



**Regular Meeting Agenda
Thursday, April 2, 2026
Linda Lippe Instructional Materials Center
1775 W New Hope Drive
B1001.01 and B1001.02
Cedar Park, Texas 78613
6:15 PM**

The Board meeting protocols are available at <https://bit.ly/3DHAR4v>.

Doors will open to the public at 5:45 PM.

Members of the public may access this meeting via live stream at <https://www.leanderisd.org/boardlivestream>. Please note, this link will not be active until approximately 5 minutes before the scheduled meeting time.

Citizens wishing to address the Board of Trustees may do so in person at the meeting location noted on the agenda. In order to address the Board, individuals must sign up online at <https://www.leanderisd.org/citizencommentform>, between noon the day prior to the meeting and noon the day of the meeting, and be present at the meeting when their number is called.

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

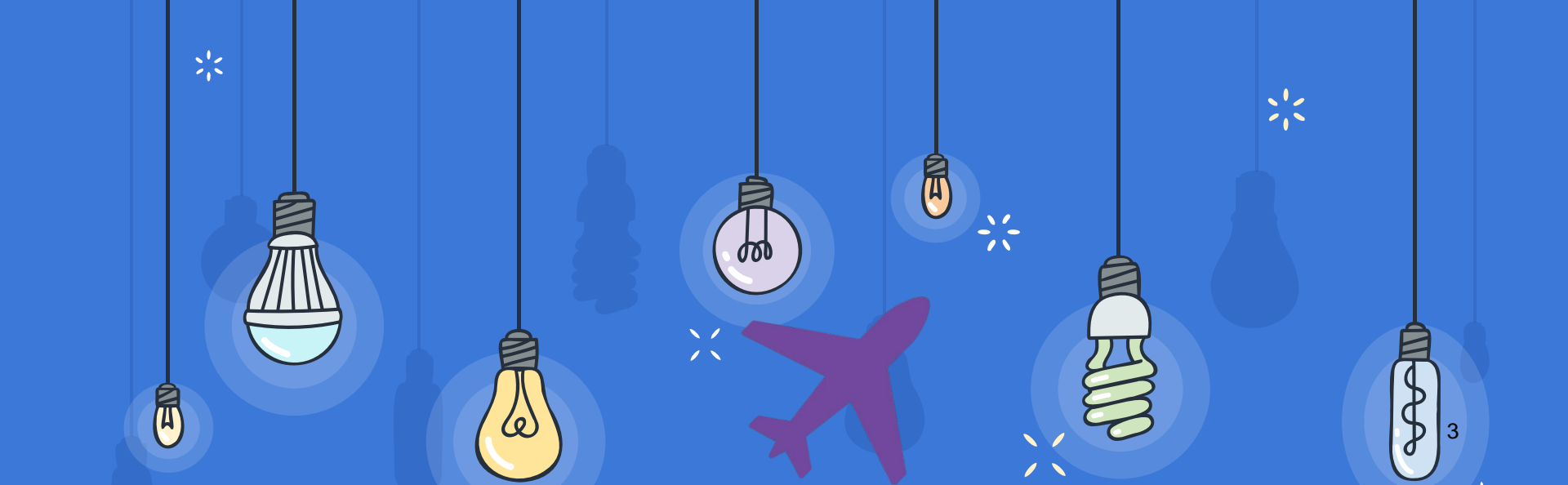
The notice for this meeting was posted in compliance with the Texas Open Meetings Act on March 27, 2026, at 4:20 PM.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

- 1. CALL TO ORDER AND DECLARATION OF QUORUM**
- 2. OPENING CEREMONY**
 - A. Pledge of Allegiance
 - B. Moment of Silence
- 3. RECOGNITION**
 - A. Spotlight on Learning: Akin Elementary School 3
- 4. CITIZEN COMMENTS** *(See the notes at the top of the agenda for instructions on how to sign up and details regarding speaking.)*
- 5. CONSENT AGENDA**
 - A. Consider Approval of Minutes of Regular and Called Board Meetings 7
 - B. Consider Approval of Resolution Designating Investment Officers for Leander ISD 10
 - C. Consider Approval of Fiscal Year (FY) 26 Budget Amendment- #9 12
- 6. SUPERINTENDENT'S REPORT 14**
 - A. Empowered Student Learning
 - B. Empowered Staff Learning
 - C. Safe and Innovative Learning Environments
- 7. DISCUSSION / ACTION ITEMS**
 - A. STUDENT EXPERIENCE**
 1. Discussion of Adoption of 2026-2027 Instructional Materials Update, K-3 Phonics & K-5 Math 40

B. GOVERNANCE	
1. Discussion and Consider Approval of Amendment to District of Innovation Plan	52
2. Discussion of Board Goals	76
3. Board Policy Committee Update and Consider Adoption of Policy CV(LOCAL)	77
C. OPERATIONS	
1. Consider Approval of Bond Oversight Committee Recommendation to Reallocate 2017 Bond Funds into 2017 Bond Project Savings	81
2. Consider Approval of Early Release of Critical Positions	91
3. Consider Approval of the 2026-2027 Amended Budget Assumptions	93
8. CLOSED SESSION	
A. Texas Government Code 551.071: consultation with attorney regarding, pending or contemplated litigation, and/or attorney client privileged matter	
B. Texas Government Code 551.074: personnel - deliberation regarding resignations, terminations, employment, reassignments, duties, and evaluation of personnel and public officers	
C. Texas Government Code 551.0821: deliberation regarding matters whereby personally identifiable information regarding one or more students will be disclosed	
D. Texas Government Code 551.074: personnel - consideration of Term, Probationary, and employment contract renewals for administrators	
E. Texas Government Code 551.074: deliberation and consideration of employment of Running Brushy Middle School Principal	
F. Texas Government Code 551.074: deliberation regarding Superintendent candidates, finalist(s), and possible Superintendent contract terms	
9. ACTION PURSUANT TO CLOSED SESSION	
A. Consider Approval of Administrator Contracts	
B. Consider Employment of Running Brushy Middle School Principal	
C. Discussion and Take Action to Approve Contract and Employ Superintendent of Schools	
10. BOARD MEETING DEBRIEF	
11. ADJOURNMENT	

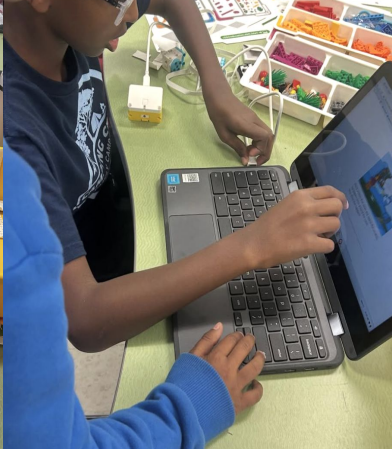
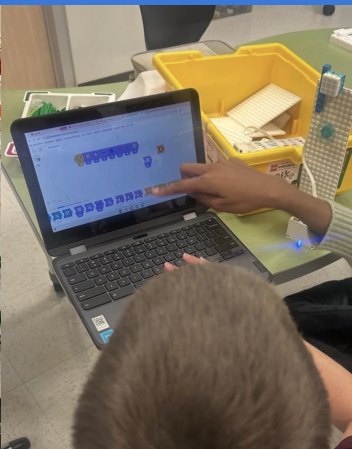
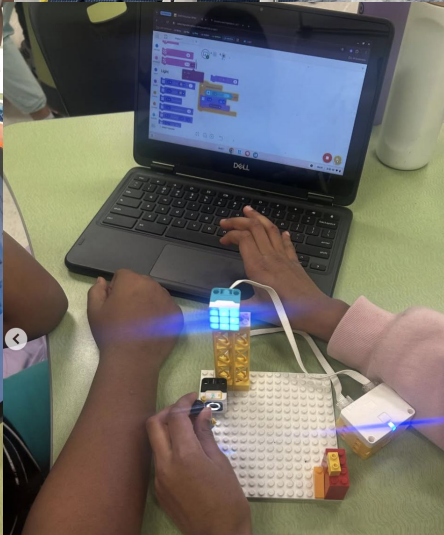
If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E or Texas Government Code section 418.183(f). Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting. [See BEC(LEGAL)]



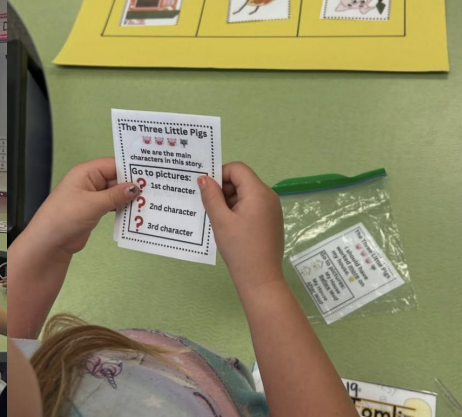
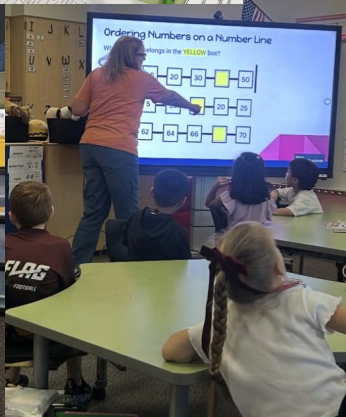
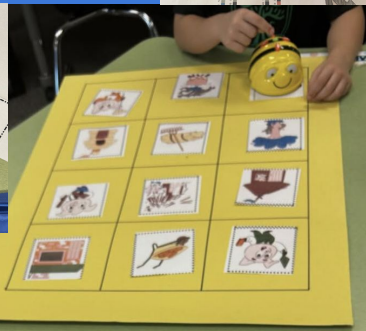
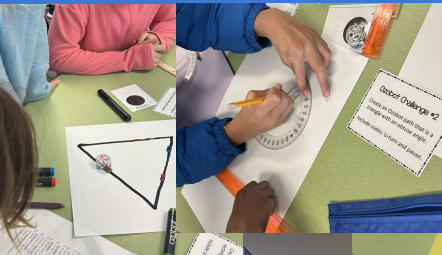
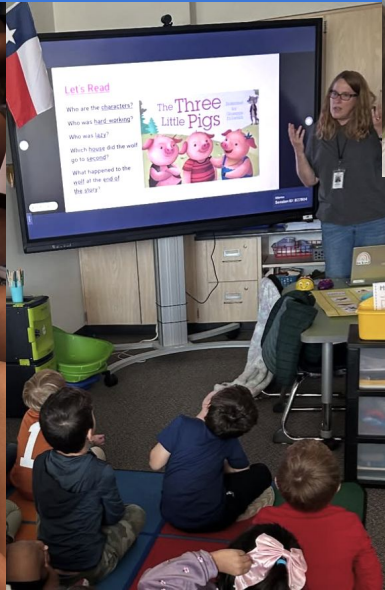
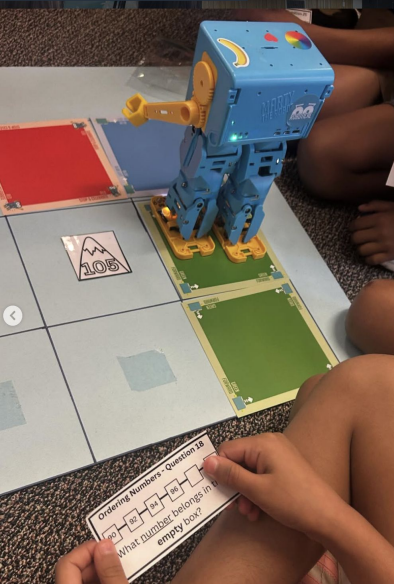
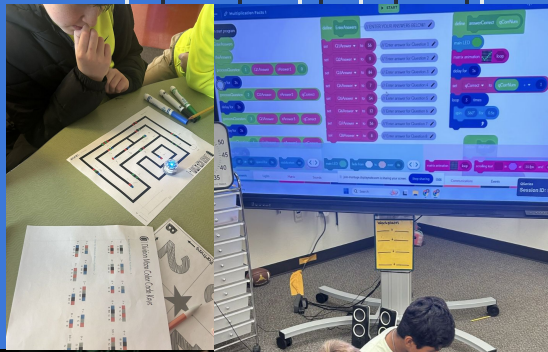
SHINING A LIGHT ON AKIN'S ENRICHMENT OPPORTUNITIES



AKIN'S ROBOTICS CLUB: "SCIENCE THEMED ROBOTICS CHALLENGES"



CODING THROUGH CONTENT: "STRENGTHENING ACADEMIC DEPTH THROUGH COMPUTATIONAL THINKING AND CREATIVE CODING"



Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, April 2, 2026

Agenda Item: Consider Approval of Minutes of Regular and Called Board Meetings
Purpose: Discussion Item/Report Only Action Requested
Administrator Responsible: Chris Clark, Ed.D., Acting Superintendent of Schools
Attachments: 03-26-26 Budget Workshop Meeting Minutes DRAFT

Background Information:

Board Meeting minutes are attached for your review.

Administrative Recommendation:

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

Sample Motion:

I move the Board approve the minutes, as presented.

Minutes of Special Meeting Budget Workshop

The Board of Trustees
Leander Independent School District

STATE OF TEXAS COUNTY OF WILLIAMSON

A meeting of the Board of Trustees of the Leander Independent School District was held on Thursday, March 26, 2026, beginning at 6:17 PM in Linda Lippe Instructional Materials Center, 1775 W New Hope Drive, B1001.01 and B1001.02, Cedar Park, Texas 78613. The following members were present: Anna Smith, Sade Fashokun (arrived at 6:19 PM), Nekosi Nelson, Trish Bode, Gloria Gonzales-Dholakia, and Laura Marques. Paul Gauthier was absent.

1. CALL TO ORDER AND DECLARATION OF QUORUM

2. CITIZEN COMMENTS

No citizens addressed the Board of Trustees.

3. CONSENT AGENDA

A. Consider Approval of Minutes of Regular and Called Board Meetings

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

4. BUDGET WORKSHOP

A. 2026-27 Budget Workshop

B. Discussion of Board-Adopted Resolution Statements Regarding Facilities and Asset Management Impacts on Debt Service (I&S), Operating (M&O) Funds, and Voter-Approved Bonds

5. BOARD MEETING DEBRIEF

6. ADJOURNMENT

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

Time: 9:36 PM

These minutes were read and approved by the Board of Trustees on the 2nd day of April 2026.

President

Secretary

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

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, April 2, 2026

Agenda Item: Consider Approval of Resolution Designating Investment Officers for Leander ISD

Purpose: Discussion Item/Report Only Action Requested

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

Attachments: Resolution Designating Investment Officers for Leander ISD

Background Information:

The Public Funds Investment Act ([Texas Government Code Chapter 2256, Subchapter A](#)) requires that the Board of Trustees designate an investment officer(s) to be responsible for the investment of its funds. Designees have the authority to invest district funds and to make transfers to/from investment pools. Tonight, administration is requesting the Board of Trustees designate Cassandra Hartmann and Connie Wheeler as investment officers for Leander ISD.

Administrative Recommendation:

Administration recommends that the Board of Trustees approve the resolution designating Cassandra Hartmann and Connie Wheeler as investment officers for Leander ISD.

Sample Motion:

I move that the Board of Trustees approve the resolution designating Cassandra Hartmann and Connie Wheeler as investment officers for Leander ISD.

**RESOLUTION DESIGNATING INVESTMENT OFFICERS
FOR LEANDER ISD**

WHEREAS, Section 2256.005(f), of the Public Funds Investment Act (Texas Government Code Chapter 2256) requires the Board of Trustees of Leander Independent School District to designate one or more officers or employees as investment officers of the District; and

WHEREAS, the investment officer is responsible for the investment of the District's funds consistent with the District's investment policy; and

WHEREAS, the District has previously designated Pete Pape, Dana Paulson, and Becky Garcia as investment officers; and

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of Leander Independent School District designates Cassandra Hartmann and Connie Wheeler to serve as investment officers of the District. The authority of the investment officers granted by this resolution is effective until rescinded by the District or upon the termination of employment of the named individuals.

PASSED, ADOPTED, AND APPROVED by the Leander Independent School District Board of Trustees this the 2nd day of April 2026.

APPROVED:

Anna Smith
President, Board of Trustees

ATTEST:

Nekosi Nelson
Secretary, Board of Trustees

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, April 2, 2026

Agenda Item: Consider Approval of Fiscal Year (FY) 26 Budget Amendment - #9
Purpose: Discussion Item/Report Only Action Requested
Administrator Responsible: Pete Pape, Ed.D., CPA, Chief Financial Officer
Attachments: FY26 Budget Amendment - #9 Report

Background Information:

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

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

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

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

- Increase of \$19,816 to revenue and expenditure budgets in Fund 197 for athletic tournaments.
- Transfers among functions with no effect on the total operating deficit/surplus.

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

Administrative Recommendation:

Administration recommends the Board approve FY26 Budget Amendment - #9 as presented.

Sample Motion:

I move the Board of Trustees approve FY26 Budget Amendment - #9 as presented.

Leander Independent School District
General Fund - Fund 199
Budget Amendments/Transfers as of March 23, 2026

	2025-2026 Original Budget	Previously Amended Budget	Proposed Amendments 03/23/26	Proposed Amended Budget
Revenues:				
Local Sources	\$ 340,381,587	\$ 340,465,839	\$ 19,816	\$ 340,485,655
State Sources	115,271,197	115,271,197	-	115,271,197
Federal Sources	4,995,000	4,995,000	-	4,995,000
TOTAL REVENUES	\$ 460,647,784	\$ 460,732,036	\$ 19,816	\$ 460,751,852
Expenditures:				
Function 11 - Instruction	\$ 286,510,381	\$ 286,878,801	\$ (3,824)	\$ 286,874,977
Function 12 - Instructional Resources & Media	5,043,033	5,061,992	-	5,061,992
Function 13 - Staff Development	11,207,838	11,112,402	163	11,112,565
Function 21 - Instructional Administration	5,316,581	5,386,533	(5,045)	5,381,488
Function 23 - School Administration	26,248,027	26,276,349	2,940	26,279,289
Function 31 - Guidance & Counseling	23,733,887	23,757,145	196	23,757,341
Function 32 - Social Services	1,281,252	1,281,827	-	1,281,827
Function 33 - Health Services	4,530,285	4,541,876	-	4,541,876
Function 34 - Student Transportation	16,592,462	16,930,686	-	16,930,686
Function 35 - Food Services	5,000	5,000	-	5,000
Function 36 - Co-Curricular Activities	14,384,737	14,509,434	18,591	14,528,025
Function 41 - General Administration	11,611,729	11,372,246	(175)	11,372,071
Function 51 - Plant Maintenance & Operations	42,210,405	44,027,949	11	44,027,960
Function 52 - Security	7,392,949	8,705,856	5,950	8,711,806
Function 53 - Data Processing	8,773,871	8,852,503	1,020	8,853,523
Function 61 - Community Services	1,813,161	1,822,971	(11)	1,822,960
Function 71 - Debt Service	501,756	501,756	-	501,756
Function 81 - Capital Outlay	-	-	-	-
Function 91 - Contracted Instruction Services	11,039,386	11,039,386	-	11,039,386
Function 95 - JJAEP	286,070	286,070	-	286,070
Function 99 - Other Intergovernmental Charges	2,747,352	2,747,352	-	2,747,352
TOTAL ALL EXPENDITURES	\$ 481,230,162	\$ 485,098,135	\$ 19,816	\$ 485,117,951
Excess/(Deficiency) of Revenues vs. Expenditures	\$ (20,582,378)	\$ (24,366,099)	\$ -	\$ (24,366,099)
Other Financing Sources/Uses				
Sale of Assets	\$ 350,000	\$ 350,000	\$ -	\$ 350,000
Transfer In - Empowerment Grant	-	-	-	-
Transfer Out - Other	-	(2,000,000)	-	(2,000,000)
Transfer Out - Healthcare	-	-	-	-
Transfer Out - Healthcare Additional Contribution	-	-	-	-
Other Uses - Settlements	-	-	-	-
Total Other Financing Sources/Uses	\$ 350,000	\$ (1,650,000)	\$ -	\$ (1,650,000)
Net Increase/(Decrease) in Fund Balance	\$ (20,232,378)	\$ (26,016,099)	\$ -	\$ (26,016,099)



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April 02, 2026

Superintendent's Report

Board of Trustees Meeting









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WOMEN OF WILCO - CHIEF SHĀ ROGERS




Cedar Park Chamber Lunch Connect

March 11, 2026
11:30 AM

FACILITIES RESOURCE INC
1641 Scottsdale Drive
Cedar Park, TX 78641

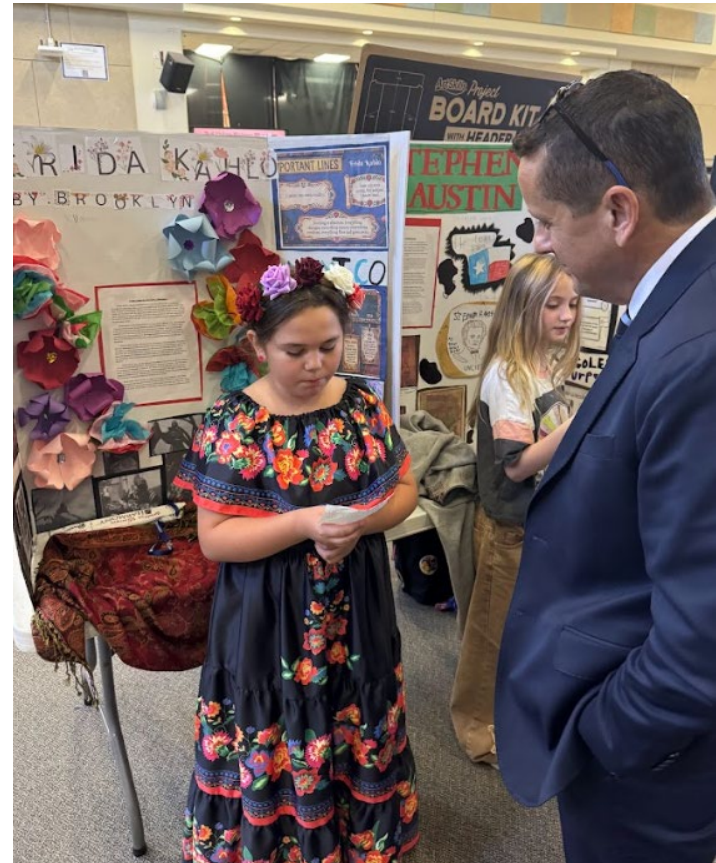
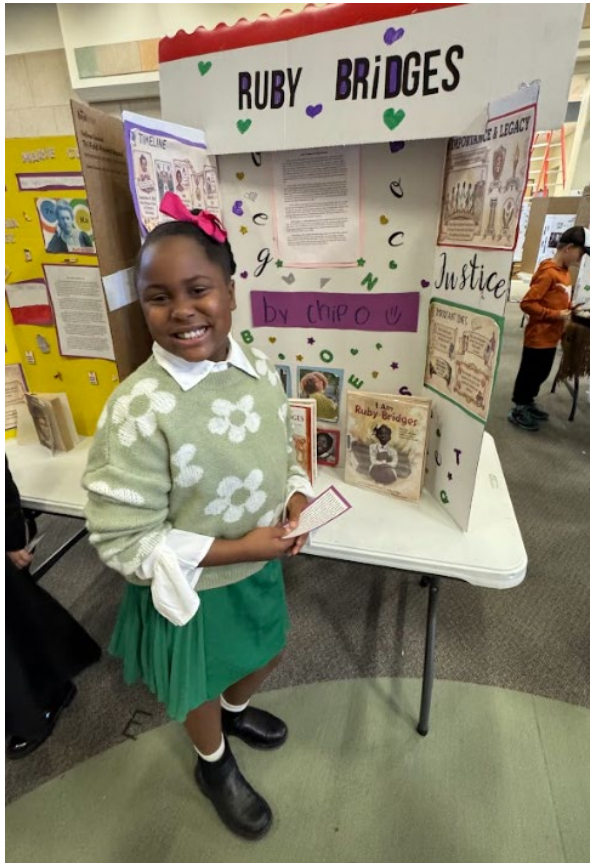
PRESENTED BY:  LUNCH SPONSORED BY: **Still Available!**

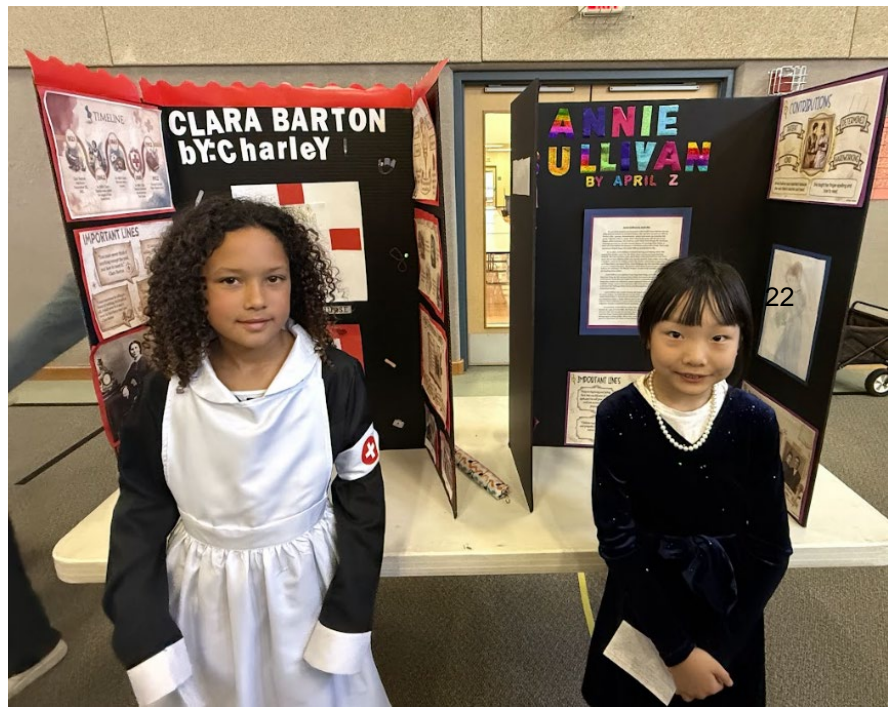


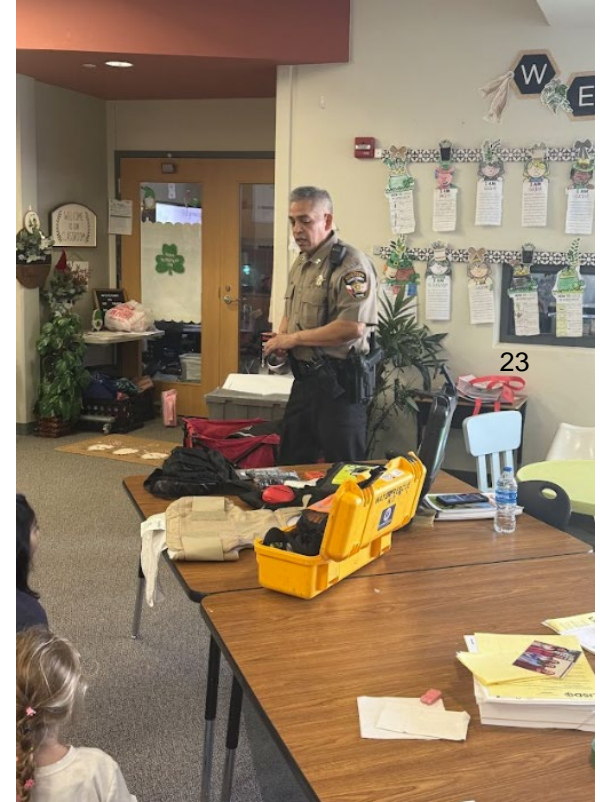
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SARAH SPRADLING - CEDAR PARK CHAMBER LUNCHEON



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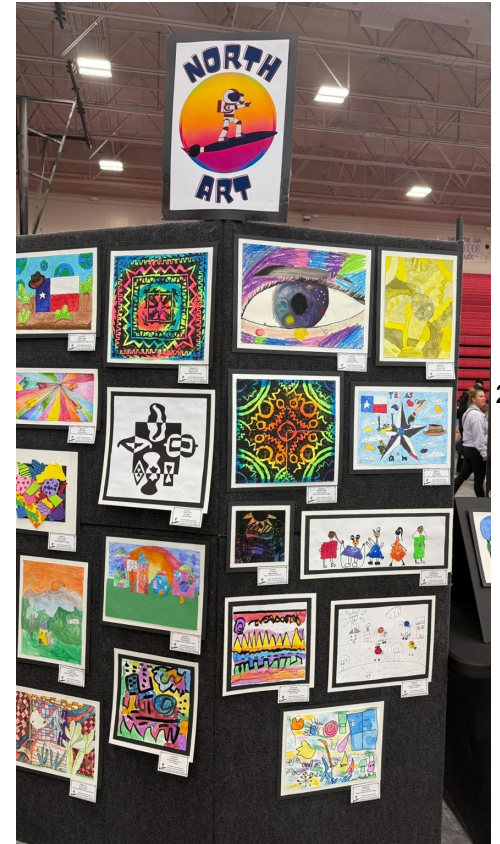












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Zinna Clark
Oil Pastel
8th Mrs. Scortino
Shaw Middle School



Jason Shao
Oil pastel, acrylic
Painted on canvas



SAFE & INNOVATIVE LEARNING ENVIRONMENTS

*Ada Mae Faubion
School for Early Childhood*

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SAFE & INNOVATIVE LEARNING ENVIRONMENTS

Ada Mae Faubion School for Early Childhood

“ Seeing the district’s plans and realizing where this land once stood is quite remarkable. It feels like the past and present are coming together in a meaningful way. ”

Kern Faubion
Grandson of Ada Mae Faubion













SAFE & INNOVATIVE LEARNING ENVIRONMENTS



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DISCUSSION

Leander ISD Board Meeting Agenda Item Information

Meeting Date: April 2, 2026

Agenda Item:	Discussion of 2026-2027 Instructional Materials Update, K-3 Phonics and K-5 Math
Purpose:	<input checked="" type="checkbox"/> Discussion Item/Report Only <input type="checkbox"/> Action Requested
Action Requested:	Thursday, April 23, 2026
Administrator Responsible:	Lauren Meeks, M.Ed, Assistant Superintendent of Curriculum and Instruction; Amanda Hardwick, Ed.D., Director of Humanities
Attachments:	2026-2027 Instructional Materials Update, K-3 Phonics and K-5 Math Presentation

Background Information:

Tonight, administration will present an update on the materials selection process for K-3 Phonics and K-5 Math for the 2026-2027 School Year, with a recommendation for a Tier 1, K-3 Phonics resource.

K-3 Phonics Update

- The initial pool of five vendors was narrowed by a District-wide Steering Committee.
- The committee's final two vendors are Amplify and Reading Horizons Discovery.
- Reading Horizons received the most "Top Choice" votes from the committee.
- Community feedback emphasized supporting teachers during the transition and informing parents about new materials.

K-5 Math Update

- The selection process began with four vendors that were narrowed to two following a Steering Committee review.
- The District-wide Steering Committee review was held on March 24, 2026.
- Sessions from the final two math vendors will be shared with campus leadership and Professional Learning Communities (PLCs).
- Community viewing sites for the math materials are still to be determined.

Administrative Recommendation:

Administration will seek Board adoption of Reading Horizons Discovery as the Tier 1 Resource for K-3 Phonics for the 2026-2027 School Year during the April 23, 2026, Board meeting.

Sample Motion:

N/A



April 2, 2026

**Discussion of 2026-2027 Instructional Materials,
K-3 Phonics & K-5 Math**



PURPOSE

The purpose of this presentation is to provide an update on the instructional materials selection process for K-3 Phonics and K-5 Math for the 2026-2027 School Year.



K-3 Phonics: Where We Have Been

- Reviewed State Board of Education (SBOE)-Approved Materials with "highest" Instructional Materials Review and Approval (IMRA) scores for English and Spanish Phonics.
- Curriculum and Instruction (C&I) Leadership met with five vendors who met the criteria: Amplify, Benchmark, i-Ready, Just Reading, and Reading⁴³ Horizons.
- Narrowed the choices to three possible vendors: Amplify, Benchmark, and Reading Horizons.



K-3 Phonics: Update

- District-wide Steering Committee assembled, comprised of:
 - One teacher from each campus, and two teachers from each dual language campus
 - Elementary English Language Arts and Reading Curriculum Team
 - Dual Language Curriculum Team
- Committee participated in a Vendor Review Day with three vendors: Amplify, Benchmark, and Reading Horizons.
- Committee narrowed the vendors to Amplify and Reading Horizons.
 - “Top Choice” Votes
 - Amplify - 4 Votes
 - Benchmark - 1 Vote
 - Reading Horizons - 26 Votes

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K-3 Phonics: Update

- Community Curriculum Advisory Council (CCAC) presentation and feedback loop.
 - “The district should prioritize ensuring that teachers do not feel overwhelmed by the transition of new materials, which includes K-3 Phonics, Kindergarten Science, and potentially new Math and Science.”
 - “It is important to inform parents about the quantity of new material teachers will be learning and to ensure parents know how to easily access the parent portal for resources so they can support student learning at home.”



K-3 Phonics: Update

- Virtual sessions offered from the final two vendors for campus leadership, Instructional Coaches, and reading specialists.
- Recordings and voting form shared with campus leadership for distribution to K-3 Professional Learning Communities (PLCs).
- Community Viewing Sites
 - North Elementary
 - Knowles Elementary
 - Central Administration Building
 - Steiner Ranch Elementary



K-3 Phonics: Happening Now

- One-pager with information for parents from both vendors
- District-Wide Education Improvement Committee (DWEIC) Presentation March 5, 2026
- School & Community Relations District-Wide Communication
- Campus PLC and community feedback utilized for recommendation
- Recommendation to Board of Trustees April 2, 2026

LEANDER ISD PHONICS MATERIALS ADOPTION

Purpose	
We are engaging in an adoption process for K-3 Phonics Instructional Materials. Your voice is a vital part of this selection process. We invite you to explore the finalist programs, review the materials, and share your feedback. (Please leave all materials on site)	
Resources	
We have narrowed our selection down to two potential vendors. Please use the links below to view their presentation videos, digital brochures, and curriculum highlights.	
<p>Amplify</p> <p>Flyer</p>  <p>Information Video</p> <p>https://tinyurl.com/Amplify-Parent-Video</p> 	<p>READING HORIZONS DISCOVERY</p> <p>Parent Letter English</p>  <p>Parent Letter Spanish</p>  <p>Information Video</p> <p>https://tinyurl.com/RH-Parent-Video</p> 
Feedback	Viewing Locations
Your input directly influences our final decision. Once you have reviewed the materials, take a moment to complete our Community Feedback Form. Thank you!	Physical materials can be found at:
 <p>https://tinyurl.com/Phonics-Parent-Feedback</p>	<ul style="list-style-type: none">● North Elementary● Knowles Elementary● Central Admin● Steiner Ranch Elem.

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K-3 Phonics: Recommendation

Based on preliminary feedback results, the district recommends **Reading Horizons Discovery** as its adopted instructional resource to support Tier 1 K-3 Phonics.

- Reading Horizons Discovery - 54 PLCs recommended
- Reading Horizons Discovery - 05 Community members recommended
- Amplify Phonics - 10 PLCs recommended
- Amplify Phonics 03 - Community members recommended

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K-5 Mathematics Update

- District Curriculum and Instruction leaders met with possible vendors:
 - Accelerate Learning, STEMscopes Math
 - Amplify Desmos
 - Kiddom
 - Savvas Envision
- Narrowed the vendors based on alignment to the Math Instructional Framework:
 - Accelerate Learning, STEMscopes Math
 - Amplify Desmos
 - Savvas Envision

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K-5 Mathematics Update

- District-wide Steering Committee assembled, comprised of:
 - One teacher from each campus
 - Elementary Mathematics (Coordinator, District Specialist, Campus-Based Specialists) Curriculum Team
 - Secondary Mathematics Coordinator
- District-wide Steering Committee vendor review day was March 24, 2026
- Narrowed the options to two vendors
- Sessions to be offered from the final two vendors for campus leadership, Instructional Coaches, and Learning and Innovation team members.
- Recordings and voting form to be shared with campus leadership for distribution to K-5 Professional Learning Communities (PLCs).
- Community viewing sites are to be determined.

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DISCUSSION

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, April 2, 2026

Agenda Item:	Discussion and Consider Approval of Amendment to District of Innovation Plan
Purpose:	<input type="checkbox"/> Discussion Item/Report Only <input checked="" type="checkbox"/> Action Requested
Administrator Responsible:	Sarah Grissom, Ed.D., Deputy Superintendent of Administrative Services & Strategic Planning; Rachel Mackey, M.Ed., Chief Human Resource Officer; Dustin Binnicker, Ed.D., Assistant Superintendent of Advanced Academics & Pathways; Jamie Everett, Director of CTE; Christy Diver, Parent
Attachments:	Amendment to District of Innovation Plan Presentation Leander ISD Innovation Plan Effective February 15, 2023 Proposed Amendment to Leander ISD District of Innovation Plan

Background Information:

H.B. 1842 (84th Session of the Texas Legislature) in part added Chapter 12A to the Texas Education Code (TEC) to create [Districts of Innovation](#) (DoI). Districts are eligible for designation if certain performance requirements are met and the district follows certain procedures for adoption as outlined in Statute. The designation provides the district will be exempt from certain sections of the TEC that inhibit the goals of the district as outlined in the locally adopted Innovation Plan. The Leander ISD Board of Trustees renewed [LISD's current DoI plan](#) during the [October 13, 2022, Regular Board Meeting](#), effective February 2023 through February 2028.

During the [January 8, 2026, Special Budget Workshop Board Meeting](#), Trustees directed administration to explore an exemption for certification requirements for Career & Technical Education. Under TEC 12A.007, a local innovation plan may be amended, rescinded, or renewed if the action is approved by a vote of the district-level committee established under Section 11.251 and the board of trustees in the same manner as required for initial adoption of the innovation plan under Section 12A.005.

Tonight's presentation will provide an overview of the amendment process and a proposed amendment to the District of Innovation Plan.

Administrative Recommendation:

Administration recommends adoption of the amendment to the District of Innovation Plan, as presented.

Sample Motion:

I move that the Board adopt the amendment to the District of Innovation Plan, as presented.



April 2, 2026

Discussion and Consider Approval of Amendment to District of Innovation Plan

Amendment to 2023 Innovation Plan



PURPOSE

Consider approval of amendment to 2023 District of Innovation (DOI) Plan related to certification of teachers in Career & Technical Education (CTE) courses



District of Innovation

H.B. 1842 (84th Session of the Texas Legislature) in part added Chapter 12A to the Texas Education Code (TEC) to create [Districts of Innovation](#).

Districts are eligible for designation if certain performance requirements are met and the district follows certain procedures for adoption as outlined in Statute. The designation provides the district will be exempt from certain sections of the TEC that inhibit the goals of the district as outlined in the locally adopted Innovation Plan. ⁵⁵

[Leander ISD District of Innovation Plan](#)

Effective February 15, 2023



District of Innovation Amendment Process

TEC 12A.007 - Amendment or Renewal of Local Innovation Plan

A local innovation plan may be amended, rescinded, or renewed if the action is approved by a vote of the district-level committee established under Section 11.251, or a comparable committee if the district is exempt from that section, and the board of trustees in the same manner as required for initial adoption of the innovation plan under Section 12A.005.



District of Innovation Amendment Process

January 8, 2026	Direction from the Board of Trustees to explore an amendment related to Certification Requirements
January 29, 2026	Solicit DOI Subcommittee members from District Wide Educational Improvement Council (DWEIC)
February 20, 2026	DOI Subcommittee Meeting 57
February 27, 2026	Post DOI Amendment on Leander ISD Website
March 5, 2026	DOI Subcommittee Presentation of Proposed Amendment to DWEIC for a vote
April 2, 2026	If DWEIC votes to advance the amendment, the amendment will be presented to Board of Trustees for adoption



Certification Requirements

[TEC Chapter 21, Section 21.003](#)

General Requirements:

- Bachelor's Degree (*except for Health Science Technology and Trades & Industrial Education*)
- Completed Educator Preparation Program (EPP)
- Certification Exams and Fees
- Application and Fees
- Renewal every 5 years

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Other [TEA-approved Certification Flexibility](#), with limitations:

- Teacher Certification Waiver
- Emergency Permit (\$)
- School District Teaching Permit (\$)
- District of Innovation (DOI)



Certification Requirements

Currently, the following areas are excluded from possible exemptions of certification requirements under District of Innovation:

- Bilingual
- English as a Second Language
- Special Education
- Pre-Kindergarten

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Under House Bill (HB) 2 from the 89th Legislative Session, the following areas are excluded from exemptions of certification requirements under District of Innovation:

- Beginning 2026-2027 School Year - Excludes K-5 reading and math
- Beginning 2027-2028 School Year - Excludes all foundational subject teachers in any grade level



Leander ISD Career and Technical Education

[Explore Leander ISD Career and Technical Education Programs](#)
[\(26/27 At-A-Glance MS and HS CTE Course List\)](#)

Texas CTE District of Distinction - Awarded 2024-2025 & 2025-2026

- **200+ Courses** offered in middle schools and high schools
- **34 High School Programs of Study** spanning **11 Career Clusters**
- **200+ Teachers** bringing industry and real-world expertise into the classroom
- **Student Experience Focused On:**
 - Industry-aligned curriculum
 - Industry-recognized certifications
 - Work-based learning opportunities
 - Active participation in Career & Technical Student Organizations (CTSOs)



Barriers with Certification Requirements

- **Industry Salary Competition** – Skilled professionals in trades, health science, IT, engineering, or business often earn significantly more in industry than in public education, shrinking the applicant pool.
- **Limited Dual-Qualified Candidates** – It is difficult to find applicants who possess both deep industry expertise and full Texas educator certification in specialized CTE areas. Many highly qualified candidates have years of workforce experience but are deterred by traditional certification requirements, testing, and educator preparation program timelines.⁶¹
- **Specialized Program Challenges** – Specialized programs face even greater difficulty recruiting certified CTE teachers, resulting in unfilled positions or reduced course offerings.
- **TEA Credentialing Inconsistencies Within Career Clusters** – Variations in TEA-approved credentials for courses within the same cluster limit campus flexibility, making teacher assignments, master scheduling, and program continuity more difficult during staffing shortages.



Benefits of DOI CTE Teacher Certification Designation

- **Expanded Talent Pool** – Allows the district to hire experienced industry professionals who meet local qualification standards, even if they have not completed traditional certification pathways.
- **Faster Hiring Process** – Reduces delays tied to state certification requirements, enabling the district to secure candidates before they return to industry roles.
- **Stronger Industry Alignment** – Brings current workforce expertise directly into classrooms, ensuring students receive instruction aligned to real-world skills and labor market demands.
- **Protection of CTE Weighted Funding** – Prevents the need to turn off CTE weighted funding when a teacher is not traditionally certified in the content area, helping the district maintain full funding tied to approved CTE courses. *(The estimated missed funding for 2025–26 is approximately \$250,000 of additional CTE dollars.)*
- **Increased Program Sustainability** – Supports staffing of high-demand programs (e.g., health science, welding, cybersecurity, automotive) that might otherwise be reduced or eliminated due to a lack of certified applicants.
- **Local Control and Strategic Flexibility** – Empowers the district to set high, locally determined qualification standards tailored to program needs while maintaining instructional quality and accountability.



Ensuring High-Quality Hiring Standards for CTE Teachers

Collaborative Hiring

- Human Resources, Campus Administration, and District CTE Administration jointly review and select candidates
- Verify industry experience, credentials, and alignment with CTE course standards
- Assessment of communication skills, teaching potential, and classroom preparedness
- Onboarding and transition supports at the campus and district level
- Cross level oversight ensuring teacher effectiveness and strong student outcomes

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Supports for CTE Teachers Under Certification Designation

Campus-Level Supports

- Assigned campus mentor teacher and instructional leader
- Instructional coaching in lesson design, instructional strategies, differentiation to meet all student needs, classroom management and student engagement
- Campus-based feedback, walkthroughs, and ongoing instructional support
- Integration into campus instructional teams and collaborative planning (CTE Department)

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District-Level Supports

- Cross-district content mentors providing subject-specific guidance
- Cross-district classroom instructional observations to strengthen content instructional practice
- Cross-district Professional Learning Communities (PLCs) focused on content curriculum alignment, certification readiness, and program quality
- Cross-district course Google Classrooms and shared instructional resources
- Differentiated professional learning tailored to individual teacher and program needs
- District guidance to ensure curriculum alignment, industry certification readiness, co-curricular student engagement, effective work-based learning implementation, and high-quality program management




Student Benefits of Industry Professionals as CTE Teachers

- **Current Industry Expertise:** Students learn from teachers with up-to-date skills, real-world experience, and workplace insight.
- **Practical, Hands-On Learning:** Instruction includes real-world applications, modern tools, and industry-standard practices.
- **Aligned to Workforce Needs:** Curriculum reflects labor market expectations, increasing relevance and career readiness.
- **Enhanced Engagement & Quality:** Exposure to authentic industry practices deepens learning and student motivation.
- **Career, College, and Workforce Readiness:** Students gain the skills, knowledge, and experience needed for success in high-skill, high-wage careers, college, or military pathways.

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DWEIC RECOMMENDATION



Amendment to Innovation Plan for Exemption from CTE Certifications



DOI CTE Teacher Certification Designation

The District remains committed to employing certified educators and will continue to prioritize appropriately certified teachers for instructional positions.

However, pursuant to the District of Innovation Plan, the District may locally determine certification requirements for individuals hired specifically to teach **Career and Technical Education (CTE) courses** and CTE teaching assignments only:

- The District may employ individuals who do not hold a state teaching certificate when they demonstrate exceptional subject-matter expertise, industry experience, or technical credentials directly aligned with the course content.
- Such individuals must meet locally established qualification standards adopted by the District to ensure instructional quality and student success.
- The District may require targeted training, orientation, or mentorship as a condition of employment.
- Employment contracts for these individuals shall not be considered void solely due to the absence of state certification if the individual is hired under this CTE-specific DOI exemption.

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This exemption would apply **only to CTE instructional assignments** and does not apply to core academic teachers or other instructional positions.



DISCUSSION

Leander ISD Innovation Plan

Updated 10/18/22

Effective 02/15/23

Districts of Innovation Introduction

The 84th Legislative Session passed House Bill 1842 amending Chapter 12 of the Texas Education Code (TEC) by adding Chapter 12A entitled “Districts of Innovation”. Districts of Innovation (DoI) provided traditional school systems flexibility from some specific mandates, thus expanding opportunities for local control.

LISD DoI Adoption Process

The Leander Independent School District Board of Trustees adopted a resolution to study the Districts of Innovation process on November 16, 2017. On December 7, 2017 the Board of Trustees unanimously approved a motion to form an Innovation Committee from the Districtwide Educational Improvement Council (DWEIC). In the same motion, the Board of Trustees outlined the parameters for the Innovation Committee, specifying that the only flexibility the district will seek is the start date of the academic school year. Currently, per TEC 25.0811, a district may not start instruction prior to the fourth Monday in August.

The Innovation Committee was formed on December 12, 2017 and was comprised of the Chief of Staff and fourteen members of the Districtwide Education Improvement Council (DWEIC). The fourteen members from DWEIC were randomly selected from volunteers to fill seven staff vacancies and seven parent/community member vacancies.

LISD DoI Renewal Process

In April 2022, the Leander ISD Board of Trustees authorized district administration to convene the Innovation Plan Renewal Committee to review the current LISD DoI Plan and determine if the plan should be renewed and later submitted to DWEIC and the Board of Trustees for approval. Fourteen volunteers from DWEIC were randomly selected to fill seven staff vacancies and seven parent/community member vacancies. The Innovation Plan Renewal Committee met in May 2022 and updated the LISD District of Innovation Plan in accordance with parameters set forth by the Board of Trustees.

Innovation Plan Renewal Committee Members

Laurelyn Arterbury, Chief of Staff
Madeline Daulton, LISD Staff Member
Carla George, Parent/Community Representative
Cynthia Hughes, LISD Staff Member
Lauren Houser, LISD Staff Member
Jennifer Meyer, LISD Staff Member
Kimberly Oliver, Parent/Community Representative
Kevin Owens, Parent/Community Representative
Ali Palacios, LISD Staff Member
Emily Riordan, LISD Staff Member
Gwynn Ritchey, Parent/Community Representative
Kathleen Schoening, Parent/Community Representative
Ratul Sengupta, Parent/Community Representative
Tina Strauss, LISD Staff Member
Paige Williams, Parent/Community Representative

Innovations - First Day of Instruction

Leander ISD proposes flexibility with its calendar, including exemption from TEC 25.0811. Several years ago, the Texas Legislature required that school start no earlier than the fourth Monday in August. This state law resulted in an imbalance in the school calendar, with the fall semester significantly shorter than the spring semester. The state mandated start of school also pushed graduation later, limiting student opportunities to enroll in local summer college courses due to the overlap of the LISD school year with the summer calendar of local colleges.

LISD Innovation Plan

Given the challenge with *TEC 25.0811 - First Day of Instruction*, the Innovation **Plan Renewal** Committee recommends the development of an academic calendar that allows for instruction to begin prior to the fourth Monday of August. This flexibility would allow Leander ISD to:

1. Develop the academic calendar to help achieve the Leander ISD Vision and Goals.
2. Balance semesters more evenly and expand college and career learning opportunities.
3. Ensure the academic calendar allows for quality professional learning opportunities for teachers and staff.

Potential Benefits from the LISD Innovation Plan

Students: A better balance of instructional days in the semesters may aid students in terms of subject knowledge and retention. In addition, students taking college level courses such as dual enrollment, Advanced Placement (AP) or International Baccalaureate (IB) classes may have additional time in the curriculum, thus increasing their chances to earn college credits. Beginning the school year earlier may also enable high school students the opportunity to pursue additional college courses immediately after the LISD academic year ends.

Staff: By improving the balance of semesters, teachers have a better opportunity to ensure students are mastering key concepts necessary in the grading periods for students. This allows LISD to examine the placement of strategic professional learning opportunities for staff.

Families: Through the LISD Innovation Plan, the Board of Trustees has more local control of the academic calendar. This allows the Board of Trustees and LISD Administration to design a calendar that better reflects the desires of the LISD community.

Term of Plan

The Innovation Plan will have a term of up to five years beginning from the expiration date of the current plan.

LISD Districts of Innovation Renewal Process Timeline

April 7, 2022	The LISD Board of Trustees received information regarding the renewal process for Districts of Innovation and requested that administration convene an Innovation Plan Renewal Committee. The Board of Trustees reiterated that the only exemption to be discussed in the DoI renewal process was the First Day of Instruction.
April 28, 2022	The Districtwide Educational Improvement Council (DWEIC) accepted volunteers to serve on the Innovation Plan Renewal Committee. Seven parent/community representatives and seven LISD staff representatives were randomly drawn from volunteers to serve with the LISD Chief of Staff on the Innovation Plan Renewal Committee.

May 24, 2022	The Innovation Plan Renewal Committee met and reviewed district guiding documents including the Leander ISD Vision and Mission statements, Strategic Plan, and the current Leander ISD DoI Plan. The Innovation Plan Renewal Committee amended the LISD Innovation Plan based on the Board of Trustee parameters. The committee members agreed to continue with the DoI renewal process while honoring the parameter that the only exemption to be considered was the First Day of Instruction.
June 2, 2022	Innovation Plan Renewal Committee members received the updated DoI plan electronically and provided feedback to the LISD Chief of Staff affirming their approval of the plan to be posted on the LISD website for a minimum of 30 days for community input.
July 13 - August 19, 2022	The renewed LISD Innovation Plan posted on the Leander ISD website with opportunity for community feedback.
September 15, 2022	The LISD Innovation Plan presented to the Districtwide Educational Improvement Council (DWEIC) in a public meeting for feedback and DWEIC vote. DWEIC approved Innovation Plan as presented.
September 16, 2022	Notification to the Commission of Education and the Texas Education Agency (TEA) of intent to renew DoI plan and submission of DoI plan to TEA.
October 13, 2022	District of Innovation renewal plan presented to Leander ISD Board of Trustees. Board approved the plan as presented by a 5-0 vote (2 trustees were not in attendance during the vote).
October 21, 2022	Leander ISD notified the Commissioner of Education and Texas Education Agency (TEA) of approval of the District of Innovation renewal plan and submitted the DoI plan to TEA.

Proposed Amendment to 2023 District of Innovation Plan

Innovations - Certification Required (TEC 21.003)

Leander ISD proposes an exemption from certification requirements within TEC 21.003 for Career & Technical Education. While Leander ISD has always sought highly qualified teachers to work with our students, Career and Technical Education programs face significant barriers under current certification requirements, limiting districts' ability to recruit and retain high-quality instructors. One of the most pressing challenges is industry salary competition. Skilled professionals in high-demand fields such as trades, health sciences, information technology, and engineering can often earn substantially more in the private sector than in public education, thereby dramatically narrowing the applicant pool.

Even when experienced industry professionals express interest in teaching, traditional certification pathways frequently deter them. Many bring years—sometimes decades—of relevant workforce experience, yet they encounter lengthy educator preparation program requirements, testing mandates, and complex certification timelines that delay or discourage entry into the classroom. For mid-career professionals, the financial and time investment required to navigate certification can outweigh the appeal of teaching.

Districts also struggle to find dual-qualified candidates—individuals who possess both deep, current industry expertise and full Texas educator certification in specialized CTE areas. This intersection is increasingly rare, particularly in highly technical or rapidly evolving fields. As a result, vacancies persist longer and candidate pools remain shallow.

Specialized programs face even greater strain. Programs in niche or advanced pathways often experience prolonged vacancies or must reduce course offerings altogether when certified teachers cannot be secured. This limits student access to high-skill, high-wage career pathways and undermines workforce development goals.

Additionally, inconsistencies in TEA-approved credentials within career clusters create operational challenges. Variations in allowable certifications for courses within the same cluster restrict campus flexibility, complicate teacher assignments, and make master scheduling more difficult—particularly during staffing shortages. These constraints can disrupt program continuity and limit districts' ability to respond strategically to workforce needs.

Collectively, these barriers create structural obstacles that hinder the growth, sustainability, and responsiveness of Career and Technical Education programs.

LISD Innovation Plan

The District remains committed to employing certified educators and will continue to prioritize appropriately certified teachers for instructional positions.

However, given the challenges noted above with TEC 21.003 - Certification Requirements, the Innovation

Amendment Committee recommends that the district be may locally determine certification requirements for individuals hired specifically to teach **Career and Technical Education (CTE) courses** and CTE teaching assignments only:

- The District may employ individuals who do not hold a state teaching certificate when they demonstrate exceptional subject-matter expertise, industry experience, or technical credentials directly aligned with the course content.
- Such individuals must meet locally established qualification standards adopted by the District to ensure instructional quality and student success.
- The District may require targeted training, orientation, or mentorship as a condition of employment.
- Employment contracts for these individuals shall not be considered void solely due to the absence of state certification if the individual is hired under this CTE-specific DOI exemption.

This exemption would apply **only to CTE instructional assignments** and does not apply to core academic teachers or other instructional positions.

Potential Benefits from the LISD Innovation Plan

An exemption from traditional certification requirements for Career and Technical Education would provide meaningful, strategic benefits for both students and the district.

First, it would significantly expand the available talent pool. By allowing the district to hire experienced industry professionals who meet rigorous local qualification standards—even if they have not completed traditional certification pathways—the district could access a broader and more highly specialized group of candidates. Many industry experts possess deep technical knowledge and real-world experience that directly aligns with CTE course outcomes, but are currently excluded due to certification barriers.

An exemption would also accelerate the hiring process. In competitive fields such as health science, welding, cybersecurity, and automotive technology, strong candidates often have multiple employment options. Reducing delays tied to state certification requirements would allow the district to secure high-quality professionals before they return to higher-paying industry roles.

By supporting CTE teachers through District of Innovation certification, students benefit from instructors who bring current industry expertise, real-world insight, and authentic workplace expectations directly into the classroom. This strengthens alignment between instruction and workforce demands and ensures students receive relevant, practical learning experiences grounded in modern industry standards, tools, and practices. Students gain exposure to real-world applications and up-to-date technical knowledge that enhance instructional quality, deepen engagement, and prepare them for high-skill, high-wage, and high-demand careers. This direct connection to labor market expectations increases program relevance and ensures students develop the skills, knowledge, and readiness needed for success in college, the workforce, or military service.

The district will ensure CTE teachers certified through District of Innovation pathways develop and implement strong instructional practices that support all learners through targeted campus and district support systems. Campus-based mentor teachers and instructional leaders will focus on strengthening

classroom instruction by providing coaching in lesson design, instructional strategies, differentiation, and classroom management. District CTE Professional Learning Communities (PLCs) will focus on curriculum development, alignment with standards, and CTE-specific program management components that support student success, including certification readiness and work-based learning alignment.

Financially, the exemption would protect CTE weighted funding. Without flexibility, districts may be forced to turn off weighted funding when a teacher is not traditionally certified in a specific content area, even if they are highly qualified through industry experience. For 2025–26 alone, the estimated missed funding is approximately \$250,000 in additional CTE dollars. Preserving this funding ensures continued investment in equipment, certifications, and program expansion.

An exemption also increases program sustainability. High-demand pathways that are difficult to staff could continue operating rather than being reduced or eliminated due to a lack of certified applicants. This stability protects student access and maintains the district’s commitment to workforce development.

Finally, granting this flexibility supports local control and strategic responsiveness. The district can establish high, locally determined qualification standards tailored to specific program needs while maintaining instructional quality and accountability. This approach balances rigor with practicality, ensuring students receive high-quality instruction from professionals who understand the evolving demands of today’s workforce.

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, April 2, 2026

Agenda Item: Discussion of Board Goals
Purpose: Discussion Item/Report Only Action Requested
Administrator Responsible: Chris Clark, Ed.D., Acting Superintendent
Attachments: Discussion of Board Goals Presentation (*To be uploaded to BoardBook after the meeting.*)

Background Information:

During the [February 5](#) and [February 19, 2026](#) Board Meetings, administration presented a draft of board goals for consideration, based on qualitative feedback and board policies [BAA\(LEGAL\)\(LOCAL\)](#) & [BJA\(LEGAL\)\(LOCAL\)](#). Tonight, Board members will continue to discuss, edit, and revise the Board's Goals.

Administrative Recommendation:

N/A

Sample Motion:

N/A

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, April 2, 2026

Agenda Item:	Board Policy Committee Update and Consider Adoption of Policy CV(LOCAL)
Purpose:	<input type="checkbox"/> Discussion Item <input checked="" type="checkbox"/> Action Requested
Administrator Responsible:	Shawn Swisher, J.D., General Counsel
Attachments:	Policy CV(LOCAL) Proposed Revisions

Background Information:

The Board's Policy Committee has met multiple times with district administration and proposes updates to Policy CV(LOCAL). Specifically, the update raises the dollar threshold for bringing construction contract to the board for approval. The previous threshold has been in place since at least 2018 and is out-of-date, due to significant inflation in construction costs. Additionally, the committee is recommending revising reporting to require them on a quarterly basis. Both of the revisions are intended to ensure that Policy and practice align, and that the expectations set by board policy are operationally feasible, while ensuring that the board is properly informed and given an opportunity to directly approve of these contracted expenses.

Additionally, the chair of the Board's Policy Committee will report out on the committee's work.

Administrative Recommendation:

The administration recommends adopting the proposed revisions to Policy CV(LOCAL), as presented.

Sample Motion:

I move that the Board adopt the proposed revisions to Policy CV(LOCAL), as presented.

Compliance with Law

The Superintendent shall establish procedures that ensure that all school facilities within the District comply with applicable laws and local building codes.

Construction Contracts

Prior to advertising, the Board shall determine the project delivery/contract award method to be used for each construction contract valued at or above ~~\$50,000~~ **the competitive purchasing threshold established in law**. To assist the Board, the Superintendent shall recommend the project delivery/contract award method that he or she determines provides the best value to the District. [See CV series generally and CBB(LEGAL) for requirements if federal funds are involved.]

For construction contracts valued at or above ~~\$10,000~~ **\$100,000**, the Superintendent shall also submit the resulting contract to the Board for approval. Lesser expenditures for construction and construction-related materials or services shall be at the discretion of the Superintendent and consistent with law and policy. [See also CH and CBB(LEGAL)]

Note: For provisions regarding delegation of authority for construction contracts in the event of a catastrophe, emergency, or natural disaster affecting the District, see CH(LOCAL).

Change Orders

Change orders permitted by law shall be approved prior to any changes being made in the approved plans or the actual construction of the facility.

For purposes of this policy, all change orders shall be classified as one of the following two types.

Type One

Type One change orders are changes resulting from one or a combination of factors such as: design problems that prevent the facility from functioning as designed, a specific issue that was not clearly addressed in the plans and specifications, or noncompliance with codes due to new interpretations of existing codes or new code provisions with which the District must comply. Approval of Type One change orders usually must be made quickly to maintain the integrity/functionality of and to avoid delaying the project or in the worst case, stopping the work.

To facilitate Type One change orders, an amount equal to the amount listed below with the corresponding type of project, delivery method of the project, and cost of the project, shall be set aside at the beginning of the project. The Superintendent may approve these change orders. If the requests for Type One change orders exceed the amount set aside prior to completion of the project, the

FACILITIES CONSTRUCTION

CV
(LOCAL)

Board may approve an additional allowance for Type One change orders. Any additional requirements shall be approved in advance by the Board.

New Construction Projects

Construction Management at Risk, Design Build Delivery Method

Greater Than	Less Than or Equal To	Amount
\$0	\$25,000,000	\$200,000
\$25,000,000	\$100,000,000	\$300,000
\$100,000,000	\$200,000,000	\$400,000

Competitive Seal Proposals, Competitive Bidding

Greater Than	Less Than or Equal To	Amount
\$0	\$10,000,000	\$300,000
\$10,000,000	\$25,000,000	\$375,000
\$25,000,000	\$100,000,000	\$450,000
\$100,000,000	\$200,000,000	\$600,000

Additions and Renovation Projects

All Delivery Methods

Greater Than	Less Than or Equal To	Amount
\$0	\$10,000,000	\$400,000
\$10,000,000	\$25,000,000	\$500,000
\$25,000,000	\$50,000,000	\$600,000
\$50,000,000	\$100,000,000	\$700,000
\$100,000,000	\$200,000,000	\$800,000

Type Two

Type Two change orders modify the design of the project either to improve function or to accommodate a specified program need overlooked or not known at the initial design stage. Change orders valued above \$40,000 shall require Board approval. The Superintendent shall be authorized to approve change orders of a lesser amount.

Reports to Board

The Superintendent ~~or designee~~ shall maintain a log of all change orders approved by the Superintendent and shall report the changes to the Board on a ~~monthly~~ **quarterly** basis. Reports shall include the type of change, a brief description of the change, the

reason for the change, and the cost of the change. The Superintendent ~~or designee~~ shall require due diligence from the appropriate professional design team members regarding the cost calculations and any credits due for change orders submitted by the contractor.

Project Administration

All construction projects shall be administered by the Superintendent ~~or designee~~.

The Superintendent shall keep the Board informed concerning construction projects and also shall provide information to the general public.

Final Payment

The District shall not make final payments for construction or the supervision of construction until the work has been completed and the Superintendent ~~or designee~~ has accepted the work.

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, April 2, 2026

Agenda Item:	Consider Approval of Bond Oversight Committee Recommendation to Reallocate 2017 Bond Funds into 2017 Bond Project Savings
Purpose:	<input type="checkbox"/> Discussion Item/Report Only <input checked="" type="checkbox"/> Action Requested
Administrator Responsible:	Jeremy Trimble, M.Arch, Chief Operations Officer; Jon Lux, Bond Oversight Committee Chairman
Attachments:	Bond Oversight Committee Recommendation to Reallocate 2017 Bond Funds into 2017 Bond Project Savings Presentation

Background Information

As part of the [2017 Bond](#), the district has realized project savings across multiple project line items. Administration is requesting approval to reallocate remaining balances from completed or adjusted [2017 Bond](#) program line items to the [2017 Bond](#) Project Savings account.

The following reallocations are recommended:

Close Projects and Move Remaining Funds to Project Savings

- Vandegrift JROTC Building Additions and Renovations, Incubator Renovations
Reallocate \$7,084
- Vandegrift Classroom Additions, Incubator Renovation
Reallocate \$2,276
- Remaining Glen High School Template (Under 2007 Authorization)
Reallocate \$714,880
- Leander High School Master Plan
Reallocate \$3,000
- Cedar Park MS HVAC Update
Reallocate \$273,462
- Danielson MS New Construction
Reallocate \$94,023
- Tarvin ES New Construction
Reallocate \$547,257

Reallocate Funds to Project Savings

- Board Approved – Emergency Access Improvements at Vandegrift High School
Reallocate \$1,475,000
- High School #7 New Construction (Design Only)
Reallocate \$9,073,645
- North ES New Construction
Reallocate \$2,400,000
- Hisle ES New Construction
Reallocate \$2,000,000

Summary

The total amount proposed for reallocation to Project Savings is: **\$16,590,627**

On March 9, 2026, the Bond Oversight Committee unanimously approved reallocating 2017 Bond Funds into 2017 Bond Project Savings. These adjustments reflect completed scopes, reconciled construction costs, and programmatic shifts within the 2017 Bond framework. Moving these balances to Project Savings preserves flexibility for future Committee consideration while maintaining alignment with voter-approved bond purposes.

Administrative Recommendation:

Administration recommends that the Board approve the Bond Oversight Committee's recommendation to reallocate \$16,590,627 from 2017 Bond project line items to the 2017 Bond Project Savings, as presented.

Sample Motion:

I move that the Board approve the Bond Oversight Committee's recommendation to reallocate of \$16,590,627 from 2017 Bond Project line items to the 2017 Bond Project Savings, as presented.



April 2, 2026

**Consider Approval of Bond Oversight Committee
Recommendation to Reallocate 2017 Bond Funds into 2017 Bond
Project Savings**

PURPOSE

Review the Bond Oversight Committee's Recommendation to Reallocate 2017 Bond Funds into 2017 Bond Project Savings

Consider Approval of Bond Oversight Committee Recommendation to reallocate 2017 Bond funds into 2017 Bond Project Savings

Bond Oversight Committee



2017 Bond Project Savings Breakdown

As part of the **2017 Bond**, the district has realized project **savings** across multiple project line items.

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Line Item Description	Project Savings
Board Approved - Emergency Access Improvements at Vandegrift High School	\$1,475,000
HS #7 New Construction (Design Only)	\$9,073,645
North Elementary School (ES) New Construction	\$2,400,000
Hisle ES New Construction	\$2,000,000

Bond Oversight Committee



2017 Bond Project Savings Breakdown

Line Item Description	Project Savings
Vandegrift JROTC Building Additions and Renovations, Incubator Renovations	\$7,084
Vandegrift Classroom Additions, Incubator Renovation	\$2,276
Remaining Glen High School (HS) Template (Under 2007 Authorization)	\$714,880
Leander HS Master Plan	\$3,000
Cedar Park Middle School (MS) HVAC Update	\$273,462
Danielson MS New Construction	\$94,023
Tarvin ES New Construction	\$547,257

*Junior Reserve Officers' Training Corps (JROTC)

*Heating, Ventilation & Air Conditioning (HVAC)

Bond Oversight Committee



2017 Bond Project *TOTAL* Savings Breakdown

Description	Project Savings
Reallocate Project Savings only to Bond Savings	\$14,948,645
Close Project and Reallocate Project Savings to Bond Savings	\$1,641,982
TOTAL Savings to be Reallocated	\$16,590,627



Committee Recommendation

Bond Oversight Committee Recommendation

The Bond Oversight Committee, during their March 9, 2026 meeting, unanimously approved to reallocate **\$16,590,627** from 2017 Bond Project line items to the **2017 Bond Project Savings**.

These adjustments reflect completed scopes, reconciled construction costs, and programmatic shifts within the 2017 Bond framework. Moving these balances to Project Savings preserves flexibility for future Committee consideration while maintaining alignment with voter-approved bond purposes.



Administrative Recommendation

Administration recommends that the Board approve the Bond Oversight Committee's recommendation to reallocate **\$16,590,627** from **2017 Bond** Project line items to the **2017 Bond Project Savings** as presented.



DISCUSSION

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, April 2, 2026

Agenda Item:	Consider Approval of Early Release of Critical Positions
Purpose:	<input type="checkbox"/> Discussion Item/Report Only <input checked="" type="checkbox"/> Action Requested
Administrator Responsible:	Pete D. Pape, Ed.D., CPA, Chief Financial Officer and Gina Mitschke, Executive Director of Business
Attachments:	2026-2027 Early Release of Critical Positions

Background Information:

As part of the annual budget development process, certain positions may be requested for release prior to adoption of the budget when those positions are historically difficult to fill and/or require an extended hiring timeline. To remain competitive in attracting qualified candidates, the Administration has traditionally requested early approval of select positions so recruitment efforts can begin in advance of budget adoption.

For the 2026–2027 school year, Administration has identified critical positions necessary to appropriately staff the Leander ISD Police Department, as outlined in the attachment to the Board letter:

- 1 - Lieutenant
- 1 - Sergeant
- 6 - Police Officers

The hiring process for Police Department personnel includes multiple required steps, including screening, background investigations, and certification verification. Due to these requirements, the hiring timeline can span two to three months to complete all necessary steps.

Additionally, Administration has identified the need to early release a position for the legal department, as follows:

- 1 - Senior Administrative Assistant

For the 2025–2026 school year, the Legal Department reduced this position as part of budget reduction efforts. However, due to a significant increase in legislative changes, grievances, and complaints, the department’s workload has grown substantially. The increase in workload was initially thought to be a temporary surge, but it has become the new normal. The department is currently staffed with one attorney and two paralegals, and these three positions are unable to effectively manage the increased volume of work. The addition of a Sr. Administrative Assistant will provide support with day-to-day operational responsibilities, allowing the attorney and paralegals to focus on legal matters requiring their expertise.

The projected cost of these positions is included in the 2026–2027 budget. Approval of these positions at this time will allow the Administration to post vacancies and initiate the hiring process, supporting timely staffing in preparation for the upcoming school year.

Administration is requesting Board approval to move forward with hiring the Senior Administrative Assistant during the current school year. The associated cost for the remainder of this year will be covered through payroll savings generated by current vacancies, as well as two positions expected to be vacated within the next few weeks.

Administrative Recommendation:

The Administration recommends that the Board approve 9.0 new positions for the 2026–2027 school year at an estimated cost of \$785,796, and approve the hiring of one Senior Administrative Assistant during the current school year.

Sample Motion:

I move that the Board of Trustees approve 9.0 new positions for the 2026–2027 school year at an estimated cost of \$785,796, and approve the hiring of one Senior Administrative Assistant during the current school year.

**LEANDER INDEPENDENT SCHOOL DISTRICT
2026-2027 GENERAL FUND FTEs
EARLY RELEASE OF CRITICAL POSITIONS**

Position	2026-2027 FTE	Estimated Cost	Comments
NON-CAMPUS POSITIONS			
Lieutenant	1.00	124,324	Hard-to-fill Position/extended hiring timeline
Sergeant	1.00	100,601	Hard-to-fill Position/extended hiring timeline
Police Officers	6.00	491,658	Hard-to-fill Positions/extended hiring timeline
Senior Administrative Assistant for Legal Department	1.00	69,213	Critical Need
TOTAL POSITIONS TO EARLY RELEASE:	9.00	\$ 785,796	

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, April 2, 2026

Agenda Item:	Consider Approval of 2026-2027 Amended Budget Assumptions
Purpose:	<input type="checkbox"/> Discussion Item/Report Only <input checked="" type="checkbox"/> Action Requested
Administrator Responsible:	Pete Pape, Ed.D., CPA, Chief Financial Officer Gina Mitschke, Executive Director of Business
Attachments:	2026-2027 Amended Budget Assumptions – Scenario 1 2026-2027 Amended Budget Assumptions – Scenario 2

Background Information:

During the [March 26, 2026 Special Board Meeting Budget Workshop](#), the Board discussed options to modify the District’s budget parameter, including increasing the allowable budget deficit threshold to 3.0% (currently 1.5%) **or** budgeting payroll at 97% (currently 98%).

Attached for Board approval are the updated budget assumptions that will be used in developing the 2026-2027 budget.

The Amended Budget Assumptions documents outline the key assumptions for 2026-2027, and include the following updates:

Scenario 1

- Update to Budget parameter of 3.0%.
- Update to estimated salary costs for the opening of the Faubion School for Early Childhood. This revision reflects a recent review of staffing positions necessary to support the opening of the campus.
- Update to estimated salary costs for position requests outside of the formula. This revision reflects the planned delay of certain positions within the police department.

Scenario 2

- Budgeting payroll at 97%.
- Update to estimated salary costs for the opening of the Faubion School for Early Childhood. This revision reflects a recent review of staffing positions necessary to support the opening of the campus.
- Update to estimated salary costs for position requests outside of the formula. This revision reflects the planned delay of certain positions within the police department.

Administration recommends increasing the budget parameter to 3%, based on the District’s historical ability to offset deficits of approximately 3% through a combination of increased revenue and expenditure savings identified during the fiscal year.

Administrative Recommendation:

Administration recommends that the Board adopt one of the 2026-2027 Amended Budget Assumption scenarios listed above to be used in developing the General Fund budget for 2026-2027 covering all estimated revenues and proposed expenditures.

Sample Motion:

I move that the Board of Trustees adopt the 2026-2027 Amended Budget Assumptions, to be used in developing the General Fund budget for 2026-2027, which includes increasing the budget parameter to 3.0%, as presented.

I move that the Board of Trustees adopt the 2026-2027 Amended Budget Assumptions, to be used in developing the General Fund budget for 2026-2027, which includes budgeting payroll at 97 percent, as presented.



LEANDER INDEPENDENT SCHOOL DISTRICT
2026-2027 AMENDED BUDGET ASSUMPTIONS - SCENARIO 1

DATA ELEMENT	ASSUMPTION	ENROLLMENT PROJECTIONS	
		26-27 PASA for Staffing	26-27 PASA for Funding
		-0.26%	-0.29%
Student Enrollment:	PASA Enrollment Projection (less Pre-k and zero eligibility students)	40,426	40,284
	Pre-k projection (funding based on 1/2 day)	1,415	708
	Student enrollment projection for staffing/revenue estimates	41,841	40,992
Budget Parameter:			3.00%
Avg Daily Attendance Rate:	Based on attendance initiative		94.125%
Property Values:	Projected growth over prior year LOCAL values		3%
Property Tax Collection Rate:	Projected rate of collection on tax levy		98.5%
Staff Pay Increase:	Overall pay increase to all staff (Administrative Recommendation)		0%
Campus Allocations:	Maintain weighted per student allocations		
Positions tied to student enrollment projections:			
	Staffing formulas; PreKindergarten-12		TBD
	New positions for special education		TBD
New School Allocations:	Salaries for the Early Childhood Center		\$ 1,056,588
Other Staffing Increases:			
	Adjustments due to pay study		\$ 1,000,000
	New position requests (outside of formula)		\$ 1,060,275
Employee Benefits:	Increase contribution towards insurance premiums; Eliminate transfers out for health insurance		\$ -
Portables:	Portables to house students at campuses over capacity		\$ -
Budgeting Practices:	Budget payroll at 98%		\$ (7,600,000)
		2025 Tax Rate	2026 Tax Rate
Tax Rate:	M&O rate ESTIMATE with additional compression under HB3	\$ 0.6169	\$ 0.6169
	Golden pennies	0.0800	0.0800
	Copper pennies	0.0600	0.0600
	I & S rate	0.3300	0.3300
	<i>Actual/Projected Tax Rate</i>	\$ 1.0869	\$ 1.0869



LEANDER INDEPENDENT SCHOOL DISTRICT
2026-2027 AMENDED BUDGET ASSUMPTIONS - SCENARIO 2

DATA ELEMENT	ASSUMPTION	ENROLLMENT PROJECTIONS	
		26-27 PASA for Staffing	26-27 PASA for Funding
		-0.26%	-0.29%
Student Enrollment:	PASA Enrollment Projection (less Pre-k and zero eligibility students)	40,426	40,284
	Pre-k projection (funding based on 1/2 day)	1,415	708
	Student enrollment projection for staffing/revenue estimates	41,841	40,992
Budget Parameter:			1.50%
Avg Daily Attendance Rate:	Based on attendance initiative		94.125%
Property Values:	Projected growth over prior year LOCAL values		3%
Property Tax Collection Rate:	Projected rate of collection on tax levy		98.5%
Staff Pay Increase:	Overall pay increase to all staff (Administrative Recommendation)		0%
Campus Allocations:	Maintain weighted per student allocations		
Positions tied to student enrollment projections:			
	Staffing formulas; PreKindergarten-12		TBD
	New positions for special education		TBD
New School Allocations:	Salaries for the Early Childhood Center		\$ 1,056,588
Other Staffing Increases:			
	Adjustments due to pay study		\$ 1,000,000
	New position requests (outside of formula)		\$ 1,060,275
Employee Benefits:	Increase contribution towards insurance premiums; Eliminate transfers out for health insurance		\$ -
Portables:	Portables to house students at campuses over capacity		\$ -
Budgeting Practices:	Budget payroll at 97%		\$ (11,600,000)
		2025 Tax Rate	2026 Tax Rate
Tax Rate:	M&O rate ESTIMATE with additional compression under HB3	\$ 0.6169	\$ 0.6169
	Golden pennies	0.0800	0.0800
	Copper pennies	0.0600	0.0600
	I & S rate	0.3300	0.3300
	<i>Actual/Projected Tax Rate</i>	\$ 1.0869	\$ 1.0869