rose from 3.75 to 3.80, parent ratings increased from 3.92 to 3.99, and staff feedback showed the greatest growth, from 3.86 to 4.01. These results underscore our ongoing commitment to bringing our community together in a way that fosters a welcoming, neighborhood-like atmosphere where all families feel connected, valued, and engaged.

Strategy 7 Details

Strategy 7: Expand opportunities for students to participate in extracurricular activities including intramurals and school clubs.

Strategy's Expected Result/Impact: By implementing initiatives aimed at expanding opportunities for students to participate in extracurricular activities, including intramurals and school clubs, LTISD anticipates the following positive outcomes:

- Increased Student Engagement
- Enhanced Social Skills and Teamwork
- Diverse Skill Acquisition
- Positive Impact on Academic Performance
- Increased School Spirit
- Cultivation of Leadership Qualities

Staff Responsible for Monitoring: Assistant Superintendent of Curriculum and Instruction
Executive Director of Curriculum and Instruction
Campus Principals

Formative Reviews

Evidence of Progress



In Fall 2023, course offerings were analyzed annually to increase student participation in cocurricular activities such as robotics and debate. Beginning-of-year campus activities focused on encouraging student involvement in clubs and other organizations.

Evidence of Progress



In 2024-2025, additional student clubs were added at the middle schools, along with expanded after-school enrichment opportunities.

Evidence of Progress



Stakeholder survey results from students, parents, and staff reflect a positive trend in the We Are One Community strategic plan pillar, with the overall rating increasing from 3.81 in 2024 to 3.88 in 2025. Student responses rose from 3.75 to 3.80, parent ratings increased from 3.92 to 3.99, and staff feedback showed the greatest growth, from 3.86 to 4.01. These results underscore our ongoing commitment to bringing our community together in a way that fosters a welcoming, neighborhood-like atmosphere where all families feel connected, valued, and engaged.

Strategy 8 Details	Formative Reviews
<p>Strategy 8: Provide opportunities for mentoring/tutoring across grade levels.</p> <p>Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to create a supportive and collaborative learning environment, fostering academic success, personal growth, and a sense of community among students within our school district.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Curriculum and Instruction Executive Director of Curriculum and Instruction Campus Principals</p>	<p style="text-align: center;">Evidence of Progress</p> <p> In Fall 2023, PALS was active at the high school, and a Day of Service was held at the middle schools. An LTEF grant was awarded to support kindness activities at the high school, with future plans for high school students to visit other campuses to teach and model kindness. Additionally, the number of mentor volunteers increased.</p> <p style="text-align: center;">Evidence of Progress</p> <p> In 2024-2025, PALS continued at the high school, with additional mentor volunteers added.</p> <p style="text-align: right;">52</p> <p style="text-align: center;">Evidence of Progress</p> <p> Stakeholder survey results from students, parents, and staff reflect a positive trend in the We Are One Community strategic plan pillar, with the overall rating increasing from 3.81 in 2024 to 3.88 in 2025. Student responses rose from 3.75 to 3.80, parent ratings increased from 3.92 to 3.99, and staff feedback showed the greatest growth, from 3.86 to 4.01. These results underscore our ongoing commitment to bringing our community together in a way that fosters a welcoming, neighborhood-like atmosphere where all families feel connected, valued, and engaged.</p>

Strategy 9 Details

Strategy 9: Provide district information in multiple languages and support multilingual communication.

Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to create a more inclusive, supportive, and connected educational community, where all stakeholders can fully participate and engage in the educational journey of our students.

Staff Responsible for Monitoring: Executive Director of Communications & Community Relations
Campus Principals

Formative Reviews

Evidence of Progress



In Fall 2023, the district provided communication in English and Spanish. In Spring 2024, the district investigated other platforms to offer translation services in additional languages.

Evidence of Progress



In 2024-2025, a chatbot feature was embedded on each district and campus homepage. This AI tool helped improve communication, customer service, and the overall website experience for stakeholders. Users were able to select from 12 languages within the chatbot. Additionally, new district and campus website templates were introduced in July 2024, offering users the option to select from 132 languages supported by Google Translate. District staff continued to provide enrollment forms, handbooks, and health/emergency communications in Spanish as needed.

Evidence of Progress



Stakeholder survey results from students, parents, and staff reflect a positive trend in the We Are One Community strategic plan pillar, with the overall rating increasing from 3.81 in 2024 to 3.88 in 2025. Student responses rose from 3.75 to 3.80, parent ratings increased from 3.92 to 3.99, and staff feedback showed the greatest growth, from 3.86 to 4.01. These results underscore our ongoing commitment to bringing our community together in a way that fosters a welcoming, neighborhood-like atmosphere where all families feel connected, valued, and engaged.

Strategy 10 Details	Formative Reviews
<p>Strategy 10: Explore flexible options for parent involvement.</p> <p>Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to create an inclusive and adaptable approach to parental engagement, fostering a positive, collaborative, and supportive school community that prioritizes the well-being and success of every student.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Curriculum and Instruction Campus Principals</p>	<p style="text-align: center;">Evidence of Progress</p> <p> In 2023-2024, principals and stakeholder groups explored ways to provide flexible options for parent involvement. Parents were able to apply to volunteer on district committees by submitting their interest through a Google form.</p> <p style="text-align: center;">Evidence of Progress</p> <p> In the 2024-2025 school year, principals and stakeholder groups explored ways to provide flexible options for parent involvement.</p> <p style="text-align: center;">Evidence of Progress</p> <p> Stakeholder survey results from students, parents, and staff reflect a positive trend in the We Are One Community strategic plan pillar, with the overall rating increasing from 3.81 in 2024 to 3.88 in 2025. Student responses rose from 3.75 to 3.80, parent ratings increased from 3.92 to 3.99, and staff feedback showed the greatest growth, from 3.86 to 4.01. These results underscore our ongoing commitment to bringing our community together in a way that fosters a welcoming, neighborhood-like atmosphere where all families feel connected, valued, and engaged.</p>
<p>  No Progress  Accomplished  Continue/Modify  Discontinue </p>	

Goal 2: We Each Belong: We will include all community members and help students discover their interests so that we all feel a sense of connectedness.

Performance Objective 1: By the end of the 2023-2024 school year, initial qualitative data collection will occur through surveys distributed to staff, students, and parents. LTISD will conduct a comparative analysis of data from the 2023-2024 and 2024-2025 school years to assess changes pertaining to the theme of "We Each Belong" and differentiation within the school community. The primary goal is to observe a .3% increase in positive responses in staff and student surveys, reflecting enhanced feelings of respect, understanding, inclusivity, equability, and appreciation among our school community.

Evaluation Data Sources: Stakeholder Survey Data Results

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: In 2025-2026, leverage the positive momentum from increasing stakeholder engagement scores by prioritizing relationship-driven strategies that deepen trust, belonging, and authentic partnerships among families, students, and staff. Focus efforts on moving beyond participation to fostering meaningful connections that create a welcoming, neighborhood-like atmosphere, ensuring every family feels valued and engaged in the school community.

Strategy 1 Details	Formative Reviews
<p>Strategy 1: Consider ways to incorporate culturally-diverse teaching into social emotional learning.</p> <p>Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to create a school environment that not only nurtures the emotional well-being of students but also prepares them for a culturally diverse and interconnected world, fostering empathy, understanding, and inclusivity.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Curriculum and Instruction Director of Health and Social Emotional Learning Diversity Awareness Committee Campus Principals</p>	<p style="text-align: center;">Evidence of Progress</p> <p> In 2023-2024, the Diversity Awareness Committee explored and provided recommendations to the district. In Spring 2024, the committee hosted the district's first Multicultural event.</p> <p style="text-align: center;">Evidence of Progress</p> <p> In 2024-2025, the Diversity Awareness Committee investigated and recommended adding social-emotional training for all staff in the 2025-2026 school year.</p> <p style="text-align: center;">Evidence of Progress</p> <p> Stakeholder survey results demonstrate meaningful progress in the Each Belong strategic plan pillar, with the overall combined score from students, parents, and staff rising from 3.68 in 2024 to 3.80 in 2025. Student ratings increased from 3.67 to 3.77, parent feedback rose from 3.63 to 3.81, and staff responses showed the greatest growth, from 3.88 to 4.05. These gains reflect our intentional efforts to include all members of our community and to help students discover their interests-ensuring that every individual feels a genuine sense of connection and belonging.</p>

Strategy 2 Details

Strategy 2: Establish an event where students celebrate different cultures with food, traditions, etc.
Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to cultivate an inclusive and culturally rich school community, fostering a positive environment that embraces diversity, promotes understanding, and prepares students for a globalized world.
Staff Responsible for Monitoring: Assistant Superintendent of Organizational Services
Diversity Awareness Committee
Campus Principals

Formative Reviews

Evidence of Progress



In Fall 2023, the Diversity Awareness Committee planned the district's first Diversity Celebration event held in May 2024. Over 250 participants attended the Multicultural event on May 18th. The event featured four food vendors, six performances, student artwork from across the district, student-led hands-on activities, and scrapbooking. The event was funded by an LTEF grant award of \$5,000. The Diversity Awareness Each Belong Subcommittee presented at the July School Board meeting. In Spring 2024, subcommittee members planned the Diversity Celebration event held on May 18, 2024, at the LTHS Annex.

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Evidence of Progress



Campuses held a variety of events for heritage months throughout the school year. BCE, BCMS, and RHE hosted campus-wide multicultural community events, while LTE organized a Passport to the World event.

Evidence of Progress



Stakeholder survey results demonstrate meaningful progress in the Each Belong strategic plan pillar, with the overall combined score from students, parents, and staff rising from 3.68 in 2024 to 3.80 in 2025. Student ratings increased from 3.67 to 3.77, parent feedback rose from 3.63 to 3.81, and staff responses showed the greatest growth, from 3.88 to 4.05. These gains reflect our intentional efforts to include all members of our community and to help students discover their interests-ensuring that every individual feels a genuine sense of connection and belonging.

Strategy 3 Details	Formative Reviews
<p>Strategy 3: Explore the implementation of Leader-in-Me at all elementary campuses.</p> <p>Strategy's Expected Result/Impact: By implementing this strategy, LTISD aim to create a transformative educational environment that instills leadership qualities in students, fosters positive relationships, and prepares them for success in both academic and personal spheres.</p> <p>Staff Responsible for Monitoring: Director of Health and Social Emotional Learning Campus Principals</p>	<p style="text-align: center;">Evidence of Progress</p> <p> In 2023-2024, two elementary campuses piloted the Leader In Me program.</p> <p style="text-align: center;">Evidence of Progress</p> <p> In 2024-2025, the Leader In Me program was not continued.</p> <p style="text-align: center;">Evidence of Progress</p> <p> Stakeholder survey results demonstrate meaningful progress in the Each Belong strategic plan pillar, with the overall combined score from students, parents, and staff rising from 3.68 in 2024 to 3.80 in 2025. Student ratings increased from 3.67 to 3.77, parent feedback rose from 3.63 to 3.81, and staff responses showed the greatest growth, from 3.88 to 4.05. These gains reflect our intentional efforts to include all members of our community and to help students discover their interests-ensuring that every individual feels a genuine sense of connection and belonging.</p>

Strategy 4 Details

Strategy 4: Highlight student work and performances through collaboration with community organizations.

Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to create a mutually beneficial relationship that not only celebrates student achievements but also strengthens the ties between the school district and the community, contributing to a positive and vibrant educational ecosystem.

Staff Responsible for Monitoring: Director of Fine Arts & Academic Enrichment

Formative Reviews

Evidence of Progress



In 2023-2024, Fine Arts activities included collaboration with the Austin Symphony and a student art gallery display at The Hive in Bee Cave. The LTHS orchestra performed at the Lakeway Arts Council, and middle school choirs provided a benefit concert in October to raise funds for the Crisis Community Center at Lakeway Church. Veterans were invited to attend campus Veteran programs, and the district provided Gold Cards allowing senior citizens free admission to district events. Additionally, the Fiddlers performed at the Newcomers Event at the Lakeway Activity Center.

Evidence of Progress 58



In Spring 2024, a joint effort combined the LTHS Ceramics Club, National Art Honor Society (NAHS), and Student Council, with the LTHS Choir providing musical entertainment for the charity event benefiting the Central Texas Food Bank's Empty Bowls project. Elementary art students across the district created holiday cards to honor and thank Lake Travis area first responders. These cards were presented in person to first responders at several elementary schools in December.

Evidence of Progress



Stakeholder survey results demonstrate meaningful progress in the Each Belong strategic plan pillar, with the overall combined score from students, parents, and staff rising from 3.68 in 2024 to 3.80 in 2025. Student ratings increased from 3.67 to 3.77, parent feedback rose from 3.63 to 3.81, and staff responses showed the greatest growth, from 3.88 to 4.05. These gains reflect our intentional efforts to include all members of our community and to help students discover their interests-ensuring that every individual feels a genuine sense of connection and belonging.

Strategy 5 Details	Formative Reviews
<p>Strategy 5: Recognize student achievement in ways meaningful to them.</p> <p>Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to create a personalized and empowering approach to acknowledgment, fostering a positive and supportive environment where every student feels valued, motivated, and encouraged to reach their full potential.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Curriculum and Instruction Campus Principals</p>	<p style="text-align: center;">Evidence of Progress</p> <p> In Fall 2023, current practices were identified. In Spring 2024, campuses recognized students for their achievements through semester student awards at middle schools and Friday assemblies at elementary schools.</p> <p style="text-align: center;">Evidence of Progress</p> <p> During the 2024-2025 school year, campuses implemented a variety of activities and events to celebrate and recognize student achievements.</p> <p style="text-align: center;">Evidence of Progress</p> <p> Stakeholder survey results demonstrate meaningful⁵⁹ progress in the Each Belong strategic plan pillar, with the overall combined score from students, parents, and staff rising from 3.68 in 2024 to 3.80 in 2025. Student ratings increased from 3.67 to 3.77, parent feedback rose from 3.63 to 3.81, and staff responses showed the greatest growth, from 3.88 to 4.05. These gains reflect our intentional efforts to include all members of our community and to help students discover their interests-ensuring that every individual feels a genuine sense of connection and belonging.</p>

Strategy 6 Details	Formative Reviews
<p>Strategy 6: Partner with the high school broadcast class who is already exploring alternative/ innovative ways to reach and recognize students.</p> <p>Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to infuse creativity and innovation into student recognition efforts, creating a dynamic and engaging environment that celebrates achievements in a way that resonates with the diverse preferences and interests of the student body.</p> <p>Staff Responsible for Monitoring: LTHS Administration</p>	<p style="text-align: center;">Evidence of Progress</p> <p> In Spring 2024, high school administration developed this event with teacher and student collaboration. Filming of the community Human Trafficking event took place.</p> <p style="text-align: center;">Evidence of Progress</p> <p> In 2024-2025, students filmed the LTEF Butterfly Brunch event and produced the LTEF marketing video.</p> <p style="text-align: center;">Evidence of Progress</p> <p> Stakeholder survey results demonstrate meaningful progress in the Each Belong strategic plan pillar, with the overall combined score from students, parents, and staff rising from 3.68 in 2024 to 3.80 in 2025. Student ratings increased from 3.67 to 3.77, parent feedback rose from 3.63 to 3.81, and staff responses showed the greatest growth, from 3.88 to 4.05. These gains reflect our intentional efforts to include all members of our community and to help students discover their interests-ensuring that every individual feels a genuine sense of connection and belonging.</p>

Strategy 7 Details

Strategy 7: Expand use of district and campus social media.

Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to enhance communication, build community engagement, and cultivate a positive and inclusive image for the school district, ultimately contributing to the overall success and growth of the educational community.

Staff Responsible for Monitoring: Executive Director of Communications & Community Relations
Campus Principals

Formative Reviews

Evidence of Progress



In 2023-2024, a plan was developed in Spring 2024 to implement the Good News Crew campus reporter program in Fall 2024. A contact person was designated for each campus and department, and the program aimed to increase positive coverage of campus events through timely and consistent social media strategies. Members showcased learning opportunities and innovative teaching, engaged parents and stakeholders, marketed schools, and fostered community relationships. Additionally, over 250 participants attended the Multicultural event on May 18th, which featured four food vendors, six performances, student artwork from across the district, student-led hands-on activities, and scrapbooking. The LTEF funded the event with a \$5,000 grant.

Evidence of Progress



In 2024-2025, the Good News Crew efforts continued and expanded across campuses.

Evidence of Progress



Stakeholder survey results demonstrate meaningful progress in the Each Belong strategic plan pillar, with the overall combined score from students, parents, and staff rising from 3.68 in 2024 to 3.80 in 2025. Student ratings increased from 3.67 to 3.77, parent feedback rose from 3.63 to 3.81, and staff responses showed the greatest growth, from 3.88 to 4.05. These gains reflect our intentional efforts to include all members of our community and to help students discover their interests-ensuring that every individual feels a genuine sense of connection and belonging.

Strategy 8 Details

Strategy 8: Increase student involvement in enrichment activities including after-school and summer programs.

Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to create a dynamic and student-centered school environment, where a wide range of opportunities for growth and exploration contribute to the overall well-being and success of each student.

Staff Responsible for Monitoring: Director of Elementary Curriculum & Instruction
Community Programs Coordinator

Formative Reviews

Evidence of Progress



In Summer 2024, LTEF funded a grant that enabled over 70 of our most at-risk students across the district to attend a summer enrichment program activity of their choice.

Evidence of Progress



Summer program offerings were increased in 2025.

Evidence of Progress



Stakeholder survey results demonstrate meaningful progress in the Each Belong strategic plan pillar, with the overall combined score from students, parents, and staff rising from 3.68 in 2024 to 3.80 in 2025. Student ratings increased from 3.67 to 3.77, parent feedback rose from 3.63 to 3.81, and staff responses showed the greatest growth, from 3.88 to 4.05. These gains reflect our intentional efforts to include all members of our community and to help students discover their interests-ensuring that every individual feels a genuine sense of connection and belonging.

Strategy 9 Details

Formative Reviews

Strategy 9: Encourage families who are eligible to sign up for free or reduced meal.

Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to not only address immediate nutritional needs but also contribute to creating a supportive and inclusive school community, promoting the overall well-being and success of all students.

Staff Responsible for Monitoring: Senior Director of Food & Nutrition Services and Transportation

Evidence of Progress



In Fall 2023, the FANS department launched a campaign that substantially increased the percentage of students eligible for free and reduced meals compared to previous years. The campaign included advertising the online application through back-to-school newsletters, Peachjar flyers, and events. Up to three personalized letters and emails were sent to families who had not renewed their meal benefits and were at risk of losing them after the grace period. Additionally, students qualifying for Reduced meals received their meals at no cost, matching those who qualified for Free meals. Changes were made to the point-of-sale system so that pricing (\$0.00 for free and reduced students and \$3.15-\$3.30 for paid students) would not show on the transaction screen to increase privacy.

Evidence of Progress

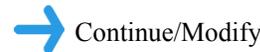


For SY 2024-2025, the FANS department will support families at Back to School events and provide bilingual assistance at HBMS, LTE, and WCHE. Bilingual step-by-step application guides will be available online and distributed at schools. The department will collaborate with PEIMS to verify eligible households for benefit extensions. Campaign efforts will be revamped to increase awareness, simplify the application process, and ensure confidentiality.

Evidence of Progress



Stakeholder survey results demonstrate meaningful progress in the Each Belong strategic plan pillar, with the overall combined score from students, parents, and staff rising from 3.68 in 2024 to 3.80 in 2025. Student ratings increased from 3.67 to 3.77, parent feedback rose from 3.63 to 3.81, and staff responses showed the greatest growth, from 3.88 to 4.05. These gains reflect our intentional efforts to include all members of our community and to help students discover their interests-ensuring that every individual feels a genuine sense of connection and belonging.



Goal 3: Grow and Innovate Together: We will support our instructional staff, use data-based decision making, and partner with stakeholders to build off success and continuously improve.

Performance Objective 1: By the end of the 2023-2024 school year, initial qualitative and quantitative data collection will occur through surveys distributed to staff, students, and parents. LTISD will conduct a comparative analysis of survey data from the 2023-2024 and 2024-2025 school years to assess changes pertaining to the theme of "Grow and Innovate Together" and the strategies outlined in the district's plan. The primary goal is to observe a .3% increase in positive responses in surveys, reflecting enhanced feelings of support, collaboration, innovation, and continuous improvement within our school community.

Evaluation Data Sources: Stakeholder Survey Data Results

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: For the 2025-2026 school year, continue to build on the progress made under the Grow and Innovate Together strategic pillar by maintaining strong support for instructional staff, further enhancing data-informed decision-making practices, and deepening partnerships with all stakeholders. The positive trends in parent and staff feedback, along with steady student ratings, demonstrate that these focus areas are effective and should remain priorities to drive ongoing growth and continuous improvement.

Strategy 1 Details

Strategy 1: Seek input of staff and students to evaluate current course and pathway options for students in order to maximize resources and explore new options.

Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to foster collaboration, innovation, and continuous improvement, ultimately contributing to an educational environment that maximizes resources and provides a more responsive and enriching experience for students.

Staff Responsible for Monitoring: Executive Director of Curriculum and Instruction
Director of Health and Social Emotional Learning
Coordinator Curriculum & Instruction - Secondary | Career & Technical Education

Formative Reviews

Evidence of Progress



During the 2023-2024 school year, the district considered adding a required CAVS 101 course for the 2025-2026 school year. An investigation into an International Baccalaureate program included a site visit to Vandergrift High School in December 2023. The creation of an Alternative School at the high school was explored, with a site visit to Westlake High School's Alternative and DAEP programs conducted in February 2024. A partnership with Austin Community College was established to expand dual credit courses offered by district staff. Naviance was purchased to support career and college planning and degree pathways. Planning committees from high school administration and central office collaborated on determining DAEP facility improvements. Additionally, CTE students were surveyed to gather feedback on course value, workload, expectations, and interest in potential new programs.

Evidence of Progress



In 2024-2025, planning and development continued for the alternative high school with the goal of implementation in the 2025-2026 school year. Naviance implementation efforts progressed, with planning underway for full rollout across all secondary schools in 2025-2026. Naviance was utilized as a college and career readiness system to support student planning.

Evidence of Progress



Survey results indicate continued growth in the Grow and Innovate Together strategic plan pillar, with the combined stakeholder score increasing from 3.82 in 2024 to 3.87 in 2025. While student ratings remained steady at 3.96 across both years, parent feedback improved from 3.50 to 3.61, and staff responses showed a notable rise from 3.68 to 3.83. These results highlight our commitment to supporting instructional staff, using data-informed decision-making, and partnering with stakeholders to build on our successes and drive continuous improvement.

Strategy 2 Details

Strategy 2: Engage the community partners in strategic partnerships to enhance student programs and experiences.

Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to engage community partners in strategic partnerships that not only enhances student programs and experiences but also strengthens the ties between the school and the community, creating a collaborative ecosystem that prioritizes the holistic development of every student.

Staff Responsible for Monitoring: Assistant Superintendent of Organizational Services
Executive Director of Curriculum and Instruction
Coordinator Curriculum & Instruction - Secondary | Career & Technical Education

Formative Reviews

Evidence of Progress



In 2023-2024, a site visit to The Thinkery was planned and completed in January 2024 to explore business partnerships supporting CTE pathways, including funding, mentorship, internships, and job placement. Initial partnership discussions were held with Siemens Corporation and VLK, while consideration was given to partnering with CEN. Several local businesses-- including West Travis County Public Utility Agency, My Time Kids Academy, Primrose Schools of Bee Cave and Lakeway, LTISD Child Development Center, Walgreens, Reliant Plumbing, and Jiffy Lube-- participated in recruitment opportunities for LTHS⁶⁶ graduates interested in career pathways after high school. Collaborations with Austin Community College continued to expand dual credit opportunities using district teachers. Discussions with Baylor Scott & White began regarding the creation of a Radiology Technician IBC, and meetings with Tarleton University initiated planning for a dual credit Agriculture program.

Evidence of Progress



In 2024-2025, the partnership with The Thinkery was solidified, and planning began for implementation at RHE in fall 2025. Expansion of Austin Community College dual credit offerings continued. Conversations with Baylor Scott & White also progressed regarding the creation of a Radiology Technician IBC.

Evidence of Progress



Survey results indicate continued growth in the Grow and Innovate Together strategic plan pillar, with the combined stakeholder score increasing from 3.82 in 2024 to 3.87 in 2025. While student ratings remained steady at 3.96 across both years, parent feedback improved from 3.50 to 3.61, and staff responses showed a notable rise from 3.68 to 3.83. These results highlight our commitment to supporting instructional staff, using data-informed decision-making, and partnering with stakeholders to build on our successes and drive continuous improvement.

Strategy 3 Details

Strategy 3: Continue engaging in facility condition assessments to maintain and support future growth in programming.

Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to ensure the immediate maintenance needs of the school district are met but also positions the facilities to support future growth, innovation, and the evolving requirements of educational programming.

Staff Responsible for Monitoring: Assistant Superintendent of Business Services
Director of Facilities and Construction

Formative Reviews

Evidence of Progress



Following the 2022 and 2023 bond approvals, a demographic study was conducted in 2023-2024. Ongoing discussions and planning took place based on the findings of the 2023-2024 study. The district entered the design phase for facility improvements included in the 2023 and 2024 bond programs. Additionally, a general maintenance staff member was assigned to each campus to ensure immediate and continuous repairs and improvements on a daily basis.

Evidence of Progress



In 2024-2025, a Bond Advisory Committee was established and met regularly with district leaders⁶⁷ to guide ongoing planning and implementation of bond-related projects.

Evidence of Progress



Survey results indicate continued growth in the Grow and Innovate Together strategic plan pillar, with the combined stakeholder score increasing from 3.82 in 2024 to 3.87 in 2025. While student ratings remained steady at 3.96 across both years, parent feedback improved from 3.50 to 3.61, and staff responses showed a notable rise from 3.68 to 3.83. These results highlight our commitment to supporting instructional staff, using data-informed decision-making, and partnering with stakeholders to build on our successes and drive continuous improvement.

Strategy 4 Details

Strategy 4: Create and renovate physical spaces mirroring professional environments to enhance student learning and future success.

Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to create and renovate physical spaces that mirror professional environments that goes beyond traditional classroom settings, providing students with immersive, relevant, and inspiring spaces that enhance their learning experiences and better prepare them for successful futures in their chosen careers.

Staff Responsible for Monitoring: Assistant Superintendent of Business Services
Director of Facilities and Construction

Formative Reviews

Evidence of Progress



In 2023-2024, design committees were established for Elementary Schools 8 and 9, as well as High School 2. Planning continued in collaboration with these committees. Startup of 2023 bond program projects began, including academic and extracurricular additions to LTHS. Final designs for ES #8 and HS #2 were finalized with input from education and community stakeholders.

Evidence of Progress



In 2024-2025, a Bond Advisory Committee was established and met regularly with district leaders to guide ongoing planning and implementation of bond-related projects.

Evidence of Progress



Survey results indicate continued growth in the Grow and Innovate Together strategic plan pillar, with the combined stakeholder score increasing from 3.82 in 2024 to 3.87 in 2025. While student ratings remained steady at 3.96 across both years, parent feedback improved from 3.50 to 3.61, and staff responses showed a notable rise from 3.68 to 3.83. These results highlight our commitment to supporting instructional staff, using data-informed decision-making, and partnering with stakeholders to build on our successes and drive continuous improvement.

Strategy 5 Details	Formative Reviews
<p>Strategy 5: Survey all stakeholders to determine technology needs.</p> <p>Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to ensure a collaborative and inclusive decision-making process, resulting in technology solutions that are well-aligned with the unique requirements of the school community and contribute to the overall success of educational initiatives.</p> <p>Staff Responsible for Monitoring: Executive Director for Technology & Information Systems</p>	<p style="text-align: center;">Evidence of Progress</p> <p> Completed in 2022 in collaboration with the bond, devices were distributed 1:1 to students, and each instructional staff member received a Chromebook in Fall 2023.</p> <p style="text-align: center;">Evidence of Progress</p> <p></p> <p style="text-align: center;">Evidence of Progress</p> <p> Survey results indicate continued growth in the Grow and Innovate Together strategic plan pillar, with the combined stakeholder score increasing from 3.82 in 2024 to 3.87 in 2025. While student ratings remained steady at 3.96 across both years, parent feedback improved from 3.50 to 3.61, and staff responses showed a notable rise from 3.68 to 3.83. These results highlight our commitment to supporting instructional staff, using data-informed decision-making, and partnering with stakeholders to build on our successes and drive continuous improvement.</p>

Strategy 6 Details	Formative Reviews
<p>Strategy 6: Survey all stakeholders to determine the most effective communication platforms.</p> <p>Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to create a more responsive, transparent, and engaged community, ultimately contributing to the overall success and well-being of students and stakeholders.</p> <p>Staff Responsible for Monitoring: Executive Director of Communications & Community Relations Assistant Superintendent of Organizational Services</p>	<p style="text-align: center;">Evidence of Progress</p> <p>N/A The survey vendor was selected in January 2024. Student, parent, and staff surveys were conducted in late April and early May, powered by Qualtrics. Results are scheduled to be shared on a district public-facing data dashboard during Summer and Fall 2024.</p> <p style="text-align: center;">Evidence of Progress</p> <p> In 2024-2025, the second year of the stakeholder survey was conducted. Data was collected and analyzed, showing gains across multiple areas.</p> <p style="text-align: center;">Evidence of Progress</p> <p> Survey results indicate continued growth in the ⁷⁰Grow and Innovate Together strategic plan pillar, with the combined stakeholder score increasing from 3.82 in 2024 to 3.87 in 2025. While student ratings remained steady at 3.96 across both years, parent feedback improved from 3.50 to 3.61, and staff responses showed a notable rise from 3.68 to 3.83. These results highlight our commitment to supporting instructional staff, using data-informed decision-making, and partnering with stakeholders to build on our successes and drive continuous improvement.</p>

Strategy 7 Details	Formative Reviews
<p>Strategy 7: Determine and utilize accepted standards and/or benchmark data to inform decisions and promote accountability across the District.</p> <p>Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to foster a culture of continuous improvement, accountability, and adaptability, ultimately contributing to the overall success and advancement of the educational community.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Curriculum and Instruction Executive Director of Curriculum and Instruction Director of Assessment and Accountability</p>	<p style="text-align: center;">Evidence of Progress</p> <p> LT Checkpoints were administered districtwide in Fall 2023, with plans to administer them again in Spring 2024.</p> <p style="text-align: center;">Evidence of Progress</p> <p> In 2024-2025, LT Checkpoints were reviewed and streamlined to reduce redundancy in assessments. Greater emphasis was placed on analyzing results and identifying HALO students for targeted support and intervention.</p> <p style="text-align: center;">Evidence of Progress</p> <p> Survey results indicate continued growth in the ⁷¹Grow and Innovate Together strategic plan pillar, with the combined stakeholder score increasing from 3.82 in 2024 to 3.87 in 2025. While student ratings remained steady at 3.96 across both years, parent feedback improved from 3.50 to 3.61, and staff responses showed a notable rise from 3.68 to 3.83. These results highlight our commitment to supporting instructional staff, using data-informed decision-making, and partnering with stakeholders to build on our successes and drive continuous improvement.</p>

Strategy 8 Details	Formative Reviews
<p>Strategy 8: Survey students, staff, recent alumni (2-4 years post-graduation), and business partners on program offerings and preparation for next steps after high school graduation.</p> <p>Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to create a dynamic and responsive educational community that thrives on continuous improvement, embraces accountability, and adapts to the ever-changing landscape of education, ultimately contributing to the holistic success and advancement of all stakeholders involved.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Curriculum and Instruction Assistant Superintendent of Organizational Services Coordinator Curriculum & Instruction - Secondary Career & Technical Education</p>	<p style="text-align: center;">Evidence of Progress</p> <p>N/A In Spring 2024, survey questions were developed for implementation in Fall 2024. Feedback was requested from CTE students in each course to gather input on course value, workload, whether expectations were met, and interest in additional programs not currently offered.</p> <p style="text-align: center;">Evidence of Progress</p> <p> In 2024-2025, alumni data was provided showing the percentage of students enrolling in college, completing a four-year degree, and details on college choices, including public vs. private, in-state vs. out-of-state, and two-year vs. four-year institutions. ⁷²</p> <p style="text-align: center;">Evidence of Progress</p> <p> Survey results indicate continued growth in the Grow and Innovate Together strategic plan pillar, with the combined stakeholder score increasing from 3.82 in 2024 to 3.87 in 2025. While student ratings remained steady at 3.96 across both years, parent feedback improved from 3.50 to 3.61, and staff responses showed a notable rise from 3.68 to 3.83. These results highlight our commitment to supporting instructional staff, using data-informed decision-making, and partnering with stakeholders to build on our successes and drive continuous improvement.</p>

Strategy 9 Details	Formative Reviews
<p>Strategy 9: Evaluate the selection and lifecycle of technology devices and infrastructure to plan funding through bond programs.</p> <p>Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to make well-informed decisions about technology investments, maximize the value of bond program funds, and create a resilient and adaptable technology infrastructure that supports the educational mission of the district over the long term.</p> <p>Staff Responsible for Monitoring: Executive Director for Technology & Information Systems</p>	<p style="text-align: center;">Evidence of Progress</p> <p>In Fall 2023, devices were distributed to both students and staff across the district.</p> <p style="text-align: center;">Evidence of Progress</p> <p style="text-align: center;">Evidence of Progress</p> <p>Survey results indicate continued growth in the Grow and Innovate Together strategic plan pillar, with the combined stakeholder score increasing from 3.82 in 2024 to 3.87 in 2025. While student ratings remained steady at 3.96 across both years, parent feedback improved from 3.50 to 3.61, and staff responses showed a notable rise from 3.68 to 3.83. These results highlight our commitment to supporting instructional staff, using data-informed decision-making, and partnering with stakeholders to build on our successes and drive continuous improvement.</p>

Strategy 10 Details	Formative Reviews
<p>Strategy 10: Evaluate technology needs of students and staff and provide appropriate resources.</p> <p>Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to create an inclusive and technologically equipped educational environment, fostering equitable access to resources and enhancing the overall learning and working experience for students and staff.</p> <p>Staff Responsible for Monitoring: Executive Director for Technology & Information Systems</p>	<p style="text-align: center;">Evidence of Progress</p> <p> Interactive whiteboards, teachers' mobile devices with wireless projection, and static teacher workstations. Students all have devices in elementary classroom sets. Secondary - individually assigned</p> <p style="text-align: center;">Evidence of Progress</p> <p> In 2024-2025, device replacements were carried out in alignment with the bond's lifecycle schedule.</p> <p style="text-align: center;">Evidence of Progress</p> <p> Survey results indicate continued growth in the Grow and Innovate Together strategic plan pillar, with the combined stakeholder score increasing from 3.82 in 2024 to 3.87 in 2025. While student ratings remained steady at 3.96 across both years, parent feedback improved from 3.50 to 3.61, and staff responses showed a notable rise from 3.68 to 3.83. These results highlight our commitment to supporting instructional staff, using data-informed decision-making, and partnering with stakeholders to build on our successes and drive continuous improvement.</p>

Strategy 11 Details	Formative Reviews
<p>Strategy 11: Evaluate and update WiFi access in all facilities to provide seamless coverage and maximum instructional flexibility.</p> <p>Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to create a technologically robust environment that supports seamless connectivity and empowers educators and students with the flexibility to leverage digital resources effectively in various educational settings.</p> <p>Staff Responsible for Monitoring: Executive Director for Technology & Information Systems</p>	<p style="text-align: center;">Evidence of Progress</p> <p> A districtwide wireless upgrade was completed in 2019. In February 2024, an E-rate RFP was released for additional Wi-Fi upgrades, with installations scheduled and completed over the summer of 2024.</p> <p style="text-align: center;">Evidence of Progress</p> <p> In 2024-2025, technology and facility needs were addressed in alignment with the bond implementation calendar to ensure timely upgrades and replacements across the district.</p> <p style="text-align: center;">Evidence of Progress</p> <p> Survey results indicate continued growth in the G75 Grow and Innovate Together strategic plan pillar, with the combined stakeholder score increasing from 3.82 in 2024 to 3.87 in 2025. While student ratings remained steady at 3.96 across both years, parent feedback improved from 3.50 to 3.61, and staff responses showed a notable rise from 3.68 to 3.83. These results highlight our commitment to supporting instructional staff, using data-informed decision-making, and partnering with stakeholders to build on our successes and drive continuous improvement.</p>
 No Progress  Accomplished  Continue/Modify  Discontinue	

Goal 4: We Prioritize Wellness: We will make school a great place to be so that the social, emotional, and physical well-being of our Lake Travis ISD community is supported.

Performance Objective 1: By the end of the 2023-2024 school year, initial qualitative data collection will occur through surveys distributed to staff, students, and parents.. LTISD will conduct a comparative analysis of survey data from the 2023-2024 and 2024-2025 school years to assess changes pertaining to the theme of "We Prioritize Wellness" and the strategies outlined in the district's plan. The primary goal is to observe a .3% increase in positive responses in staff and student surveys, reflecting enhanced feelings of well-being, safety, and support within our Lake Travis ISD community.

Evaluation Data Sources: Stakeholder Survey Data Results

Summative Evaluation: Some progress made toward meeting Objective

Next Year's Recommendation: In 2025-2026, continue to prioritize the social, emotional, and physical well-being of students, staff, and families by expanding wellness76 initiatives and resources across the district. Build on the positive momentum reflected in improved stakeholder survey scores by strengthening targeted support programs, increasing access to mental health services, and fostering a culture that values well-being as essential to student success and staff satisfaction.

Strategy 1 Details	Formative Reviews
<p>Strategy 1: Staff will be trained on how to support student's social and emotional needs using appropriate tools and provided with necessary support.</p> <p>Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to create a supportive and emotionally intelligent educational community, where educators are well-equipped to address the diverse social and emotional needs of students, contributing to a positive and enriching learning experience for all.</p> <p>Staff Responsible for Monitoring: Director of Health and Social Emotional Learning</p>	<p style="text-align: center;">Evidence of Progress</p> <p>N/A In Fall 2023, all staff received training in August on supporting students with positive behavior supports in the classroom. Elementary staff participated in sessions led by Dan St. Romain, while secondary staff received training from Monica Kurtz of ECS Region 13. In Spring 2024, multiple sessions focused on wellness, mental health, and supporting students' social, emotional, and behavioral needs were offered and attended during the February Learning Together Conference.</p> <p style="text-align: center;">Evidence of Progress 77</p> <p style="text-align: center;">Evidence of Progress</p> <p>Progress in the Prioritize Wellness strategic plan pillar is reflected in the upward trend of stakeholder survey results, with the overall combined score increasing from 3.59 in 2024 to 3.67 in 2025. Student ratings improved from 3.55 to 3.61, parent feedback rose from 3.55 to 3.72, and staff responses showed the most significant gain, from 3.90 to 4.05. These results affirm our efforts to make school a great place to be--where the social, emotional, and physical well-being of our Lake Travis ISD community is intentionally supported and prioritized.</p>

Strategy 2 Details	Formative Reviews
<p>Strategy 2: Educators will provide students with opportunities for outdoor and movement activities.</p> <p>Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to create a well-rounded educational experience that promotes not only academic excellence but also the physical, mental, and social well-being of students, contributing to a positive and enriching learning environment.</p> <p>Staff Responsible for Monitoring: Director of Health and Social Emotional Learning</p>	<p style="text-align: center;">Evidence of Progress</p> <p> In Fall 2023, campus master schedules included designated time for students to have outdoor breaks. In Spring 2024, elementary campuses held field days and end-of-year activities outdoors to support student wellness and engagement.</p> <p style="text-align: center;">Evidence of Progress</p> <p> In 2024-2025, campuses continued to include outdoor breaks in master schedules. Elementary campuses again hosted field days and end-of-year outdoor activities to support student wellness and engagement.</p> <p style="text-align: center;">Evidence of Progress 78</p> <p> Progress in the Prioritize Wellness strategic plan pillar is reflected in the upward trend of stakeholder survey results, with the overall combined score increasing from 3.59 in 2024 to 3.67 in 2025. Student ratings improved from 3.55 to 3.61, parent feedback rose from 3.55 to 3.72, and staff responses showed the most significant gain, from 3.90 to 4.05. These results affirm our efforts to make school a great place to be--where the social, emotional, and physical well-being of our Lake Travis ISD community is intentionally supported and prioritized.</p>

Strategy 3 Details	Formative Reviews
<p>Strategy 3: Educators will teach and provide opportunities for mindfulness activities.</p> <p>Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to nurture the holistic well-being of students, create a positive and supportive learning environment, and equip students with valuable skills for emotional regulation and focus that extend beyond the classroom.</p> <p>Staff Responsible for Monitoring: Director of Health and Social Emotional Learning</p>	<p style="text-align: center;">Evidence of Progress</p> <p>N/A In 2023-2024, elementary teachers used Mind Yeti (part of Second Step for mindfulness activities. Educators participated in the February Learning Together Conference, where they learned and implemented additional mindfulness strategies.</p> <p style="text-align: center;">Evidence of Progress</p> <p> In 2024-2025, educators participated in the February Learning Together Conference, where they learned and implemented additional mindfulness strategies.</p> <p style="text-align: center;">Evidence of Progress</p> <p> Progress in the Prioritize Wellness strategic plan ⁷⁹ pillar is reflected in the upward trend of stakeholder survey results, with the overall combined score increasing from 3.59 in 2024 to 3.67 in 2025. Student ratings improved from 3.55 to 3.61, parent feedback rose from 3.55 to 3.72, and staff responses showed the most significant gain, from 3.90 to 4.05. These results affirm our efforts to make school a great place to be--where the social, emotional, and physical well-being of our Lake Travis ISD community is intentionally supported and prioritized.</p>

Strategy 4 Details	Formative Reviews
<p>Strategy 4: Campuses will create site-based wellness committees with a chairperson participating on the District-level Wellness Committee.</p> <p>Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to create a network of wellness committees that foster a culture of well-being, collaboration, and inclusivity at both the campus and district levels. The site-based committees will serve as crucial agents in tailoring wellness initiatives to the unique needs of each school community while contributing to the overall well-being of the entire educational ecosystem.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Human Resources</p>	<p>Evidence of Progress</p> <p>N/A In 2023-2024, campuses held Wellness committee activities.</p> <p>Evidence of Progress</p> <p> In 2024-2025, planning began to establish a district-level Wellness committee for implementation in 2025-2026.</p> <p>Evidence of Progress</p> <p> Progress in the Prioritize Wellness strategic plan pillar is reflected in the upward trend of stakeholder survey results, with the overall combined score increasing from 3.59 in 2024 to 3.67 in 2025. Student ratings improved from 3.55 to 3.61, parent feedback rose from 3.55 to 3.72, and staff responses showed the most significant gain, from 3.90 to 4.05. These results affirm our efforts to make school a great place to be--where the social, emotional, and physical well-being of our Lake Travis ISD community is intentionally supported and prioritized.</p>
Strategy 5 Details	Formative Reviews
<p>Strategy 5: The District will continue to promote wellness and appreciation activities at campus and district levels and explore opportunities for PTO/PTAs and local businesses to support staff.</p> <p>Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to foster a culture of well-being, appreciation, and community support, ensuring that staff members feel valued and supported in their roles. The involvement of PTOs/PTAs and local businesses enhances the collaborative effort, creating a positive and uplifting environment for the entire school community.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Human Resources</p>	<p>Evidence of Progress</p> <p>N/A In 2023-2024, PTO/A support of teachers.</p> <p>Evidence of Progress</p> <p> In 2024-2025, PTO/A support of teachers continued, and the High 5 Award was created to recognize outstanding staff contributions.</p> <p>Evidence of Progress</p> <p> Progress in the Prioritize Wellness strategic plan pillar is reflected in the upward trend of stakeholder survey results, with the overall combined score increasing from 3.59 in 2024 to 3.67 in 2025. Student ratings improved from 3.55 to 3.61, parent feedback rose from 3.55 to 3.72, and staff responses showed the most significant gain, from 3.90 to 4.05. These results affirm our efforts to make school a great place to be--where the social, emotional, and physical well-being of our Lake Travis ISD community is intentionally supported and prioritized.</p>

Strategy 6 Details	Formative Reviews
<p>Strategy 6: The District will provide elementary classroom teachers with increased planning time during the school day.</p> <p>Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to to prioritize the well-being and professional development of elementary classroom teachers, leading to enhanced instructional quality and, ultimately, improved student learning outcomes. The provision of increased planning time is an investment in the overall success and satisfaction of both educators and students within the district.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Curriculum and Instruction Campus Principals</p>	<p style="text-align: center;">Evidence of Progress</p> <p>N/A In 2023-2024, the district calendar included early release days for Professional Learning Community (PLC sessions across all campuses, and this continued in spring 2024.</p> <p style="text-align: center;">Evidence of Progress</p> <p> In 2024-2025, early release days for Professional Learning Community (PLC sessions continued across the district calendar.</p> <p style="text-align: center;">Evidence of Progress</p> <p> Progress in the Prioritize Wellness strategic plan pillar is reflected in the upward trend of stakeholder survey results, with the overall combined score increasing from 3.59 in 2024 to 3.67 in 2025. Student ratings improved from 3.55 to 3.61, parent feedback rose from 3.55 to 3.72, and staff responses showed the most significant gain, from 3.90 to 4.05. These results affirm our efforts to make school a great place to be--where the social, emotional, and physical well-being of our Lake Travis ISD community is intentionally supported and prioritized.</p>

Strategy 7 Details	Formative Reviews
<p>Strategy 7: The District and campuses will provide opportunities for parent education.</p> <p>Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to create a dynamic partnership between schools and families, ensuring that parents are informed, engaged, and equipped to actively support their children's education. Empowered parents contribute to a positive and enriching learning environment, ultimately enhancing the overall success and well-being of students.</p> <p>Staff Responsible for Monitoring: Director of Health and Social Emotional Learning</p>	<p>N/A</p> <p>Evidence of Progress</p> <p>In 2023-2024, two Parent Education courses on Bully Prevention and Substance Use and Abuse were offered and well attended in the fall. In spring 2024, a third course on Social Media Use was added and also well attended.</p> <p>Evidence of Progress</p> <p>In 2024-2025, CrimeStoppers offered various parent sessions focused on cybersecurity and online safety, while Forever 15 provided parents with fentanyl prevention education and information.</p> <p>Evidence of Progress 82</p> <p>Progress in the Prioritize Wellness strategic plan pillar is reflected in the upward trend of stakeholder survey results, with the overall combined score increasing from 3.59 in 2024 to 3.67 in 2025. Student ratings improved from 3.55 to 3.61, parent feedback rose from 3.55 to 3.72, and staff responses showed the most significant gain, from 3.90 to 4.05. These results affirm our efforts to make school a great place to be--where the social, emotional, and physical well-being of our Lake Travis ISD community is intentionally supported and prioritized.</p>
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>	

Goal 5: We Provide Best in Class: We will demonstrate a commitment to all students so that each child is prepared for life and successful in the path they choose.

Performance Objective 1: By the end of the 2023-2024 school year, initial qualitative and quantitative data collection will occur through surveys distributed to staff, students, parents, and community partners. LTISD will conduct a comparative analysis of survey results and quantitative data, including student performance on assessments, graduation rates, dropout rates, College, Career, and Military Readiness (CCMR), and other relevant sources, data from the 2023-2024 and 2024-2025 school years to assess changes pertaining to the theme of "We Provide Best in Class" and the strategies outlined in the plan. The primary goal is to observe a .3% increases in quantitative data analysis and an increase in positive responses in staff and student surveys, reflecting enhanced feelings of commitment, preparedness, and success within our Lake Travis ISD community and student performance data.

Evaluation Data Sources: Stakeholder Survey Data Results

Summative Evaluation: Some progress made toward meeting Objective

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Next Year's Recommendation: In 2025-2026, sustain and enhance efforts to deliver high-quality instruction that prepares every student for success beyond graduation. Focus on supporting instructional staff through professional development, expanding career and college readiness opportunities, and engaging families to reinforce learning at home. Building on the positive survey trends, continue using data-driven strategies to identify and address student needs, ensuring equitable access to rigorous and relevant educational experiences.

Strategy 1 Details	Formative Reviews
<p>Strategy 1: LTISD will explore adding International Baccalaureate (IB) programming.</p> <p>Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to provide students with a globally recognized and rigorous educational experience that prepares them for success in higher education and beyond. This strategy also serves to enrich the overall educational landscape within the district, attracting community interest and fostering a culture of academic excellence and global awareness.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Curriculum and Instruction Assistant Superintendent of Organizational Services Executive Director of Curriculum and Instruction LTHS Principal</p>	<p style="text-align: center;">Evidence of Progress</p> <p> In 2023-2024, a visit was scheduled with Leander ISD to discuss the IB program. In Spring 2024, a site visit was conducted at Vandergrift High School to further explore the program. Findings were presented to the Strategic Planning Committee in February, which decided to table the IB program due to cost and limited student interest. The committee shifted focus to expanding partnerships with ACC and enhancing CTE pathways.</p> <p style="text-align: center;">Evidence of Progress</p> <p> 84</p> <p style="text-align: center;">Evidence of Progress</p> <p> The Best in Class Education strategic plan pillar saw continued improvement, with the overall combined stakeholder score rising from 3.68 in 2024 to 3.76 in 2025. Student feedback increased from 3.75 to 3.81, parent ratings rose from 3.50 to 3.58, and staff responses showed strong growth from 3.68 to 3.85. These results reflect our district's ongoing commitment to ensuring that every student is prepared for life and successful in the path they choose.</p>

Strategy 2 Details

Strategy 2: LTISD will explore adding Two-Way Dual Language to our elementary programming.

Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to provide students with a unique educational experience that not only fosters bilingualism and biliteracy but also promotes cross-cultural competence. This strategy reflects a commitment to preparing students for success in a diverse and interconnected world, enhancing their academic and linguistic skills.

Formative Reviews

Evidence of Progress



In Spring 2024, language enrichment possibilities were presented to the Strategic Planning Committee at the February meeting. The Two-Way Dual Language program was put on hold due to budget constraints. However, the high school foreign language department expressed interest in offering opportunities at elementary schools during the 2024-2025 school year.

Evidence of Progress



Spring 2025, district and campus leaders toured high-performing dual language programs in the state and planned adjustments to the current program model for implementation in the 2025-2026 school year. ⁸⁵

Evidence of Progress



The Best in Class Education strategic plan pillar saw continued improvement, with the overall combined stakeholder score rising from 3.68 in 2024 to 3.76 in 2025. Student feedback increased from 3.75 to 3.81, parent ratings rose from 3.50 to 3.58, and staff responses showed strong growth from 3.68 to 3.85. These results reflect our district's ongoing commitment to ensuring that every student is prepared for life and successful in the path they choose.

Strategy 3 Details

Strategy 3: LTISD will explore adding additional opportunities for student internships at area businesses.

Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to bridge the gap between classroom learning and real-world applications, providing students with valuable experiences that contribute to their academic and career development. This strategy reflects a commitment to enhancing students' readiness for the workforce and fostering connections between education and the vibrant local community.

Staff Responsible for Monitoring: Assistant Superintendent of Organizational Services
Coordinator Curriculum & Instruction - Secondary | Career & Technical Education

Formative Reviews

Evidence of Progress



Fall 2023, mini job fairs provided students opportunities for part-time work and helped build connections with local businesses. Collaboration with the City of Bee Cave supported identifying internship partners. Spring 2024 brought commitments from VLK Architecture, Siemens, the Thinkery, and the Lake Travis Chamber of Commerce for student practicum placements. Site visits with Siemens and the Thinkery were conducted, and a school-wide job fair featured 40 local businesses seeking to hire students, mainly for part-time and summer positions, strengthening community partnerships.

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Evidence of Progress



In 2024-25, job fairs continued to connect students with local businesses for part-time, summer, and internship opportunities, strengthening community partnerships. Planning and preparation for full Naviance implementation across all secondary schools continued, targeting a fall 2025 launch to enhance career exploration, college planning, and workforce readiness for students.

Evidence of Progress



The Best in Class Education strategic plan pillar saw continued improvement, with the overall combined stakeholder score rising from 3.68 in 2024 to 3.76 in 2025. Student feedback increased from 3.75 to 3.81, parent ratings rose from 3.50 to 3.58, and staff responses showed strong growth from 3.68 to 3.85. These results reflect our district's ongoing commitment to ensuring that every student is prepared for life and successful in the path they choose.

Strategy 4 Details

Strategy 4: Educators will be trained to implement Professional Learning Communities to help identify and minimize learning gaps.

Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to leverage the collective expertise of educators to identify, address, and minimize learning gaps effectively. The establishment of PLCs fosters a collaborative learning community that is focused on continuous improvement, ensuring that educators are equipped with the tools and support needed to enhance student learning outcomes.

Staff Responsible for Monitoring: Assistant Superintendent of Curriculum and Instruction
Executive Director of Curriculum and Instruction
Campus Principals

Formative Reviews

Evidence of Progress



Fall 2023, campus schedules were realigned to provide grade-level teachers in grades K-8 core subjects with common conference periods districtwide. Teachers attended a PLC conference in San Antonio to support collaborative professional learning. In Spring 2024, the February conference enabled departments and grade-level teams to engage in PLC activities. For 2024-25, LTEF committed funding to support additional teachers attending the fall PLC conference.

Evidence of Progress



For 24-25, PTO/A groups funded teacher attendance at the fall PLC conference to further support professional learning opportunities.

Evidence of Progress



The Best in Class Education strategic plan pillar saw continued improvement, with the overall combined stakeholder score rising from 3.68 in 2024 to 3.76 in 2025. Student feedback increased from 3.75 to 3.81, parent ratings rose from 3.50 to 3.58, and staff responses showed strong growth from 3.68 to 3.85. These results reflect our district's ongoing commitment to ensuring that every student is prepared for life and successful in the path they choose.

Strategy 5 Details

Strategy 5: Educators will be trained on effective differentiated instructional strategies to enrich all learners.

Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to empower educators with the skills to effectively differentiate instruction, creating inclusive and engaging learning environments where all students can thrive. The strategy supports a commitment to personalized learning and academic success for every learner within the district.

Staff Responsible for Monitoring: Director of Special Services

Formative Reviews

Evidence of Progress



Fall 2023, professional development at the start of the year and during the fall semester, including New Teacher Orientation, focused on differentiated instructional strategies to address student needs. In Spring 2024, the February Conference provided sessions on differentiated instruction, and planning began for Emergent Tree training for staff over the summer and at back-to-school professional development.

Evidence of Progress



For 24-25, professional development on differentiated instructional strategies continued with Emergent Tree training planned for staff during summer and back-to-school sessions.

Evidence of Progress



The Best in Class Education strategic plan pillar saw continued improvement, with the overall combined stakeholder score rising from 3.68 in 2024 to 3.76 in 2025. Student feedback increased from 3.75 to 3.81, parent ratings rose from 3.50 to 3.58, and staff responses showed strong growth from 3.68 to 3.85. These results reflect our district's ongoing commitment to ensuring that every student is prepared for life and successful in the path they choose.

Strategy 6 Details	Formative Reviews
<p>Strategy 6: College and Career Counseling Services will continue to be available to secondary students.</p> <p>Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to support students in making well-informed decisions about their future pathways, ensuring they are equipped for success in higher education and careers. This strategy reflects a commitment to holistic student development and the realization of individual aspirations.</p> <p>Staff Responsible for Monitoring: Director of Health and Social Emotional Learning</p>	<p style="text-align: center;">Evidence of Progress</p> <p> Fall 2023, counselors met with students throughout the year to discuss college and career opportunities. In Spring 2024, this continued, with ongoing student meetings focused on these topics. Naviance was purchased in preparation for implementation in the 2024-25 school year.</p> <p style="text-align: center;">Evidence of Progress</p> <p> In 2024-25, planning and preparation for full Naviance implementation across all secondary schools continued, targeting a fall 2025 launch to enhance career exploration, college planning, and workforce readiness for students. 89</p> <p style="text-align: center;">Evidence of Progress</p> <p> The Best in Class Education strategic plan pillar saw continued improvement, with the overall combined stakeholder score rising from 3.68 in 2024 to 3.76 in 2025. Student feedback increased from 3.75 to 3.81, parent ratings rose from 3.50 to 3.58, and staff responses showed strong growth from 3.68 to 3.85. These results reflect our district's ongoing commitment to ensuring that every student is prepared for life and successful in the path they choose.</p>

Strategy 7 Details	Formative Reviews
<p>Strategy 7: Educators will continue to be trained on essential skills such as problem solving, teambuilding, growth mindset, and resilience.</p> <p>Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to create a learning environment where educators continually develop and apply essential skills, leading to enhanced teaching practices, collaborative teamwork, and increased resilience. This strategy aligns with the district's commitment to fostering a positive and growth-oriented culture among educators, ultimately benefiting the entire school community.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Curriculum and Instruction Director of Health and Social Emotional Learning Campus Principals</p>	<p style="text-align: center;">Evidence of Progress</p> <p> Fall 2023, planning took place for the February LTISD staff conference. In Spring 2024, the February staff conference was held as scheduled.</p> <p style="text-align: center;">Evidence of Progress</p> <p> In 2024-25, planning and execution of the February LTISD staff conference continued as in previous years.</p> <p style="text-align: center;">Evidence of Progress</p> <p> The Best in Class Education strategic plan pillar saw continued improvement, with the overall combined stakeholder score rising from 3.68 in 2024 to 3.76 in 2025. Student feedback increased from 3.75 to 3.81, parent ratings rose from 3.50 to 3.58, and staff responses showed strong growth from 3.68 to 3.85. These results reflect our district's ongoing commitment to ensuring that every student is prepared for life and successful in the path they choose.</p>

Strategy 8 Details

Strategy 8: Educators will use work-based learning skills in their instruction.

Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to create a learning environment where students are equipped with practical skills, ready for the challenges of the workforce or higher education. This strategy aligns with the district's commitment to preparing students not only academically but also for success in their future careers.

Staff Responsible for Monitoring: Coordinator Curriculum & Instruction - Secondary | Career & Technical Education

Formative Reviews

Evidence of Progress



In 2023-24, 74% of high school CTE educators integrated work-based learning and employability skills into their instruction. Students learned and practiced these skills while earning career skills certificates and preparing for Industry Based Certifications. They gained hands-on experience by working in career preparation and practicum training sites, as well as simulated work environments across various fields such as healthcare, engineering, interior design, IT, education, graphic design, architecture, and audio/video. Additionally, students operated three school-based enterprises and developed businesses in collaboration with local business owners who served as mentors.

Evidence of Progress



In 2024-25, 95% of CTE teachers taught employability skills and offered Industry Based Certifications or skills certificates within their courses.

Evidence of Progress



The Best in Class Education strategic plan pillar saw continued improvement, with the overall combined stakeholder score rising from 3.68 in 2024 to 3.76 in 2025. Student feedback increased from 3.75 to 3.81, parent ratings rose from 3.50 to 3.58, and staff responses showed strong growth from 3.68 to 3.85. These results reflect our district's ongoing commitment to ensuring that every student is prepared for life and successful in the path they choose.

Strategy 9 Details

Strategy 9: Educators will provide students with extensive opportunities to explore career and college opportunities.

Strategy's Expected Result/Impact: By implementing this strategy, LTSD aims to create a holistic and supportive environment that empowers students to explore, understand, and navigate various career and college opportunities. This strategy aligns with the district's commitment to preparing students for successful and fulfilling futures by providing them with the tools and experiences necessary for informed decision-making.

Staff Responsible for Monitoring: Coordinator Curriculum & Instruction - Secondary | Career & Technical Education

Formative Reviews

Evidence of Progress



In 2023-24, high school CTE educators provided extensive opportunities for students to explore careers related to their career clusters. They also offered opportunities for students to engage with YouScience, a platform that uses proprietary artificial intelligence to identify student aptitudes and connect them to relevant careers and educational pathways, helping students find relevance in school and build confidence for their futures.

Evidence of Progress



In 2024-25, high school CTE educators continued to provide extensive opportunities for students to explore careers related to their career clusters. Additionally, 30% of these educators offered students access to YouScience, a platform that uses proprietary artificial intelligence to identify student aptitudes and connect them to relevant careers and educational pathways, fostering greater relevance and confidence. Naviance planning also progressed to support college and career readiness.

Evidence of Progress



The Best in Class Education strategic plan pillar saw continued improvement, with the overall combined stakeholder score rising from 3.68 in 2024 to 3.76 in 2025. Student feedback increased from 3.75 to 3.81, parent ratings rose from 3.50 to 3.58, and staff responses showed strong growth from 3.68 to 3.85. These results reflect our district's ongoing commitment to ensuring that every student is prepared for life and successful in the path they choose.

Strategy 10 Details	Formative Reviews
<p>Strategy 10: LTISD will provide information about the National Board Certification for teachers.</p> <p>Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to foster a culture of continuous professional development, recognize and reward effective teaching practices, and ultimately enhance the quality of education for students. This strategy aligns with the district's commitment to excellence in teaching and a dedication to providing the best possible learning experiences for students.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Human Resources</p>	<p style="text-align: center;">Evidence of Progress</p> <p> The district provides information about National Board Certification (NBC. Teachers who earn NBC receive Teacher Incentive Allotment funding from the state.</p> <p style="text-align: center;">Evidence of Progress</p> <p> The district provides information about National Board Certification (NBC. Teachers who earn NBC receive Teacher Incentive Allotment funding from the state.</p> <p style="text-align: center;">Evidence of Progress</p> <p> The Best in Class Education strategic plan pillar saw continued improvement, with the overall combined stakeholder score rising from 3.68 in 2024 to 3.76 in 2025. Student feedback increased from 3.75 to 3.81, parent ratings rose from 3.50 to 3.58, and staff responses showed strong growth from 3.68 to 3.85. These results reflect our district's ongoing commitment to ensuring that every student is prepared for life and successful in the path they choose.</p>
Strategy 11 Details	Formative Reviews
<p>Strategy 11: LTISD will create and implement a new teacher mentor program to help support new teachers.</p> <p>Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to create a supportive and nurturing environment for new teachers, enabling them to thrive in their roles and contribute to the overall success of the school community. This program aligns with the district's commitment to the professional growth and job satisfaction of its educators, ultimately leading to improved student outcomes.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Human Resources Executive Director of Curriculum and Instruction Director of Elementary Curriculum & Instruction</p>	<p style="text-align: center;">Evidence of Progress</p> <p> Fall 2023 and Spring 2024, the mentor program continued to support first-year teachers, with LTEF providing grants to compensate mentor teachers for their time.</p> <p style="text-align: center;">Evidence of Progress</p> <p> In 2024-25, more than 60 teachers benefited from the mentor program, named Trailblazers, funded by LTEF. Planning and implementation of a streamlined program were put into place to enhance its effectiveness.</p> <p style="text-align: center;">Evidence of Progress</p> <p> The Best in Class Education strategic plan pillar saw continued improvement, with the overall combined stakeholder score rising from 3.68 in 2024 to 3.76 in 2025. Student feedback increased from 3.75 to 3.81, parent ratings rose from 3.50 to 3.58, and staff responses showed strong growth from 3.68 to 3.85. These results reflect our district's ongoing commitment to ensuring that every student is prepared for life and successful in the path they choose.</p>

Strategy 12 Details	Formative Reviews
<p>Strategy 12: LTISD will continue to provide professional development opportunities and support for administrators to assist with recruiting and retaining administrators.</p> <p>Strategy's Expected Result/Impact: By implementing this strategy, LTISD aims to cultivate a dynamic and skilled administrative team, optimize recruitment efforts, and create a work environment that supports the professional growth and satisfaction of administrators. This strategy aligns with the district's commitment to excellence in leadership, ultimately benefiting the entire school community.</p> <p>Staff Responsible for Monitoring: Assistant Superintendent of Human Resources Assistant Superintendent of Curriculum and Instruction</p>	<p style="text-align: center;">Evidence of Progress</p> <p> In 2023-24, Aspiring Admin, New Admin, and Advanced Admin trainings were held throughout both the fall and spring semesters.</p> <p style="text-align: center;">Evidence of Progress</p> <p> In 2024-25, Aspiring Admin training continued throughout the year.</p> <p style="text-align: center;">Evidence of Progress</p> <p> The Best in Class Education strategic plan pillar saw continued improvement, with the overall combined stakeholder score rising from 3.68 in 2024 to 3.76 in 2025. Student feedback increased from 3.75 to 3.81, parent ratings rose from 3.50 to 3.58, and staff responses showed strong growth from 3.68 to 3.85. These results reflect our district's ongoing commitment to ensuring that every student is prepared for life and successful in the path they choose.</p>
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>	



AGENDA ITEM ACTION SHEET

AGENDA ITEM

2024-2025 Drug Testing

RECOMMENDED ACTION

For Presentation/Discussion only.

RATIONALE

Our district remains steadfast in its commitment to creating a safe, healthy, and supportive environment where every student can reach their full potential. As part of this commitment, the student drug testing program is designed as a preventive and educational measure—not a punitive one. It serves to discourage substance use among students while reinforcing the district’s expectations for personal responsibility, wellness, and conduct.

The implementation of drug testing provides an opportunity to intervene early when students may be at risk, allowing us to offer support and connect families with appropriate resources. Just as importantly, it creates a platform for education and open dialogue, helping students understand the long-term impact of substance use and equipping them to make informed, healthy choices.

BUDGET PROVISIONS

None

RESOURCE PERSONNEL

Tasha Barker - Assistant Superintendent of Organizational Services

ATTACHMENTS

2024-2025 Drug Testing Presentation

MEETING DATE

June 18, 2025



24-25 Drug Testing Report
June 18, 2025



2024-2025 Drug Testing

Results by the Numbers

Campus	# Tested 2024-2025	# Positives 2024-2025	# Tested 2023-2024	# Positives 2023-2024	# Tested 2022-2023	# Positives 2022-2023	# Tested 2021-2022	# Positives 2021-2022	# Tested 2019-2020	# Positives 2019-2020
BCMS	117	*	169	*	151	*	149	*	137	* 97
HBMS	120	*	164	*	151	*	141	*	162	*
LTMS	120	*	157	*	148	*	134	*	144	*
LTHS	407	37	537	31	398	23	527	40	542	9
Totals	764	40	1027	35	848	26	951	44	985	9

In 2024-2025 school year, 3252 secondary students were enrolled in drug testing.



Results by the Numbers

- Nicotine - 18
- Nicotine and Marijuana - 12
- Marijuana - 7
- Amphetamine - 1
- Opiates - 1
- Refusal - 1
- Repeat Positives - 11



2024-2025 Drug Testing

Drug Testing Costs

Year	Testing	Drug Counseling
2018-2019	\$26,190	\$7,850
2019-2020	\$28,080	\$6,000
2021-2022	\$22,099	*0
2022-2023	\$24,372	*0
2023-2024	\$31,942	*0
2024-2025	\$20,410	*0

* Utilizing district social workers





AGENDA ITEM ACTION SHEET

AGENDA ITEM

Redemption Resolution-Debt Management for 2025-2026

RECOMMENDED ACTION

For Presentation/Discussion only.

Consideration will be requested at the July 16, 2025 Board Meeting

RATIONALE

For the 2025 Tax Year, the district has a projected taxable assessed value increase of 2.61%. This increase in value will allow the district to redeem an additional \$21,635,000 in outstanding obligations from its Unlimited Tax School Building Bonds, Series 2017. By aggressively paying down the district's debt service requirements, the district is able to save the taxpayers of the district bond interest and build capacity for future bond programs. Including the upcoming defeasance, the district will have early retired approximately \$158.1 million and refinanced \$256.6 million since 2013, saving the taxpayers approximately \$128.7 million of interest over the life of the outstanding bonds.

BUDGET PROVISIONS

None

RESOURCE PERSONNEL

Pam Sanchez – Assistant Superintendent for Business Services

Brad Goerke – Director of Finance

ATTACHMENTS

1. RBC Capital Markets Defeasance Discussion
2. Lake Travis ISD-2025 Defeasance Redemption Resolution

MEETING DATE

June 18, 2025

Lake Travis Independent School District

Preliminary Defeasance Analysis

June 11, 2025



Capital
Markets

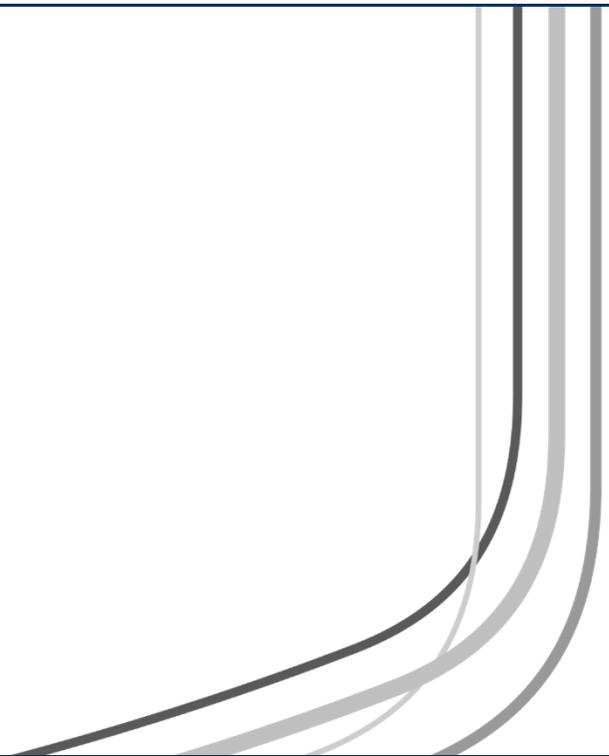
R. Dustin Traylor
Managing Director

RBC Capital Markets, LLC
303 Pearl Parkway
Suite 220
San Antonio, TX 78215

Tel: (210) 805-1117
Fax: (210) 805-1119

robert.d.traylor@rbccm.com

Current Bond Profile and Preliminary Defeasance Analysis



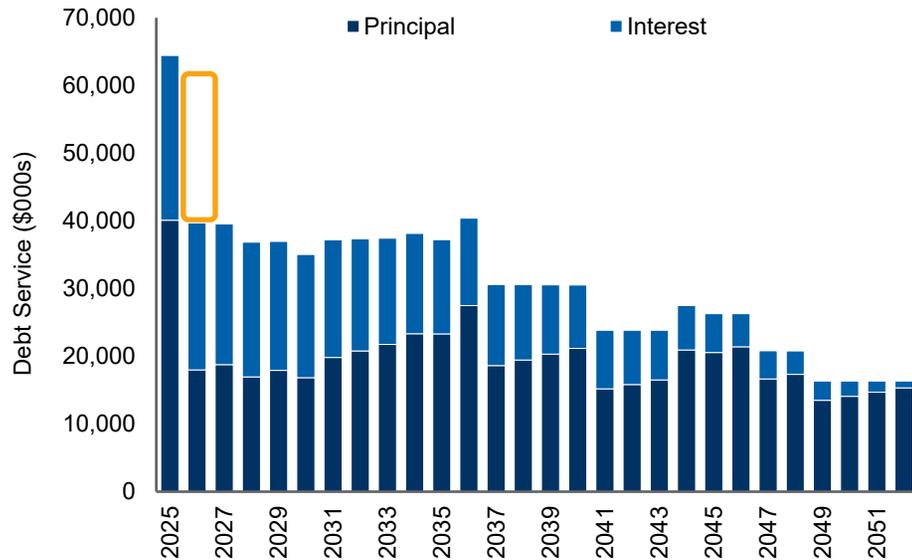
Lake Travis ISD – Unlimited Tax Debt Profile

Lake Travis Independent School District					
Issue	Issued Par Amount	Outstanding Par Amount	Coupon Range of Callable Bonds	First Call Date	Final Maturity
U/L Tax Ref Bds, Series 2017	\$ 82,905,000	\$ 62,350,000	4.000% - 5.000%	02/15/2027	02/15/2040
U/L Tax Sch Bldg Bds, Series 2018A	108,735,000	45,800,000	4.000% - 5.000%	02/15/2027	02/15/2048
U/L Tax Sch Bldg Bds, Series 2019	92,705,000	76,545,000	3.750% - 5.000%	02/15/2025	02/15/2046
U/L Tax Ref Bds, Taxable Series 2020	64,450,000	55,655,000	1.651% - 2.071%	02/15/2030	02/15/2036
U/L Tax Sch Bldg Bds, Series 2023	287,355,000	266,420,000	3.750% - 5.000%	02/15/2032	02/15/2053
U/L Tax Sch Bldg Bds, Series 2024	33,440,000	15,395,000	4.000% - 5.000%	02/15/2033	02/15/2044
Totals	\$ 669,590,000	\$ 522,165,000			

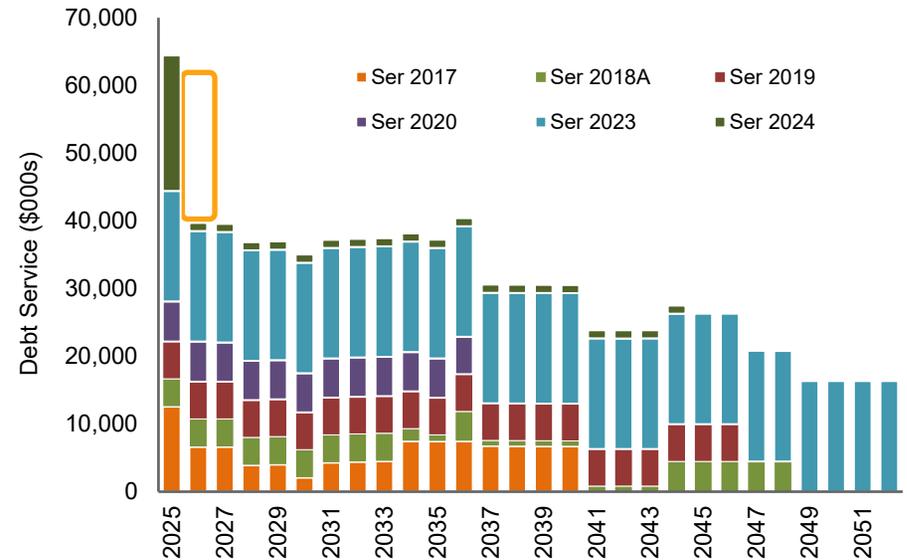
Defeasance Candidates

Note: the District currently has \$309,200,440 of voted but unissued bonds from its November 2022 bond election for School Building and Technology improvements, and an additional \$108,093,994 in voted but unissued bonds from its November 2023 bond election for Athletic Improvements.

Outstanding Unlimited Tax Debt by Principal & Interest



Outstanding Unlimited Tax Debt by Series



Denotes estimated 2026 defeasance payment.

Lake Travis ISD – Bond Profile

Historical TAV and Tax Rate Information

Lake Travis ISD Historical TAV and Tax Rates

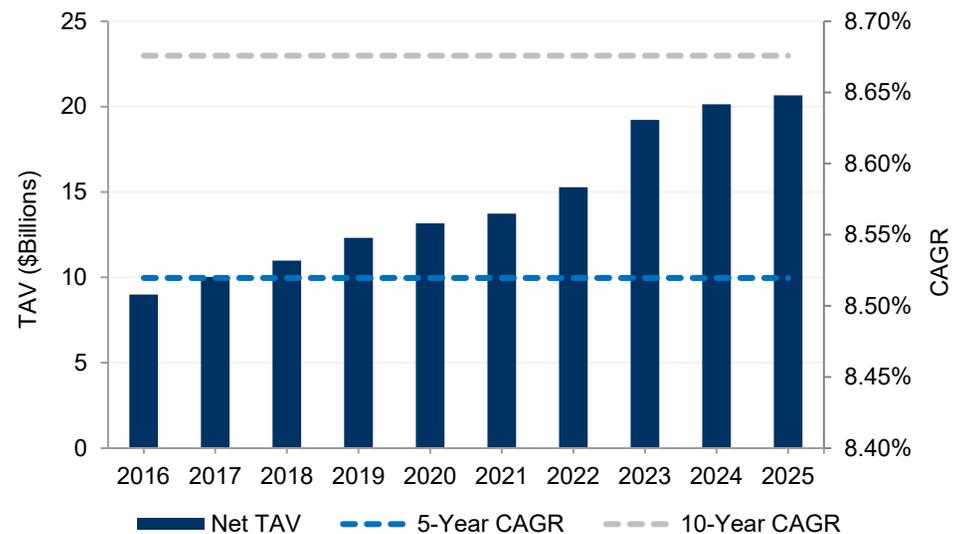
Tax Year	FYE	Net TAV	TAV Growth	M&O Tax Rate	I&S Tax Rate	Total Tax Rate
2015	2016	\$ 8,990,965,485	12.95%	1.0400	0.3675	1.4075
2016	2017	10,019,351,336	11.44%	1.0400	0.3675	1.4075
2017	2018	10,975,753,835	9.55%	1.0600	0.3475	1.4075
2018	2019	12,309,934,413	12.16%	1.0600	0.3475	1.4075
2019	2020	13,160,460,559	6.91%	0.9900	0.3475	1.3375
2020	2021	13,727,644,843	4.31%	0.9764	0.3275	1.3039
2021	2022	15,276,731,650	11.28%	0.9026	0.3275	1.2301
2022	2023	19,221,545,470	25.82%	0.8846	0.3275	1.2121
2023	2024	20,135,617,270	4.76%	0.7466	0.3275	1.0741
2024	2025	20,660,379,520	2.61%	0.7381	0.3275	1.0656
5-Yr CAGR*			8.52%			
10-Year CAGR*			8.68%			

* Compound Annual Growth Rate ("CAGR")

Historical Tax Rate Breakdown



Historical TAV and Growth



Lake Travis ISD – Redemption Discussion

2025/26 Bond Defeasance

By defeasing portions of the District's outstanding Unlimited Tax Refunding Bonds, Series 2017, the District will realize savings by retiring bonds ahead of their stated maturity. This is similar to making additional principal payments on your home mortgage in order to pay it off early. The estimated savings are summarized below.

Defeasance Candidates

Series	Est. Par Defeased	Estimated Interest Savings	Maturites Defeased
Unlimited Tax Refunding Bonds, Series 2017	\$ 21,635,000	\$ 5,974,692	2028-2029; 2031-2036
Total	\$ 21,635,000	\$ 5,974,692	

Historical Refunding and Defeasance Summary

Issue	Total Refunded	Maturities Refunded	Savings
Series 2013	\$ 108,010,000	Series 2004 (2015-2022) Series 2006 (2017-2036) Series 2006A (2017-2036)	\$ 13,584,577
2014 Call	2,200,000	Series 2005 (2015-2017)	207,500
2015 Call	3,355,000	Series 2005 (2016-2017)	255,750
2015 Defeasance	2,112,750	Series 2006A (2020)	460,788
2016 Call	9,612,760	Series 2006 (2017-2019) Series 2006 (2034-2036)	2,905,740
2017 Call/Defeasance	15,720,000	Series 2006 (2018-2033) Series 2008 (2019-2020) Series 2012 (2042)	9,936,109
Series 2017	84,090,000	Series 2012 (2023-2029) Series 2012 (2031-2041)	14,614,871
2018 Defeasance	16,285,000	Series 2012 (2023-2025) Series 2012 (2041-2042)	11,823,461
2019 Defeasance	3,525,000	Series 2018B (2038-2048)	5,624,801
2020 Defeasance	6,000,000	Series 2018B (2038-2048)	4,947,678
Series 2020	64,455,000	Series 2013 (2024-2036)	10,351,852
2021 Defeasance	7,405,000	Series 2018B (2038-2048)	5,896,690
2022 Redemption	21,690,000	Series 2012 (2037-2042) Series 2018B (2038-2048)	16,688,998
2023 Call/Defeasance	34,430,000	Series 2012 (2030; 2037-2042) Series 2018A (2034-2035; 2037-2043)	22,167,283
2024 Defeasance	6,590,000	Series 2017 (2028-2029; 2031-2033)	1,652,240
2025 Defeasance	7,610,000	Series 2017 (2028-2029; 2031-2033)	1,635,193
2026 Estimated Defeasance	21,635,000	Series 2017 (2028-2029; 106 2031-2036)	5,974,692
Total	\$ 414,725,510		\$ 128,728,222

Disclaimer

Sources include: [https://www.rbccm.com/assets/rbccm/docs/uploads/2017/RBCCM Muni Markets Weekly Newsletter.pdf](https://www.rbccm.com/assets/rbccm/docs/uploads/2017/RBCCM_Muni_Markets_Weekly_Newsletter.pdf), <http://www.rbc.com/economics/>, RBC Capital Markets.

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A RESOLUTION BY THE BOARD OF TRUSTEES OF THE LAKE TRAVIS INDEPENDENT SCHOOL DISTRICT PROVIDING FOR THE DEFEASANCE AND CALLING FOR REDEMPTION CERTAIN CURRENTLY OUTSTANDING DISTRICT OBLIGATIONS; DIRECTING THE BOARD SECRETARY, OR A DESIGNEE THEREOF, TO EFFECTUATE THE REDEMPTION OF THESE OBLIGATIONS; AUTHORIZING THE EXECUTION OF AN ESCROW AGREEMENT; DELEGATING TO CERTAIN DISTRICT OFFICIALS AND STAFF THE AUTHORITY TO EFFECTUATE MATTERS HEREIN RESOLVED; AND OTHER MATTERS IN CONNECTION THEREWITH

WHEREAS, the Board previously adopted an order on November 14, 2017 (the *2017 Bond Order*) authorizing the issuance of obligations designated as “Lake Travis Independent School District Unlimited Tax Refunding Bonds, Series 2017,” dated December 1, 2017, in the original principal amount of \$82,905,000 (the *2017 Outstanding Obligations*); and

WHEREAS, the Board previously adopted an order on December 19, 2018 (the *2019 Bond Order*, and together with the 2017 Bond Order, the *Bond Order*) authorizing the issuance of obligations designated as “Lake Travis Independent School District Unlimited Tax School Building Bonds, Series 2019,” dated January 15, 2019, in the original principal amount of \$92,705,000 (the *2019 Outstanding Obligations*, and together with the 2017 Outstanding Obligations, the *Outstanding Obligations*); and

WHEREAS, the Outstanding Obligations subject to redemption, at the District’s option prior to stated maturity; and

WHEREAS, the Bond Order provides the notice requirements to effectuate the redemption of the Outstanding Obligations that are subject to redemption prior to their applicable Stated Maturity; and

WHEREAS, it is in the best interest of the District and its residents to defease and redeem certain of the Outstanding Obligations prior to their Stated Maturity, extinguishing the District’s payment obligations with respect thereto at the time of defeasance, and calling certain of the Outstanding Obligations for optional redemption, all as herein provided; now, therefore,

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE LAKE TRAVIS INDEPENDENT SCHOOL DISTRICT THAT:

SECTION 1. The Board hereby authorizes an Authorized Official to use District funds realized from interest and sinking fund tax collections or any other lawfully available sources (the *Defeasance Proceeds*), in an amount necessary and sufficient, prior to the end of the District’s fiscal year ending August 31, 2026, to defease approximately \$22,000,000 (or such lesser amount as available proceeds will permit, given maintenance of the interest and sinking tax rate at the same amount as levied for the current fiscal year) in principal amount of the Outstanding Obligations to their redemption date (such identified Outstanding Obligations, the *Defeased Obligations*). An Authorized Official shall accomplish the defeasance and redemption of the Defeased Obligations by establishing and funding with Defeasance Proceeds prior to August 31, 2026 the hereinafter-defined Escrow Fund pursuant to the provisions of Section 3 hereof. Notwithstanding the foregoing, an Authorized Official may increase the principal amount of the Defeased Obligations after taking

into account available District funds from the sources identified above, interest earnings on Escrow Fund deposits, and final costs related to establishment of the Escrow Fund, with the goal of maximizing the principal amount of the Defeased Obligations.

SECTION 2. An Authorized Official is authorized to and shall cause the Defeased Obligations to be redeemed. This election to redeem is irrevocable upon adoption of this Resolution by the Board. The form of Notice of Redemption for the Defeased Obligations is attached as Exhibit A hereto and incorporated by reference for all purposes.

SECTION 3. The Escrow and Trust Agreement, dated the date hereof (the *Agreement*), by and between the District and the Escrow Agent and relating to the Defeased Obligations and attached hereto as Exhibit B and incorporated herein by reference as a part of this Resolution for all purposes, is hereby approved as to form and content, and such Agreement, together with such changes or revisions as may be necessary to accomplish the defeasance of the Defeased Obligations or benefit the District, is hereby authorized to be executed by an Authorized Official, for and on behalf of the District and as the act and deed of this Board; and such Agreement as executed by said Authorized Official shall be deemed approved by the Board and constitute the Agreement herein approved.

Furthermore, each Authorized Official, the District's Financial Advisor, and the District's Bond Counsel, in cooperation with the Escrow Agent, are hereby authorized and directed to make the necessary arrangements for the deposit of cash and/or the purchase of any securities referenced in the Agreement and the delivery thereof to the Escrow Agent upon delivery to the Escrow Agent of the Defeasance Proceeds for deposit to the credit of the "LAKE TRAVIS INDEPENDENT SCHOOL DISTRICT 2026 DEFEASANCE ESCROW FUND" (the *Escrow Fund*), including the execution of the subscription forms, if any, for the purchase and issuance of the "United States Treasury Securities - State and Local Government Series" for deposit to the Escrow Fund; all as contemplated and provided by the provisions of Chapter 1207, as amended, Texas Government Code, this Resolution, and the Agreement.

SECTION 4. The President and Secretary of the Board are authorized and instructed to give notice of redemption described herein to the paying agent/registrars for the Defeased Obligations for further delivery thereby to the holders thereof, as provided in the Bond Order.

SECTION 5. The Board hereby authorizes each Authorized Official, if applicable, to appoint a verification agent (the *Verification Agent*) as appropriate to verify the sufficiency of the deposit to the Escrow Fund to accomplish the defeasance of the Defeased Obligations, to the extent such appointment is necessary or desired.

SECTION 6. Each Authorized Official is authorized to evidence adoption of this Resolution and to do any and all things necessary or convenient to effect the redemption of the Defeased Obligations herein described and otherwise give effect to the intent and purpose hereof.

SECTION 7. The Board hereby directs that Defeasance Proceeds shall include amounts sufficient to pay professional fees and expenses of the District's Bond Counsel, the District's Financial Advisor, the Escrow Agent, the Verification Agent, the paying agent/registrars for the Defeased Obligations, respectively and as applicable, and any other party whose services have been determined by the District to be necessary to accomplish the purpose and intent of this Resolution. Use of Defeasance Proceeds to pay these expenses is hereby approved.

SECTION 8. The recitals contained in the preamble hereof are hereby found to be true, and such recitals are hereby made a part of this Resolution for all purposes and are adopted as a part of the judgment and findings of the Board.

SECTION 9. All orders and resolutions, or parts thereof, which are in conflict or inconsistent with any provision of this Resolution are hereby repealed to the extent of such conflict, and the provisions of this Resolution shall be and remain controlling as to the matters resolved herein.

SECTION 10. This Resolution shall be construed and enforced in accordance with the laws of the State of Texas and the United States of America.

SECTION 11. If any provision of this Resolution or the application thereof to any person or circumstance shall be held to be invalid, the remainder of this Resolution and the application of such provision to other persons and circumstances shall nevertheless be valid, and the Board hereby declares that this Resolution would have been enacted without such invalid provision.

SECTION 12. It is officially found, determined, and declared that the meeting at which this Resolution 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 Resolution, was given, all as required by Chapter 551, as amended, Texas Government Code.

SECTION 13. Though such parties may be identified, and the entry into a particular form of contract may be authorized herein, the Board hereby delegates to the Board President, Board Vice President, Board Secretary, Superintendent of Schools, and the Assistant Superintendent of Business Services (each of the foregoing, an *Authorized Official*) the authority to independently select the counterparty to any agreement with the Escrow Agent, Verification Agent or any other contract that is determined by an Authorized Official, the District's Financial Advisor, or Bond Counsel to be necessary or incidental to carry out the provisions of this Resolution, as long as each of such contracts has a value of less than the amount referenced in Section 2252.908 of the Texas Government Code, as amended (collectively, the *Ancillary Bond Contracts*); and, as necessary, to execute the Ancillary Bond Contracts on behalf and as the act and deed of the District. The Board has not participated in the selection of any of the business entities which are counterparties to the Ancillary Bond Contracts.

SECTION 14. Capitalized terms used but not otherwise defined herein shall have the same meanings as set forth in the Bond Order.

SECTION 15. This Resolution shall be in force and effect from and after its final passage, and it is so resolved.

* * *

PASSED AND APPROVED, this the ___ day of _____, 2025.

LAKE TRAVIS INDEPENDENT SCHOOL
DISTRICT

President, Board of Trustees

ATTEST:

Secretary, Board of Trustees

(DISTRICT SEAL)

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EXHIBIT A

NOTICE OF REDEMPTION

(See Tab No. __)

EXHIBIT B

ESCROW AND TRUST AGREEMENT

(See Tab No. __)



AGENDA ITEM ACTION SHEET

AGENDA ITEM

May 2025 Monthly Financial Reports-Statement of Revenues and Expenditures, Balance Sheet, Tax Statement, 2018/2023/2024 Capital Projects Reports and Quarterly Investment Report

RECOMMENDED ACTION

For Presentation/Discussion only.

RATIONALE

To provide a financial update to the Board and community regarding the financial position of the school district.

The financial highlights for the period ending May 31, 2025, include the following:

- The financial reports reflect activity through 75% of the fiscal year.
- Function 91-State Transfers represents the recapture payment made to the State in August. By disseminating the payment throughout the year, the District has recorded expenditures of 80% of the total general operating budget.
- Salaries and benefits paid during summer months to the 10-month employees (teachers, aides, professionals, auxiliary staff) are accrued monthly and are included in recorded expenditures. The total of \$16,155,518 is held in the accrued wages payable account on the Balance Sheet.
- The cash and temporary investments balance for all governmental and proprietary funds totals \$423,902,087. Investment instruments, focused on security and liquidity, include Local Government Investment Pools and money market funds approved under the Public Funds Investment Act.
- The quarterly investment earnings are \$4,671,083 for a FYTD investment income total of \$13,087,697. The average yield on the investment portfolios is 4.33%, a decrease of -0.22% from quarter ending February 28, 2025.
- Monthly tax collections totaled \$536,009 representing a collection rate of 98.01% of 2024 total adjusted tax levy, in comparison to the prior year of 97.20%.
- The FYTD current and prior year adjusted tax levy totaled -\$3,680,800.
- The total 2018 bond expenditures are approximately \$260.2 million with remaining funds of approximately \$147,137.
- The total 2023 bond expenditures are approximately \$91.8 million with remaining funds of approximately \$241.2 million.



- The total 2024 bond expenditures are approximately \$5.4 million with remaining funds of approximately \$31.9 million.

BUDGET PROVISIONS

None

RESOURCE PERSONNEL

Pam Sanchez-Assistant Superintendent of Business Services

Brad Goerke-Director of Finance

ATTACHMENTS

1. Statement of Revenues and Expenditures-May 2025
2. Balance Sheet-May 2025
3. Tax Statement-May 2025
4. 2018 Capital Projects Report-May 2025
5. 2023 Capital Projects Report-May 2025
6. 2024 Capital Projects Report-May 2025
7. Quarterly Investment Report-May 2025

MEETING DATE

June 18, 2025

Lake Travis ISD
STATEMENT OF REVENUE AND EXPENDITURES
GENERAL FUND

5/31/2025

Current Year

Prior Year

<i>Revenues</i>		Current Year				Prior Year	
		Budget	Actual	Balance	Percent of Budget	Cumulative Actual	Percent of Actual
5711	Current Year Tax Revenue	\$ 138,800,000	\$ 137,597,064	\$ 1,202,936	99.13%	\$ 142,586,881	104.75%
5700	Other Local Revenues	7,650,000	4,634,507	3,015,493	60.58%	3,752,689	72.87%
5800	State Program Revenue	14,676,764	9,434,436	5,242,328	64.28%	7,811,763	65.87%
5900	Federal Revenue	158,500	4,493	154,007	2.83%	119,909	96.41%
Total Revenue		\$ 161,285,264	\$ 151,670,500	\$ 9,614,764	94.04%	\$ 154,271,242	100.66%

Expenditures

11	Instruction	\$ 67,561,000	\$ 57,451,296	\$ 10,109,704	85.04%	\$ 58,126,054	85.79%
12	Instructional Resources	1,071,983	906,981	165,002	84.61%	878,683	84.88%
13	Staff Development	1,400,016	1,009,332	390,684	72.09%	854,417	78.87%
21	Instructional Administration	2,361,963	1,908,232	453,731	80.79%	1,812,454	71.33%
23	School Administration	5,828,584	4,745,130	1,083,454	81.41%	4,648,722	80.31%
31	Guidance & Counseling	5,484,061	3,833,168	1,650,893	69.90%	4,372,274	80.85%
32	Social Work Services	475,689	347,303	128,386	73.01%	255,088	82.54%
33	Health Services	1,087,609	905,707	181,902	83.28%	845,629	90.15%
34	Transportation	4,846,547	4,459,816	386,731	92.02%	4,628,076	82.45%
35	Food Service	122,601	91,953	30,648	75.00%	91,951	37.80%
36	Co-Curricular Account	2,745,259	2,231,027	514,232	81.27%	2,182,817	80.61%
41	General Administration	4,525,194	3,836,904	688,290	84.79%	3,356,073	70.93%
51	Plant & Maint. Operation	12,778,467	10,274,412	2,504,055	80.40%	10,058,043	79.84%
52	Security	1,696,927	1,270,743	426,184	74.88%	1,177,891	71.93%
53	Non-Inst. Data Processing	3,136,783	2,233,171	903,612	71.19%	2,479,872	77.63%
61	Community Services	528,009	442,418	85,591	83.79%	359,013	74.63%
71	Debt Service	150,000	-	150,000	0.00%	-	0.00%
81	Facilities/Construction	40,867	30,654	10,213	75.01%	-	0.00%
91	State Transfers	50,611,945	173,212	50,438,733	0.34%	-	0.00%
92	Incremental Cost WADA	-	-	-	0.00%	-	0.00%
93	SPED TRF-Regular Day	66,760	57,809	8,951	86.59%	44,380	100.00%
95	JJAEF Transfer Payments	15,000	2,322	12,678	15.48%	-	0.00%
99	Travis County Appraisal	1,050,000	769,958	280,042	73.33%	750,401	74.63%
Total Expenditures		\$ 167,585,264	\$ 96,981,547	\$ 70,603,717	57.87%	\$ 96,921,839	60.41%

Other Resources and (Uses)

7990	Other Resources	-	-	-	-	1,159,998	50.68%
8990	Other Uses	-	-	-	-	-	-
8911	Transfers-Out	-	-	-	-	-	-
Total Resources & Uses		\$ -	\$ -	\$ -	-	\$ 1,159,998	50.68%

Fund Balance

1200	Excess (Deficiency) Of Revenues Over Expenditures	\$ (6,300,000)	\$ 54,688,953
3000	Beginning Fund Balance 9/1	\$ 41,139,503	
3000	Ending Fund Balance 8/31	\$ 34,839,503	
3590	Committed Fund Balance	\$ 666,607	
3600	Unassigned Fund Balance	\$ 34,172,896	

Lake Travis ISD
COMBINED INTERIM BALANCE SHEET - ALL FUND TYPES
AS OF: May 31, 2025

<i>Assets</i>	General Fund	Special Revenue Funds	Debt Service Fund	Capital Projects Fund	Internal Svc., Trust & Agency Funds	Total Funds
Current Assets:						
1101 Cash	\$ 2,085,753	\$ 3,326,052	\$ 239,691	\$ 2,000,001	\$ 6,039,345	\$ 13,690,841
1103 Temporary Investments	108,810,368	-	29,483,052	271,707,483	210,343	410,211,246
Total Cash and Investments	\$ 110,896,121	\$ 3,326,052	\$ 29,722,743	\$ 273,707,483	\$ 6,249,687	\$ 423,902,087
Receivables:						
1210 Property Taxes-Current	\$ 2,693,177	\$ -	\$ 1,194,981	\$ -	\$ -	\$ 3,888,158
1220 Property Taxes-Delinquent	2,867,363	-	1,257,784	-	-	4,125,147
1230 Allowance-Uncollected Taxes	(1,072,058)	-	(392,241)	-	-	(1,464,299)
1240 Due From Federal Agencies	-	522,197	-	-	-	522,197
1250 Sundry Receivables	23,425	2,621	-	-	-	26,046
1260 Due From Funds	1,245,847	-	-	-	-	1,245,847
1280 Due From Other Funds Warehouse Items	-	-	-	-	715,671	715,671
1290 Other Receivables	659,302	-	-	-	-	659,302
1300 Inventories, At Cost	76,115	152,699	-	-	-	228,815
Total Receivables	\$ 6,493,171	\$ 677,518	\$ 2,060,523	\$ -	\$ 715,671	\$ 9,946,883
1400 Other Current Assets	-	-	-	-	444,059.44	444,059.44
Total Assets	\$ 117,389,292	\$ 4,003,570	\$ 31,783,266	\$ 273,707,483	\$ 7,409,418	\$ 434,293,029
Resources						
5010 Estimated Revenue	\$ 161,285,264	\$ 9,960,770	\$ 67,200,000	\$ 444,494,997	\$ 17,713,620	\$ 700,654,651
5030 Less: Realized Revenue	151,670,500	9,485,221	64,319,936	9,803,895	11,656,521	246,936,073
5000 Revenues to be Received	9,614,764	475,549	2,880,064	434,691,103	6,057,099	453,718,578
Total Assets & Resources	\$ 127,004,056	\$ 4,479,119	\$ 34,663,330	\$ 708,398,586	\$ 13,466,517	\$ 888,011,607
Liabilities						
Current Liabilities:						
2110 Accounts Payable	\$ 6,499	\$ 35	\$ -	\$ -	\$ 1,303,972	\$ 1,310,506
2160 Accrued Wages Payable	16,155,518	868,204	-	78,043	249,428	17,351,194
2170 Due To Other Funds	272,432	(87,132)	-	(171,445)	578,923	592,778
2180 Due To Other Govt's	1,020	-	-	-	-	1,020
2190 Due To Student Groups	-	-	-	-	-	-
2150 Payroll Deduct & Withhold	-	-	-	-	427,591	427,591
Total Current Payables	\$ 16,435,469	\$ 781,107	\$ -	\$ (93,401)	\$ 2,559,915	\$ 19,683,090
2210 Accrued Expenses	-	-	-	550,636	746,786	1,297,422
2300 Deferred Revenue	-	405,368	-	-	-	405,368
2400 Payable From Restricted Assets	-	-	-	-	-	-
2600 Deferred Inflows	5,125,367	-	2,052,373	-	-	7,177,739
Total Liabilities	\$ 21,560,836	\$ 1,186,475	\$ 2,052,373	\$ 457,235	\$ 3,306,701	\$ 28,563,619
Fund Equity						
6010 Appropriations	\$ 167,585,264	\$ 10,445,273	\$ 65,730,000	\$ 728,111,179	\$ 17,712,791	\$ 989,584,507
6050 Less: Expenditures	(96,981,547)	(8,578,124)	(45,331,225)	(35,962,952)	(10,865,538)	(197,719,387)
6030 Encumbrances	-	-	-	-	-	-
Available Appropriations	\$ 70,603,717	\$ 1,867,149	\$ 20,398,775	\$ 692,148,227	\$ 6,847,253	\$ 791,865,120
4310 Reserve For Encumbrances	-	-	-	-	-	-
3600 Unassigned Fund Balance	34,172,896	1,425,495	12,212,182	15,793,124	3,312,563	66,916,260
3590 Committed Fund Balance - Accr. Leave	666,607	-	-	-	-	666,607
Total Liability & Fund Equity	\$ 127,004,056	\$ 4,479,119	\$ 34,663,330	\$ 708,398,586	\$ 13,466,517	\$ 888,011,607

SUMMARY OF TAX COLLECTIONS
AS OF MAY 2025

2024-25 Original Tax Levy	\$ 204,465,008.78
Delinquent Taxes as of 8/31/2024	5,729,201.17
Total Receivables for 2024-25	\$ 210,194,209.95
Current Year Adjustments	(1,927,032.02)
Prior Year Adjustments	(1,753,768.28)
Adjusted Receivables.....	\$ 206,513,409.65
Total Net Collections To Date	(199,552,551.63)
Outstanding Receivables as of 5/31/2025	\$ 6,960,858.02

<u>SUMMARY OF BUDGETED COLLECTIONS</u>	<u>BUDGETED</u>	<u>NET COLLECTED</u>	<u>BUDGETED DIFFERENCE</u>	<u>% OF BUDGET COLLECTED</u>
Maintenance - Current Tax	\$ 138,800,000.00	\$ 137,597,064.08	\$ 1,202,935.92	99.13%
Maintenance - Prior Year Tax	200,000.00	(104,065.29)	304,065.29	0.00%
Maintenance - Penalties & Interest	850,000.00	729,849.93	120,150.07	85.86%
Sub-total	\$ 139,850,000.00	\$ 138,222,848.72	\$ 1,627,151.28	98.84%
Debt Service - Current Tax	\$ 61,500,000.00	\$ 61,052,755.03	\$ 447,244.97	99.27%
Debt Service - Prior Year Tax	0.00	(45,648.79)	45,648.79	0.00%
Debt Service - Penalties & Interest	300,000.00	322,596.67	(22,596.67)	107.53%
Sub-total	\$ 61,800,000.00	\$ 61,329,702.91	\$ 470,297.09	99.24%
Total Collections	\$ 201,650,000.00	\$ 199,552,551.63	\$ 2,097,448.37	98.96%

<u>Tax Collection Comparison with 2024-25: Adjusted Tax Roll</u>	<u>2024-25</u>	<u>2023-24</u>	<u>2022-23</u>
Percent of Current Year Taxes Collected	98.08%	98.28%	98.34%
Percent of Total Taxes Collected	98.01%	97.20%	97.99%
Percent of Total Taxes and P & I Collected	98.53%	97.69%	98.38%

<u>Tax Collection Comparison with 2024-25: Original Tax Roll</u>	<u>2024-25</u>	<u>2023-24</u>	<u>2022-23</u>
Percent of Current Year Taxes Collected	97.16%	97.28%	96.35%
Percent of Total Taxes Collected	97.08%	96.21%	96.00%
Percent of Total Taxes and P & I Collected	97.60%	96.69%	96.38%

**Lake Travis ISD
2018 Bond Program Summary
May 31, 2025**

Resources	Original Budget	Amended Budget	Total Resources	Balance
1 Bond Proceeds	253,000,000.00	236,305,111.00	236,305,111.42	(0.42)
2 Interest Revenue	0.00	5,389,663.00	5,388,962.59	700.41
3 Interest Subject to Arbitrage Rebate	0.00	0.00	0.00	0.00
4 Bond Premiums	0.00	18,631,178.00	18,631,178.35	(0.35)
Total Resources	253,000,000.00	260,325,952.00	260,325,252.36	699.64

Appropriations	Original Budget	Amended Budget	Total Expended	Balance to Complete
10 Elementary School #7	31,511,000.00	34,600,445.00	34,600,444.21	0.79
20 Elementary School (Bee Creek Rd)	3,979,000.00	7,594,145.00	7,594,144.33	0.67
30 Secondary School #2	13,802,000.00	7,225,995.00	7,225,994.01	0.99
40 Middle School #3	75,980,710.00	77,314,012.00	77,314,011.66	0.34
50 FCA Projects	36,610,132.00	60,382,651.00	60,274,054.92	108,596.08
60/70 Small Renovation Improvements	16,927,133.00	11,828,948.00	11,828,947.58	0.42
Construction/Renovation	178,809,975.00	198,946,196.00	198,837,596.71	108,599.29
81 Instructional Materials & Equipment	5,707,000.00	4,169,372.00	4,169,371.01	0.99
82 Technology	29,901,700.00	25,608,118.00	25,608,117.83	0.17
83 Copy Machines	750,000.00	1,093,944.00	1,093,943.97	0.03
84 Maintenance	600,000.00	793,831.00	793,830.93	0.07
85 Food & Nutrition Services	3,950,789.00	1,948,974.00	1,948,973.36	0.64
86 Transportation	13,300,000.00	8,939,816.00	8,939,815.11	0.89
87 District Furniture & Equipment	6,000,000.00	6,959,895.00	6,959,894.41	0.59
88 Police	0.00	590,596.00	590,595.95	0.05
90 Land	1,270,000.00	576,465.00	576,464.50	0.50
91 Bond Closing	2,000,000.00	1,918,024.00	1,918,023.77	0.23
94 Contingency	7,510,536.00	4,400,116.00	4,400,116.00	0.00
95 Program Administration	3,200,000.00	3,918,027.00	3,918,026.83	0.17
97 LTMS Wastewater Expansion	0.00	462,578.00	424,044.48	38,533.52
Other Programs	74,190,025.00	61,379,756.00	61,341,218.15	38,537.85
Total 2018 Bond Program	253,000,000.00	260,325,952.00	260,178,814.86	147,137.14

**Lake Travis ISD
2023 Bond Program
May 31, 2025**

Resources	Original Budget	Amended Budget	Total Resources	Balance
Bond Proceeds -Prop A	548,410,330.00	548,410,330.00	246,715,051.13	301,695,278.87
Bond Proceeds -Prop B	60,790,110.00	60,790,110.00	40,639,386.23	20,150,723.77
Interest Revenue - Prop A	0.00	30,100,000.00	26,658,552.68	3,441,447.32
Interest Revenue - Prop B	0.00	4,900,000.00	4,339,764.39	560,235.61
Positive Bond Arbitrage	0.00	(6,373,037.00)	0.00	(6,373,037.00)
Bond Premiums	0.00	14,705,427.00	14,705,427.00	0.00
Total Resources	609,200,440.00	652,532,830.00	333,058,181.43	319,474,648.57

Appropriations	Original Budget	Amended Budget	Total Expended	Balance to Complete
Elementary School (Bee Creek Rd)	50,917,526.00	50,917,526.00	172,706.74	50,744,819.26
Elementary School #8 (HPR)	55,517,521.00	55,517,521.00	5,638,517.11	49,879,003.89
Secondary School #2	179,990,620.00	179,990,620.00	12,229,255.39	167,761,364.61
Campus/District Facilities Projects	177,393,335.00	173,760,436.00	18,036,392.76	155,724,043.24
FCA Projects	36,312,528.00	36,258,577.00	5,393,231.41	30,865,345.59
Technology Improvements	60,790,110.00	60,790,110.00	26,951,490.83	33,838,619.17
Construction/Renovation	560,921,640.00	557,234,790.00	68,421,594.24	488,813,195.76

Curriculum and Instructional Materials	1,800,000.00	5,452,003.00	1,405,184.61	4,046,818.39
Copy Machines	585,300.00	585,300.00	193,412.28	391,887.72
Maintenance	273,500.00	298,500.00	249,746.90	48,753.10
Transortation	9,620,000.00	9,621,850.00	1,579,588.54	8,042,261.46
District Furniture & Equipment	1,500,000.00	1,655,366.00	252,905.87	1,402,460.13
FANS Equipment	0.00	3,879,972.00	261,812.08	3,618,159.92
Land	15,000,000.00	17,095,439.00	16,445,436.46	650,002.54
Bond Closing	4,000,000.00	4,000,000.00	2,059,864.36	1,940,135.64
Contingency	12,000,000.00	48,619,610.00	0.00	48,619,610.00
Program Management	3,500,000.00	3,600,000.00	490,440.66	3,109,559.34
Miscellaneous	0.00	490,000.00	451,203.49	38,796.51

Other Programs	48,278,800.00	95,298,040.00	23,389,595.25	71,908,444.75
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Total 2023 Bond Program	609,200,440.00	652,532,830.00	91,811,189.49	560,721,640.51
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**Lake Travis ISD
2024 Bond Program - Athletics
May 31, 2025**

Resources	Original Budget	Amended Budget	Total Resources	Balance
1 Bond Proceeds -Athletics	143,093,994.00	143,093,994.00	33,440,000.00	109,653,994.00
2 Interest Revenue	0.00	3,000,000.00	2,010,700.66	989,299.34
3 Interest Subject to Arbitrage Rebate	0.00	0.00	0.00	0.00
4 Bond Premiums	0.00	1,855,303.00	1,855,303.30	(0.30)
Total Resources	143,093,994.00	147,949,297.00	37,306,003.96	110,643,293.04

Appropriations	Original Budget	Amended Budget	Total Expended	Balance to Complete
10 Lake Travis High School	35,638,190.00	35,638,190.00	5,004,023.78	30,634,166.22
20 High School No. 2	102,748,000.00	102,748,000.00	0.00	102,748,000.00
30 Lake Travis Middle School	1,200,000.00	1,200,000.00	0.00	1,200,000.00
40 Hudson Bend Middle School	2,307,804.00	2,307,804.00	130,080.00	2,177,724.00
50 Bee Cave Middle School	1,200,000.00	1,200,000.00	0.00	1,200,000.00
91 Bond Closing	0.00	500,000.00	295,303.30	204,696.70
94 Contingency	0.00	4,355,303.00	0.00	4,355,303.00
Construction/Renovation	143,093,994.00	147,949,297.00	5,429,407.08	142,519,889.92
Total 2024 Bond Program	143,093,994.00	147,949,297.00	5,429,407.08	142,519,889.92

LAKE TRAVIS INDEPENDENT SCHOOL DISTRICT
 QUARTERLY INVESTMENT SCHEDULE
 For the Quarter Ending 05/31/2025

INVESTMENTS BY POOLED FUND GROUP

	Beginning Book Value For Period	Increase (Decrease) For Period	Ending Book Value For Period	Beginning Market Value For Period	Increase (Decrease) For Period	Ending Market Value For Period	Accrued Interest - Period	Accrued Interest - FYTD
Local Maintenance	122,880,537	(14,070,169)	108,810,368	122,880,537	(14,070,169)	108,810,368	1,256,547	2,181,023
Debt Service	16,684,362	12,798,690	29,483,052	16,684,362	12,798,690	29,483,052	288,203	564,321
Capital Projects 2023	254,331,781	(14,473,813)	239,857,968	254,331,781	(14,473,813)	239,857,968	2,711,090	8,715,159
Capital Projects 2024	31,407,556	259,374	31,666,930	31,407,556	259,374	31,666,930	330,667	1,075,974
Capital Projects 2018	166	(166)	0	166	(166)	0	1	7,140
Tax Clearing	14,335,923	(10,314,863)	4,021,060	14,335,923	(10,314,863)	4,021,060	82,850	538,750
Workers Comp Fund	208,618	1,725	210,343	208,618	1,725	210,343	1,725	5,331
TOTAL INVESTMENTS	439,848,943	(25,799,222)	414,049,721	439,848,943	(25,799,222)	414,049,721	4,671,083	13,087,697

MONEY MARKET ACCOUNTS

	Yield (%)	Beginning Book Value For Period	Increase (Decrease) For Period	Ending Book Value For Period	Beginning Market Value For Period	Increase (Decrease) For Period	Ending Market Value For Period	Accrued Interest - Period	Accrued Interest - FYTD
TexPool									
Local Maintenance	4.31%	100,822,288	(13,420,387)	87,401,901	100,822,288	(13,420,387)	87,401,901	906,329	1,297,077
Debt Service	4.31%	16,251,160	12,795,570	29,046,731	16,251,160	12,795,570	29,046,731	285,084	554,943
Capital Projects 2023	4.31%	124,618,590	(6,848,160)	117,770,431	124,618,590	(6,848,160)	117,770,431	1,336,744	4,129,191
Capital Projects 2024	4.31%	27,282,333	227,057	27,509,390	27,282,333	227,057	27,509,390	298,350	980,920
Capital Projects 2018	4.31%	166	(166)	0	166	(166)	0	1	7,140
Tax Clearing	4.31%	14,335,923	(10,314,863)	4,021,060	14,335,923	(10,314,863)	4,021,060	82,850	538,750
Workers Comp Fund	4.31%	127,836	1,399	129,235	127,836	1,399	129,235	1,399	4,331
Total TexPool		283,438,297	(17,559,549)	265,878,747	283,438,297	(17,559,549)	265,878,747	2,910,756	7,512,353
TEXAS CLASS									
Local Maintenance	4.42%	17,547,588	196,892	17,744,481	17,547,588	196,892	17,744,481	196,892	611,902
Capital Projects 2023	4.42%	111,166,009	1,247,335	112,413,344	111,166,009	1,247,335	112,413,344	1,247,335	3,876,472
Total Texas Class		128,713,597	1,444,227	130,157,824	128,713,597	1,444,227	130,157,824	1,444,227	4,488,374
Prosperity									
Local Maintenance	4.07%	4,510,661	(846,674)	3,663,986	4,510,661	(846,674)	3,663,986	153,326	272,043
Debt Service	2.89%	433,202	3,119	436,322	433,202	3,119	436,322	3,119	9,378
Capital Projects 2023	4.07%	18,547,182	(8,872,988)	9,674,193	18,547,182	(8,872,988)	9,674,193	127,012	709,495
Capital Projects 2024	3.14%	4,125,223	32,317	4,157,540	4,125,223	32,317	4,157,540	32,317	95,053
Workers Comp Fund	1.61%	80,782	326	81,108	80,782	326	81,108	326	1,000
Total Prosperity		27,697,049	(9,683,900)	18,013,149	27,697,049	(9,683,900)	18,013,149	316,100	1,086,970
Total Money Markets		439,848,943	(25,799,222)	414,049,721	439,848,943	(25,799,222)	414,049,721	4,671,083	13,087,697
TOTAL INVESTMENTS		439,848,943	(25,799,222)	414,049,721	439,848,943	(25,799,222)	414,049,721	4,671,083	13,087,697

The district's investment strategy for the above funds is as follows:

Operational Funds - Shall have as their primary objectives safety, investment liquidity, and maturity sufficient to meet anticipated cash flow requirements.

Debt Service Fund - Shall have sufficient investment liquidity to timely meet debt service payment obligations in accordance with provisions in the bond documents.

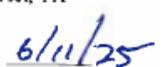
Capital Projects Funds - Shall have sufficient investment liquidity to timely meet capital project obligations.

This report is prepared in compliance with Lake Travis ISD Investment Policies CDA(Legal) and CDA(Local) and with the Public Funds Investment Act, TX Govt Code Ch. 2256.


 Pam Sanchez, Assistant Supt. of Business Services


 Date


 Brad Goetke, Director of Finance


 Date



AGENDA ITEM ACTION SHEET

AGENDA ITEM

Agreement for the Purchase of Attendance Credits (Option 3 Agreement) for 2025-2026

RECOMMENDED ACTION

For Presentation/Discussion only.

Consideration will be requested at the July 16, 2025 Board Meeting.

RATIONALE

School districts designated by the State as property-wealthy are required to equalize their wealth in accordance with the provisions outlined in Chapters 48 and 49 of the Texas Education Code. On September 14, 1993, voters in Lake Travis Independent School District approved participation in an Option 3 Agreement. Under this agreement, the district purchases attendance credits from the State, thereby contributing to the financing of public education in Texas through the payment of recaptured funds.

The agreement has been automated through the Excess Local Revenue module. In order to complete the submission within this system, the Board must formally delegate authority to the superintendent to obligate the district under the provisions of Chapter 49. Furthermore, the superintendent must be the individual who submits the contract to the TEA via the Excess Local Revenue module.

The agreement must be a Board Action item approved by the Board, and the board minutes must delegate contractual authority to the Superintendent. The online contract will not be approved without the appropriate board minute language.

Board minute language - For the 2024-2025 school year, we delegated contractual authority to obligate the school district under Texas Education Code (TEC), Section 11.1511(c)(4) to the superintendent, solely for the purpose of obligating the district under TEC, Section 48.257 and TEC, Chapter 49, Subchapters A and D, and the rules adopted by the commissioner of education as authorized under TEC, 49.006. This included approval of the Agreement for the Purchase of Attendance Credits or the Agreement for the Purchase of Attendance Credits (Netting Chapter 48 Funding).

BUDGET PROVISIONS

None

RESOURCE PERSONNEL

Pam Sanchez – Assistant Superintendent of Business Services

Brad Goerke – Director of Finance

ATTACHMENTS

None

MEETING DATE

June 18, 2025



AGENDA ITEM ACTION SHEET

AGENDA ITEM

2024-2025 Budget Amendment to the General Operating Fund

RECOMMENDED ACTION

Approve the 2024-2025 Budget Amendment to the General Operating Fund as presented.

RATIONALE

The general operating budget amendment includes:

- Revenue amended:
 - Decreases to local tax revenue of \$600,000 and prior years' tax collections of \$290,000 due to protest settlements and additional exemptions and refunds filed since October 2024.
 - Decrease in interest earnings of \$1,000,000 due to falling investment yields from 5.5% to 4.3% during the fiscal year.
 - Decrease in Foundation School Program state funds of \$450,000 due to a settle-up adjustment for 2023-24 fiscal year.
 - Overall net decrease to revenue of \$2,340,000
- Expenditure amended:
 - Increase in payroll costs of \$300,000 due to an increase in substitutes, overtime and supplemental pay.
 - Increase in contracted special education services of \$243,000.
 - Net decrease of \$548,000 in State Recapture by accounting for a \$721,000 reduction from lower tax collections and a payment of \$173,000 for settle-up from the 2023–24 fiscal year.
 - Overall net decrease to expenditures of \$5,000

The overall impact to the General Operating Fund is an increase in the budget deficit of \$2,335,000 resulting in an estimated deficit of \$8,635,000 for the 2024-2025 fiscal year.

BUDGET PROVISIONS

2024-2025 General Operating Budget

RESOURCE PERSONNEL

Pam Sanchez – Assistant Superintendent of Business Services

Brad Goerke – Director of Finance

ATTACHMENTS

2024-2025 Budget Amendment #3 – General Operating Fund

MEETING DATE

June 18, 2025



Lake Travis ISD
General Operating Fund-Budget Amendment #3
2024-2025

		2024-2025	Recommended	2024-2025
<u>Revenues</u>		<u>Amended Budget</u>	<u>Amendments</u>	<u>Amended Budget</u>
5711	Current Year Taxes	\$ 138,800,000	\$ (600,000)	\$ 138,200,000
5700	Other Local Revenues	\$ 7,650,000	\$ (1,290,000)	\$ 6,360,000
5800	State Program Revenues	\$ 14,676,764	\$ (450,000)	\$ 14,226,764
5900	<u>Federal Revenue</u>	\$ 158,500	\$ -	\$ 158,500
	TOTAL REVENUES	\$ 161,285,264	\$ (2,340,000)	\$ 158,945,264

<u>Expenditures</u>				
11	Instruction	\$ 67,561,000	\$ 543,000	\$ 68,104,000
12	Instructional Resources	\$ 1,071,983	\$ -	\$ 1,071,983
13	Staff Development	\$ 1,400,016	\$ -	\$ 1,400,016
21	Instructional Administration	\$ 2,361,963	\$ -	\$ 2,361,963
23	School Administration	\$ 5,828,584	\$ -	\$ 5,828,584
31	Guidance & Counseling	\$ 5,484,061	\$ -	\$ 5,484,061
32	Social Work Services	\$ 475,689	\$ -	\$ 475,689
33	Health Services	\$ 1,087,609	\$ -	\$ 1,087,609
34	Transportation	\$ 4,846,547	\$ -	\$ 4,846,547
35	Food Service	\$ 122,601	\$ -	\$ 122,601
36	Co-Curricular Activities	\$ 2,745,259	\$ -	\$ 2,745,259
41	General Administration	\$ 4,525,194	\$ -	\$ 4,525,194
51	Plant & Maintenance	\$ 12,778,467	\$ -	\$ 12,778,467
52	Safety & Security	\$ 1,696,927	\$ -	\$ 1,696,927
53	Non-Instructional Data Processing	\$ 3,136,783	\$ -	\$ 3,136,783
61	Community Services	\$ 528,009	\$ -	\$ 528,009
71	Debt Service	\$ 150,000	\$ -	\$ 150,000
81	Facilities/Construction	\$ 40,867	\$ -	\$ 40,867
91	State Transfers (Recapture)	\$ 50,611,945	\$ (548,000)	\$ 50,063,945
92	Incremental WADA Costs	\$ -	\$ -	\$ -
93	Sp. Ed. Transfer Payments	\$ 66,760	\$ -	\$ 66,760
95	JJAEP Transfer Payments	\$ 15,000	\$ -	\$ 15,000
99	<u>Travis County Appraisal District</u>	\$ 1,050,000	\$ -	\$ 1,050,000
	TOTAL EXPENDITURES	\$ 167,585,264	\$ (5,000)	\$ 167,580,264

<u>Other Resources and (Uses)</u>				
7990	Other Resources	\$ -	\$ -	\$ -
8990	<u>Other Uses</u>	\$ -	\$ -	\$ -
	TOTAL RESOURCES & USES	\$ -	\$ -	\$ -

	Excess (Deficiency) Of Revenues Over			
1200	Expenditures	\$ (6,300,000)	\$ (2,335,000)	\$ (8,635,000)
3000	Beginning Fund Balance-9/1	\$ 41,139,503		\$ 41,139,503
3600	Ending Fund Balance-8/31	\$ 34,839,503		\$ 32,504,503

Note: The general operating revenue budget amendment includes a decrease to local tax revenue of \$600,000 due to protest settlements and additional exemptions and refunds filed reflected in the supplemental tax roll #11 received May 2025, a decrease in prior years tax collections of \$320,000 due to refundings from protest settlements and late exemption filings, a decrease in state aide due to a 2023-24 settle-up adjustment to FSP, and a decrease of \$1,000,000 in interest earnings due to the steady decline of investment rates from 5.5% to the current yield of 4.3%. The general operating expenditures budget amendment includes an increase in payroll costs of \$300,000 due to an increase in substitutes and overtime/supplemental pay, an increase in contracted services of \$243,000 to meet the special education needs, and an overall decrease to State Recapture of \$548,000 due to a decrease of \$721,000 to offset a decrease in total tax collections and an increase to account for a settle up payment from the 2023-24 school year of \$173,000.



AGENDA ITEM ACTION SHEET

AGENDA ITEM

Delegate and Alternate for the 2025 Texas Association of School Board (TASB) Delegate Assembly

RECOMMENDED ACTION

Appoint Trustee _____ as the Delegate and Trustee _____ as the Alternate for the 2025 TASB Delegate Assembly.

RATIONALE

The Delegate Assembly, held on Saturday, September 13, 2025, in Houston, Texas, in conjunction with the TASB/TASA convention txEDCON2025 (September 11 – September 14, 2025), is the foundation of the Association’s governance structure and provides critical direction as the Association represents members’ interests before state and national policy makers.

Delegates and alternates in each region will meet with TASB Directors over lunch to discuss the issues coming before the Assembly and to clarify Delegate Assembly processes. Caucuses and lunch for delegates and alternates will begin at 12:00 p.m. and the Delegate Assembly will be held from at 2:00 p.m. to approximately 4:30 p.m. on Saturday, September 13, 2025.

BUDGET PROVISIONS

None

RESOURCE PERSONNEL

Curtis Null, Ed.D. - Superintendent of Schools

ATTACHMENTS

Delegate Designation Form

MEETING DATE

June 18, 2025



AGENDA ITEM ACTION SHEET

AGENDA ITEM

May 21, 2025 Regular Board Meeting Minutes, May 22, 2025 Special Called Board Meeting Minutes, and June 4, 2025 Board Budget Workshop Meeting Minutes

RECOMMENDED ACTION

For approval with the Consent Agenda.

RATIONALE

Minutes for each Board meeting shall be approved and on file in the Superintendent's office.

BUDGET PROVISIONS

None

RESOURCE PERSONNEL

Suzanne Kelbaugh - Executive Assistant to the Superintendent of Schools

ATTACHMENTS

May 21, 2025 Regular Board Meeting Minutes
May 22, 2025 Special Called Board Meeting Minutes
June 4, 2025 Board Budget Workshop Meeting Minutes

MEETING DATE

June 18, 2025

Minutes of Board Meeting

The Board of Trustees

Lake Travis Independent School District

A meeting of the Board of Trustees of Lake Travis Independent School District was held on May 21, 2025, beginning at 6:00 p.m. in the Educational Development Center, Live Oak Room, 607 RR 620 North, Austin, Texas 78734.

Call to Order

President Erin Archer called the meeting to order at 6:02 p.m.

Quorum Determination

Trustees in attendance were John Aouelle, Erin Archer, Lauren White, Robert Aird, Keely Cano, and Phillip Davis. Trustee Kim Flasch was absent.

Pledge of Allegiance and Moment of Silence

Chris Woehl, led the Pledge of Allegiance. A moment of silence was then observed.

Recognition

- **2025 Texas Elementary Art Meet**

Twenty-seven students representing 6 Lake Travis ISD elementary school campuses received outstanding honors April 12 as part of the 2025 Texas Elementary Art Meet, or TEAM. Sponsored by the Texas Art Education Association, TEAM is the elementary level competition of the Visual Arts Scholastic Event, or VASE.

Bee Cave Elementary School:

- Agastya Anigundi - 4th Grade
- Victor De La Cruz - 5th Grade
- Heidi Noeding - 5th Grade
- Nayirah Rahman - 3rd Grade

Lake Pointe Elementary School:

- Isaac Cobb – Kinder
- Sean Dashtera - 2nd Grade
- Addison Horwath - 5th Grade
- Ayra Muntaha - 2nd Grade

Lake Travis Elementary School:

- Novelle Arguello - 4th Grade
- Isla Cummings - 2nd Grade
- Bac Le - 5th Grade
- Gabriel Urquiza - 5th Grade

Lakeway Elementary School:

- Duke Edgar** - 2nd Grade
- Beau Ferguson - Kinder

- Sawyer Lee** - 5th Grade
- Myra Schleiss - 3rd Grade
- Ellie Speed - 4th Grade
- Wyatt Williams - 1st Grade

Serene Hills Elementary School:

- Hansika Bandi - 4th Grade
- Thessaly Bass - 2nd Grade
- Gala Garcia - Kinder
- Luna Pearl Parkman - 3rd Grade
- Sander Solaas - 5th Grade
- Celia Walta - 1st Grade

West Cypress Hills Elem School:

- Camryn Brown - Kinder
- Alina Montemarano - 1st Grade
- Lilly Rocha** - 4th Grade

*denotes student earned highest rating of 3 and will receive medal and certificate from TEAM

**denotes student artwork placed among the top 10% of all entries

Special Recognition

- **2025 Junior Visual Arts Scholastic Event (Jr.VASE)**

A program of the Texas Art Education Association, the Junior VASE competition is a visual arts event recognizing exemplary student achievement for middle school student artwork in grades 6-8. The regional event is the culminating event for Junior VASE. Medals are awarded according to a rating of 4 in each division. Artwork in each division receiving a 4 is judged again, with the top 10% earning a Platinum Medal.

The following students from Bee Cave, Hudson Bend and Lake Travis Middle Schools earned the highest rating (4 - Excellent) and corresponding awards at the Junior VASE Region 13-N competition held May 3 at Pearson Ranch Middle School in Round Rock:

STUDENT - CAMPUS	AWARD	STUDENT - CAMPUS	AWARD
Samaira Adarsh - BCMS	Platinum	Henry Roberts - HBMS	Platinum
Sienna Banda - BCMS	Platinum	Zoe Salabor - HBMS	2 Platinum Medals
Milo Bellaire - BCMS	Platinum	Ally Solominski - BCMS	Platinum
Brigitte Bice - LTMS	Platinum	Eva Tomasik - HBMS	Platinum
Kinley Carroll - BCMS	Platinum	Vivian Teske - BCMS	Platinum
Ash Crane - BCMS	Platinum	Piper Wood - HBMS	Platinum
Rey Harrington - HBMS	2 Platinum Medals	Ashley Woledge - BCMS	Platinum
Cassidy Jerdon - HBMS	Platinum	Lexi Woledge - BCMS	Platinum
Chloe Manthorpe - HBMS	Platinum	Natalie Wu - BCMS	Platinum
Vibha Rajiv - BCMS	Platinum		

- Middle school art teachers are **Sidney Hoffman** and **Shawna Martin** (Bee Cave), **Amanda Chambers** and **Robin Garcia** (Hudson Bend), and **Araceli Giles** (Lake Travis).

Special Recognition

- **2025 State Visual Arts Scholastic Event (VASE)**

On March 1, our talented Lake Travis High School Visual Arts students competed for the Texas Art Education Association Regional VASE, better known as the Visual Arts Scholastic Event, at Georgetown High School.

VASE is a statewide curricular competition and the only art event of its kind in the nation. Students are given the opportunity to bring artwork created in class to a regional event where they are interviewed by a certified juror. The juror then evaluates the artwork based on a standard rubric as well as the students’ understanding of the process involved in the development of their work.

LTHS had a total of 163 students earning regional medals for their outstanding artwork, from which 137 pieces advanced to state competition from our region (13 North). LTHS claimed 28 of those coveted spots, of which three received the prestigious Gold Seal

Award:

Student	Award	Student	Award
Charlotte Ahrendt	All State Medal, Gold Seal	Rachel Looper	All State Medal
Sofia Ayala	All State Medal	Mateo Lopez	All State Medal
Braelyn Bagley	Advanced to State	Emily Mikolaycik	All State Medal
Lloyd Baker	All State Medal	Regan Moore	All State Medal
Presley Blake	All State Medal	Hazel Papandrea	Gold Seal
Haydyn Davis	All State Medal	Kyla Partin	All State Medal
Ryden Frerichs	All State Medal	Joselyn Ramirez	All State Medal
Audrey Fulton	Advanced to State	Claire Richardson	Advanced to State
Sydney Hartnagel	All State Medal	Kyler Shackelford-Rosado	All State Medal
Rayna Jiang	All State Medal	Madison Sherman	All State Medal
Alana Jimenez	Advanced to State	Gabby Sicat	All State Medal
Aanya Kant	All State Medal	Abby Soliday	Advanced to State
Avery Kinas	All State Medal	Caitlyn Vandermeer	Gold Seal

Teachers **Brianne Get, Kayla Koslow, Bohye Na, Jennifer Nowzaradan, Caleigh Taylor,** and **Diane Wrinkle** comprise the Lake Travis High School art department faculty.

Special Recognition

- **Lake Travis High School - HOSA Future Health Professionals 2025 State Leadership Conference**

Six students representing Lake Travis High School competed at the HOSA Future Health Professionals 2025 State Leadership Conference held April 29-May 1 in Round Rock.

Formerly known as Health Occupations Students of America, HOSA is an international career and technical education student-led organization recognized by the U.S. Department of Education and the Department of Health and Human Services. HOSA’s mission is to

empower future health professionals to become leaders in the global health community, through education, collaboration, and experience.

Lake Travis High School students participating at state-level competition included:

- **Roberto Buitrago** - Physical Therapy
- **Natalie Fritsche** - Personal Care
- **Aniqa Manesiya** - Health Career Display
- **Vaishnavi Senthil** - Medical Spelling
- **Mitzi Steigerwald** - Nursing Assisting
- **Shriya Suryakumar** - Health Career Display

With her 1st Place win, Vaishnavi has qualified to compete at the HOSA International Leadership Conference to be held June 18-21 in Nashville.

Additionally, membership in LTHS HOSA has seen incredible growth—nearly tripling in size from last year. As a result, a second school chapter was established. This success reflects both the hard work of our students and the excellent leadership of LTHS HOSA advisor, **Andrea Rivera**.

Special Recognition

- **Lake Travis High School - SkillsUSA 2025 State Leadership & Skills Conference**
SkillsUSA is an extension of the Career and Technical Education program at Lake Travis High School where students compete in various events in their career pathways. Students earn recognition on district, state, national, and international levels. In its fourth year, 35 out of 60 students from Lake Travis High School SkillsUSA earned gold, silver and bronze awards at the state meet held April 2-5 in Corpus Christi.

Students who earned first place at state competition qualified to participate in the SkillsUSA 2025 National Leadership & Skills Conference to be held June 23-27 in Atlanta:

- Related Technical Math: **Pedro Alvarez-Gutierrez**
- Principles of Engineering: **Adam Hellinger**
- Health Occupations Portfolio: **Shreyas Durga**
- Electronics Technology: **Luka Vukmirica**
- Career Pathway-Industrial and Engineering: **Genevieve Baker, Jaida Nichols, and Ayushi Sampath**
- Career Pathway-Business and Information Technology: **Austin Handley, Aayush Mohan, and Sawyer Patton**
- Community Action: **Will Carr and Luka Vukmirica**

Other impressive accolades at the state competition include the following:

- 2nd Place - Quiz Bowl: **Pedro Alvarez-Gutierrez, Blake Anderson, Shreyas Durga, Syon Kapoor, Shloak Nagda, Spencer Prow-Nemeroff, and Prakhar Sinha**
- 2nd Place - Mobile Robotics: **Leo Block and Preston Charap**
- 2nd Place - Customer Service: **Meera Menon**
- 2nd Place - Web Design: **Caleb Karr and Joshua Karr**
- 2nd Place - Interactive Game Design: **Evan Mallows and Abby Soliday**
- 2nd Place - Electronics Technology: **Vimal Mokkaapati**
- 3rd Place - Mobile Robotics: **Olivia Han and Grayson New**
- 3rd Place - Robotics Urban Search and Rescue: **Abhinav Akasapu and Nethra Mandalapu**
- 3rd Place - Pin Design: **Sofia Dunkerley**
- 3rd Place - Career Pathway Health Science: **Anay Ganta, Abigail Paz, and Ashrita Surabi**
- Best of Show: Architecture Model/Innovative - **Daryna Singh**
- Top 5 Entrepreneurship Team “Helioclear” – **Ava Barouh, Brant Doggett, Nitika Mohnet, and Kent Vestal**

Terri Jacobs serves as the faculty advisor for Lake Travis High School SkillsUSA.

Special Recognition

- **Lake Travis High School Track & Field - 2025 UIL State Meet**
Lake Travis High School made its mark at the 2025 UIL Track and Field State Meet held May 1-3 at the University of Texas. The following student-athletes placed as follows:
 - Girls Long Jump - 6A
Isabella Famiglietti (8th Place)
 - Boys Shot Put - 6A
Ben Duncum (7th Place)
 - Boys 400M Dash - 6A
Abram Reagan (3rd Place - bronze medal)
 - Girls 4 x 200M Relay - 6A
Isabella Famiglietti, Jordan Lowman, Lily Mason, and Lyla Tiantawach (9th Place)

Lake Travis High School Track and Field is coached by Aaron Macik and he is assisted by Taylor Brown, Anna Gamm, Lucus Gingold, Taylor Latimer, Courtney Lord, Jerrick Massenburge, Omar Ochoa, Rudy Ortiz, Julie Salem, Barrett Shirey, and Sean Trombly.

Special Recognition

- **Lake Travis High School Golf - 2025 UIL State Tournament**

Lake Travis High School is proud to recognize its Boys and Girls Golf teams for team individual achievement at the 2025 UIL 6A Boys and Girls Golf State Championships held in late April and early May at the White Wing Golf Club in Georgetown.

The girls' team placed third overall and is comprised of **Kaleigh Babineaux, Paris Dufresne, Grace Hall, Audrey McIntyre, and Faith Principato**. Lake Travis Girls Golf is coached by **Jonathan Coats**.

The boys' team also placed third overall and is comprised of **Mackey Beckett, Andre Follmer, Bennett Kuhns, Tyler Neidel, and Nicholas Papacharalambous**, Lake Travis Boys Golf is coached by **Dustin Payne**.

Special Recognition

- **LT High 5 Award – Round 5**

Five times a year, three district employees will be presented with the "LT High5 Award presented by High5." The award recognizes outstanding service beyond self that positively impacts fellow colleagues, students, parents, and/or the Lake Travis community.

All Lake Travis ISD employees are eligible for this award. There is no official nomination form. At any time throughout the school year, any Lake Travis ISD employee may nominate another employee for the award by simply sending an email directly to the District's Executive Director for Communications & Community Relations. Nominees are reviewed and award recipients are selected by the Superintendent's Cabinet.

The following employees are recipients of the third round of the LT High5 Award presented by High5:

- **Gerald Deming** – Safety & Training Specialist, Transportation
- **Cindy Scott** – SPED Aide, Rough Hollow Elementary School
- **Amy Smith** – 2nd Grade Teacher, Serene Hills Elementary School

Special Recognition

- **2025-2026 Teacher of the Year**

The Administration is proud to recognize the 2025-2026 Teacher of the Year recipients. Teachers were nominated and selected by their campus peers. The criteria required that recipients be an exceptionally dedicated, knowledgeable, and skilled teacher who plans to

continue in an active teaching status; inspires students of all backgrounds and abilities to learn; has the respect and admiration of students, parents, and colleagues; plays an active and useful role in the community, as well as in the school; and be poised, articulate, and possess the energy to withstand a taxing schedule.

The 2025-2026 Campus Teacher of the Year recipients are:

- **Bee Cave Elementary School — Stephanie Price (Kindergarten) – Elementary TOY**
- **Lake Pointe Elementary School — Stacie McBride (3rd Grade)**
- **Lake Travis Elementary School — Amy Anderson (Prekindergarten)**
- **Lakeway Elementary School — Kristen Blauvelt (Art)**
- **Rough Hollow Elementary School — Jody Strauss (2nd Grade)**
- **Serene Hills Elementary School — Karma Ezell (5th Grade)**
- **West Cypress Hills Elementary School — Christina Otwell (Special Services)**
- **Bee Cave Middle School — Leslie Sparks (Social Studies)**
- **Hudson Bend Middle School — Abigail Walker (ELA)**
- **Lake Travis Middle School — Rachel Croci (Social Studies)**
- **Lake Travis High School — Brandon Pierce (English) – Secondary TOY**

The Elementary and Secondary Teachers of the Year were announced at the meeting. Susan Fambrough presented the following educators with the 2025-2026 District Teacher of the Year Award –

- **Elementary Teacher of the Year** – Stephanie Price, BCE
- **Secondary Teacher of the Year** – Brandon Pierce, LTHS

They will be honored at the Region 13 luncheon that will be held in August 2025.

Special Recognition

- **Lake Travis ISD School Board Trustee John Aouelle**

The Lake Travis Independent School District extends its heartfelt appreciation to Mr. John Aouelle for his outstanding service and leadership as a member of the Board of Trustees.

Appointed in July 2015 to fill an unexpired term and subsequently elected to a full three-year term in May 2016, Mr. Aouelle has served the Lake Travis ISD community with distinction. Over the course of nearly 10 years, he has been a visible and vocal advocate for students, a strong supporter of district leadership and staff, and a champion for continuous improvement across our schools.

During his tenure, Mr. Aouelle has helped guide the district through a period of unprecedented growth, as student enrollment nearly doubled. He played a vital role in

supporting strategic efforts to manage this expansion, including the successful passage of bond programs in 2017, 2022, and 2023 totaling more than \$1 billion. These investments have led to new campuses, modernized facilities, and enhanced learning environments. In addition, Mr. Aouelle supported voter-approved tax rate elections in 2017 and 2021, generating approximately \$5 million in annual state revenue to benefit our schools and students.

He and his wife Chandra are proud parents of four Lake Travis High School graduates: Keaton, Jackson, Connor, and Mia. As Mr. Aouelle concludes his service on the Board in 2025, we extend our deepest gratitude for his time, energy, and dedication to our district.

Special Recognition

Trustee John Aouelle left the Board meeting at 7:05 p.m.

Trustee Elections

- **Oath of Office – Board of Trustees for Lake Travis Independent School District Place 3, Place 4 and Place 5**

Suzanne Kelbaugh administered the oath of office to Erin Archer, Place 3 and Jonathan Bove, Place 4 and Kristen Woodcock, Place 5

Trustee Archer called a Recess at 7:10 p.m.- back in session at 7:16 p.m.

Trustees Jonathan Bove and Kris Woodcock took their seats at the Dias at 7:16 p.m.

Public Comments/Citizen Participation

1. Michael Herman – Artificial Turf in fill
2. Kathryn Sartor – Public Safety/Discipline
3. Melody Zare – Safety and Security
4. Rachel Mills – 6th grade required reading
5. Ana Jones – Safety and Security

Discussion/Presentation Items

- **Campus Presentation – Bee Cave Middle School**

The purpose of this presentation is to provide the Board of Trustees and the community with a snapshot of the impactful work being done by Bee Cave Middle School. This includes highlighting significant achievements by students, staff, and families that contribute to the overall success of the school community.

The expected outcome of this presentation is to strengthen the connection between the campus and the community and give the Board of Trustees the opportunity to engage in conversations with the campus principal that support the success of all stakeholders.

Presentation Only.

- **End of the Year Universal Screener Data K-5**

LTISD administers end of the year universal screeners to every K-5 student in reading and math. NWEA MAP Growth (Measures of Academic Progress) data for grades K-5 math and 3-5 reading, and Grades K-2 mCLASS TX Edition data for reading will be shared.

Presentation Only.

- **CollegeBoard SAT School Day**

LTISD administers the College Board SAT to all Juniors during the school day. This year it was administered on March 26, 2025. House Bill 3 (HB 3), which passed in the 86th legislative session, permitted the state to reimburse districts for the amount of fees paid by the district for the administration of a college preparation assessment. This means that eligible students may take one SAT, ACT, or TSIA in the spring of their junior year or during their senior year for free (at state cost)! As a result, TEA entered a contract with the College Board to negotiate a statewide rate for SAT School Day.

Presentation Only.

- **Survey Results and Dashboard**

The purpose of this presentation is to provide the Board with a comprehensive overview of recent survey data, including year-over-year comparisons. The data reflects input from students, parents, and staff, offering valuable insight into stakeholder perceptions and experiences. These findings will inform strategic planning and support alignment of district initiatives with community needs and expectations. Additionally, the public-facing data dashboard demonstrates the district's ongoing commitment to transparency and accountability by making key qualitative and performance data easily accessible. Together, these tools will support continuous improvement efforts and strengthen the district's engagement and partnership with the broader school community.

Presentation Only.

- **Discussion of Intruder Detection Audit Report Findings**

The top priority of Lake Travis Independent School District and the State of Texas is keeping students and staff safe every day. The Texas Education Agency recently

conducted an Intruder Detection Audit at one or more of our campuses. The audits test whether a campus is accessible to an unauthorized individual. This audit seeks to help districts identify how campuses can improve safety for students, such as ensuring exterior doors are locked and provides an opportunity to create a safer learning environment for our students and staff.

We are working closely with our School Safety & Security Committee to ensure that we are training all our staff and securing our doors for the protection of everyone on our campuses. The support from the state in conducting the Intruder Detection Audits is just one of the many actions we are taking to ensure our schools are safe. We know that this work does not end, and we appreciate the Board's support.

We acknowledge that parents and community members are interested in the details of the audit results; however, it is in the best interest of the students that we do not share this information to the broader public as it could lead to compromising important campus security information. Specific details of the Intruder Detection Audit will be discussed in the executive session and with the Safety and Security Committee. Lake Travis ISD is committed to providing a safe and secure learning environment for our students and staff.

Presentation Only.

- **April 2025 Monthly Financial Reports-Statement of Revenues and Expenditures, Balance Sheet, Tax Statement and 2018/2023/2024 Capital Projects Reports**

Pam Sanchez, Assistant Superintendent of Business Services, presented the following documents:

1. Statement of Revenues and Expenditures – April 2025
2. Balance Sheet – April 2025
3. Tax Statement – April 2025
4. 2018/2023/2024 Capital Projects Report – April 2025

Presentation Only.

Consideration Items

- **Amendment to the Custodial Services Agreement with Southeast Services Corporation**

The District's current contract with SSC Services Solutions was awarded on May 19, 2021 for the term of July 1, 2021 to June 30, 2022. The agreement was first amended due to the COVID-19 pandemic and has been renewed three additional terms of July 1, 2022 to June 30, 2025. The current annual contract price for 2024-2025 term is \$3,968,732.10.

As part of the annual contract renewal and in accordance with paragraph 3.1 of the Agreement, an increase of \$59,530.98 to the annual contract price reflects an agreed-upon 1.5% annual inflation adjustment. The proposed annual contract price for the fifth-year term of July 1, 2025 to June 20, 2026 is \$4,028,263.08.

A MOTION was made by Trustee Rob Aird and seconded by Trustee Keely Cano to approve the fifth amendment to the previously amended and restated service agreement between Southwest Service Corporation and Lake Travis Independent School District and delegate authority to the Superintendent or designee to execute the amendment.

The motion passed by a vote of 7-0.

- **Resolution No. 052125-01 Authorizing Settlement of Eminent Domain Action and Purchase of Real Property Interests from WTF Harrell**

The Board previously found and determined that public convenience and necessity require the acquisition of certain real property interests owned by WTF Harrell Property Management LLC for the construction of a school facility. In October 2024, the Board also authorized the District to pursue eminent domain of the property in the event the parties were unable to negotiate acquisition of the real property interests. After negotiations were initially unsuccessful, the District filed an eminent domain matter to acquire the necessary real property interests. The parties have continued to negotiate and have come to a successful resolution of the matter. The parties now seek to enter into a settlement agreement and purchase the real property interests from WTF Harrell.

A MOTION was made by Trustee Keely Cano and seconded by Trustee Phil Davis to adopt Resolution No. 052125-01 Authorizing Settlement of Eminent Domain Action and Purchase of Real Property Interests from WTF Harrell.

The motion passed by a vote of 7-0.

Consent Agenda

- A. Food and Nutrition Meal Prices for 2025-2026
- B. School Health Advisory Council - Human Sexuality Curriculum Materials for Consideration
- C. Construction Agreements between Lake Travis ISD and Zapalac Reed and Approval of Guaranteed Maximum Price (GMP) for Lake Travis High School Phase II of Cavalier Drive
- D. Construction Agreements between Lake Travis ISD and Liberty Civil Construction for Reimer's Road Private Drive Project
- E. Construction Agreements between Lake Travis ISD and White Construction for Lake Travis High School Cavalier Stadium and Women's Field House Renovation
- F. Electric Utility Easement to the City of Austin on Lake Travis High School Site
- G. Selection of American Constructors as Contractor for JOC #23-18 for Playground Area Landscape Renovations
- H. Selection of American Constructors as Contractor for JOC #23-124 for The Cottage

Interior Renovations

- I. Selection of American Constructors as Contractor for JOC #23-116 for Hudson Bend Middle School Track Event Additions
- J. Selection of American Constructors as Contractor for JOC #23-131 for Lake Travis High School Temporary Marching Band Lot
- K. April 15, 2025 Special Called Board Meeting, April 16, 2025 Regular Board Meeting, April 21, April 22, April 30 and May 1, 2025 Special Called Board Meeting Minutes and May 14, 2025 Special Called Canvassing the Election Minutes

- Item 8B – School Health Advisory Council – Human Sexuality Curriculum Materials for Consideration has been pulled from the consent agenda. Prior to discussion regarding the pulled items, is there a motion on the remainder of the consent agenda?

A **MOTION** was made by Trustee Lauren White and seconded by Trustee Rob Aird to approve the remainder consent agenda, as presented.

The motion passed by a vote of 7-0.

We now return to Item 8B - School Health Advisory Council – Human Sexuality Curriculum Materials for Consideration.

A **MOTION** was made by Keely Cano and seconded by Trustee Phil Davis to approve Item 8B - School Health Advisory Council – Human Sexuality Curriculum Materials for Consideration, as presented/discussed.

The motion passed by a vote of 6-0. Kris Woodcock abstained from voting.

Information Items

- **Board Notification Under Board Policy CH (LOCAL) – Lake Travis High School Band Instruments**

Lake Travis ISD has a budgeted purchase that requires Board notification for band instruments in the amount of \$133,702.45 for Lake Travis High School. The band instruments are part of the replacement cycle for the high school and middle school programs.

Information Only.

- **Board Notification Under Board Policy CH (LOCAL) – Fleet Copiers and Service**
Lake Travis ISD has a budgeted purchase that requires Board notification for 27 Canon copiers in the amount of \$171,828.62 representing year 2 of the replacement cycle. The copiers are replacing older and high use machines at Serene Hills Elementary, Rough Hollow Elementary, Hudson Bend Middle School and Lake Travis High School Athletics Department.

Information Only.

- **Board Notification Under Board Policy CH(LOCAL) - Technology Bond Expenditure Report**

District-wide video surveillance system and equipment, cameras, storage, servers, software, licensing, and turnkey installation were purchased to replace obsolete equipment. This purchase was made through Technology for Education (TFE) via the interlocal purchasing system (TIPS) cooperative contract and volume purchase pricing for the total amount of \$854,751.46.

Information Only.

Closed Session

- Trustees recessed into a closed session at 9:03 p.m. as permitted by the Texas Government Code 551.071, Section 551.072, Section 551.074 and Section 551.076.

Trustees returned from Closed session at 12:05 a.m. on May 22, 2025.

Consideration Items

- **Election of Board of Trustees Officers**

The Lake Travis ISD Board of Trustees Reorganized the Board as follows:

A NOMINATION was made by Keely Cano to elect Erin Archer for Board President

A NOMINATION was made by Jonathan Bove to elect Lauren White for Board President

All those in favor of Trustee Erin Archer for Board President – 3-0

Motion failed - Ayes – Rob Aird, Keely Cano, Erin Archer

All those in favor of Trustee Lauren White for Board President – 4-0

Motion Passed – Ayes – Jonathan Bove, Phillip Davis, Kris Woodcock, Lauren White

Trustee Lauren White was elected Board President.

A NOMINATION was made by Kris Woodcock to elect Phillip Davis for Board Vice President.

A NOMINATION was made by Trustee Keely Cano to elect Rob Aird for Board Vice President.

All those in favor of Trustee Phillip Davis for Board Vice President – 7-0

Motion passed. – Ayes – Erin Archer, Lauren White, Rob Aird, Keely Cano, Kris Woodcock, Jonathan Bove, Phillip Davis

Trustee Phillip Davis was elected Board Vice President.

A NOMINATION was made by Trustee Rob Aird to elect Jonathan Bove for Board Secretary.

A NOMINATION was made by Trustee Phillip Davis to elect Erin Archer for Board Secretary.

All those on favor of Trustee Jonathan Bove for Board Secretary – 2-0
Motion failed – Ayes – Erin Archer and Rob Aird.

All those in favor of Erin Archer for Board Secretary – 5-0
Motion passed – Ayes – Lauren White, Jonathan Bove, Kris Woodcock, Keely Cano, Phillip Davis

Trustee Erin Archer was elected Board Secretary.

Adjournment

There being no further action, the May 21, 2025 Board of Trustees’ meeting adjourned on May 22, 2025 at 12:08 a.m.

Lauren White, President

Erin Archer, Secretary

**Minutes of Special Called Board Meeting
The Board of Trustees
Lake Travis Independent School District**

A Special Called Board Meeting of the Board of Trustees of Lake Travis Independent School District was held on May 22, 2025, beginning at 10:00 a.m. in the Educational Development Center, Live Oak Room, 607 RR 620 North, Austin, Texas 78734.

Call to Order

President Lauren White called the meeting to order at 10:11 a.m.

Quorum Determination

Trustees in attendance were Erin Archer, Lauren White, Jonathan Bove, Phillip Davis, Rob Aird and Keely Cano. Trustee Kris Woodcock arrived to the meeting at 10:14 a.m.

Pledge of Allegiance and Moment of Silence

Dr. Curtis Null, led the Pledge of Allegiance and the Texas Pledge. A moment of silence was then observed.

Public Comment

1. None

Open Session

- **Consideration of and Possible Approval of Contractual Agreement with Lone Finalist for Superintendent of Schools, Dr. Curtis Null**

A Motion was made by Trustee Cano and seconded by Trustee Phillip Davis to approve the employment contract with the Lone Finalist for Superintendent of Schools, Dr. Curtis Null, substantially in the form presented in closed session, with an effective start date of June 2, 2025, and authorize the Board President to execute the agreement and the General Counsel to make any non-substantive, conforming edits required for legal sufficiency.

Adjournment

There being no further action, the May 22, 2025 Board of Trustees' Special Called meeting adjourned at 10:27 a.m.

Lauren White, President

Erin Archer, Secretary

Minutes of Board Workshop
The Board of Trustees
Lake Travis Independent School District

A Budget workshop of the Board of Trustees of the Lake Travis Independent School District was held June 4, 2025 at 6:00 p.m. at the Educational Development Center, Live Oak Room, 607 Ranch Road 620 North, Austin, Texas 78734.

Call To Order

President Lauren White called the meeting to order at 6:02 p.m.

Quorum Determination

Trustees Lauren White, Phillip Davis, Jonathan Bove, Kristen Woodcock, Keely Cano and Erin Archer were in attendance. Trustee Rob Aird was absent.

Pledge of Allegiance and Moment of Silence

Mr. Buddy Bush, led us in the Pledge of Allegiance and Moment of Silence.

Recognition

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

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.

Special Recognition

- **Matthew Nelson – Principal, Lakeway Elementary School**

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.

Special Recognition

Public Comments/Citizen Participation

1. No public comment.

Presentation/Discussion Items

- **2025-2026 Preliminary Budget Overview**

Ms. Pam Sanchez, Assistant Superintendent of Business Services, presented to the board the Lake Travis ISD 2025-2026 Preliminary Budget Overview. 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 purpose 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.

This item was for discussion only; action will be requested at the August 20, 2025 Board Meeting.

- **2025-2026 Staffing and Compensation Update**

Susan Fambrough, Assistant Superintendent of Human Resources, provided an update on projected staffing levels and compensation considerations for all employees for the 2025–2026 school year.

Presentation/Discussion Only.

Adjournment

There being no further action, the June 4, 2025 Board of Trustees' meeting adjourned at 7:59 p.m.

Lauren White, President

Erin Archer, Secretary



AGENDA ITEM ACTION SHEET

AGENDA ITEM

Selection of American Constructors as Contractor for JOC #23-133 for Playground Area Landscape Renovations at West Cypress Hills Elementary

RECOMMENDED ACTION

Consent Agenda

Approve the selection of American Constructors as Contractor for JOC #23-133 for playground area landscape at West Cypress Hills Elementary.

RATIONALE

The District administration is recommending American Constructors as the General Contractor for the playground area landscape renovation projects. It is expected that the contract with American Constructors for this project will exceed \$100,000. According to Board Policy CV (LOCAL), the Board must approve construction contracts valued at or above \$100,000.

The Cost of Work for JOC #23-133 includes the following:

- Regrade playfield, installation of sod and irrigation system.
- Install limestone retaining wall between track and upper playground.

BUDGET PROVISIONS

2023 Bond Program - \$230,367

RESOURCE PERSONNEL

Pam Sanchez – Assistant Superintendent of Business Services

Robert Winovitch – Director of Facilities and Construction

Cristy Soares – Director of Purchasing

ATTACHMENTS

American Constructors Pricing – WCHE

MEETING DATE

June 18, 2025



PROPOSAL

Date: 06/12/25

Owner: Lake Travis ISD
16101 Hwy 71, Bldg B
Austin, TX 78738

Contractor: American Constructors
11900 West Parmer Lane
Cedar Park, Texas 78613
JOC Contract #21-021

Project: West Cypress Hills Playground Improvements

Scope of Work Includes:

1. Regrade playfield per plans
2. Install playfield irrigation system
3. Install sod
4. Protecting existing track
5. Install limestone retaining wall between track and upper playground

Exclusions / Clarifications

1. Excludes testing, removal or abatement of existing hazardous materials
2. Excludes permitting and material testing
3. Excludes moving of existing furniture, fixtures and equipment.
4. Contractor is not responsible for any FF&E left in the work area
5. Relocation or repair of underground utilities that are not shown
6. All work during normal business hours

Total Amount of Proposal

\$230,367

Proposal is valid for 30 days from the date listed. Proposal assumes all areas will be available so work can proceed, uninterrupted to completion. All work to be done during normal hours unless otherwise noted in the proposal.

Accepted by:

Signature

Date

Printed name

Title

Item	Description	Amount
1	Grading	\$91,590
2	Irrigation	\$36,890
3	Landscape	\$60,985
4	Limestone Retaining Wall	\$12,000
5	Track Protection	\$2,500
6	Fence Repairs for Access	\$3,500
7	Temporary Toilets	\$628
8	Final Clean	\$850
9	Supervision	\$1,385
	Subtotal	\$210,328
	Fee	\$10,516
	Subtotal	\$220,844
	Bonds & Insurance	\$9,523
	Total	\$230,367



AGENDA ITEM ACTION SHEET

AGENDA ITEM

Waiver for a Middle School Counselor

RECOMMENDED ACTION

Approve the waiver with the consent agenda as presented.

RATIONALE

Pursuant to TEC §7.056, this waiver allows the district to waive Texas Education Code §21.003, Certification Required; TEC §21.0031, Failure to Obtain Certification; Contract Void; and Texas Administrative Code §231.1 (e), Criteria for Assignment of Public School Personnel, which states a person may not be employed as a teacher, teacher intern or teacher trainee, librarian, educational aide, administrator, educational diagnostician, or counselor by a school district unless the person holds an appropriate certificate or permit issued by the State Board for Educator Certification for his or her current assignment.

General State Waiver requests to waive the certification law are considered only for unique district campus populations; district needs; circumstances and/or unique certification requirements not currently covered by the rule. The waiver will be for a defined period as a temporary fix to provide district compliance with current law and rule. The term of the waiver is for a maximum period of three years.

BUDGET PROVISIONS

General Operating Fund

RESOURCE PERSONNEL

Susan Fambrough - Assistant Superintendent of Human Resources

ATTACHMENTS

Non

MEETING DATE

June 18, 2025



AGENDA ITEM ACTION SHEET

AGENDA ITEM

Compensation Plan for 2025 - 2026

RECOMMENDED ACTION

For approval with Consent Agenda.

RATIONALE

The compensation plan has been updated to reflect position changes.

BUDGET PROVISIONS

2025-2026 Budget

RESOURCE PERSONNEL

Susan Fambrough - Assistant Superintendent of Human Resources

ATTACHMENTS

Compensation Plan 2025-2026

MEETING DATE

June 18, 2025



Administrative Initial Hiring Schedule 2025/26

Pay Grade 1

	Minimum	Midpoint	Maximum
Daily	300.85	369.86	438.86
Annual - 217	65,284	80,260	95,233
Annual - 225	67,691	83,219	98,744
Assistant Principal, ES (217)		Assistant Director, Community Programs	

Pay Grade 2

	Minimum	Midpoint	Maximum
Daily	315.60	385.34	455.07
Annual - 225	71,010	86,702	102,391
Coordinator, Special Services		Coordinator, 504/MTSS	

Pay Grade 3

	Minimum	Midpoint	Maximum
Daily	319.93	390.32	460.58
Annual - 217	69,425	84,699	99,946
Assistant Principal, MS			

Pay Grade 4

	Minimum	Midpoint	Maximum
Daily	338.46	410.83	483.21
Annual - 217	73,446	89,150	104,857
Annual - 225	76,154	92,437	108,722
Assistant Principal, HS (217)		Director, Community Programs (225)	

Pay Grade 5

	Minimum	Midpoint	Maximum
Daily	343.22	419.03	494.88
Annual - 225	77,225	94,282	111,348
Director, Purchasing Assistant Director, Athletics Manager, Construction Project Manager, Payroll/Benefits		Associate Principal, HS Assistant Director, Special Services Manager, Human Resources	

Pay Grade 6

	Minimum	Midpoint	Maximum
Daily	397.45	485.30	573.14
Annual - 225	89,426	109,193	128,957
Director, Accountability/Achievement Director, Curriculum & Instruction Director, Health and SEL Director, Quality Assurance	Director, Corporate Relations and LTEF Director, Fine Arts Director, Security/Chief of Police		

Pay Grade 7

	Minimum	Midpoint	Maximum
Daily	414.41	509.73	606.58
Annual - 220	91,171	112,140	133,447
Principal, ES			

Pay Grade 8

	Minimum	Midpoint	Maximum
Daily	437.80	533.12	629.97
Annual - 225	98,505	119,952	141,743
Principal, MS			

Pay Grade 9

	Minimum	Midpoint	Maximum
Daily	454.10	554.45	654.81
Annual - 225	102,173	124,751	147,332
Director, Athletics Director, Finance Sr. Director, FANS & Transportation	Director, Facilities and Construction Sr. Director, Maintenance & Safety		

Pay Grade 10

	Minimum	Midpoint	Maximum
Daily	510.07	623.57	736.44
Annual - 225	114,908	140,303	165,699
Exec Director, Communications Exec Director, Special Services		Exec Director, Curriculum & Instruction	

Pay Grade 11

	Minimum	Midpoint	Maximum
Daily	553.10	674.78	796.46
Annual - 225	124,448	151,826	179,204
General Counsel			

Pay Grade 12

	Minimum	Midpoint	Maximum
Daily	562.35	691.70	823.12
Annual - 225	126,530	155,632	185,202
Principal, HS			

Pay Grade 13

	Minimum	Midpoint	Maximum
Daily	614.33	750.09	885.86
Annual - 224	137,610	168,020	198,433
Asst Supt, Human Resources Asst Supt, Curriculum & Instruction Asst Supt, School Leadership		Asst Supt, Business Services Asst Supt, Organizational Services	



Clerical Initial Pay Schedule 2025-2026

Pay Grade 1

	Minimum	Midpoint	Maximum
Hourly	17.35	21.29	25.23
Annual - 174	24,151	29,636	35,120
Annual - 187	25,956	31,850	37,744
Annual - 192	26,650	32,701	38,753
Annual - 225	31,230	38,322	45,414
Clerk, Attendance, MS (187) Receptionist, Campus (187) Distribution Technician (225)		Asst Clerk, Extra Curricular Programs (174) District Mail Clerk (225) Copy Center Operator (192)	

Pay Grade 2

	Minimum	Midpoint	Maximum
Hourly	18.11	22.27	26.43
Annual - 187	27,093	33,316	39,539
Annual - 192	27,817	34,207	40,596
Annual - 202	29,266	35,988	42,711
Annual - 207	29,990	36,879	43,768
Annual - 225	32,598	40,086	47,574
Clerk, Attendance HS (192) (187) Clerk, Attendance HS/Alternative Ed (192) Clerk, Health (187) Clerk, Special Services (207)		Clerk, Community Programs (225) Clerk, Maintenance Inventory (225) Registrar/Attendance Clerk, ES (202)	

Pay Grade 3

	Minimum	Midpoint	Maximum
Hourly	18.69	22.90	27.09
Annual - 187	27,960	34,258	40,527
Annual - 192	28,708	35,174	41,610
Annual - 206	30,801	37,739	44,644
Annual - 225	33,642	41,220	48,762
Registrar, MS (206) Admin Asst, Assoc Principal (192) Admin Asst, HS Special Services, HS (187)		Receptionist, District (225) Admin Asst, HS Asst Principal (192) Admin Asst, HS Counselor (192)	

Pay Grade 4

	Minimum	Midpoint	Maximum
Hourly	19.82	24.29	28.73
Annual - 217	34,408	42,167	49,875
Annual - 225	35,676	43,722	51,714
Admin Asst, HS (225)		Admin Asst, MS Principal (217)	
Admin Asst, ES Principal (217)		Bookkeeper, Athletics (225)	
Registrar, HS (225)			

Pay Grade 5

	Minimum	Midpoint	Maximum
Hourly	20.30	24.78	29.28
Annual - 225	36,540	44,604	52,704
Bookkeeper - HS		Admin Asst, Athletics	
Admin Asst, C&I Directors		Admin Asst, Fine Arts	
Admin Asst, Food & Nutrition Services		Admin Asst, Maintenance	
Admin Asst, Purchasing/Operations		Admin Asst, Special Services	
Admin Asst, Technology/Records		Admin Asst, Transportation	

Pay Grade 6

	Minimum	Midpoint	Maximum
Hourly	25.51	31.06	36.60
Annual - 225	45,918	55,908	65,880
Admin Asst, Assistant Superintendent		Admin Asst, General Counsel	

Pay Grade 7

	Minimum	Midpoint	Maximum
Hourly	31.63	38.58	45.54
Annual - 225	56,934	69,444	81,972
Executive Asst, Superintendent			



FANS Initial Pay Schedule 2025-26

Pay Grade 1

	Minimum	Midpoint	Maximum
Hourly	17.35	21.29	25.23
Annual - 180	24,984	30,658	36,331
Annual - 207	28,732	35,256	41,781
Catering Cook (207)	Food & Nutrition Specialist (180)		

Pay Grade 2

	Minimum	Midpoint	Maximum
Hourly	18.11	22.27	26.43
Annual - 183	26,513	32,603	38,694
Food Service Manager, ES			

Pay Grade 3

	Minimum	Midpoint	Maximum
Hourly	18.69	22.90	27.09
Annual - 183	27,362	33,526	39,660
Food Service Manager, District	Food Service Manager, MS		
Food Service Asst. Manager, HS			

Pay Grade 4

	Minimum	Midpoint	Maximum
Hourly	19.63	24.06	28.48
Annual - 183	28,738	35,224	41,695
Food Service Manager, Annex			

Pay Grade 5

	Minimum	Midpoint	Maximum
Hourly	20.10	24.62	29.15
Annual - 183	29,426	36,044	42,676
Food Service Manager, HS			

Pay Grade 6

	Minimum	Midpoint	Maximum
Hourly	26.65	32.00	37.35
Annual - 225	47,970	57,600	67,230
Nutrition & Procurement Coord	Nutrition & Catering Coord		

Pay Grade 7

	Minimum	Midpoint	Maximum
Daily	257.73	314.69	371.65
Annual - 225	57,989	70,805	83,621
Dietitian & Marketing Coord			



Maintenance Initial Pay Schedule 2025-26

Pay Grade 1

	Minimum	Midpoint	Maximum
Hourly	19.63	24.06	28.32
Annual - 240	37,690	46,195	54,490
Building Maintenance		Grounds/Building Maintenance	

Pay Grade 2

	Minimum	Midpoint	Maximum
Hourly	21.43	26.13	30.83
Annual - 240	41,146	50,170	59,194
Building Specialist - Keys		Building Specialist - Irrigation	

Pay Grade 3

	Minimum	Midpoint	Maximum
Hourly	23.82	29.07	34.46
Annual - 240	45,734	55,814	66,163
Skilled Maintenance - Plumber Skilled Maintenance - HVAC		Skilled Maintenance - Electrician Skilled - Refrigeration Technician	

Pay Grade 4

	Minimum	Midpoint	Maximum
Hourly	26.52	32.36	38.18
Annual - 240	50,918	62,131	73,306
Grounds/Maintenance Lead		Building Lead	

Pay Grade 5

	Minimum	Midpoint	Maximum
Daily	262.50	320.25	377.90
Annual - 240	63,000	76,860	90,696
Assistant Dir., Maintenance and Operations			



Paraprofessional Initial Pay Schedule 2025-26

Pay Grade 1

	Minimum	Midpoint	Maximum
Hourly	17.35	21.29	25.23
Annual - 174	24,151	29,636	35,120
Annual - 178	24,706	30,317	35,928
Annual - 187	25,956	31,850	37,744
Annual - 190	26,372	32,361	38,530
Aide, Attendance LTHS (187) Aide, CMC (187) Aide, Counseling (187) Aide, ESL (187) Aide, ISS (187) Aide, PE (187) Assistive Technology Assistant (187) Child Care Provider (190) Elementary Monitor (174) Parking Patrol (174) Security Checkpoint Monitor (174)			
Aide, Braillist (187) Aide, Color Guard (187) Aide, Dual Language (187) Aide, Fine Arts (187) Aide, Library (178) Aide, Pre-K (187) Aide, Special Education Level 1 (187) Bilingual Parent Liaison (187) Crossing Guard (174) HS Safety Monitor (174) MS Lunch Monitor (174)			

Pay Grade 2

	Minimum	Midpoint	Maximum
Hourly	18.69	22.90	27.09
Annual - 187	27,960	34,258	40,527
Aide, Special Education Level 2			

Pay Grade 3

	Minimum	Midpoint	Maximum
Hourly	19.82	24.29	28.73
Annual - 187	29,651	36,338	42,980
Licensed Vocational Nurse			

Pay Grade 4

	Minimum	Midpoint	Maximum
Hourly	21.88	26.77	31.71
Annual - 195	34,133	41,761	49,468
CDC Site Supervisor			



Professional Initial Pay Schedule 2025-26

Pay Grade 1

	Minimum	Midpoint	Maximum
Daily	257.73	314.68	371.69
Annual - 187	48,196	58,845	69,497
SLP Assistant (187)			

Pay Grade 2

	Minimum	Midpoint	Maximum
Daily	264.59	323.06	381.53
Annual - 207	54,770	66,873	78,977
Annual - 217	57,416	70,104	82,792
Reading Academy Specialist (217)		Teacher on Special Assignment (207)	
Instructional Technology Coach (217)		Instructional Coach (217)	
Instructional Coach, Early Lit/PreK (217)		Instructional Coach, Special Education (217)	

Pay Grade 3

	Minimum	Midpoint	Maximum
Daily	269.87	329.35	388.96
Annual - 187	50,466	61,588	72,736
Annual - 206	55,593	67,846	80,126
Annual - 217	58,562	71,469	84,404
Annual - 225	60,721	74,104	87,516
At-Risk Coord (206)		Nurse (187)	
Bilingual/ESL Coordinator (217)		STEM Coordinator (217)	
Humanities Coordinator (217)		Technology Instructional Coordinator (225)	
Safety & Security Coordinator (225)			

Pay Grade 4

	Minimum	Midpoint	Maximum
Daily	280.26	342.20	404.14
Annual - 187	52,409	63,991	75,574
Annual - 197	55,211	67,413	79,616
Annual - 225	63,059	76,995	90,932
ARD Facilitator (197)		Behavior Specialist (197)	
District Behavior Specialist (225)		Lead Dyslexia Specialist (225)	
Licensed Clinical Social Worker (197)		Low Incidence Specialist (197)	
Orientation & Mobility Specialist (187)		Transition Specialist (197)	

Pay Grade 5

	Minimum	Midpoint	Maximum
Daily	291.97	352.78	413.61
Annual - 197	57,518	69,498	81,481
Annual - 206	60,146	72,673	85,204
Elem Counselor (197)	HS & MS Counselor (206)		

Pay Grade 6

	Minimum	Midpoint	Maximum
Daily	299.23	359.79	420.32
Annual - 187	55,956	67,281	78,600
Annual - 225	67,327	80,953	94,572
Occupational Therapist - Annual (225) Physical Therapist (187)	Occupational Therapist (187)		

Pay Grade 7

	Minimum	Midpoint	Maximum
Daily	307.33	369.27	431.20
Annual - 197	60,544	72,746	84,946
Annual - 207	63,617	76,439	88,258
Annual - 225	69,149	83,086	97,020
Diagnostician (197) Lead Nurse (225) School Psychologist, Child Find (207)	Lead School Psychologist (225) School Psychologist (197) Licensed Spec Ed Counselor (197)		

Pay Grade 8

	Minimum	Midpoint	Maximum
Daily	320.92	391.95	462.75
Annual - 187	60,012	73,295	86,534
Annual - 207	66,430	81,134	95,789
Annual - 225	72,207	88,189	104,119
Athletic Trainer (187) Lead Athletic Trainer (187) Speech Language Pathologist, Child Find (207)	CTE & Advanced Academics, Coord (225) Lead Speech Language Pathologist (225) Speech Language Pathologist (187)		



Provisional Compensation Plan – 2025-2026

Auxiliary, Clerical and Paraprofessional Substitutes: HR-approved temporary workers will be paid at the minimum hourly rate for the pay grade of the position for which they are temporarily assigned.

General and Special Education Teacher Substitutes:

Type	Daily Rate
Non-Certified	\$150.00
Non-Certified – 60+ days	\$160.00
Certified	\$170.00
Certified – 60+ days	\$180.00
Annual	\$190.00

Registered Nurse Substitutes: \$170.00 per day

Administrator Substitutes:

Position	Daily Rate
Assistant Principals	\$300.00
Elementary Principal	\$400.00
Middle School Principal	\$450.00
High School Principal	\$525.00



Specialist/Support Initial Pay Schedule 2025-26

Pay Grade 1

	Minimum	Midpoint	Maximum
Hourly	18.69	22.90	27.09
Annual - 225	33,642	41,220	48,762
Inventory Coordinator			

Pay Grade 2

	Minimum	Midpoint	Maximum
Hourly	25.51	31.06	36.61
Annual - 225	45,918	55,908	65,898
Community Relations Specialist		PEIMS Specialist	

Pay Grade 3

	Minimum	Midpoint	Maximum
Hourly	26.52	32.36	38.18
Annual - 225	47,736	58,248	68,724
Accounts Payable Specialist HR Specialist		Buyer Payroll Specialist	

Pay Grade 4

	Minimum	Midpoint	Maximum
Hourly	27.55	33.60	39.65
Annual - 225	49,590	60,480	71,370
Benefits/Leave Specialist Web & Multimedia Service Specialist		Corporate Relations/LTEF Specialist	

Pay Grade 5

	Minimum	Midpoint	Maximum
Hourly	28.56	34.80	41.04
Annual - 225	51,408	62,640	73,872
HR/Certification Specialist		Communications Specialist II	

Pay Grade 6

	Minimum	Midpoint	Maximum
Hourly	29.59	35.83	42.07
Annual - 225	53,262	64,494	75,726
HR Specialist II		Payroll Specialist II	

Pay Grade 7

	Minimum	Midpoint	Maximum
Hourly	30.09	35.59	41.08
Annual - 225	54,162	64,062	73,944
Police Officer			

Pay Grade 8

	Minimum	Midpoint	Maximum
Daily	257.73	314.69	371.64
Annual - 225	57,989	70,805	83,619
Accountant		Accounts Payable Coordinator	

Pay Grade 9

	Minimum	Midpoint	Maximum
Daily	320.92	391.83	462.75
Annual - 225	72,207	88,162	104,119
PEIMS Coordinator		Police Lieutenant	



Technology Initial Pay Schedule 2025-26

Pay Grade 1

	Minimum	Midpoint	Maximum
Hourly	19.82	24.29	28.73
Annual - 225	35,676	43,722	51,714
Information Systems Tech			

Pay Grade 2

	Minimum	Midpoint	Maximum
Hourly	21.88	26.77	31.71
Annual - 225	39,384	48,186	57,078
Technology Tech I			

Pay Grade 3

	Minimum	Midpoint	Maximum
Hourly	23.85	29.20	34.55
Annual - 225	42,930	52,560	62,190
Technology Tech II		Information System Specialist	

Pay Grade 4

	Minimum	Midpoint	Maximum
Hourly	29.59	35.83	42.07
Annual - 225	53,262	64,494	75,726
Technology Specialist/Frontline			

Pay Grade 5

	Minimum	Midpoint	Maximum
Daily	320.92	391.83	462.75
Annual - 225	72,207	88,162	104,119
Network Administrator Systems Administrator		Cybersecurity Coordinator Information Systems Administrator	

Pay Grade 6

	Minimum	Midpoint	Maximum
Daily	340.92	416.26	491.61
Annual - 225	76,707	165 93,659	110,612
Technical Project Engineer			

Pay Grade 7

	Minimum	Midpoint	Maximum
Daily	381.72	466.20	550.58
Annual - 225	85,887	104,895	123,881
Senior Systems Engineer			

Pay Grade 8

	Minimum	Midpoint	Maximum
Daily	391.00	475.59	561.96
Annual - 225	87,975	107,008	126,441
Asst Director, Technology			

Pay Grade 9

	Minimum	Midpoint	Maximum
Daily	510.70	623.57	736.44
Annual - 225	114,908	140,303	165,699
Exec Director, Technology/Information			



Transportation Initial Pay Schedule 2025-26

Pay Grade 1

	Minimum	Midpoint	Maximum
Hourly	17.35	21.29	25.23
Annual - 181	25,123	30,828	36,533
Bus Monitor	Bus Driver Trainee		

Pay Grade 2

	Minimum	Midpoint	Maximum
Hourly	20.09	24.57	29.07
Annual - 181	29,090	35,577	42,093
Nurse Bus Monitor			

Pay Grade 3

	Minimum	Midpoint	Maximum
Hourly	22.44	27.38	32.31
Annual - 225	40,392	49,284	58,158
Dispatcher			

Pay Grade 4

	Minimum	Midpoint	Maximum
Hourly	25.51	31.06	36.61
Annual - 181	36,938	44,975	53,011
Annual - 225	45,918	55,908	65,898
Bus Driver (181) Router & IT Specialist (225) Safety & Training Specialist (225)	Bus Driver, Special Education (181) Special Services Specialist (225)		

Pay Grade 5

	Minimum	Midpoint	Maximum
Hourly	26.52	32.36	38.18
Annual - 181	38,401	46,857	55,285
Annual - 240	50,918	62,131	73,306
Lead Bus Driver (181)	Mechanic (240)		

Pay Grade 6

	Minimum	Midpoint	Maximum
Daily	257.73	314.69	371.64
Annual - 225	57,989	70,805	83,619
Annual - 240	61,855	75,526	89,194
Fleet Manager (240)	Transportation Coordinator (225)		

Pay Grade 7

	Minimum	Midpoint	Maximum
Daily	374.06	456.73	539.39
Annual - 225	84,164	102,764	121,363
Director, Transportation			



Human Resources

3322 Ranch Road 620 South, Austin, TX 78738

Phone: (512) 533-6024 Fax: (512) 533-6004

www.ltidschools.org

2025-26 Stipend Catalog

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High School Athletic Stipends		
Title (# positions)	Description	Stipend
Baseball Head Coach (1)	Serves as a coach for a high school athletic team. Coordinates team activities, contests, practice sessions, travel, equipment and facilities, May work with other coaches or assistant coaches, Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.	\$7,500
Baseball Asst Coach (3)	Assists the head coach of a high school athletic team. Oversees assigned athletes and other responsibilities. Leads unit or individual drills and practice sessions. Complies with all UIL rules and regulations regarding competition, practice and student eligibility. Reports to the head coach.	\$3,972
Basketball Head Coach – Boys (1)	Serves as a coach for a high school athletic team. Coordinates team activities, contests, practice sessions, travel, equipment and facilities, May work with other coaches or assistant coaches, Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.	\$7,400
Basketball Asst Coach – Boys (3)	Assists the head coach of a high school athletic team. Oversees assigned athletes and other responsibilities. Leads unit or individual drills and practice sessions. Complies with all UIL rules and regulations regarding competition, practice and student eligibility. Reports to the head coach.	\$3,972
Basketball Head Coach – Girls (1)	Serves as a coach for a high school athletic team. Coordinates team activities, contests, practice sessions, travel, equipment and facilities, May work with other coaches or assistant coaches, Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.	\$7,400
Basketball Asst Coach – Girls (3)	Assists the head coach of a high school athletic team. Oversees assigned athletes and other responsibilities. Leads unit or individual drills and practice sessions. Complies with all UIL rules and regulations regarding competition, practice and student eligibility. Reports to the head coach.	\$3,972
Cavalettes Head Coach (1)	Directs the overall dance and choreographed dance program at a high school campus. Provides students with an opportunity to participate in extracurricular dance/drill team activities which may include performing dance team, cultural dance ensembles, or other dance training. Coordinates rehearsals, competitions, routine selection and performances.	\$6,500
Cavalettes Asst Coach (2)	Assists the high school performing dance/drill team director with the supervision of the high school performing dance/drill team.	\$3,500
Cheerleading Head Coach (1)	Provides instruction and leadership to the high school cheerleading squads in acrobatics, dance, tumbling, and arranged performances at district athletic, fundraising or other events. Coordinates rehearsals, routines and performances.	\$6,500

Cheerleading Competition Head Coach (1)	Provides instruction and leadership to both the high school cheerleading and competition squads in acrobatics, dance, tumbling, and arranged performances at district athletic, fundraising or other events. Coordinates rehearsals, competitions, routines and performances.	\$2,500
Cheerleading Asst Coach (2)	Assists the high school cheerleading sponsor in providing instruction and leadership to the high school cheerleading squads in acrobatics, dance, tumbling, and arranged performances at district athletic, fundraising or other events. Coordinates rehearsals, routines and performances.	\$3,500
Cheerleading Competition Asst Coach (1)	Assists the high school cheerleading sponsor in providing instruction and leadership to both the high school cheerleading and competition squads in acrobatics, dance, tumbling, and arranged performances at district athletic, fundraising or other events. Coordinates rehearsals, competitions, routines and performances.	\$2,000
Title (# positions)	Description	Stipend
Cross Country Asst Coach (3)	Assists the head coach of a high school athletic team. Oversees assigned athletes and other responsibilities. Leads unit or individual drills and practice sessions. Complies with all UIL rules and regulations regarding competition, practice and student eligibility. Reports to the head coach.	\$3,972
Football Coordinator (2)	Serves as a lead assistant coach for a high school football team. Responsible for the offensive or defensive unit. Oversees skill-development and develops playbook elements for assigned unit and athletes. Reports to the head football coach.	\$9,040
Football Special Teams Coordinator (1)	Coordinates all special teams phases of the football game. Oversees skill-development and develops playbook elements for assigned unit and athletes. Reports to the head football coach.	\$7,832
Football Asst Head Coach (1)	Serves as head football coach as needed. Manages facilities and scheduling in conjunction with head football coach.	\$5,000
Football Asst Coach - Varsity (3)	Assists the head coach of a high school football team. Oversees assigned athletes and other responsibilities. Leads unit or individual drills and practice sessions. Complies with all UIL rules and regulations regarding competition, practice and student eligibility. Reports to the head football coach.	\$6,832
Football Asst Coach JV & Freshman (9)	Assists the head coach of a high school football team. Oversees assigned athletes and other responsibilities. Leads unit or individual drills and practice sessions. Complies with all UIL rules and regulations regarding competition, practice and student eligibility. Reports to the head football coach.	\$6,332
Football Statistician (1)	Coordinates the offensive, defensive and special teams' statistics. Maintains a running record for the year. Compiles reports to media. Reports to head football coach.	\$6,332
Golf Head Coach - Boys (1)	Serves as a coach for a high school athletic team. Coordinates team activities, contests, practice sessions, travel, equipment and facilities, May work with other coaches or assistant coaches, Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.	\$7,860
Golf Head Coach Girls	Serves as a coach for a high school athletic team. Coordinates team activities, contests, practice sessions, travel, equipment and facilities,	\$7,860

(1)	May work with other coaches or assistant coaches, Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.	
Golf Asst Coach (1)	Assists the head coach of a high school athletic team. Oversees assigned athletes and other responsibilities. Leads unit or individual drills and practices sessions. Complies with all UIL rules and regulations regarding competition, practice, and student eligibility. Reports to the head coach.	\$4,700
Gymnasium Facilitator (1)	Procures and manages inventory of large equipment items in the LTHS gymnasiums. Assists athletic office with facility rental calendar for high school gymnasiums. Responsible for entering work orders for high school gymnasiums. Communicates with athletic office for auxiliary weight room equipment issues and needs.	\$4,138
Title (# positions)	Description	Stipend
Strength & Conditioning (1)	Coordinates all in season and off season strength and conditioning for all athletic programs. Responsible for the physical plant of the weight room, including maintenance and upkeep. Oversees usage and scheduling of facility.	\$3,972
Powerlifting Head Coach (1)	Serves as a coach for a high school athletic team. Coordinates team activities, contests, practice sessions, travel, equipment and facilities, May work with other coaches or assistant coaches, Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.	\$5,208
Powerlifting Asst Coach (2)	Assists the head coach of a high school athletic team. Oversees assigned athletes and other responsibilities. Leads unit or individual drills and practice sessions. Complies with all UIL rules and regulations regarding competition, practice and student eligibility. Reports to the head coach.	\$3,972
Soccer Head Coach – Boys (1)	Serves as a coach for a high school athletic team. Coordinates team activities, contests, practice sessions, travel, equipment and facilities, May work with other coaches or assistant coaches, Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.	\$6,180
Soccer Asst Coach – Boys (2)	Assists the head coach of a high school athletic team. Oversees assigned athletes and other responsibilities. Leads unit or individual drills and practice sessions. Complies with all UIL rules and regulations regarding competition, practice and student eligibility. Reports to the head coach.	\$3,972
Soccer Head Coach – Girls (1)	Serves as a coach for a high school athletic team. Coordinates team activities, contests, practice sessions, travel, equipment and facilities, May work with other coaches or assistant coaches, Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.	\$6,180
Soccer Asst Coach – Girls (2)	Assists the head coach of a high school athletic team. Oversees assigned athletes and other responsibilities. Leads unit or individual drills and practice sessions. Complies with all UIL rules and regulations regarding competition, practice and student eligibility. Reports to the head coach.	\$3,972
Softball Head Coach	Serves as a coach for a high school athletic team. Coordinates team activities, contests, practice sessions, travel, equipment and facilities,	\$7,500

(1)	May work with other coaches or assistant coaches, Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.	
Softball Asst Coach (2)	Assists the head coach of a high school athletic team. Oversees assigned athletes and other responsibilities. Leads unit or individual drills and practice sessions. Complies with all UIL rules and regulations regarding competition, practice and student eligibility. Reports to the head coach.	\$3,972
Swimming Head Coach (1)	Serves as a coach for a high school athletic team. Coordinates team activities, contests, practice sessions, travel, equipment and facilities, May work with other coaches or assistant coaches, Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.	\$11,860
Swimming Asst Coach (1)	Assists the head coach of a high school athletic team. Oversees assigned athletes and other responsibilities. Leads unit or individual drills and practice sessions. Complies with all UIL rules and regulations regarding competition, practice and student eligibility. Reports to the head coach.	\$4,208
Title (# positions)	Description	Stipend
Tennis Head Coach (1)	Serves as a coach for a high school athletic team. Coordinates team activities, contests, practice sessions, travel, equipment and facilities, May work with other coaches or assistant coaches, Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.	\$8,332
Tennis Asst Coach (2)	Assists the head coach of a high school athletic team. Oversees assigned athletes and other responsibilities. Leads unit or individual drills and practice sessions. Complies with all UIL rules and regulations regarding competition, practice and student eligibility. Reports to the head coach.	\$4,680
Track and Cross Country Head Coach (1)	Serves as a coach for a high school athletic team. Coordinates team activities, contests, practice sessions, travel, equipment and facilities, May work with other coaches or assistant coaches, Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.	\$11,680
Track Coordinator (1)	Assists the head coach for the track team. Coordinates team activities, contests, practice sessions, travel, equipment and facilities, May work with other coaches or assistant coaches, Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.	\$4,972
Track Asst Coach (6)	Assists the head coach of a high school athletic team. Oversees assigned athletes and other responsibilities. Leads unit or individual drills and practice sessions. Complies with all UIL rules and regulations regarding competition, practice, and student eligibility. Reports to the head coach.	\$3,972
Volleyball Head Coach (1)	Serves as a coach for a high school athletic team. Coordinates team activities, contests, practice sessions, travel, equipment and facilities, May work with other coaches or assistant coaches, Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.	\$7,500
Volleyball Asst Coach (3)	Assists the head coach of a high school athletic team. Oversees assigned athletes and other responsibilities. Leads unit or individual drills and practice sessions. Complies with all UIL rules and regulations regarding competition, practice and student eligibility. Reports to the head coach.	\$4,208

Wrestling Head Coach (1)	Serves as a coach for a high school athletic team. Coordinates team activities, contests, practice sessions, travel, equipment and facilities, May work with other coaches or assistant coaches, Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.	\$8,000
Wrestling Asst Coach (2)	Assists the head coach of a high school athletic team. Oversees assigned athletes and other responsibilities. Leads unit or individual drills and practice sessions. Complies with all UIL rules and regulations regarding competition, practice and student eligibility. Reports to the head coach.	\$3,972
High School Academic Stipends		
Assistant Band Director (4)	Assists the director in the supervision of the instrumental music and band program at a high school campus.	\$3,500
Assistant Technical Director (2)	Responsible for technical issues specific to performing arts events and activities. Works with technical director to ensure events are covered. Works with student technical crews during events. Serves as house manager as required.	\$3,000
Title (# positions)	Description	Stipend
Band Director (1)	Directs the instrumental music and band program at a high school campus. Provides students with an opportunity to participate in extracurricular band activities which may include marching band, concert band, soloists, ensembles, and other instrumental music groups. Coordinates rehearsals, music selection, instruments and performance opportunities.	\$20,000
Cavs In-Service (1)	Maintains student hours and accurate data for all high school student service hours.	\$1,250
Choir (2)	Directs the vocal music program at a high school campus. Provides students with an opportunity to participate in extracurricular choir activities which may include chorus, small group ensembles or solo training and performance. Coordinates rehearsals, music selection, and performance opportunities.	\$5,000
DECA (2)	Coaches and prepares students who are emerging leaders and entrepreneurs for careers in marketing, finance, hospitality, and management. Facilitates and supervises meetings and activities and advises students.	\$1,500
Dept. Chair CTE (1)	Meets regularly with principal to provide leadership and direction for the department. Maintains budget for the assigned department. Provide instructional leadership for the department. Assists the principal in efficient master scheduling of courses within the department.	\$3,000
Dept. Chair English (1)	Meets regularly with principal to provide leadership and direction for the department. Maintains budget for the assigned department. Provide instructional leadership for the department. Assists the principal in efficient master scheduling of courses within the department.	\$3,000
Dept. Chair Fine Arts (1)	Meets regularly with principal to provide leadership and direction for the department. Maintains budget for the assigned department. Provide instructional leadership for the department. Assists the principal in efficient master scheduling of courses within the department.	\$3,000
Dept. Chair Health/PE	Meets regularly with principal to provide leadership and direction for the department. Maintains budget for the assigned department. Provide	\$3,000

(1)	instructional leadership for the department. Assists the principal in efficient master scheduling of courses within the department.	
Dept. Chair LOTE (1)	Meets regularly with principal to provide leadership and direction for the department. Maintains budget for the assigned department. Provide instructional leadership for the department. Assists the principal in efficient master scheduling of courses within the department.	\$3,000
Dept. Chair Math (1)	Meets regularly with principal to provide leadership and direction for the department. Maintains budget for the assigned department. Provide instructional leadership for the department. Assists the principal in efficient master scheduling of courses within the department.	\$3,000
Dept. Chair Science (1)	Meets regularly with principal to provide leadership and direction for the department. Maintains budget for the assigned department. Provide instructional leadership for the department. Assists the principal in efficient master scheduling of courses within the department.	\$3,000
Dept. Chair Soc Studies (1)	Meets regularly with principal to provide leadership and direction for the department. Maintains budget for the assigned department. Provide instructional leadership for the department. Assists the principal in efficient master scheduling of courses within the department.	\$3,000
Dept. Chair Sped Ed (1)	Meets regularly with principal to provide leadership and direction for the department. Maintains budget for the assigned department. Provide instructional leadership for the department. Assists the principal in efficient master scheduling of courses within the department.	\$3,000
Title (# of positions)	Description	Stipend
HOSA (2)	Implements HOSA curriculum of student lead activities designed to develop future leaders for the healthcare system. Facilitates and supervises meetings and activities and advises students.	\$1,500
Newspaper (1)	Oversees and guides students in the production, promotion, sale and distribution of the student newspaper on a high school campus. Advises students on writing, information gathering, proof-reading, editing and design skills.	\$1,800
Orchestra (1)	Directs the orchestra program at a high school campus. Provides students with an opportunity to participate in extracurricular orchestra activities which may include orchestra instrumental music or small group ensembles. Coordinates rehearsals, music selection, and performance opportunities.	\$6,000
Project Lead the Way (PLTW) (4)		\$1,000
Robotics (1)	Coordinates robotics program for students.	\$1,500
SkillsUSA (2)	Advises and prepares students is SkillsUSA. Manages and assists students in running the SkillsUSA school store. Travels to local, state, and national contests with students.	\$1,500
Student Activities Director (1)	Organizes all student events and clubs for the campus.	\$1,000
Technical Director (1)	Responsible for technical issues specific to performing arts events and activities. Responsible for day-to-day physical needs of PAC. Provides requested technical support to all scheduled events. Works with student technical crews during events. Serves as house manager as required.	\$7,000

Technology Student Assoc (TSA) (1)		\$1,500
TX Public Safety Assoc (TPSA) (1)		\$1,500
UIL Campus Coordinator (1)	Coordinates UIL academic program contests on a high school campus. Responsible for budget oversight, scheduling, and transportation arrangements.	\$3,000
UIL Debate/Speech (1)	Oversees, prepares and assists with preparing students for debate/speech competitions/writing and oratory performances, debate competitions and tournaments.	\$2,000
UIL/OAP/Theatre Production (1)	Organizes, implements, and promotes drama and theatre arts on a high school campus. Provides opportunities for student performance and production of plays and theatrical events. Oversees scheduling, casting, rehearsals, scripts, set design/construction and directing public performances.	\$3,000
UIL/TFA Interpretation/Speech (1)	Coaches and prepares students for subject-area UIL competitions at the high school level. Leads and supervises practice sessions and advises students.	\$1,200
Audio/Video Production (2)	Responsible for video production events specific to campus events and activities. Provides requested video and technical support to all scheduled events. Works with student video crews during events. Records and produces events as required.	\$7,000
Vocational Agriculture (3)	Coaches and prepares students for subject-area UIL competitions at the high school level. Leads and supervises practice sessions and advises students.	\$4,000
Yearbook (1)	Oversees and guides students in the production, promotion, sale and distribution of the annual yearbook.	\$1,800
Title (# of positions)	Description	Stipend
Website Coordinator (1)	Maintains campus level websites.	\$1,500
Lead Counselor (1)	Provides leadership to the HS Counseling team for program management, CCMR and graduation requirements, and planning and coordinating activities for student success. Acts as a liaison between administration and counseling departments as well as with staff and community.	\$3,000
High School Position Adjustments		
Health Science Technology RN/Teacher (2)		\$1,500
Middle School Athletic Stipends		
MS Coordinator (1)	Coordinates all athletic teams and events on a middle school campus. Plans and coordinates facility and equipment use by athletic teams and other groups. Oversees compliance with all UIL rules and regulations regarding competition, practice and student eligibility. May also coach.	\$4,444
MS Assistant Coordinator (3)	Assists with duties of the MS Coordinator.	\$3,000
Basketball Head Coach - Boys	Serves as a coach for a middle school athletic team. Coordinates team activities, contests, practice sessions, travel, equipment and facilities.	\$2,972

(1)	May work with other coaches or assistant coaches. Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.	
Basketball Asst Coach - Boys (2)	Assists the head coach of a middle school athletic team. Oversees assigned athletes and other responsibilities. Leads unit or individual drills and practice sessions. Complies with all UIL rules and regulations regarding competition, practice and student eligibility. Reports to the head coach.	\$2,372
Basketball Head Coach - Girls (1)	Serves as a coach for a middle school athletic team. Coordinates team activities, practice sessions, travel equipment and facilities. May work with other coaches or assistant coaches. Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.	\$2,972
Basketball Asst Coach - Girls (2)	Assists the head coach of a middle school athletic team. Oversees assigned athletes and other responsibilities. Leads unit or individual drills and practice sessions. Complies with all UIL rules and regulations regarding competition, practice and student eligibility. Reports to the head coach.	\$2,372
Cheerleading (1)	Provides instruction and leadership to the middle school cheerleading squad in acrobatics, dance, tumbling, and arranged performances at district athletic, fundraising or other events. Coordinates rehearsals, competitions, routines and performances.	\$2,000
Cross Country Coach - Boys (1)	Serves as a coach for a middle school athletic team. Coordinates team activities, contests, practice sessions, travel, equipment and facilities. May work with other coaches or assistant coaches. Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.	\$2,000
Title (# positions)	Description	Stipend
Cross Country Coach - Girls (1)	Serves as a coach for a middle school athletic team. Coordinates team activities, contests, practice sessions, travel, equipment and facilities. May work with other coaches or assistant coaches. Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.	\$2,000
Dance (1)	Provides instruction and leadership to the middle school dance team in choreography, dance, tumbling, and arranged performances at district athletic, fundraising or other events. Coordinates rehearsals, competitions, routines and performances.	\$2,000
Football Head Coach (1)	Serves as head coach for a middle school football team. Manages and coordinates football activities, contests, practice sessions, travel, equipment and facilities. Ensures compliance with all UIL rules and regulations regarding competition, practice, and student eligibility. Supervises assigned assistant coaches during practices and contests.	\$3,880
Football Asst Coach (4)	Assists the head coach of a middle school football team. Oversees assigned athletes and other responsibilities. Leads unit or individual drills and practice sessions. Complies with all UIL rules and regulations regarding competition, practice and student eligibility. Reports to the head coach.	\$3,180
Golf Coach (1)	Serves as a coach for a middle school athletic team. Coordinates team activities, contests, practice sessions, travel, equipment and facilities. May work with other coaches or assistant coaches. Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.	\$1,672

Soccer Coach - Boys (2)	Serves as a coach for a middle school athletic team. Coordinates team activities, contests, practice sessions, travel, equipment and facilities. May work with other coaches or assistant coaches. Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.	\$2,000
Soccer Coach - Girls (2)	Serves as a coach for a middle school athletic team. Coordinates team activities, contests, practice sessions, travel, equipment and facilities. May work with other coaches or assistant coaches. Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.	\$2,000
Tennis Coach (1)	Serves as a coach for a middle school athletic team. Coordinates team activities, contests, practice sessions, travel, equipment and facilities. May work with other coaches or assistant coaches. Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.	\$1,672
Track Head Coach - Boys (1)	Serves as a coach for a middle school athletic team. Coordinates team activities, contests, practice sessions, travel, equipment and facilities. May work with other coaches or assistant coaches. Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.	\$2,972
Track Asst Coach - Boys (3)	Assists the head coach of a middle school athletic team. Oversees assigned athletes and other responsibilities. Leads unit or individual drills and practice sessions. Complies with all UIL rules and regulations regarding competition, practice and student eligibility. Reports to the head coach.	\$2,372
Title (# positions)	Description	Stipend
Track Head Coach - Girls (1)	Serves as a coach for a middle school athletic team. Coordinates team activities, contests, practice sessions, travel, equipment and facilities. May work with other coaches or assistant coaches. Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.	\$2,972
Track Asst Coach - Girls (3)	Assists the head coach of a middle school athletic team. Oversees assigned athletes and other responsibilities. Leads unit or individual drills and practice sessions. Complies with all UIL rules and regulations regarding competition, practice and student eligibility. Reports to the head coach.	\$2,372
Volleyball Head Coach (1)	Serves as a coach for a middle school athletic team. Coordinates team activities, contests, practice sessions, travel, equipment and facilities. May work with other coaches or assistant coaches. Complies with all UIL rules and regulations regarding competition, practice, and student eligibility.	\$2,972
Volleyball Asst Coach (2)	Assists the head coach of a middle school athletic team. Oversees assigned athletes and other responsibilities. Leads unit or individual drills and practice sessions. Complies with all UIL rules and regulations regarding competition, practice and student eligibility. Reports to the head coach.	\$2,372
Middle School Academic Stipends		
Band Asst Director (1)	Assists the director in the supervision of the instrumental music and band program at a middle school campus.	\$3,000

Band Director (1)	Directs the instrumental music and band program at a middle school campus. Provides students with an opportunity to participate in extracurricular band activities which may include marching band, concert band, soloists, ensembles, and other instrumental music groups. Coordinates rehearsals, music selection, instruments and performance opportunities.	\$3,000
Choir (1)	Directs the vocal music program at a middle school campus. Provides students with an opportunity to participate in extracurricular choir activities which may include chorus, small group ensembles or solo training and performance. Coordinates rehearsals, music selection, and performance opportunities.	\$2,500
Dept. Chair Electives (1)	Meets regularly with principal to provide leadership and direction for the department. Maintains budget for the assigned department. Provide instructional leadership for the department. Assists the principal in efficient master scheduling of courses within the department.	\$1,500
Dept. Chair English (1)	Meets regularly with principal to provide leadership and direction for the department. Maintains budget for the assigned department. Provide instructional leadership for the department. Assists the principal in efficient master scheduling of courses within the department.	\$1,500
Dept. Chair Fine Arts (1)	Meets regularly with principal to provide leadership and direction for the department. Maintains budget for the assigned department. Provide instructional leadership for the department. Assists the principal in efficient master scheduling of courses within the department.	\$1,500
Title (# positions)	Description	Stipend
Dept. Chair Social Studies (1)	Meets regularly with principal to provide leadership and direction for the department. Maintains budget for the assigned department. Provide instructional leadership for the department. Assists the principal in efficient master scheduling of courses within the department.	\$1,500
Dept. Chair Math (1)	Meets regularly with principal to provide leadership and direction for the department. Maintains budget for the assigned department. Provide instructional leadership for the department. Assists the principal in efficient master scheduling of courses within the department.	\$1,500
Dept. Chair Science (1)	Meets regularly with principal to provide leadership and direction for the department. Maintains budget for the assigned department. Provide instructional leadership for the department. Assists the principal in efficient master scheduling of courses within the department.	\$1,500
Dept. Chair Special Education (1)	Meets regularly with principal to provide leadership and direction for the department. Maintains budget for the assigned department. Provide instructional leadership for the department. Assists the principal in efficient master scheduling of courses within the department.	\$1,500
GT Coordinator (1)	Coordinates GT activities on campus. Provides opportunities for students to participate in GT activities and events. Assists principal in reviewing teacher credentials to teach GT and AP courses.	\$1,000
Orchestra (1)	Directs the orchestra program at a middle school campus. Provides students with an opportunity to participate in extracurricular orchestra activities which may include orchestra instrumental music or small group ensembles. Coordinates rehearsals, music selection, and performance opportunities.	\$2,000
Project Lead the Way (PLTW) (3)		\$1,000

Yearbook (1)	Oversees and guides students in the production, promotion, sale and distribution of the annual yearbook.	\$1,000
Website Coordinator (1)	Maintains campus level websites.	\$1,500
Elementary School Academic Stipends		
ELL/Dual Language Coordinator (1:LTE)	Organizes, schedules and facilitates LPAC meetings, intake of new ELL's and completion of paperwork. Serves as an ongoing campus resource for training and support.	\$1,750
Dept. Chair Pre-K (1:LTE, 1:LPE, 1:SHE)	Meets regularly with principal to provide leadership and direction for the department. Maintains budget for the assigned department. Provide instructional leadership for the department. Assists the principal in efficient master scheduling of courses within the department.	\$1,500
Dept. Chair Dual Language (1:LTE)	Meets regularly with principal to provide leadership and direction for the department. Maintains budget for the assigned department. Provide instructional leadership for the department. Assists the principal in efficient master scheduling of courses within the department.	\$1,500
Dept. Chair Grade 1 (1)	Meets regularly with principal to provide leadership and direction for the department. Maintains budget for the assigned department. Provide instructional leadership for the department. Assists the principal in efficient master scheduling of courses within the department.	\$1,500
Dept. Chair Grade 2 (1)	Meets regularly with principal to provide leadership and direction for the department. Maintains budget for the assigned department. Provide instructional leadership for the department. Assists the principal in efficient master scheduling of courses within the department.	\$1,500
Title (# positions)	Description	Stipend
Dept. Chair Grade 3 (1)	Meets regularly with principal to provide leadership and direction for the department. Maintains budget for the assigned department. Provide instructional leadership for the department. Assists the principal in efficient master scheduling of courses within the department.	\$1,500
Dept. Chair Grade 4 (1)	Meets regularly with principal to provide leadership and direction for the department. Maintains budget for the assigned department. Provide instructional leadership for the department. Assists the principal in efficient master scheduling of courses within the department.	\$1,500
Dept. Chair Grade 5 (1)	Meets regularly with principal to provide leadership and direction for the department. Maintains budget for the assigned department. Provide instructional leadership for the department. Assists the principal in efficient master scheduling of courses within the department.	\$1,500
Dept. Chair Kindergarten (1)	Meets regularly with principal to provide leadership and direction for the department. Maintains budget for the assigned department. Provide instructional leadership for the department. Assists the principal in efficient master scheduling of courses within the department.	\$1,500
Dept. Chair Special Areas (1)	Meets regularly with principal to provide leadership and direction for the department. Maintains budget for the assigned department. Provide instructional leadership for the department. Assists the principal in efficient master scheduling of courses within the department.	\$1,500
Dept. Chair Special Education (1)	Meets regularly with principal to provide leadership and direction for the department. Maintains budget for the assigned department. Provide instructional leadership for the department. Assists the principal in efficient master scheduling of courses within the department.	\$1,500

Dual Language Teacher (17:LTE)	Serves as a certified dual language teacher; plans and provides direct instruction in core academic subjects in both English and Spanish on a full-time basis. Assumes responsibility for compiling, maintaining, and filing all reports, records and other documents required to facilitate processes and instruction specific to dual language education. Assists the principal in efficient master scheduling of dual language courses within the department.	\$7,000
Website Coordinator (1)	Maintains campus level websites.	\$1,500
Student Support Services Stipends		
Lead SLP (1)	Serves as the lead speech language pathologist.	\$3,000
Lead School Psychologist (1)	Serves as the lead school psychologists	\$3,000
Special Olympics Coordinator (2)	Serves as the Special Olympics coordinator.	\$1,000
BCBA (7)	Provides advanced behavioral support for students as a Board Certified Behavior Analyst.	\$4,000
Title (# positions)	Description	Stipend
Visual Impairment Teacher (1)	Serves as the visual impairment teacher.	\$5,000
Special Ed Bilingual SLP (2)	Provides speech bilingual speech services.	\$5,000
Special Ed Bilingual School Psychologist (1)	Provides speech LSSP services.	\$5,000
Special Ed Bilingual Diagnostician (1)	Provides speech diagnostician services.	\$5,000
Assistive Technology Lead (1)	Serves as team leader for offering assistance to the campus level AT teams through trainings, consultations, staffing, and evaluations regarding specific student needs. Maintains the AT inventory and process any device repairs.	\$3,000
HR Stipends		
Special Education Assessment	Behavior Specialist, Adaptive PE Teacher, OT, PT, SLP, School Psychologist, ARD Facilitator, Diagnostician	\$2,500
Special Education Professional	Sign-on bonus for Special Education Teachers	\$2,500
Special Ed Aides	Sign-on bonus for Special Education Aides 1 and 2	\$1,000
Additional Section	Secondary teachers who sign up to teach an extra section in addition to their regular assignment.	\$7,000

Student Teachers	Students teachers will receive \$1,500 at the completion of their student teaching assignment. If they are hired as a teacher the following school year, they will receive a \$500 sign on bonus. Mentor teachers receive a \$1,000 stipend	\$1,500 \$500 sign on bonus \$1,000 mentor teacher
Summer Skills Stipend (78)	HS and MS coaches who participate in UIL designated specific skills instruction during the summer.	\$500
LCSW Supervisor Stipend (1)	Provides supervision to LMSW employees	\$2,500
Bilingual Instructional Coach (1)	Provides speech bilingual curriculum and instruction services.	\$5,000
District Position Stipends		
Travel Stipend for Athletic Director (1)	Travel allocation for athletic director.	\$4,800
Police Stipends		
Master Peace Officer	The highest level peace officer license that combines years of service with in-service training hours and formal education. Must have completed 1,200 training hours and 20 years of service, 2,400 training hours and 15 years of service, 3,300 training hours and 12 years of service, or 4,000 training hours and 10 years of service.	\$100/month
Bilingual	Provides bilingual services.	\$200/month
Mental Health Officer (1)	Successful completion of TCOLE and emergency first aid/lifesaving techniques training and pass exam.	\$150/month
K-9	Provides care and training for K-9	\$1,250/month
Firearms Instructor (2)	Three years as a licensee or firearms instructor and current TCOLE certificate or instructor license.	\$150/month
Summer School Stipends		
Administrator (5)	Serves as Administrator over the summer school programs. (Bilingual, SLA, ESY, Middle School, High School)	\$5,000



Supplemental Pay Catalog

2025-2026

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High School Athletics

No. of Positions	Supplemental Name	Function ID or Activity Code	Duration/Game	Supplemental Amount
	Football - Varsity			
1	Stadium Coordinator	11110		\$125.00 per game
1	Operations Coordinator	11110		\$125.00 per game
19	Game Worker	11100		\$84.00 per game
	Sell tickets, count cash, monitor gates, entrance and exit, take tickets, stop admission to unauthorized persons on field, crowd control, assist with seating			
1	Announcer	11120		\$100.00 per game
	Announce games			
1	Spotter/Sound	11120		\$100.00 per game
	Assist announcer with player numbers and plays, assist with field microphones			
1	Scoreboard	11111		\$65.00 per game
	Post score			
13	Parking	11111		\$65.00 per game
	Direct traffic to appropriate areas			
1	Parking & Maintenance	11111		\$65.00 per game
	Direct traffic to appropriate areas; electrician, plumber			
1	Banquet Video Development	11150		\$500.00 per season
	Develop and produce video for sports banquet.			
	Football - Junior Varsity,			
1	Game Worker	11200	2 hour minimum	\$36.00 per game
	Sell tickets, count cash, monitor gates, entrance and exit, take tickets, stop admission to unauthorized persons on field, crowd control, assist with seating			
1	Scoreboard	11200		\$36.00 per game
	Post score			
1	Announcer	11200		\$36.00 per game
	Announce games			
1	Tournament/Meeting Worker	11210		\$18.00 per hour
	Basketball			
2	Game Worker	11200		\$36.00 per game
	Sell tickets, count cash, monitor gates, entrance and exit, take tickets, stop admission to unauthorized persons on field, crowd control, assist with seating			

1	Scoreboard	11200	Varsity game	\$36.00 per game
	Post score			
1	Book	11200	Varsity game	\$36.00 per game
	Post player points and positions			
1	Announcer	11200	Varsity game	\$36.00 per game
	Announce games			
	Baseball			
1	Game Worker	11200	2 hour minimum	\$36.00 per game
	Monitor gates, entrance, and exit; take tickets for varsity and other games scheduled at the same time			
1	Scoreboard	11200	Varsity game	\$36.00 per game
	Post score			
1	Announcer	11200	Varsity game	\$36.00 per game
	Announce games			
	Softball			
1	Game Worker	11200	2 hour minimum	\$36.00 per game
	Sell tickets, count cash, monitor gates, entrance, and exit, take tickets, stop admission to unauthorized persons on field, crowd control, assist with seating			
1	Scoreboard	11200	Varsity game	\$36.00 per game
	Post score			
1	Announcer	11200	Varsity game	\$36.00 per game
	Announce games			
	Soccer			
1	Game Worker	11200	2 hour minimum	\$36.00 per game
	Sell tickets, count cash, monitor gates, entrance, and exit, take tickets, stop admission to unauthorized persons on field, crowd control, assist with seating			
1	Scoreboard	11200	Varsity game	\$36.00 per game
	Post score			
1	Announcer	11200	Varsity game	\$36.00 per game
	Announce games			
	Volleyball			
2	Game Worker	11200	2 hour minimum	\$36.00 per game
	Sell tickets, count cash, monitor gates, entrance, and exit, take tickets, stop admission to unauthorized persons on field, crowd control, assist with seating			
1	Scoreboard	11200	Varsity game	\$36.00 per game
	Post score			
1	Book	11200	Varsity game	\$36.00 per game
	Post player points and positions			
	Track			
1	Game Worker	11305		\$24.00 per hour
	Sell tickets, count cash, monitor gates, entrance, and exit, take tickets, stop admission to unauthorized persons on field, crowd control, assist with seating			

1	Starters	11301		\$150.00 per meet
	Start races			
1	Secondary Starter	11302		\$100.00 per meet
	Start races for all day meets where two starters are required			
1	Announcer	11300		\$18.00 per hour
	Announce games			
varies	Student workers	10020	2 hours	\$15.00 per hour
	Coach and monitor middle school students			
1	Timers	11304		\$250.00 per meet
	Operate timing equipment for track meet			
1	Trainers	10010	5 hours	\$40.00 per hour
	Coach and monitor students, ensure safety, set up water			
	MISC. Athletics			
1	Banquet Video Development	10150		\$250.00 per season
	Develop and produce video for sports banquet.			
varies	Bus Driver	10030		\$25.51 per hour
	Provide transportation services to student athletes for district events.			
1	Weight Room	10040	School	\$18.00 per hour
	Open, monitor and close weight room on holidays for student use during summer and on school holidays.			
1	Cheerleading Try-outs Judge Coordinator			\$325.00 per event
1	Cheerleading Try-out Judges			\$250.00 per event
1	Cheerleading Try-out Record keeper			\$60.00 per event

High School Academics

No. of Positions	Supplemental Name	Activity Code	Supplemental Amount
1	Freshman Class Sponsor	43000	\$300
	Coordinates fundraising, activities, and events for an assigned grade level on a high school campus. Supervises students engaged in class activities.		
1	GT Coordinator	43001	\$750
	Coordinates GT activities on campus. Provides opportunities for students to participate in GT activities and events. Assists principal in reviewing teacher credentials to teach GT and AP courses.		
2	Junior Class Sponsor	43002	\$500
	Coordinates fundraising, activities, and events for an assigned grade level on a high school campus. Supervises students engaged in class activities.		
2	Model UN Sponsor	43003	\$500
	Implements Model UN curriculum. Supervises students engaged in class and extracurricular activities. Facilitates, supervises meetings and activities and advises students.		
3	National Honor Society	43004	\$500
	Organizes and supervises the National Honor Society chapter on a high school campus. Coordinates meetings, community service projects, membership and selection of officers.		
2	Senior Class Sponsor	43005	\$500
	Coordinates fundraising, activities, and events for an assigned grade level on a high school campus. Supervises students engaged in class activities.		
1	Sophomore Class Sponsor	43006	\$300
	Coordinates fundraising, activities, and events for an assigned grade level on a high school campus. Supervises students engaged in class activities.		
2	Student Council	43007	\$750
	Oversees organization membership and class officer selection at the high school level. Facilitates student meetings, supports student leadership development, and coordinates student council activities and service projects.		
1	UIL Accounting	43008	\$500
	Coaches and prepares students for subject-area UIL competitions at the high school level. Leads and supervises practice sessions and advises students.		
1	UIL Calculator	43009	\$500
	Coaches and prepares students for subject-area UIL competitions at the high school level. Leads and supervises practice sessions and advises students.		

1	UIL Journalism	43010	\$750
	Coaches and prepares students for subject-area UIL competitions at the high school level. Leads and supervises practice sessions and advises students.		
1	UIL Micro-Computer Apps	43011	\$500
	Coaches and prepares students for subject-area UIL competitions at the high school level. Leads and supervises practice sessions and advises students.		
1	UIL Computer Science	43012	\$500
	Coaches and prepares students for subject-area UIL competitions at the high school level. Leads and supervises practice sessions and advises students.		
1	UIL Current Events	43013	\$500
	Coaches and prepares students for subject-area UIL competitions at the high school level. Leads and supervises practice sessions and advises students.		
1	UIL Literary Criticism	43014	\$500
	Coaches and prepares students for subject-area UIL competitions at the high school level. Leads and supervises practice sessions and advises students.		
1	UIL Math	43015	\$500
	Coaches and prepares students for subject-area UIL competitions at the high school level. Leads and supervises practice sessions and advises students.		
1	UIL Number Sense	43016	\$500
	Coaches and prepares students for subject-area UIL competitions at the high school level. Leads and supervises practice sessions and advises students.		
1	UIL Reading Writing	43017	\$500
	Coaches and prepares students for subject-area UIL competitions at the high school level. Leads and supervises practice sessions and advises students.		
1	UIL Science	43018	\$500
	Coaches and prepares students for subject-area UIL competitions at the high school level. Leads and supervises practice sessions and advises students.		
1	UIL Social Studies	43019	\$500
	Coaches and prepares students for subject-area UIL competitions at the high school level. Leads and supervises practice sessions and advises students.		
1	UIL Spelling	43020	\$500
	Coaches and prepares students for subject-area UIL competitions at the high school level. Leads and supervises practice sessions and advises students.		
1	Volunteer Coordinator	43021	\$500
	Tracks volunteer hours and assignments. Coordinates volunteers as needed for campus events and activities.		
3	CTE Club Sponsorships	43022	\$500
	Coaches and prepares students Chamber of Commerce, and (2) Cybersecurity/patriot		
1	Librarian	41999	\$500

Middle School Athletics

No. of Positions	Supplemental Name	Activity Code	Supplemental Amount
	Football		
1	Game Worker	12100	\$30.00 per game
	Sell tickets, count cash, monitor gates, entrance and exit, take tickets, stop admission to unauthorized persons on field, crowd control, assist with seating - 2 hour minimum		
1	Scoreboard	12100	\$30.00 per game
	Post score		
1	Announcer	12100	\$30.00 per game
	Announce games and recognize players		
	Basketball		
1	Game Worker	12200	\$30.00 per game
	Sell tickets, count cash, monitor gates, entrance and exit, take tickets, stop admission to unauthorized persons on field, crowd control, assist with seating - 2 hour minimum		
1	Scoreboard - Tournaments Only	12200	\$30.00 per game
	Post score		
1	Book - Tournaments Only	12200	\$30.00 per game
	Post player points and positions		
	Soccer		
1	Game Worker	12200	\$30.00 per game
	Sell tickets, count cash, monitor gates, entrance and exit, take tickets, stop admission to unauthorized persons on field, crowd control, assist with seating - 2 hour minimum		
1	Scoreboard - Tournaments Only	12200	\$30.00 per game
	Post score		
1	Book - Tournaments Only	12200	\$30.00 per game
	Post player points and positions		
	Volleyball		
1	Game Worker	12200	\$30.00 per game
	Sell tickets, count cash, monitor gates, entrance and exit, take tickets, stop admission to unauthorized persons on field, crowd control, assist with seating - 2 hour minimum		
1	Scoreboard - Tournaments Only	12200	\$30.00 per game
	Post score		
1	Book - Tournaments Only	12200	\$30.00 per game
	Post player points and positions		
	Track		
1	Game Worker	12200	\$15.00 per hour
	Sell tickets, count cash, monitor gates, entrance and exit, take tickets, stop admission to unauthorized persons on field, crowd control, assist with seating		
1	Starter	190 12300	\$75.00 per meet
	Start races		
1	Secondary Starter	12301	\$50.00 per meet

	Start races at weekday and evening meets where two starters are required		
1	Announcer	12200	\$15.00 per hour
	Announce games		
1	Timer	12302	\$150.00 per meet
	Operate timing equipment for track meet		

Middle School Academics

No. of Positions	Supplemental Name	Activity Code	Supplemental Amount
1	6th Grade Team Leader	42000	\$675
	Organizes, implements, and facilitates grade level team meetings on a middle school campus. Oversees scheduling of field trips, assemblies and field days and activities for assigned grade level team.		
1	7th Grade Team Leader	42001	\$675
	Organizes, implements, and facilitates grade level team meetings on a middle school campus. Oversees scheduling of field trips, assemblies and field days and activities for assigned grade level team.		
1	8th Grade Team Leader	42002	\$675
	Organizes, implements, and facilitates grade level team meetings on a middle school campus. Oversees scheduling of field trips, assemblies and field days and activities for assigned grade level team.		
2	Drama Production	42004	\$750
	Organizes, implements, and promotes drama and theatre arts on a middle school campus. Provides opportunities for student performance and production of plays and theatrical events. Oversees scheduling, casting, rehearsals, scripts, set design/construction and directing public performances.		
1	Geo Bee	42005	\$500
	Optional campus activity. Coordinates Geography Bee competition at campus.		
2	National Jr. Honor Society	42006	\$600
	Organizes and supervises the National Honor Society chapter on a middle school campus. Coordinates meetings, community service projects, membership and selection of officers.		
1	Spelling Bee	42007	\$500
	Optional campus activity. Coordinates Spelling Bee competition at campus.		
2	Student Council	42008	\$750
	Oversees organization membership and class officer selection at the middle school level. Facilitates student meetings, supports student leadership development, and coordinates student council activities and service projects.		
1	UIL Art	42009	\$325
	Coaches and prepares students for subject-area UIL competitions at the middle school level. Leads and supervises practice sessions and advises students.		

1	UIL Calculator	42010	\$325
	Coaches and prepares students for subject-area UIL competitions at the middle school level. Leads and supervises practice sessions and advises students.		
1	UIL Chess Puzzle	42011	\$325
	Coaches and prepares students for subject-area UIL competitions at the middle school level. Leads and supervises practice sessions and advises students.		
1	UIL Coordinator	42012	\$500
	Coordinates UIL academic program contests on a middle school campus. Responsible for budget oversight, scheduling, and transportation arrangements.		
1	UIL Dictionary Skills	42013	\$325
	Coaches and prepares students for subject-area UIL competitions at the middle school level. Leads and supervises practice sessions and advises students.		
1	UIL Editorial Writing	42014	\$325
	Coaches and prepares students for subject-area UIL competitions at the middle school level. Leads and supervises practice sessions and advises students.		
1	UIL Impromptu Speaking	42015	\$325
	Coaches and prepares students for subject-area UIL competitions at the middle school level. Leads and supervises practice sessions and advises students.		
1	UIL Listening	42016	\$325
	Coaches and prepares students for subject-area UIL competitions at the middle school level. Leads and supervises practice sessions and advises students.		
1	UIL Maps, Graphs & Charts	42017	\$325
	Coaches and prepares students for subject-area UIL competitions at the middle school level. Leads and supervises practice sessions and advises students.		
1	UIL Math	42018	\$325
	Coaches and prepares students for subject-area UIL competitions at the middle school level. Leads and supervises practice sessions and advises students.		
1	UIL Modern Oratory	42020	\$325
	Coaches and prepares students for subject-area UIL competitions at the middle school level. Leads and supervises practice sessions and advises students.		
1	UIL Music Memory	42021	\$325
	Coaches and prepares students for subject-area UIL competitions at the middle school level. Leads and supervises practice sessions and advises students.		

1	UIL Number Sense	42022	\$325
	Coaches and prepares students for subject-area UIL competitions at the middle school level. Leads and supervises practice sessions and advises students.		

1	UIL One-Act Play	42023	\$325
	Coaches and prepares students for subject-area UIL competitions at the middle school level. Leads and supervises practice sessions and advises students.		
1	UIL Oral Reading	42024	\$325
	Coaches and prepares students for subject-area UIL competitions at the middle school level. Leads and supervises practice sessions and advises students.		
1	UIL Ready Writing	42025	\$325
	Coaches and prepares students for subject-area UIL competitions at the middle school level. Leads and supervises practice sessions and advises students.		
1	UIL Science I & II	42026	\$325
	Coaches and prepares students for subject-area UIL competitions at the middle school level. Leads and supervises practice sessions and advises students.		
1	UIL Social Studies	42027	\$325
	Coaches and prepares students for subject-area UIL competitions at the middle school level. Leads and supervises practice sessions and advises students.		
1	UIL Spelling	42028	\$325
	Coaches and prepares students for subject-area UIL competitions at the middle school level. Leads and supervises practice sessions and advises students.		
1	Volunteer Coordinator	42029	\$500
	Tracks volunteer hours and assignments. Coordinates volunteers as needed for campus events and activities.		
1	Librarian	41999	\$500

Elementary

No. of Positions	Supplemental Name	Activity Code	Supplemental Amount
1	DI Coordinator	41001	\$250
	Optional campus activity. Coordinates Destination Imagination teams at campus for competition.		
1	Elementary - Science Program	41002	\$750
	Optional campus stipend. Oversees and maintains the science labs on campus. Coordinates all materials and the facility. Orders supplies and inventory for lab.		
1	Geo Bee	41003	\$500
	Optional campus activity. Coordinates Geography Bee competition at campus.		
1	Honor Choir	41004	\$500
	Optional campus activity. Coordinates regular practices and performances for students involved in Honor Choir.		
1	Safety Patrol	41005	\$200
	Optional campus activity. Oversees and guides students with safety procedures.		
1	Spelling Bee	41006	\$500
	Optional campus activity. Coordinates Spelling Bee competition at campus.		
2	Student Council	41007	\$500
	Oversees organization membership and class officer selection at the elementary school level. Facilitates student meetings, supports student leadership development, and coordinates student council activities and		
1	UIL Chess Puzzle	41009	\$250
	Optional campus activity. Coaches and prepares students for subject-area UIL competitions at the grade school level. Leads and supervises practice sessions and advises students.		
1	UIL 2nd Grade Creative Writing	41010	\$250
	Optional campus activity. Coaches and prepares students for subject-area UIL competitions at the grade school level. Leads and supervises practice sessions and advises students.		
1	UIL 2nd Grade Storytelling	41011	\$250
	Optional campus activity. Coaches and prepares students for subject-area UIL competitions at the grade school level. Leads and supervises practice sessions and advises students.		
1	UIL 3rd Grade Spelling	41012	\$250
	Optional campus activity. Coaches and prepares students for subject-area UIL competitions at the grade school level. Leads and supervises practice sessions and advises students.		

1	UIL 3rd Grade Creative Writing	41013	\$250
	Optional campus activity. Coaches and prepares students for subject-area UIL competitions at the grade school level. Leads and supervises practice sessions and advises students.		
1	UIL 3rd Grade Storytelling	41014	\$250
	Optional campus activity. Coaches and prepares students for subject-area UIL competitions at the grade school level. Leads and supervises practice sessions and advises students.		
1	UIL 4th Grade Creative Writing	41015	\$250
	Optional campus activity. Coaches and prepares students for subject-area UIL competitions at the grade school level. Leads and supervises practice sessions and advises students.		
1	UIL 4th Grade Number Sense	41016	\$250
	Optional campus activity. Coaches and prepares students for subject-area UIL competitions at the grade school level. Leads and supervises practice sessions and advises students.		
1	UIL 4th Grade Music Memory	41017	\$250
	Optional campus activity. Coaches and prepares students for subject-area UIL competitions at the grade school level. Leads and supervises practice sessions and advises students.		
1	UIL 4th Grade Oral Reading	41018	\$250
	Optional campus activity. Coaches and prepares students for subject-area UIL competitions at the grade school level. Leads and supervises practice sessions and advises students.		
1	UIL 4th Grade Picture Memory	41019	\$250
	Optional campus activity. Coaches and prepares students for subject-area UIL competitions at the grade school level. Leads and supervises practice sessions and advises students.		
1	UIL 4th Grade Social Studies	41020	\$250
	Optional campus activity. Coaches and prepares students for subject-area UIL competitions at the grade school level. Leads and supervises practice sessions and advises students.		
1	UIL 4th Grade Spelling	41021	\$250
	Optional campus activity. Coaches and prepares students for subject-area UIL competitions at the grade school level. Leads and supervises practice sessions and advises students.		
1	UIL 4th Grade Storytelling	41022	\$250
	Optional campus activity. Coaches and prepares students for subject-area UIL competitions at the grade school level. Leads and supervises practice sessions and advises students.		

1	UIL 5th Grade Creative Writing	41023	\$250
	Optional campus activity. Coaches and prepares students for subject-area UIL competitions at the grade school level. Leads and supervises practice sessions and advises students.		
1	UIL 5th Grade Dictionary Skills	41024	\$250
	Optional campus activity. Coaches and prepares students for subject-area UIL competitions at the grade school level. Leads and supervises practice sessions and advises students.		
1	UIL 5th Grade Listening Skills	41025	\$250
	Optional campus activity. Coaches and prepares students for subject-area UIL competitions at the grade school level. Leads and supervises practice sessions and advises students.		
1	UIL 5th Grade Map Skills	41026	\$250
	Optional campus activity. Coaches and prepares students for subject-area UIL competitions at the grade school level. Leads and supervises practice sessions and advises students.		
1	UIL 5th Grade Music Memory	41027	\$250
	Optional campus activity. Coaches and prepares students for subject-area UIL competitions at the grade school level. Leads and supervises practice sessions and advises students.		
1	UIL 5th Grade Number Sense	41028	\$250
	Optional campus activity. Coaches and prepares students for subject-area UIL competitions at the grade school level. Leads and supervises practice sessions and advises students.		
1	UIL 5th Grade Oral Reading	41029	\$250
	Optional campus activity. Coaches and prepares students for subject-area UIL competitions at the grade school level. Leads and supervises practice sessions and advises students.		
1	UIL 5th Grade Picture Memory	41030	\$250
	Optional campus activity. Coaches and prepares students for subject-area UIL competitions at the grade school level. Leads and supervises practice sessions and advises students.		
1	UIL 5th Grade Science	41031	\$250
	Optional campus activity. Coaches and prepares students for subject-area UIL competitions at the grade school level. Leads and supervises practice sessions and advises students.		
1	UIL 5th Grade Social Studies	41032	\$250
	Optional campus activity. Coaches and prepares students for subject-area UIL competitions at the grade school level. Leads and supervises practice sessions and advises students.		

1	UIL 5th Grade Spelling		\$250
	Optional campus activity. Coaches and prepares students for subject-area UIL competitions at the grade school level. Leads and supervises practice sessions and advises students.		
1	UIL Coordinator	41034	\$250
	Optional campus activity. Coordinates UIL academic program contests on an elementary school campus. Responsible for budget oversight, scheduling, and transportation arrangements.		
1	Volunteer Coordinator	41035	\$700
	Tracks volunteer hours and assignments. Coordinates volunteers as needed for campus events and activities.		
2	Yearbook	41036	\$400
	Oversees and guides students in the production, promotion, sale and distribution of the annual yearbook.		
1	Librarian	41999	\$500

All District Activities

Supplemental Name	Times	Function ID or Activity Code	Supplemental Amount
Cavs Course			
Coordinator		10052	\$7,000.00 per summer
Create workouts, order uniforms, assign workers			
Assistant Coordinator		10051	\$5,000.00 per summer
Assist workouts and assists Coordinator			
Set Up Coaches	6 hours	10050	\$35.00 per hour
Open and close exercise stations, Coach and monitor students, ensure safety, set up weight room			
Coach	4 hours	10050	\$35.00 per hour
Coach and monitor students, ensure safety, set up weight room			
Student workers	2 hours	10020	\$15.00 per hour
Coach and monitor middle school students			
Trainers	5 hours	10053	\$30.00 per hour
Coach and monitor students, ensure safety, set up water			
Skills Sessions		10070	\$500.00
Coach and instructs summer skills to students			
Enrichment Camps			
Student Enrichment Camp Instructors		77800	60% of camp tuition per camp
Student Enrichment Camp Assistant		77801	\$17.00 per hour
Student Enrichment Camp Direct Support Plus		77802	\$17.50 per hour
Summer Camps			
Summer Camp Instructor		25501	60% of camp tuition per camp
Summer Camp Support		77803	\$17.00 per hour
Summer Camp Direct Support Plus		77804	\$17.50 per hour
Extended Care			
Extended Care Worker	2:30 - 6:00	77035	\$17.00 per hour
Extended Care Direct Support Plus	2:30 - 6:00	77036	\$17.50 per hour
Extended Care Supervisor	2:30 - 6:00		
Program 1-150 Students		77020	\$18.00 per hour or \$1,000 per month
Program 151-225 Students		77021	\$18.50 per hour or \$1,100 per month
Program 226+ Students	199	77022	\$19.00 per hour or \$1,200 per month

Extracurricular Events			
Judging		20092	\$30.00 per hour
Professional Development			
Facilitator		20500	\$75.00 per day
Planning		20501	\$30.00 per hour
Presentation - Team Presenter		20502	\$125.00 per day
Presentation - Sole Presenter		20503	\$175.00 per day
Ropes Course		20504	\$25.00 per hour
Curriculum Writing/Instructional Planning		24001	\$30.00 per hour
Special Education			
After Hours Event Assistance		regular job code	Employee's rate of pay per hour
Homebound Teacher- GenEd		24000	\$37.00 per hour
Homebound Teacher- SPED		24100	\$37.00 per hour
Curriculum Writing/Instructional Planning		24103	\$30.00 per hour
Specialist Services (OT, PT, Speech, etc.)		24101	\$37.00 per hour
Student Support			
Before School Study Hall	30 minutes	20101	\$10.00 per occurrence
After School Study Hall	1 hour	20102	\$15.00 per occurrence
Homework Hall		20104	\$25.00 per hour
Saturday School/Attendance Camp		20103	\$20.00 per hour
Nurse		360	\$40.00 per hour

Summer School			
Elementary Classroom Aide		Title 1- 25113 ESL- 25123	\$22.00 per hour
Must be an LTISD teacher or paraprofessional or acting as a substitute			
Elementary Teacher		Title 1- 25112 ESL- 25122	\$40.00 per hour
Must be an LTISD teacher certified for appropriate grade level or acting as a substitute			
Secondary Classroom Aide		SPED- 25313	\$22.00 per hour
Must be an LTISD teacher or paraprofessional or acting as a substitute			
Secondary Teacher		GenEd- 25202 SPED- 25312	\$40.00 per hour
Must be an LTISD teacher certified for appropriate grade level or acting as a substitute			
ESY Classroom Aide		25403	\$22.00
Must be an LTISD teacher or paraprofessional or acting as a substitute			
ESY Teacher		25402	\$45.00
Must be an LTISD teacher certified for appropriate grade level or acting as a substitute			
Nurse (RN)		25414-ESY 25150-Elem 25250-Secondary	\$45.00 per hour
Provide nursing treatment and care for students			
Nurse (LVN)		25415	\$24.00 per hour
Provide nursing treatment and care for students			
Nurse (CNA)		25416	\$18.00 per hour
Provide nursing treatment and care for students			
Receptionist		25104-Elem 25204-Secondary	\$17.00 per hour
Administrative Assistant		25105-Elem 25205-Secondary	\$20.00 per hour
Speech Therapist, Occupational Therapist, Physical Therapist		25417	\$45.00 per hour
Provides professional services and hold appropriate certificate or credentials			

Summer Squires			
Supervisor		77500	\$11,000.00 per summer
Manage the 8-week Summer Squires program and all Summer Squires staff. Responsible for			
Lead Summer Squires Counselor	7:00 - 6:00	77501	\$18.50 per hour
Lesson plans and coordinates themed units for Summer Squires			
Summer Squires Counselor	7:00 - 6:00	77502	\$17.00 per hour
Supervises and monitors students and ensures safety			
Summer Squires Nurse (RN)		77504	\$45.00 per hour
Provide nursing treatment and care for students			
Summer Squires Nurse (LVN)		77505	\$24.00 per hour
Provide nursing treatment and care for students			
Summer Squires Nurse (CNA)		77506	\$18.00 per hour
Provide nursing treatment and care for students			
Summer Squires Direct Support Plus Staff		77503	\$17.50 per hour
Provide one to one support needed to operate camp			
Testing			
Test Monitor		20130	\$15.00 per hour
Weekend ACT/SAT staffing only. Additional teacher or support staff to ensure testing environment and security, may require training, typically covers areas such as a restroom or hallway			
Test Proctor		20130	\$15.00 per hour
Weekend ACT/SAT staffing only. Additional teacher or support staff to provide supervision for test, trained to be in test room and support testing environment and security			
Test Administrator		20131	\$25.00 per hour
Weekend ACT/SAT staffing only. Lead teacher responsible for testing administration, including signing out and signing in all testing materials, responsible for testing environment and security, and responsible for administration of all testing accommodations and requirements			
Translation			
Translation services outside of employee duties		20091	\$20.00 per hour
Tutoring			
STAAR HB 1416 Tutoring, non-certified		20201	\$20.00 per hour
STAAR HB 1416 Tutoring, certified		20205	\$40.00 per hour

Facility Rentals

Supplemental Name	Times	Function ID or Activity Code	Supplemental Amount
Athletic Trainers		79000	\$28.00 per hour
Monitor health and safety of athletes. Provide trainer services for event.			
Facilitator Rental - Worker		77900	\$45.00 per hour
Unlock facility. Turn on lights, etc. Confirm renter is adequately equipped with access			
FANS Worker		77905	\$25.00 per hour
Provide food service for event. Operate equipment in kitchen. Fully clean kitchen after event.			
FANS Manager		77901	\$30.00 per hour
Provide food service for event. Operate equipment in kitchen. Fully clean kitchen after event. Ensure compliance with all health and safety regulations.			
Maintenance		77906	\$30.00 per hour
Provide maintenance services for facility or event. Can include set up and tear down for rental. May be emergency services for facility issues.			
PAC Director		77902	\$50.00 per hour
Unlock facility. Turn on lights, etc. Provide technical support for all equipment. Provide support to renter. Serves as administrative support for rental. Ensures security for building and attendees. Lock and secure facility at end of event.			
Parking Attendant		77907	\$25.00 per hour
Direct traffic to appropriate areas			
Facilitator - Athletics		79003	\$45.00 per hour
Set up press box, coordinate food for press box, assist workers and coaches, monitor			
Student Technician		77903	\$20.00 per hour
Operate sound, lighting or other technical equipment for event			
Technician		77908	\$45.00 per hour
Operate technical equipment for event. Provide technical support services for event.			

Holiday Rates	Rates are double
Rates are doubled for the following holidays due to difficulty in scheduling staff during these times: New Year's Eve, New Year's Day, Good Friday, Easter Sunday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Eve	

Non-LTISD Playoff Games

No. of Positions	Supplemental Name	Times	Function ID or Activity Code	Amount
	Basketball - NON-LTISD Play-off games			
2	Ticket Takers/Pass Gate		19200	\$50.00 per game
	Monitor gates, entrance and exit; take tickets for varsity and other games			
1	Scoreboard	Varsity game	19200	\$50.00 per game
	Post score			
1	Book	Varsity game	19200	\$50.00 per game
	Post player points and positions			
1	Announcer	Varsity game	19200	\$50.00 per game
	Announce games			
	Baseball - NON-LTISD Play-off games			
1	Ticket Takers/Pass Gate		19200	\$50.00 per game
	Monitor gates, entrance and exit; take tickets for varsity and other games scheduled at the same time			
1	Scoreboard	Varsity game	19200	\$50.00 per game
	Post score			
1	Announcer	Varsity game	19200	\$50.00 per game
	Announce games			
	Softball - NON-LTISD Play-off games			
1	Ticket Takers/Pass Gate	Varsity game	19200	\$50.00 per game
	Monitor gates, entrance and exit; take tickets for varsity and other games scheduled at the same time			
1	Scoreboard	Varsity game	19200	\$50.00 per game
	Post score			
1	Announcer	Varsity game	19200	\$50.00 per game
	Announce games			
	Soccer - NON-LTISD Play-off games			
1	Ticket Takers/Pass Gate	Varsity game	19200	\$50.00 per game
	Monitor gates, entrance and exit; take tickets for varsity and other games scheduled at the same time			
1	Scoreboard	Varsity game	19200	\$50.00 per game
	Post score			
1	Announcer	Varsity game	19200	\$50.00 per game
	Announce games			
	Volleyball - NON-LTISD Play-off games			
1	Ticket Takers/Pass Gate	Varsity game	19200	\$50.00 per game
	Monitor gates, entrance and exit; take tickets for varsity and other games scheduled at the same time			
1	Scoreboard	Varsity game	19200	\$50.00 per game
	Post score			
1	Book	Varsity game	19400	\$25.00 per game
	Post player points and positions			

	MISC. for all Play-off games other than football			
1	Athletic Trainer		10010	\$40.00 per hour
1	Maintenance coverage		19001	\$30.00 per hour
1	Stadium Manager/Gym Coordinator		19002	\$30.00 per hour
	Set up press box/gym, coordinate food for press box/usage of gym and equipment, assist workers and coaches, monitor entries			

Student Services

No. of Positions	Supplemental Name	Paid in	Activity Code	Supplemental Amount
6	Special Olympics Coach-Non-Exempt	Payroll schedule	41981	Emp Hrly Amt
	Special Olympics Coach-Exempt Only	May	41980	\$250



AGENDA ITEM ACTION SHEET

AGENDA ITEM

Board Notification under Board Policy CH (LOCAL) – Lakeway Elementary New Kinder Playground and Shade Structure

RECOMMENDED ACTION

For Information Only.

RATIONALE

The Board delegates to the Superintendent or designee the authority to make budgeted purchases for goods or services. However, any single, budgeted purchase of goods or services that costs \$100,000 or more, regardless of whether the goods or services are competitively purchased, shall require Board approval before a transaction may take place. The Superintendent shall not be required to obtain Board approval for the following types of budgeted purchases that cost \$100,000 or more, but shall subsequently report them to the Board:

1. A purchase made pursuant to a Board-approved interlocal contract, in accordance with law.
2. A purchase made through a cooperative purchasing program, in accordance with law.
3. A purchase made through a state purchasing program that satisfies the District's obligation for competitive purchasing;
4. A purchase for produce or fuel.

Lake Travis ISD has a budgeted purchase that requires Board notification for the installation of a new kinder playground and shade structure in the amount of \$225,859 for Lakeway Elementary.

BUDGET PROVISIONS

2023 Bond Program - \$225,859

RESOURCE PERSONNEL

Pam Sanchez – Assistant Superintendent of Business Services

Robert Winovitch – Director of Facilities and Construction

Cristy Soares – Director of Purchasing

ATTACHMENTS

None

MEETING DATE

June 18, 2025