Pflugerville ISD: Public Notice

Regular Meeting

April 15, 20256:00 PM
Administration Building Board Room
1401 W. Pecan Street
Pflugerville, Texas 78660

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 same order as shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

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1. Opening
   - 1.A. Moment of Silence
   - 1.B. Pledge of Allegiance
   - 1.C. Awards and Recognitions
   - 1.D. Public Comment Related to Items Listed on the Agenda
2. President's Report
3. Administration Report
4. Consent Agenda
   - 4.A. Consideration and Possible Approval of Meeting Minutes
     - 4.A.(1) March 27, 2025, Regular Board Meeting
   - 4.B. Consideration and Possible Approval of the Second Quarter Investment Report for 2024-25
   - 4.C. Consideration and Possible Approval of Contract for Banking Services
   - 4.D. Consideration and Adoption of an Order Authorizing and Providing for the Defeasance and Redemption of Certain Outstanding Obligations of Pflugerville Independent School District; Authorizing the Execution of an Escrow Agreement; and Containing Other Provisions Related Thereto
   - 4.E. Consideration and Possible Approval of a Resolution to Adopt Hazardous Routes for the 2025-26 School Year
   - 4.F. Consideration for Approval of the USDA Community Eligibility Provision (CEP) for District Approved and Qualifying Campuses for the 2025-26 School Year
   - 4.G. Consideration and Possible Approval of a Contract for Classroom Audio/Visual Solution Upgrades
   - 4.H. Consideration and Possible Approval of Contracts to Complete Restroom Renovations at Highland Park Elementary and Park Crest Middle School

4.I. Consideration and Possible Approval of TASB's Local Policy Update 124-Second Reading

4.J. Consideration and Possible Approval of Out-of-State Travel for HHS MJROTC Cadets to Travel to JROTC Academic Bowl Championships in Washington, DC on June 20-24, 2025

4.K. Consideration and Possible Approval of Out-of-State Travel for HHS MJROTC Cadets to the 2025 Youth Physical Fitness National Championships in Little Rock, Arkansas, on May 16-18, 2025

4.L. Consideration and Possible Approval for Out-of-State Travel for the HHS Percussion Ensemble to Travel to the Percussive Arts Society International Conference held in Indianapolis, Indiana, Nov 12-16, 2025

4.M. Consideration and Possible Approval of Out-of-State Travel for the CHS and HHS Technology Student Association (TSA) Top Qualifiers to Participate in the 2025 TSA Nationals Competition Scheduled for June 27-July 1, 2025, in Nashville, Tennessee

4.N. Consideration and Possible Approval of Out-of-State Travel for the WHS Texas Association of Future Educators (TAFE) Top Qualifiers to Participate in the 2025 Educators Rising National Competition Scheduled for June 26-29, 2025, in Orlando, Florida

4.O. Consideration and Possible Approval of Purchases in Excess of $50,000

- 4.O.(1) BSN, for the purchase of weight training equipment to outfit the new weight room addition at Weiss High School
- 4.O.(2) Sport Pro Surfacing, LLC, for the purchase and installation of a new gym floor for the weight room addition at Weiss High School
- 4.O.(3) Travis County Clerk – Elections Division, for 60% of the estimated election costs for Travis County for the 2025 May Board elections
- 4.O.(4) Austin Community College, the cost of PTECH tuition and fees increases
- 4.O.(5) Dell, for the purchase of 200 Dell Chromebooks to support technology access for emergent bilingual students at designated Dual Language elementary campuses
- 4.O.(6) Flock Safety LPR, fka Falcon, for the purchase and installation of twelve additional safety cameras, with three cameras each allotted to Pflugerville HS, Hendrickson HS, Weiss HS, and the Pfield
- 4.O.(7) A&T Service Plumbing, for the replacement of two aging and malfunctioning plumbing lines from the main building out to the concession stands at Park Crest Middle School

5. Discussion Regarding Personnel Employment (551.074)
6. Discussion Regarding the Purchase, Exchange, Lease, or Value of Real Property (551.072)
7. Discussion of Intruder Detection Audit Report Finding (551.076)
8. Consideration and Possible Approval of Probationary Contract Terminations (551.074)
9. Consideration and Possible Approval of Term Contract Non-Renewals (551.074)
10. Consideration and Possible Approval of Administrative Term Contract Non-Renewals (551.074)
11. Closing

If, during the course of the meeting, discussion of any items 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)]

The notice for this meeting was posted in compliance with the Texas Open Meeting Act on: _____.

_____
For the Board of Trustees

APRIL
2025

Pflugerville Independent School District

ADMINISTRATION REPORT

Purpose Statement

- Radical Transparency - unprecedented levels of accessibility to information.
- Keeping trustees and stakeholders connected with the work of administration.
- Staying cohesive from the Boardroom to the Classroom.
- Keeping us open and learning, together!
- Continuous Improvement in all that we do.

ADMINISTRATION REPORT
APRIL 2025

The Pflugerville ISD Administrative Report is a groundbreaking initiative designed to promote transparency and create an unprecedented level of accessibility to information. This report is strategically aligned with the district's mission and goals, ensuring that every stakeholder is informed about administrative decisions, board meeting outcomes, and district-wide initiatives that impact the educational environment. By bridging the gap between the boardroom and the classroom, the report supports student success and fosters community trust through open communication and collaborative governance.

As part of this commitment to alignment and transparency, the Administration Report will now coincide with the Strategic Plan Findings and Directions. To ensure our district moves forward with a clear vision and priorities, a dedicated Strategic Plan Visioning Task Force, comprising parents, staff, and students, met nine times from Fall 2024 through Spring 2025 to develop key Strategic Plan Findings and Directions for PfISD.

After months of collaboration, data analysis, and community input, the PfISD Board of Trustees approved these guiding principles on February 20, 2025. This approval marks a major milestone in shaping the future of our schools, ensuring that district priorities align with the needs of our students and the community.

With this foundation in place, PfISD is now moving into the next phase of strategic planning, where we will refine our focus and develop actionable steps for implementation. We invite all stakeholders—students, families, staff, and community members—to provide additional input as we continue this important work. Through the Administration Report, we will keep our community informed and engaged in this process, ensuring that our collective efforts lead to meaningful progress for our district.

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Pflugerville ISD

1: Planning for The Future

Findings and Directions



1: Planning for the Future

1.1 Preparing students to discover their dreams and passions with confidence and a sense of responsibility enables them to choose their best path forward.

- 1.1.1 Provide career exploration opportunities for all students.
- 1.1.2 Introduce work ethic such as responsibility, approachability, coexistence, honesty and growth mindset.
- 1.1.3 Foster community business/industry partners and further develop their role to enhance career exploration and pathways.
- 1.1.4 Identify student interests; include students, parents and counselors in planning for pathways and course selection.
- 1.1.5 Create on-ramps and off-ramps for students to transition between pathways.

1.2 Preparing students to develop core values, master essential life skills, and communicate confidently and effectively .

- 1.2.1 Equip students with essential skills and strategies to navigate and succeed in real-world situations.
- 1.2.2 Incorporate resilience-building activities to help students navigate disappointment and foster adaptability.
- 1.2.3 Foster effective communication skills to support success in various contexts.
- 1.2.4 Encourage personal growth and social understanding through meaningful learning experiences.
- 1.2.5 Incorporate opportunities for developing critical thinking, practical skills, and well-being into learning experiences.

1.3 Fostering a sense of individual worth, community connection, and collaboration helps students thrive and innovate.

- 1.3.1 Recognize and celebrate the uniqueness of every individual in order to promote creativity and innovation.
- 1.3.2 Establish a safe and inclusive environment where connection and belonging are prioritized.
- 1.3.3 Foster civic responsibility by encouraging collaborative and community-focused activities.
- 1.3.4 Incorporate practices that develop self-regulation, networking, and empathy as foundational skills for life and career success.

1.1.2 Introduce work ethic such as responsibility, approachability, coexistence, honesty and growth mindset.

UIL A+ Academics

District Meet Summary–High School

Pflugerville ISD proudly hosted the annual UIL A+ Academics District 23-5A Meet on March 28–29 at Hendrickson High School, where academic excellence was on full display. Nearly 350 high school students from six area schools came together to compete in a wide range of intellectually challenging events, celebrating the spirit of scholarship, creativity, and critical thinking.

Students demonstrated their talents in events such as:

Accounting	Calculator	Computer Science	Copy Editing
Congress	Current Events	Editorial	Feature Writing
Headline Writing	Informative Speaking	Lincoln-Douglas Debate	Literary Criticism
Mathematics	News Writing	Number Sense	Poetry
Persuasive Speaking	Prose	Ready Writing	Science
Social Studies	Spelling		

Tournament Results

PfISD students rose to the challenge, earning top honors and proudly representing their schools and community. Below is a list of the top three PfISD winners in each category along with overall sweepstakes results—a true testament to the hard work, dedication, and academic excellence of our students and educators.

Congratulations to all PfISD UIL A+ Academics competitors for their outstanding performance and commitment to excellence. We are #PfProud of you!

PfISD--HS UIL A+ Academics--District Meet Results		
Hendrickson HS–March 28th & 29th		
Accounting	**Student**	**Campus**
1	Spencer Madsen	Weiss HS
3	Patrick Forde	Pflugerville HS
4	Nishalini Semalaiappan	Weiss HS
Calculator Applications	**Student**	**Campus**
2	Katie White	Hendrickson HS
3	Maxwell Liao	Pflugerville HS
7	Brooke Ng	Weiss HS
Computer Science	**Student**	**Campus**
1	Ryan Dolan	Hendrickson HS
2	Shayna Supernaw	Pflugerville HS
3	Paul Gonzales	Pflugerville HS
Copy Editing	**Student**	**Campus**
1	Paul Gonzales	Pflugerville HS
2	Gia Patel	Hendrickson HS
4	Eliana Grant	Hendrickson HS
Current Issues & Events	**Student**	**Campus**
1	Anthony Fernandez	Weiss HS
2	Ricardo Espinoza-Kock	Hendrickson HS
3	Rin Moore	Hendrickson HS
Editorial	**Student**	**Campus**
1	Eliana Grant	Hendrickson HS
4	Gia Patel	Hendrickson HS
5	Natalia Beltran	Hendrickson HS
Feature Writing	**Student**	**Campus**
1	Afomiya Michael	Hendrickson HS
2	Gia Patel	Hendrickson HS

3	Eliana Grant	Hendrickson HS
Headline Writing	**Student**	**Campus**
1	Gia Patel	Hendrickson HS
2	Afomiya Michael	Hendrickson HS
5	Eliana Grant	Hendrickson HS
Informative Speaking	**Student**	**Campus**
2	Elijah Olsen	Hendrickson HS
3	Venus Pearce	Hendrickson HS
4	Emerson Growt	Hendrickson HS
Lincoln-Douglas Debate	**Student**	**Campus**
1	Peyton Lin	Hendrickson HS
5	Jameson Messer	Hendrickson HS
6	Venus Pearce	Hendrickson HS
Literary Criticism	**Student**	**Campus**
1	Hannah Saad	Hendrickson HS
2	Neha Gandra	Hendrickson HS
6	Simon Alvarez	Hendrickson HS
Mathematics	**Student**	**Campus**
2	Maxwell Liao	Pflugerville HS
3	Paul Gonzales	Pflugerville HS
6	Katie White	Hendrickson HS
News Writing	**Student**	**Campus**
1	Fella Sahertian	Hendrickson HS
2	Gia Patel	Hendrickson HS
4	Eliana Grant	Hendrickson HS
Number Sense	**Student**	**Campus**
2 (tie)	Katie White	Hendrickson HS
	Sreehari Nair	Hendrickson HS
5	Maxwell Liao	Pflugerville HS
Persuasive Speaking	**Student**	**Campus**

1	Rin Moore	Hendrickson HS
2	Ricardo Espinoza-Kock	Hendrickson HS
3	Ladia Burke	Hendrickson HS
Poetry Interpretation	**Student**	**Campus**
3	Summer Loza	Hendrickson HS
5	Gavin Johst	Hendrickson HS
6	Camryn Schneider	Hendrickson HS
Prose Interpretation	**Student**	**Campus**
2	Julianna Vargas	Hendrickson HS
3	Maddie Berndt	Hendrickson HS
4	Veronica Vigliaturo	Hendrickson HS
Ready Writing	**Student**	**Campus**
1	Laney Sullivan	Connally HS
2	Zuhayr Khondker	Connally HS
3	Autumn Black	Hendrickson HS
Science	**Student**	**Campus**
1	Shayna Supernaw	Pflugerville HS
2	Maxwell Liao	Pflugerville HS
3	Isaac Bendixen	Hendrickson HS
Social Studies	**Student**	**Campus**
1	Hoan Nguyen	Hendrickson HS
2	Aubrie Hollis	Pflugerville HS
4	Karson Meroney	Hendrickson HS
Spelling	**Student**	**Campus**
2	Brayan Abube	Pflugerville HS
3	Rilo Baker	Pflugerville HS
4	Frances Morales-Davila	Hendrickson HS

Sweepstakes

Place	School	Events	Points Earned
District Champions	Hendrickson	21	654
2	Georgetown	19	414
3	Pflugerville	16	278
4	Eastview	15	99
5	Connally	10	100
6	Weiss	6	93
7	Elgin	2	10

1.1.3 Foster community business/industry partners and further develop their role to enhance career exploration and pathways.

Coding the Future: PfISD Builds PK–12 COMP^3 Pipeline Through Transcend Cohort

PfISD is leading the way in preparing students for a tech-driven future! The Instructional Technology Department, in partnership with the Transcend Cohort, is proud to announce the ongoing development of a COMP^3 pipeline—focused on Computational Thinking, Coding, and Computer Science—across Delco Elementary, Dessau Middle School, and Connally High School.

Reimagining Learning Across 3 Campuses

This innovative initiative will impact more than 2,100 students, creating a vertically aligned PK–12 pathway that embeds STEM-rich learning into everyday instruction. Campus design teams—made up of principals, teachers, instructional coaches, and technology specialists—are collaborating to integrate COMP^3 strategies across content areas in meaningful, engaging ways.

Cross-Departmental Partnership
- CTE and Instructional Technology are working hand-in-hand to bring coding and computational thinking into the classroom.
- The work is supported by our Chief of Academics, ensuring alignment with district-wide academic goals.

April 2nd Transcend Convening: A Catalyst for Change

To build momentum and strengthen vision, Transcend hosted a district convening that brought together:
- Campus design teams
- CTE leaders
- Academic leadership

Together, they focused on aligning efforts, fostering collaboration across campuses, and designing for long-term impact.

With COMP^3, PfISD is empowering students to become creative problem-solvers, critical thinkers, and future-ready innovators—starting in elementary school and continuing through high school. This is what it looks like to reimagine learning for a bold, brilliant tomorrow.

CTE Showcases Highlight Innovation, Career Readiness, and Student Voice

Pflugerville ISD is proud to spotlight the strength and impact of its Career and Technical Education programs through a series of CTE Showcases hosted at each high school campus. These events bring together middle and high school campus leaders along with district leadership to experience firsthand how CTE is preparing students for success beyond graduation.

Participants will tour active CTE classrooms and labs, hear directly from CTE Student Ambassadors, and engage in meaningful conversations about career readiness, College Career and Military Readiness (CCMR), and the future development of the planned PfISD CTE Center.

The schedule includes:
- April 7 – Morning at Weiss High School, Afternoon at Hendrickson High School
- April 11 – Morning at Connally High School
- April 14 – Afternoon at Pflugerville High School

These showcases demonstrate how CTE programs are building skills, confidence, and pathways to high demand careers while connecting classroom learning to real world opportunities.

Pflugerville ISD is investing in career readiness that starts today and lasts a lifetime.

1.1.4 Identify student interests; include students, parents, and counselors in planning for pathways and course selection.

Future Ready: PfISD Students Shine in CTSO Competitions Across Texas!

All placed in the top three at regionals and are advancing to the state competition!

Business Professionals of America (BPA):
- 10 HHS students and 4 from PACE earned top honors at state
- They will represent PfISD at the national competition in May 2025

Health Occupations Students of America (HOSA):
- 4 Pflugerville High School (PHS) students
- 2 HHS students placed second at regionals

All are moving on to the state level

Texas Public Safety Association (TPSA):
- 14 students from the Fire Career Academy placed in the top three and will compete at state in late March

These incredible student achievements are a reflection of PfISD's high-quality Career and Technical Education (CTE) programs and the dedicated educators guiding them. From classrooms to competition arenas, our students are leading the way toward bright futures.



1.2.1 Equip students with essential skills and strategies to navigate and succeed in real-world situations.

International Newcomer Academy Students Engage in Theater and Civic Learning

Pflugerville ISD continues to lead in providing dynamic, real world learning experiences that enrich student growth beyond the classroom. Recently, 194 students from Connally High School's International Newcomer Academy (INCA) participated in a powerful field trip to the Paramount Theater, where they experienced a live performance of Look Both Ways. After the show, students enjoyed a picnic lunch on the lawn of the Texas Capitol, further connecting their experience to civic learning.

For many students, this was their first time attending a live theater performance. The outing offered an impactful opportunity to engage with the arts while supporting the development of cultural awareness, communication skills, and critical thinking.

This experience reflects Pflugerville ISD's ongoing commitment to creating equitable, culturally relevant, and engaging educational opportunities for all students. By expanding access to the arts and public spaces, the district is investing in well rounded learners and advancing its strategic goal of preparing every student for academic and personal success.

1.3.1 Recognize and celebrate the uniqueness of every individual in order to promote creativity and innovation.

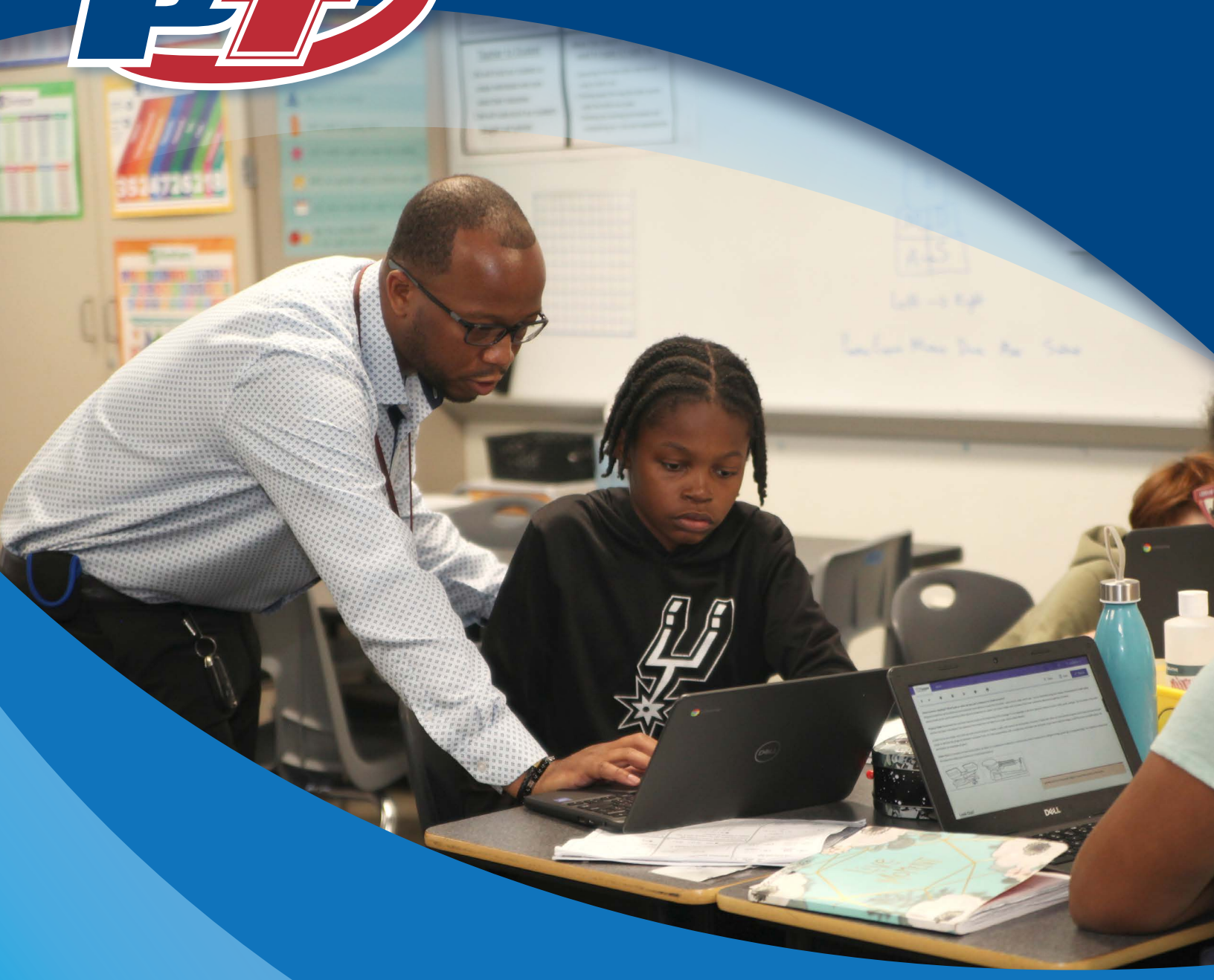
Learning, Leading, and Growing Together: Celebrating Individuality and District Contributions

Recognizing and celebrating the uniqueness of every individual is the foundation for promoting creativity, innovation, and meaningful growth. When leaders step into their essence and embrace their authenticity, they create powerful spaces where learning thrives and people feel seen, valued, and inspired.

Building a true community of learners goes beyond simply sharing knowledge—it requires cultivating trust, fostering collaboration, and empowering others to rise to their full potential.

A heartfelt thank you to Laura Brown for embodying this vision so beautifully. As the lead learner, she has created a welcoming, inclusive space on her campus where individuals are encouraged to learn, lead, and grow. Her unwavering commitment to learning, leadership, and community has left a lasting impact, allowing others to step forward with confidence, creativity, and purpose.





Pflugerville ISD

2: Student Learning Experiences



2: Student Learning Experiences

2.1 Creating an environment of connection and trust, where passionate teachers inspire a joy of learning and help students discover their purpose.

- 2.1.1 Foster strong connections between students and educators by creating supportive environments that promote trust, engagement, and a sense of belonging.

2.2 Fostering a culture where students are encouraged to be risk takers and innovators, challenged to think critically, and empowered to embrace courage and a growth mindset to navigate challenges, seize opportunities, and thrive.

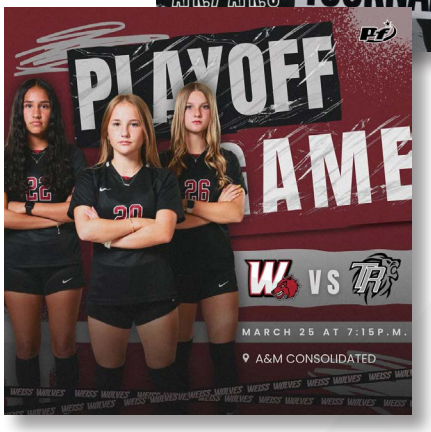
- 2.2.1 Integrate critical thinking and student-led discussions by allowing students to analyze real-world problems and safely express their ideas in a collaborative environment
- 2.2.2 Provide guidance and support to encourage student growth, resilience, and a mindset that embraces both success and learning from challenges.
- 2.2.3 Offer guidance and support that highlights individual strengths, encourages improvement, and nurtures a growth mindset.

Media Days in Action: Celebrating Collaboration in PfISD Athletics

Pflugerville ISD continues to elevate its athletic programs by showcasing the power of collaboration and school spirit. The Media Day photos captured by the Communications Department earlier this year have become a dynamic resource for highlighting student athletes, celebrating achievements, and promoting district wide unity across athletics.



These high quality visuals have been featured in game day graphics, athlete recognition posts, state qualifier announcements, and more—amplifying the impact of our teams both on and off the field. By using these images consistently across digital platforms, PfISD is not only celebrating athletic excellence but also demonstrating the strong partnership between coaches, student athletes, and the communications team.



This intentional collaboration reflects our commitment to innovative and inclusive storytelling, reinforcing the value we place on teamwork and recognition at every level.

In PfISD, athletics is more than competition—it is a shared experience that builds character, pride, and lasting connections.

Fine Arts Excellence: Celebrating PfISD Choir and Dance Achievements

Pflugerville ISD continues to showcase the incredible talent and dedication of our student performers through outstanding achievements in choir and dance.

Superior Performances in Choir

On March 12, our high school choirs took center stage at the UIL Concert & Sight Reading Evaluation, where they wowed judges with their skill and artistry. Several PfISD ensembles earned the coveted Sweepstakes Trophy, the highest honor awarded for superior ratings in both concert performance and sight reading.

Congratulations to these exceptional choirs:

- Hendrickson Varsity Mixed
- Pflugerville Varsity Mixed
- Weiss Varsity Mixed
- Hendrickson Varsity Treble
- Weiss Varsity Treble
- Hendrickson Varsity Tenor/Bass
- Weiss Non-Varsity Treble
- Hendrickson Non-Varsity Tenor/Bass
- Weiss Non-Varsity Tenor/Bass

These achievements are a testament to the passion and excellence of our students and directors in the PfISD Fine Arts community.

Dancing to Victory

PfISD's dance programs also took the spotlight with incredible performances and unforgettable moments. The Connally Stars Dance Team celebrated an undefeated season, culminating in their title as 2025 Crowdpleasers Dance Small Team Division National Champions—an extraordinary accomplishment!

Meanwhile, the Weiss Scarlets Dance Team made lifelong memories on a special trip to Hawaii, where they proudly performed aboard the historic USS Missouri, representing PfISD with elegance and pride.

Whether on stage, on the field, or across the ocean, our Fine Arts students continue to inspire and excel. Congratulations to all of our talented performers and their dedicated directors—we are #PfProud of you!



PfISD Theatre Stands Out in Regional Competitions

Pflugerville ISD continues to raise the bar in Fine Arts with impressive success in this year's UIL One Act Play competitions. As districts across the region bring their best to the stage, PfISD theatre students are making their mark with standout performances and advancing productions.

Connally High School served as the host site for both the district and bi-district UIL competitions, placing PfISD at the center of regional theatrical excellence. Two productions—Big Love by Hendrickson High School and Agnes of God by Connally High School—earned top honors and advanced to the bi-district round, standing out among strong competition from across the area.

Hendrickson High School's Big Love continued to impress judges and audiences alike, securing a spot in the area contest. The production will compete in Bastrop on April 10, further showcasing the strength of PfISD's theatre program on a larger stage.

These accomplishments reflect not only the exceptional talent of our students and directors, but also Pflugerville ISD's unwavering commitment to the performing arts. In a region filled with talented schools, PfISD is proud to lead the way in providing meaningful opportunities for creative growth and competitive success.

When it comes to cultivating excellence in Fine Arts, PfISD is setting the standard.

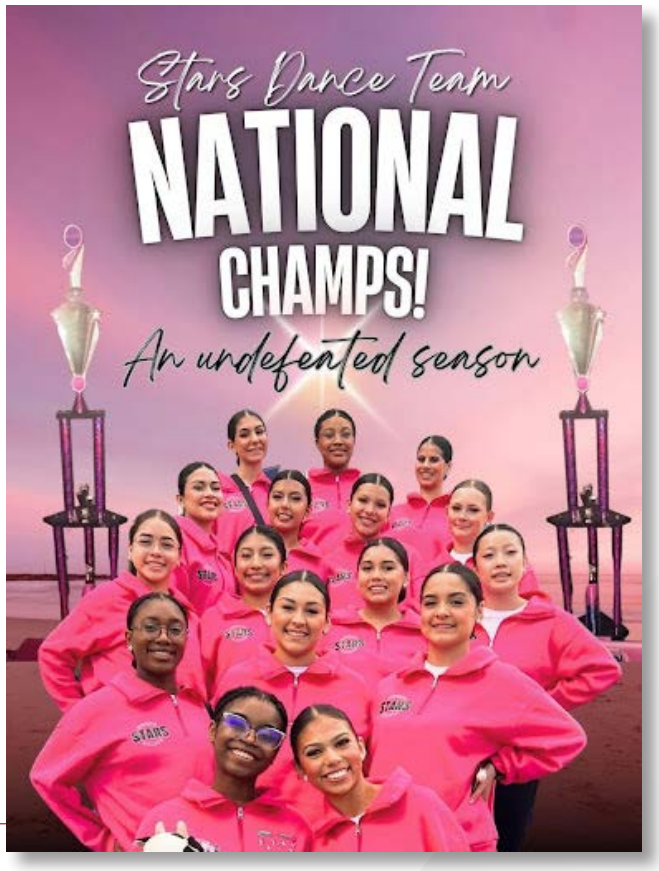
PfISD Color Guard Leads the Way with Championship Finish and Community Impact

Pflugerville ISD continues to stand out in the performing arts, with the Pflugerville High School Color Guard earning a first place victory at the Texas Color Guard Circuit Scholastic State Championship Finals on Saturday, March 29 in College Station. Competing in the highly competitive AA Scholastic Blue Category, the team demonstrated precision, creativity, and excellence, securing the top spot and reinforcing PfISD's reputation as a leader in student performance programs.

Earlier that week, Color Guard teams from all four PfISD high schools came together for the Pfestival of the Winter Guards, held on Wednesday, March 26. These performances were met with enthusiasm and appreciation from the community, showcasing the talent and artistry of our students across the district.

While other districts continue to build their Fine Arts programs, PfISD is leading with results. Our students are not only winning state championships but also creating meaningful experiences that unite and inspire the community.

Pflugerville ISD is proud to offer dynamic and high quality Fine Arts opportunities that prepare students to excel both on stage and beyond.



2.2.3 Foster community business/industry partners and further develop their role to enhance career exploration and pathways.

Connally High School Launches Innovative Tutoring Initiative to Boost STAAR Success

Connally High School is leading the way in academic support with the launch of a powerful new tutoring initiative designed to increase student success on the STAAR exam. In partnership with Papaya, an interactive online tutoring platform, students are now connected with live tutors who provide real time, individualized academic support tailored to their needs.

This program is focused on reaching students who may not otherwise have access to tutoring resources. The goal is clear—to help students build confidence, close learning gaps, and succeed on the STAAR test the first time they take it.

Early feedback has been overwhelmingly positive. Students are engaged, motivated, and making meaningful academic progress with the help of their tutors. Teachers and administrators are seeing the impact firsthand, as students are not only completing their work but also gaining the skills they need to thrive.

This initiative reflects Pflugerville ISD's ongoing commitment to innovation, equity, and academic excellence. Connally High School is proud to be leading efforts that make a real difference in student outcomes and set the standard for support across the region.



Pflugerville ISD

3: Recruit, Develop and Retain Teachers and Staff



3: Recruit, Develop and Retain Teacher and Staff

3.1 Developing quality staff members who are equipped, experienced, and constantly learning is crucial for fostering student achievement and growth.

- 3.1.1 Provide differentiated professional development for staff based on experience and proficiency, and provide opportunities for individual choice
- 3.1.2 Establish collaborative support systems to enhance instructional development and professional growth for educators.
- 3.1.3 Offer leadership development opportunities to support administrators in their professional growth.

3.2 Retaining quality teachers allows us to develop the purpose, joy and love of learning for staff and students.

- 3.2.1 Consider creative and competitive compensation ideas as they become possible.
- 3.2.2 Expand employee recognition options
- 3.2.3 Explore ways to provide balanced and dedicated teacher collaboration and planning time.
- 3.2.4 Explore housing incentives to attract and retain quality staff

3.3 Recruiting highly effective teachers and staff are crucial for fostering student achievement and growth.

- 3.3.1 Collaborate with higher education institutions to recruit and prepare highly effective teachers
- 3.3.2 Consider incentives to attract experienced educators to the district
- 3.3.3 Continuously assess and refine compensation and benefits to attract and retain talent while maintaining financial sustainability.
- 3.3.4 Explore pathways to support career growth and advancement for substitutes, paraprofessionals, and volunteers pursuing teaching roles.
- 3.3.5 Explore opportunities to develop students as future educators and encourage them to return home to teach

3.1.1 Provide differentiated professional development for staff based on experience and proficiency, and provide opportunities for individual choice

Campus Improvement Planning: On Track and Moving Forward

The final two Comprehensive Needs Assessment (CNA) work sessions—designed to support principal-led teams in shaping the 2025–2026 Campus Improvement Plans (CIPs)—took place on April 8 and 10. These sessions marked a key milestone in our annual planning cycle.

Next, we'll host dedicated Elementary and Secondary CIP Workshops on May 29 and 30, where Assistant Principals will join the process for targeted capacity-building and leadership development.

Looking ahead, future workshops will emphasize alignment with the PfISD Strategic Plan, ensuring every campus plan supports our long-term district vision.

Thanks to the strong leadership of our principals and the meaningful engagement of teachers and staff in collaborative discussions, campuses are well on their way to meeting the district goal of completing all improvement plans by June 12.

Google Education and Instructional Technology

On April 1st, our Instructional Technology team visited the Google offices in Downtown Austin for an exciting day of learning and innovation. The focus: exploring how Google for Education, Workspace tools, and emerging AI technologies like Gemini can enhance teaching and learning across our district.

The team engaged in hands-on demos, discovered AI-driven features that support differentiation and reduce teacher workload, and connected with Google specialists on future-ready practices.

Key Takeaways:
- AI tools like Gemini can boost teacher productivity and student engagement.
- Google is committed to accessible, secure, and equitable tools for education.
- We're bringing fresh insights back to the classroom—get ready for what's next!
- The future of learning is here, and we're leading the way!

3.1.2 Establish collaborative support systems to enhance instructional development and professional growth for educators.

ESSA Title Program Funding Enhances Professional Development and Student Support Across PfISD

Pflugerville ISD is putting additional federal funding to work in ways that directly support student learning and professional growth. With final allocations, reallocations, and carryover amounts now confirmed under the ESSA Grant, PfISD is expanding key initiatives across the district.

Title I funds will enhance early learning by supporting the Pre-K program through the purchase of high quality instructional resources and targeted professional development on Title I campuses.

Title II will be used to expand professional learning opportunities for educators, reinforcing PfISD's commitment to continuous improvement and instructional excellence.

Title III is providing additional academic support for Emergent Bilingual and Immigrant students. This includes tutoring, access to new technology such as Chromebooks and iPads, and enriched learning through educational field trips.

Title IV funds are strengthening student transition and success through enhanced support for the Freshman Academy at Connally High School.

These strategic investments reflect PfISD's dedication to meeting the diverse needs of students and educators alike. By maximizing the impact of Title program funding, the district is continuing to lead with equity, innovation, and a clear focus on student achievement.

Strategic Leadership and Targeted Support Driving Excellence at ESF Campuses

Pflugerville ISD is taking bold steps to strengthen instructional leadership and student achievement through a powerful collaboration between the Office of School Leadership and the Curriculum and Instruction team. This year, the district launched biweekly campus support meetings designed specifically to enhance outcomes on campuses aligned with the Effective Schools Framework.

These structured sessions provide principals with a dedicated space to share student data updates, report on instructional progress, and request support for targeted grade levels and content areas. In turn, the curriculum team and instructional coaches share insights from their work with teachers, identify patterns, and highlight opportunities where additional leadership support can accelerate impact.

These meetings also serve as a solution-focused environment where immediate campus needs are addressed in real time. This collaborative approach ensures that every level of support is responsive, strategic, and aligned with each school's goals.

Insights gained from these sessions allow assistant superintendents to personalize their coaching for campus leaders, creating a tailored leadership development experience that enhances instructional quality and fosters a strong, student-centered school culture.

To further strengthen leadership capacity, campuses such as Dessau Elementary and Westview Middle School are partnering with Big Rock Educational Services to provide professional learning and sustained coaching for their leadership teams. These sessions focus on building effective team dynamics, aligning leadership practices, and setting clear expectations around culture and instruction.

Through these intentional systems and leadership development opportunities, Pflugerville ISD is laying the groundwork for long-term instructional excellence and continued gains in student achievement across the district.

3.1.3 Offer leadership development opportunities to support administrators in their professional growth.

Leaders Growing Leaders: The PfISD Aspiring Leadership Panel

Offering leadership development opportunities is essential to supporting aspiring leaders in their professional growth—and Pflugerville ISD is doing just that. In alignment with Strategic Plan 3.1.3, the district proudly hosted an Aspiring Leadership Academy Panel designed to elevate the voices, stories, and journeys of school and district leaders who exemplify what it means to grow, serve, and lead with purpose.

This powerful event was made even more impactful through the collaborative efforts of the Office of School Leadership (OSL) and Human Resources (HR). The panel featured a dynamic group of leaders: Dr. Holly Galloway (HR), Dr. Sarah Martinez (Fine Arts), Georgie Arenaz (Principal, Copperfield ES), Kris Reyes (Senior HR Director), Kelly Bertholf (Assistant Director of Assessment and Accountability), and Stephanie Buckley (Associate Principal, WHS). OSL panelists included Dr. Alma Gonzalez de Castillo and Dr. Chrysta Carlin (Assistant Superintendents of Schools) and Dr. Rachel Naugle (Director of School Improvement). Together, these professionals served as both panelists and thought partners for the participants in the PfISD HR Aspiring Leaders Academy. Their transparency, vulnerability, and strategic insight showcased the strength of leadership across our system and underscored the importance of cultivating future leaders.

This session was more than a panel—it was a living demonstration of collective leadership in action. Attendees heard firsthand accounts of the challenges, triumphs, and transformational moments in leadership, while gaining practical tools and inspiration to fuel their own journeys. The event reflected PfISD's deep commitment to mentorship, growth, and preparing leaders who will positively shape our schools and communities.

To the aspiring leaders who joined us: Your passion, vision, and courage to step into leadership are exactly what our students and staff need. Leadership is a continuous journey of learning, reflection, and service—and we're honored to walk alongside you. Thank you, Pflugerville ISD, for continuing to create intentional, authentic spaces that invest in people and elevate the future of education.



TXST Cohort Information Sessions (flyer)

PfISD recently hosted information sessions about an exciting partnership with Texas State University, offering a unique opportunity for employees to pursue a Master of Education (M.Ed.) with Principal Certification through a special cohort designed exclusively for our district. This program is tailored to support aspiring educational leaders in advancing their careers while continuing to serve the district.

To further assist participants, PfISD will provide four substitute days to help balance coursework with professional responsibilities—a testament to our commitment to supporting the growth and development of our future leaders.

Program Highlights:
- A rigorous, equity-focused program that prepares participants for the 268 and PASL exams
- Completion in 5 semesters, including intensive summer coursework
- Evening classes with no Friday sessions
- A hands-on practicum experience where participants shadow a principal
- An action research project aimed at improving campus data

Aspiring Leadership Academy: Learning from Inspiring District Leaders

On March 26, 2025, the two cohorts of the Aspiring Leadership Academy, consisting of 21 eager participants, had the privilege of learning from esteemed district leaders. These leaders generously shared their personal leadership journeys, offering invaluable insights and lessons shaped by dedication, resilience, and a passion for innovation.

The panel discussions were rich with practical advice, heartfelt reflections, and a shared commitment to shaping the future of education. Participants were not only inspired by these stories but also equipped with strategies and perspectives to help them navigate their own leadership paths. The event was a powerful reminder that great leadership is built on experience, empathy, and a relentless pursuit of excellence.

As we continue to cultivate the next generation of leaders, moments like these reinforce the importance of mentorship, collaboration, and the transformative power of shared wisdom.

PfISD Leadership Academy Institute: Building Emotionally Intelligent Leaders for the Future

At Pflugerville ISD, we believe great leadership begins with self awareness, emotional intelligence, and a strong commitment to growth. Our most recent Leadership Academy Institute showcased this belief in action.

Twenty seven current and aspiring leaders from across the district took part in a powerful experience focused on emotional intelligence. Using the Emotional Quotient Inventory (EQ i), participants explored their individual leadership profiles and uncovered valuable insights into their strengths and areas for growth. With expert guidance, each leader developed a personalized action plan supported by SMART goals to enhance their leadership practice.

These leaders are now equipped with strategies to lead with empathy, build strong relationships, and align emotional growth with professional excellence. They are bringing their learning back to campuses, making a meaningful impact across the district.

This is leadership development in Pflugerville ISD—purposeful, reflective, and focused on empowering leaders to reach their full potential.

If you are ready to grow, inspire, and lead in a district that invests in its people, consider your next chapter at Pflugerville ISD.

3.2.2 Expand employee recognition options

Printed to Perfection: PfISD Copy Center Named Outstanding Production Team of the Year!

Big congratulations are in order! The Pflugerville ISD Copy Center has been recognized as the Outstanding Production Team of the Year by the Printing & Imaging Association (PIA MidAmerica). This is a prestigious honor that celebrates technical excellence and innovation in the world of print.

This recognition highlights the team's:
- Exceptional technical achievements in print production
- Creative problem-solving and dedication to high-quality service
- Consistent innovation that supports campuses and departments across PfISD

The award-winning team is led by Lauren Tarbet, Coordinator of Warehouse and Copy Center, whose leadership has helped elevate the department into a model of operational excellence.

Dedicated Time, Intentional Impact: A PLC Model in Action

Exploring ways to provide balanced and dedicated teacher collaboration and planning time is essential—and the Mighty Sharks at Springhill Elementary are showing exactly why. This resilient, driven, and determined team is leaning into meaningful conversations, reflecting on student needs, and identifying opportunities for success.

As part of a district-supported initiative, the 3rd grade PLC engaged in a powerful half-day planning session alongside our dedicated District Instructional Coaches. Together, they conducted a thorough data protocol to analyze STAAR Interim II results—disaggregating performance trends, identifying learning gaps, and recognizing areas of student strength.

From this analysis, the team collaborated to create individualized student intervention plans designed to meet learners where they are and help them grow. They intentionally aligned instructional strategies with specific student needs, ensuring that small-group instruction and targeted supports are not only purposeful but high-impact. Their planning reflects a deep understanding of the importance of timely academic interventions and a shared commitment to equitable outcomes.

The Spring Hill 3rd-grade team exemplifies what's possible when professional learning communities function at a high level—with trust, intentionality, and a relentless belief in their students. Their commitment to collaboration and growth is inspiring, and I can't wait to see the impact it has on their students.

Go SHARKS!





PfISD Expands Reach Through Strategic College and Career Fair Recruitment

Pflugerville ISD is attracting top talent through a bold and coordinated recruitment campaign designed to connect with the next generation of educators. From March through April, the Communications Department partnered with Human Resources to launch a multi channel strategy aimed at reaching both local and out of state candidates.

This recruitment push included targeted email outreach, regional digital advertising, YouTube content, and a strong presence at college career fairs to elevate awareness of job opportunities across the district. The result: increased visibility, stronger candidate engagement, and measurable impact.

A major focus during this campaign was college outreach and early career recruitment. Ahead of the Texas A&M career fair on March 31, PfISD delivered targeted email campaigns to more than 160 education students, including those pursuing special education and bilingual certifications. This personalized approach led to six signed letters of intent at the event, showing the power of preparation and intentional communication.

PfISD also expanded its reach into new markets using social media advertising, successfully connecting with both early career teachers and experienced educators. A campaign focused on Baton Rouge and New Orleans generated 110 RSVPs for interviews, reached more than 9,000 people, and delivered close to 18,000 impressions with just 178 dollars in ad spend.

Locally, the promotion of the Pflugerville Job Fair delivered exceptional results:
- 283 RSVPs
- More than 340 in person attendees
- 609 link clicks
- Over 10,000 people reached with only 100 dollars invested

These outcomes reflect PfISD's proactive, data informed approach to recruitment and its commitment to building a strong and diverse team of educators.

Pflugerville ISD is not just hiring. We are building a future ready workforce. Join us and make a difference where your impact matters most.

View the full report here.

The Pflugerville ISD Job Fair Delivers Strong Results and Community Impact

The Pflugerville ISD Annual District Job Fair, held on March 29, was a remarkable success, drawing several hundred enthusiastic job seekers eager to learn more about opportunities in our growing district.

PflSD was proud to once again collaborate with the Pflugerville Employment Coalition, a partnership that includes the City of Pflugerville, ESD Number Two, the Pflugerville Chamber of Commerce, and the Pflugerville Community Development Corporation. This coalition continues to play a vital role in connecting talent with opportunity and strengthening the fabric of our local workforce.

This public and private partnership proved to be a powerful asset, expanding access to meaningful careers and deepening connections across the region. The Job Fair showcased the strong sense of purpose and collaboration that defines Pflugerville ISD and its commitment to serving the community.

We extend our sincere thanks to all of our partners and attendees for making this event such a success. Together, we are creating new possibilities for students, families, and professionals throughout the region.

Looking for a place to grow your career and make a difference? Join PflSD and be part of something bigger.







Pflugerville ISD Leads Local Recruitment with Targeted Outreach and Early Engagement

Pflugerville ISD continues to prioritize the recruitment of highly effective teachers and staff who are dedicated to fostering student achievement and growth. With a focus on early engagement and strategic outreach, the district is actively securing top talent to support a strong start to the 2025 to 2026 school year.

This spring, campus leadership teams participated in the Greater Pflugerville Job Fair, one of the earliest educator recruitment events in the Central Texas region. The early timing provided a valuable opportunity for PfISD campuses to connect with a robust pool of candidates and conduct preliminary interviews ahead of the regional hiring cycle. Principals were able to issue letters of intent on the spot to high quality candidates, demonstrating the district's immediate interest and strong commitment to attracting the best educators available.

By taking proactive steps to engage and secure certified professionals early in the semester, Pflugerville ISD is positioning itself to meet staffing needs with experienced, mission driven individuals who are ready to make a difference in the lives of students.

In addition to district wide efforts, PfISD also launched a targeted special education recruitment campaign in early April. The campaign focuses on key areas including Pflugerville, Hutto, Manor, Del Valle, and Austin. Within days of its launch, the campaign generated six RSVPs for potential candidates, reflecting early interest and positive momentum.

These efforts highlight PfISD's commitment to building a high performing workforce and ensuring that every campus is supported by exceptional educators and staff.

Pflugerville ISD is more than a workplace—it is a place where talented professionals come to grow, lead, and make a lasting impact.



3.3.4 Explore pathways to support career growth and advancement for substitutes, paraprofessionals, and volunteers pursuing teaching roles.

Guest Educator Orientation Conducted in March!

Pflugerville ISD hosted a Guest Educator Orientation on March 5, welcoming more than 31 new guest educators to our district. Maintaining a qualified and large pool of guest educators is critical for maintaining continuity in student learning whenever a classroom teacher is unavailable.

As we move into the final months of the school year, maintaining the integrity of classroom instruction remains a top priority. Spring brings a flurry of campus activities—and for many, the added challenge of seasonal allergies. Despite these hurdles, we are incredibly grateful to our guest educators who step in to support our campuses and ensure learning continues seamlessly.

Thank you to all the guest educators who serve with dedication, filling the vital role of classroom teachers when needed. Your impact is deeply valued.

Our next Guest Educator Orientation - with open seats -will take place on Wednesday, May 14. If you or someone you know is interested in making a difference in our schools, we encourage you to apply and share the rewarding opportunities of serving in our classrooms.

Apply here.



Pflugerville ISD

4: Community



4: Community

4.1 Collaboration between the Pflugerville community and the PfISD will promote resources that benefit families and students and foster a value for learning.

- 4.1.1 Explore opportunities to strengthen connections between the district and the community through meaningful engagement and collaboration.
- 4.1.2 Provide resources and support to families that enhance access, engagement, and connections between the district and the community.
- 4.1.3 Develop opportunities that engage students, families, and the district in meaningful discussions about the importance of learning.

4.1.1 Explore opportunities to strengthen connections between the district and the community through meaningful engagement and collaboration.

Empowering Families: PfISD Hosts Free Legal Support Event on Guardianship Alternatives

In a powerful example of collaboration and community impact, Pflugerville ISD's Transition Coordinator and Family Engagement Specialist teamed up with the UT Law Clinic to host a one-of-a-kind in-district event focused on guardianship alternatives.

This event provided free, personalized legal assistance to families navigating the complex landscape of transition planning. As a result:

- 10 families received direct legal support and guidance
- Resources were tailored specifically to each student's unique path toward adulthood
- Families left equipped with the tools to make informed, empowered decisions

This initiative reflects PfISD's ongoing commitment to supporting families beyond the classroom—ensuring every student has a pathway to independence, dignity, and success.

Launching a Literacy Based Mentoring Program to Inspire Readers and Connect Families

Pflugerville ISD is proud to introduce a new literacy based mentoring program designed to spark a lifelong love of reading, support student well being, and strengthen family connections through meaningful shared learning experiences.

This innovative program provides students and families with take home books and easy to use parent guides that build background knowledge and encourage engaging conversations around literature. Reading selections are thoughtfully curated to reflect cultural heritage, promote self expression, and foster creativity through storytelling, learning, and art.

More than just a reading initiative, this program creates a sense of belonging and encourages reading for joy while building strong partnerships between families, schools, and communities.

The first cohort will include 180 students and families in grades kindergarten through second, with 60 Spanish speaking families participating to ensure the program is inclusive and representative of the district's diverse community.

At Pflugerville ISD, we are nurturing young readers, empowering families, and creating a culture where literacy brings us together.

4.1.2 Provide resources and support to families that enhance access, engagement, and connections between the district and the community.

Empowering Families Through the "Parents Just Do Not Understand" Workshop

Pflugerville ISD continues to invest in strong family partnerships as a key driver of student success. The recent Parents Just Do Not Understand workshop offered parents and caregivers practical strategies to strengthen their relationships with children and create a positive, supportive learning environment at home.

This engaging session focused on improving communication, reinforcing the connection between home and school, and equipping families with tools to enhance student well being and academic growth. Parents explored simple, effective ways to navigate everyday challenges and support their children's educational journey with confidence.

The event drew strong participation, with 431 parents registered, including 84 Spanish speaking attendees who were able to fully engage through a simultaneous Spanish language simulcast. This inclusive approach reflects PfISD's ongoing commitment to reaching and supporting every family across our diverse community.

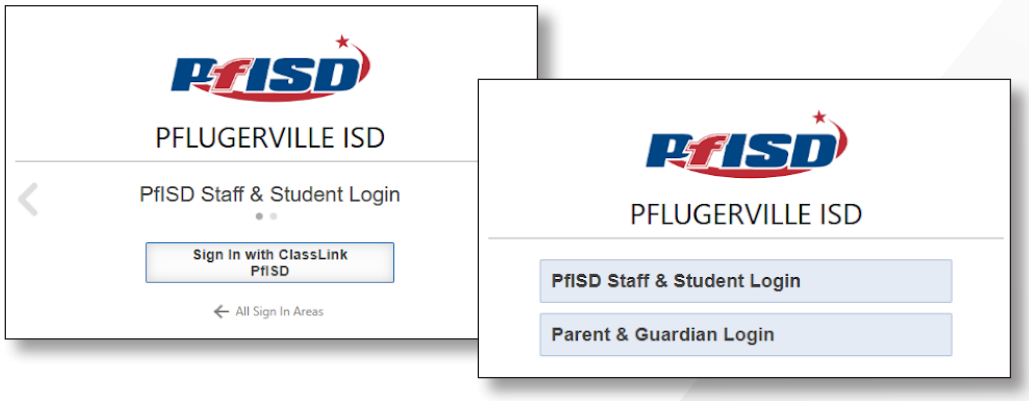
By empowering parents with resources and support, Pflugerville ISD is helping to build a stronger foundation for student achievement, one family at a time.

At PfISD, we believe that when families thrive, students succeed.

Enhanced Access, Improved Security: A Better Skyward Login Experience

As of March 29th, we've upgraded the login experience for both Skyward Business and Skyward Student Access to make it more secure and user-friendly. The refreshed login screen now features clear, dedicated buttons for parents/guardians, PfISD staff, and students, making it easier than ever to find your way in.

PfISD staff and students will now log in through ClassLink, our District's trusted single sign-on platform, ensuring a seamless and secure connection to Skyward. This improvement supports our commitment to safeguarding your information while simplifying access across platforms.



Discover the G.R.I.D.: Your Go-To Tech Support Resource

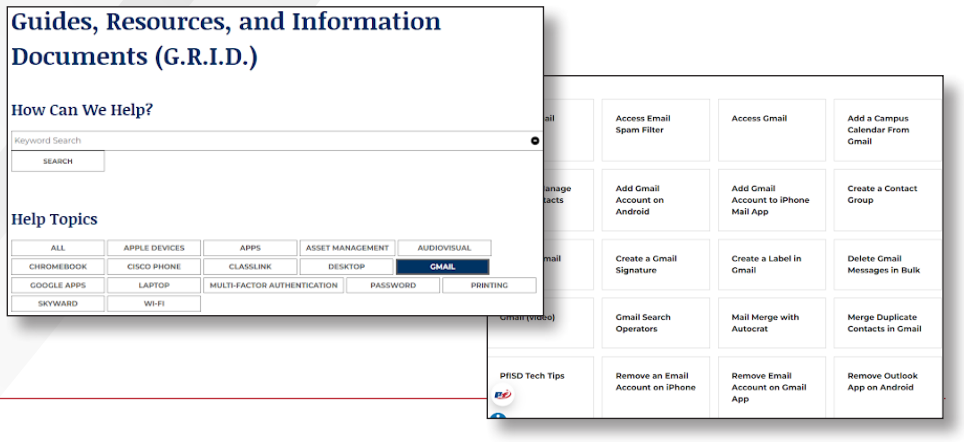
Looking for quick, easy-to-follow guidance on district technology tools and processes? Look no further than The G.R.I.D. Your hub for Guides, Resources, and Information Documents.

In addition to our Ticketing System and Help Desk support, the G.R.I.D. offers over 145 step-by-step documents and videos, created by our team to support the diverse technology needs of PfISD staff and students. From software walkthroughs to hardware how-tos, it's all at your fingertips.

Thanks to recent website updates, the G.R.I.D. is now even easier to navigate with a streamlined layout and enhanced search functionality. Plus, new content is added regularly and custom resources can be developed by request.

You can access the G.R.I.D. directly from the website or through the convenient shortcut on district devices.

Let the G.R.I.D. be your first stop for tech support. It's designed to empower and assist every step of the way.



4.1.2 Provide resources and support to families that enhance access, engagement, and connections between the district and the community.

Student Transfer Programs in Pflugerville ISD: Expanding School Choice for Students and Families

At Pflugerville ISD, we believe families deserve options that reflect their unique needs, goals, and values. Our Student Transfer Programs offer both in district and out of district opportunities, empowering parents to make the best educational choices for their children.

Since launching our interdistrict transfer program during the 2019 to 2020 school year, interest in school choice has grown significantly. In addition to our longstanding intradistrict transfer program, which serves families residing within PfISD boundaries, the district now welcomes hundreds of new students from surrounding areas each year. These transfer programs are managed year round by the Student Affairs Department, a dedicated three member team that processes approximately 2,000 applications annually through a fully online system.

In District Transfers: Flexibility for Families Within PfISD

The in district transfer program allows parents and guardians who live within PfISD to request a campus other than their zoned school. Families may seek a transfer based on access to academic programs, childcare needs, or other personal preferences. Applications are reviewed based on space availability, along with the student's academic, attendance, and behavior records. Once approved, parents sign a transfer agreement acknowledging that transportation is not provided and that they are responsible for ensuring daily attendance.

This program is also open to PfISD employees, providing valuable flexibility and support for staff as they balance work and family responsibilities.

Out of District Transfers: Welcoming Students Beyond Our Boundaries

For families living outside of PfISD, the out of district transfer program offers an opportunity to access the district's high quality educational experience. As with in district transfers, approval is based on available space and a review of student records. These transfers require annual renewal, and transportation is typically not provided.

This option reflects PfISD's commitment to inclusion and access, recognizing that families from across the region value what our schools offer.

A Personalized, Student Centered Approach

PfISD serves a richly diverse student population, and our transfer programs are designed with that in mind. Dr. Amanda Castro, Director of Student Affairs, explains:

"Through our transfer process, we engage families with empathy and intention, ensuring every student's unique needs are recognized and supported from the beginning. We do this by offering personalized guidance, reviewing individual circumstances, collaborating with campuses to ensure appropriate placements, and maintaining open communication every step of the way."

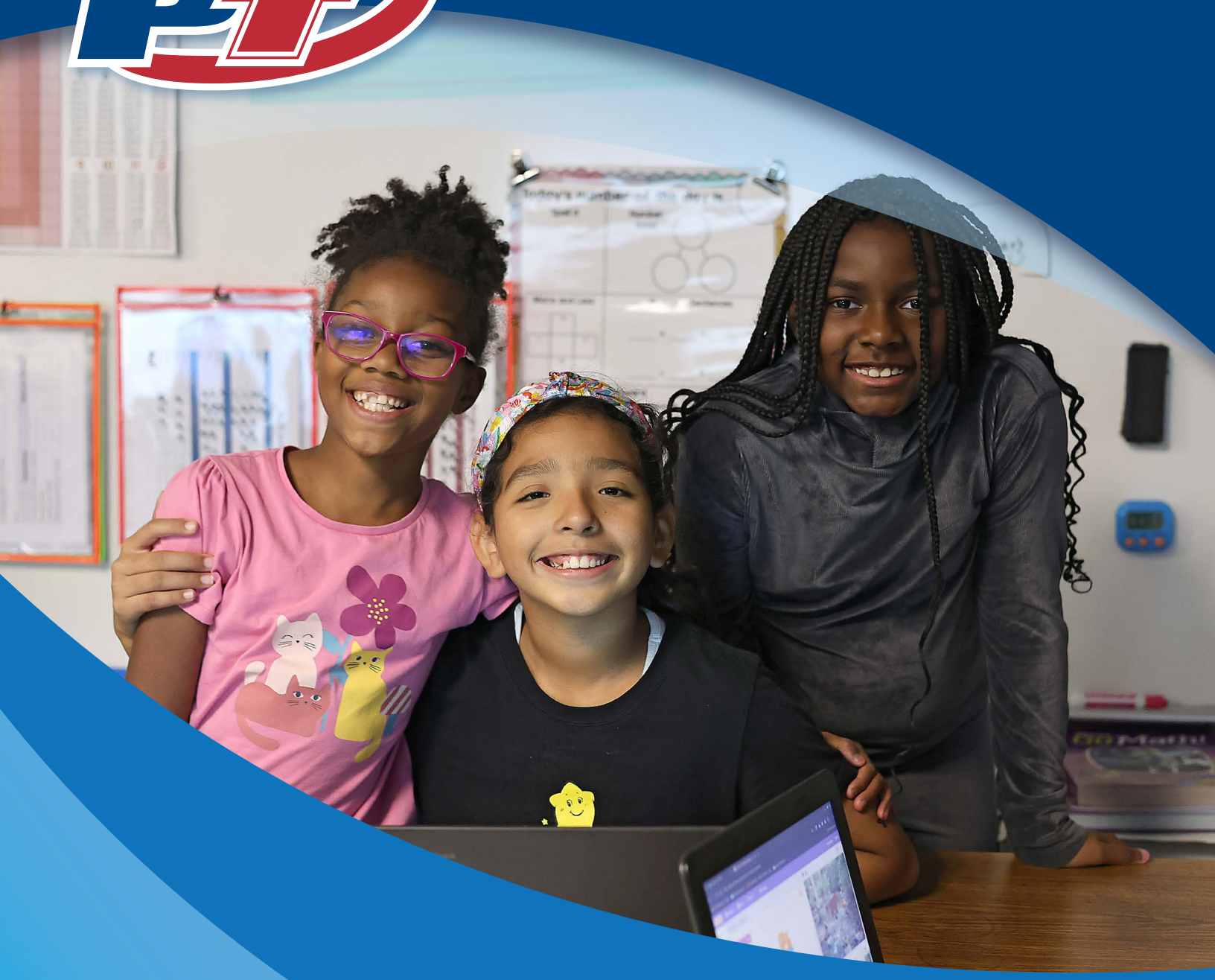
The Student Affairs Department plays a vital role in maintaining a smooth process, offering training and support for users of the application system, and ensuring decision makers have timely information to guide approvals.

Balancing Choice with Strategic Enrollment

Both transfer programs are thoughtfully designed to balance parental choice with the district's responsibility to manage enrollment and resources effectively. By offering flexible, family friendly options, PfISD reinforces its commitment to serving the evolving needs of students while maintaining high academic standards.

Families interested in learning more about application procedures, eligibility, and deadlines are encouraged to visit the PfISD website for complete details.

At Pflugerville ISD, we are proud to offer pathways that support student success, family empowerment, and equitable access to exceptional learning.



Pflugerville ISD

5: Safety, Belonging and Mental/Social Wellness



5: Safety, Belonging and Mental/Social Wellness

5.1 Supporting mental and social wellness enhances resilience, performance, and relationships for students and staff.

- 5.1.1 Incorporate mental, emotional, physical, and social wellness into daily routines.
- 5.1.2 Cultivate a positive campus culture and strengthen community partnerships to support student and staff wellness.
- 5.1.3 Expand opportunities for students to develop self-advocacy and self-determination skills.
- 5.1.4 Expand opportunities for students to explore their potential and mentor them in navigating challenges and achieving positive outcomes.
- 5.1.5 Prioritize staff well-being, professional growth, and a positive campus culture.

5.2 A culture of safety, collaboration and connection empowers learners to fully engage in the learning process.

- 5.2.1 Implement peer programs to foster connections, support, and a welcoming environment.
- 5.2.2 Build a support network that addresses students' mental, emotional, and social health needs.
- 5.2.3 Expand access to counseling services, embed well-being practices, and use restorative approaches to promote belonging and resilience.
- 5.2.4 Upgrade security measures, emergency preparedness, and compliance ensures student and staff safety.

5.3 Focusing on a culture of dignity ensures everyone in our community feels welcome, respected, and able to be their true self.

- 5.3.1 Assess and identify barriers to access and opportunities through data collection and stakeholder engagement.
- 5.3.2 Set clear expectations for respectful interactions to ensure everyone's dignity is valued
- 5.3.3 Strengthen connections and shared responsibility by partnering with families, alumni, community organizations, and local businesses

5.2.2 Build a support network that addresses students' mental, emotional, and social health needs.

Breakfast Detectives: PfISD Cracks the Case During National School Breakfast Week!

Pflugerville ISD Food Services, in partnership with Aramark, the USDA, and the Texas Department of Agriculture (TDA), celebrated National School Breakfast Week (NSBW) from March 3–7—and our campuses truly brought the energy!

This year's NSBW theme centered around "solving breakfast mysteries," and students were eager participants in the clue-filled fun. From creative menu rollouts to exciting promotions, our food service team made breakfast the highlight of the day.

Spotlight Moments:

Aramark's beloved mascot, ACE, visited Wieland Elementary (WES) and Jessica Carpenter Elementary (JCES) to sign autographs and engage with students.

Both campuses showed amazing spirit and hospitality—thank you for your enthusiastic participation!

The effort caught the attention of Region 13 ESC and the TDA, who sent their kudos for an outstanding district-wide celebration.



5.2.3 Expand access to counseling services, embed well-being practices, and use restorative approaches to promote belonging and resilience.

Feeding Success: Meal Participation on the Rise in PfISD!

Thanks to Aramark's innovative promotions, creative catering, and strong campus partnerships, Pflugerville ISD has seen a noteworthy increase in student meal participation this year!

Daily Meal Growth Highlights

Compared to this same time last year:
- +343 additional meals served per day overall across the district
- Breakfast is booming, with +263 more meals served daily, boosted by events like National School Breakfast Week
- Lunch service is also on the upswing, with +146 more meals served each day

What's Driving the Appetite?

Aramark's new menu offerings and monthly Limited Time Offers (LTOs) have created excitement in cafeterias, giving students more reasons to enjoy meals on campus. These curated offerings not only keep things fresh, but also align with student preferences and seasonal trends.

5.2.4 Upgrade security measures, emergency preparedness, and compliance ensures student and staff safety.

Pflugerville High School Earns Perfect Score on TEA Safety Audit

Pflugerville High School has set a powerful example for school safety, earning a perfect score on the Texas Education Agency (TEA) Safety Audit with zero findings or flags. This remarkable accomplishment reflects the school's unwavering commitment to providing a secure and supportive learning environment for all students and staff.

Under the leadership of Principal Jon Bailey, the campus embraced a proactive, team driven approach to safety. Guided by staff feedback and personal observation, Principal Bailey prioritized discipline and safety protocols as essential components of school improvement. The result has been a clear, consistent culture of safety that permeates the campus.

"For us, safety is a team effort," said Principal Bailey. "Our teachers and staff have been highly dedicated, and we are already planning for even stronger systems next year."

With nearly 1,800 students, PHS faces unique challenges as a large high school. Yet through a combination of clear protocols, preventive strategies, and community wide engagement, the school has created a climate where students feel secure and supported—laying the groundwork for greater academic success.

This perfect audit score is more than a compliance milestone. It demonstrates the positive impact of placing safety at the heart of school culture, and it serves as an inspiring model for other large high schools across the district and state.

At Pflugerville ISD, safety is not just a priority—it is a shared value that drives student success.



Pflugerville ISD

6: Communication



6: Communication

6.1 Transparent and proactive communication builds trust and allows for understanding and collaborative problem-solving.

- 6.1.1 Create communication protocols tailored to multiple audiences, which includes tool kits for maintaining consistency, establish standards for response times, and ensure information is kept up to date
- 6.1.2 Provide training to staff, including strategies for developing a communication plan to solicit feedback and how to handle tough conversations

6.2 Sharing the meaningful work students are accomplishing with the community builds connections, fosters pride, and ensures a lasting impact beyond the classroom.

- 6.2.1 Identify new ways to showcase student progress and successes
- 6.2.2 Identify ways to publicize collaborative and innovative partnerships.
- 6.2.3 Encourage community involvement through unique service opportunities and engaging initiatives.

6.3 The value of listening is a key component of communicating because every voice deserves to be heard.

- 6.3.1 Develop and implement protocols for receiving, and responding to, regular feedback from staff, parents, students, and the community.

6.1.1 Create communication protocols tailored to multiple audiences, which includes tool kits for maintaining consistency, establishing standards for response times, and ensure information is kept up to date.

Student Recruitment Marketing Update: Building Connections and Enrolling Futures

Between March and April, the Communications Department continued to make significant strides in marketing efforts aimed at student recruitment, with a special focus on early childhood enrollment, brand awareness, and community engagement. These efforts included email outreach, digital advertising, and the continued expansion of our video storytelling series—all reinforcing Pflugerville ISD's identity as a welcoming, high-quality choice for families in and around our community.

A major area of focus remained the Pre-K marketing initiative, which seeks to inform and build trust with families before they officially enroll. On March 31, the department sent another installment in its email series to 355 Pre-K parents, sharing updates on the district, screening tips, and enrollment timelines. The email saw a 90.2% open rate—a strong indicator of interest and engagement—with 48 total clicks and zero unsubscribes. This effort has grown the Pre-K interest list to over 360 families, giving the district helpful early insight into enrollment patterns and allowing us to nurture relationships with prospective families. Starting communication this early not only builds trust but also helps deter families from exploring alternative educational options.

Our YouTube strategy also advanced with the release of a new student testimonial video, added to the "Why Do You Love PfISD?" series. This video highlights authentic student voices and is designed to appeal to both families exploring enrollment and students considering a transition to PfISD. These videos remain a key tool for building emotional connections and showing the unique benefits of a PfISD education through real experiences.

Additionally, our ongoing digital marketing campaigns—including social media and Google Ads—continue to support enrollment messaging. These platforms help us target parents within and beyond district boundaries who are actively seeking educational options. They work in tandem with our brand content and direct outreach to ensure PfISD remains top-of-mind for prospective families.

Together, these efforts reflect a cohesive and proactive approach to student recruitment, ensuring families across the region not only hear about Pflugerville ISD but also feel confident in choosing our schools. We will continue to build on this momentum in the months ahead, particularly as we move into peak enrollment season. View the full report here

Launch of Monthly Digital Magazine Showcasing PfISD Excellence

Beginning in April, Pflugerville ISD is proud to launch a new monthly digital magazine designed to inform, inspire, and celebrate our school community. This engaging publication will be shared with families, staff, and the broader community and will highlight the many exciting things happening across the district.

Each issue will feature in-depth stories on district programs, spotlight student achievements and recognitions, and provide important updates and upcoming news. The goal is to offer a vibrant, easily accessible platform that showcases the incredible work of our students and staff while keeping our community informed and connected.

The digital magazine will be available on the district website and shared through our communication channels. We look forward to this new opportunity to highlight the heart of PfISD—our people, our programs, and our purpose.





Pflugerville ISD

7: Finance



7: Finance

7.1 Transparent and intentional financial planning paves the way for student and staff achievement.

- 7.1.1 Explore grants, partnerships, and cost-saving measures to strengthen district financial sustainability.
- 7.1.2 Utilize multi-year financial forecasting to support long-term sustainability and strategic growth.
- 7.1.3 Provide ongoing financial literacy training for campus and department staff to foster an understanding of budgeting practices.
- 7.1.4 Enhance financial transparency with all stakeholders

7.2 Finances are the pathway, not the barrier, to achieving equitable access to education for every student.

- 7.2.1 Support legislative and policy discussions that promote adequate and sustainable school funding.
- 7.2.2 Regularly assess and adjust financial strategies to remove obstacles to student success.

7.1.1 Explore grants, partnerships, and cost-saving measures to strengthen district financial sustainability.

District applies for grant for early childhood education

The Special Education Department recently partnered with the Pre-K Coordinator to submit an application for the Empowering Early Childhood Special Education (ECSE) Educators to Improve Student Outcomes grant through the Texas Education Agency. If awarded, the funding would support targeted professional development in behavior management and inclusive instructional practices for ECSE teachers serving students ages 3–5 who are not yet in kindergarten. The proposed plan includes training in Conscious Discipline and the STAR Program, both of which are evidence-based approaches shown to enhance learning outcomes for young children with disabilities. This initiative reflects the district's continued efforts to invest in effective practices and identify creative funding sources that strengthen support for staff and students. Award notifications are expected by May 1, with funds to be spent by the end of August 2025.

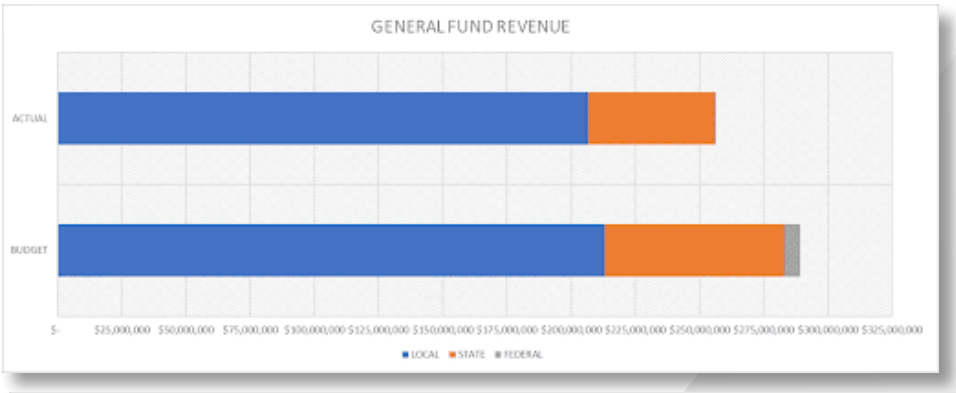
7.1.4 Enhance financial transparency with all stakeholders.

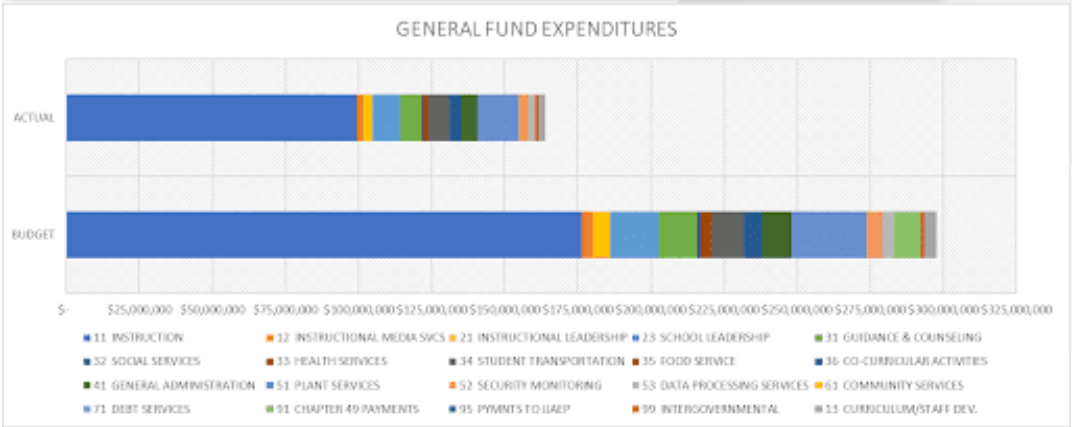
March Financials and Tax Collections

General Fund

The school district's general fund revenue for March was $7.3 million, bringing the year-to-date total to 89% of the budgeted $289 million. This reflects a 13% increase compared to the same period last year, with the majority of revenue coming from state revenue

On the expenditure side, spending totaled $23.4 million, bringing year-to-date expenditures to 55% of the total budgeted $297.5 million. This percentage is consistent with the same period last year.

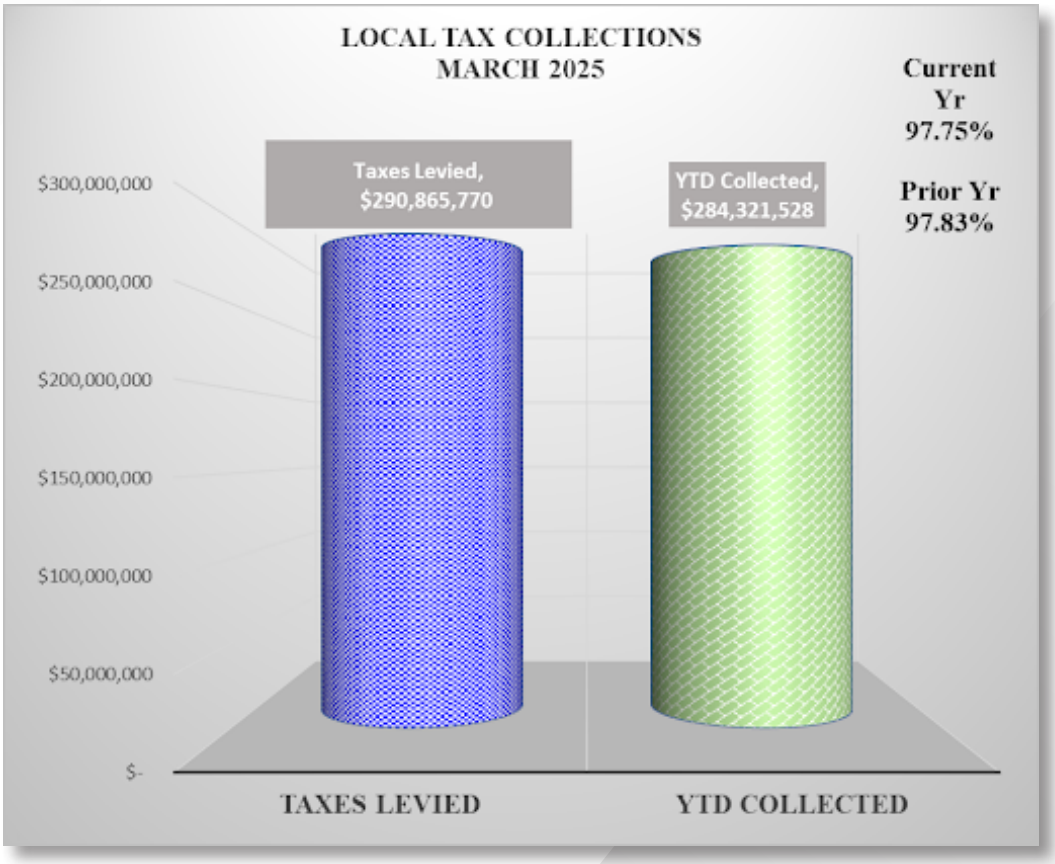




Food Service
The Food Service department generated $1.4 million in revenue, reaching 81% of its $15.3 million budget for the fiscal year. Expenditures for the department totaled $1.7 million, representing 73% of the department's total budgeted expenditures of $16.2 million.

Debt Service
In March, the Debt Service Fund received $879.4 thousand in revenue, primarily from tax collections and interest earnings. Expenditures consist of $800 for fees associated with arbitrage calculations.

Tax Collections
Local tax collections have reached 97.75% of the total $290.8 million levy, reflecting a slight decrease of .08% compared to the same period last year. Travis County Appraisal District and Williamson County Appraisal District are starting to process tax refunds due to tax protests. The District has already received tax adjustments from these refunds and the refund amount is expected to increase within the upcoming months.



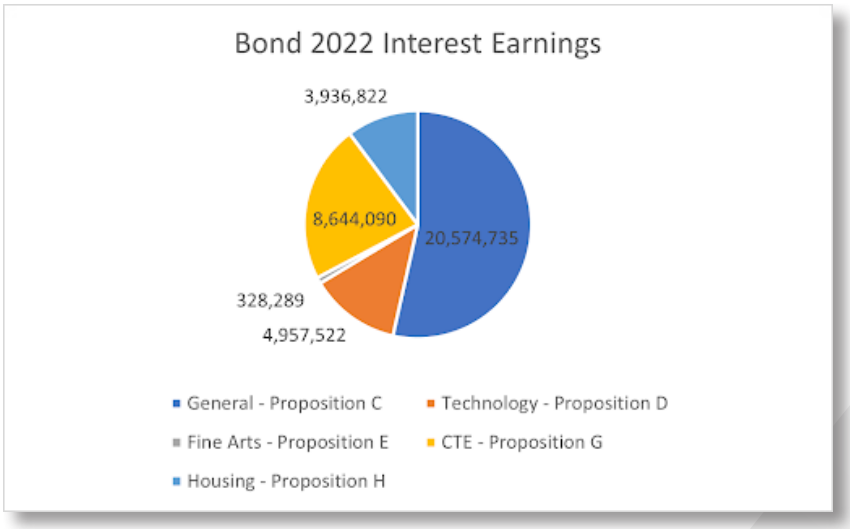
Bond Funds

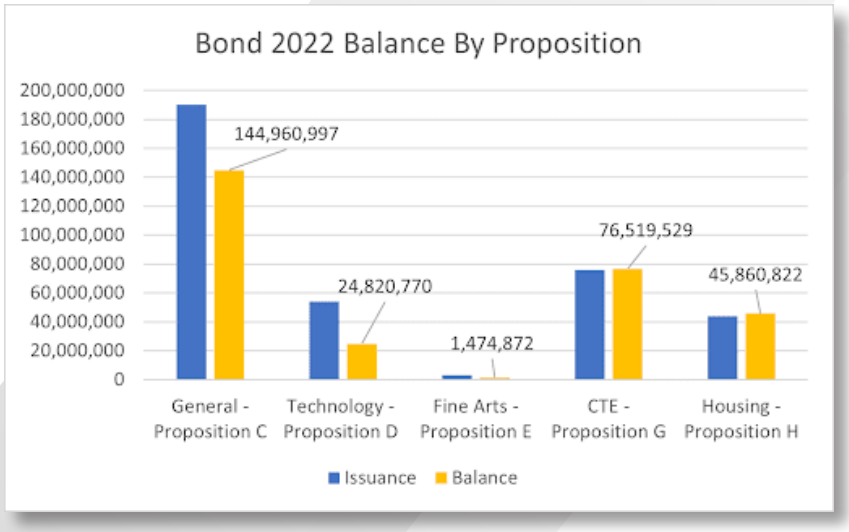
Bond	Issue Amount	Interest and Other Revenue	Cumulative Expenditures	Balance
2008	125,935,319	6,827,700	132,392,718	370,301
2018	332,000,000	16,701,812	334,343,534	14,358,278
2022	367,204,000	38,441,458	112,008,467	293,636,991

2008 Bond: The remaining balance is $370.3 thousand, earmarked for technology projects.

2018 Bond: Approximately $14.3 million is still available for general project use. This includes $3.7 million in unspent interest revenue and $853 thousand from COVID reimbursements, designated for technology projects. It also includes $77.7 thousand from the sale of surplus school buses and will be used to support transportation needs.

2022 Bond: The remaining balance across all propositions is $293.6 million. Since the bond sale in February 2023, the bond program has earned $38.4 million in interest revenue, further supporting district projects and initiatives within the program.

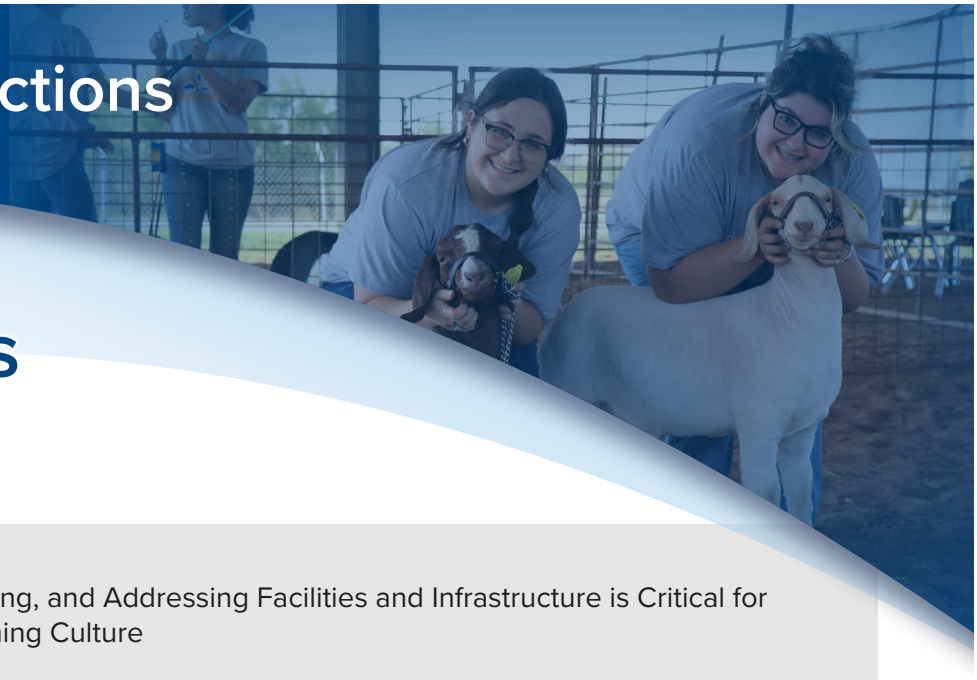






Pflugerville ISD

8: Facilities



8: Facilities

8.1 Monitoring, Reviewing, and Addressing Facilities and Infrastructure is Critical for Fostering a Welcoming Culture

- 8.1.1 Develop a comprehensive facilities master plan for proactive maintenance and sustainability of district facilities.
- 8.1.2 Create a five to ten-year strategic vision for facility efficiencies and improvements.
- 8.1.3 Ensure responsible oversight of bond-funded projects.

8.2 Integrating Sustainable, Energy-Efficient and Beautification Solutions Leads to More Cost-Effective and Welcoming Campuses.

- 8.2.1 Invest in energy-efficient building upgrades to reduce operational costs and align with long-term environmental goals
- 8.2.2 Explore alternative design concepts to create aesthetically pleasing environments.

Weiss High School Weight Room Project Moves Forward

Exciting progress is underway at Weiss High School as part of the 2022 Bond initiative, with construction on the new weight room project actively advancing. Foundation work is currently in progress and is expected to be poured later this month.

This modernized facility will provide expanded space and updated equipment to support student athletes and physical education programs. The project is on track for substantial completion by the end of Summer 2025, reflecting Pflugerville ISD's continued investment in student wellness, athletic development, and high quality learning environments.

Pflugerville ISD is building for the future—supporting strong bodies, strong minds, and strong schools.



High School Stadium Turf Replacement Projects Move into Next Phase

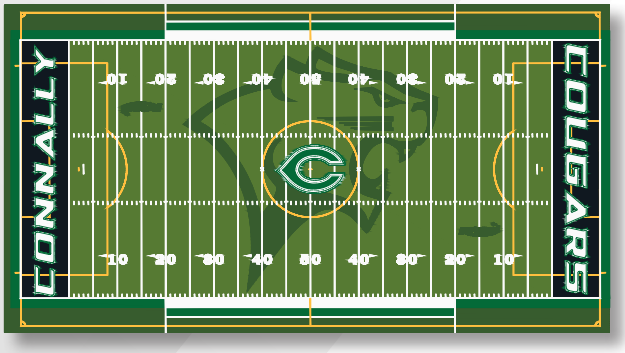
Pflugerville ISD is making continued progress on enhancing athletic facilities, with design work now complete for the stadium turf replacement projects at Connally High School and Pflugerville High School. Paragon Sports Constructors, in partnership with the district, has led the design phase and is now working closely with staff and the turf manufacturer to finalize the installation timeline.

The new turf installations are scheduled for Summer 2025, and will provide high quality, durable playing surfaces that support both performance and safety for student athletes.

These upgrades reflect PfISD's commitment to maintaining first class facilities that promote school pride, athletic excellence, and
student well being.

At PfISD, we are building stronger schools from the ground up—one field at a time.





Connally High School Modernization Planning Underway

Pflugerville ISD remains committed to delivering impactful upgrades at Connally High School through a thoughtful and phased modernization approach. While the complexity of the work and availability of long lead time materials may affect the scope of Phase One originally planned for Summer 2025, several key improvements are still scheduled to move forward.

Planned projects include restroom renovations, main gym painting, and a variety of smaller high value enhancements that will improve the overall student experience. However, more complex upgrades such as new gym bleachers, hallway skylights, and gym window additions will be rescheduled to allow for proper planning and delivery.

In parallel, district staff is working closely with DLR Group to launch a series of modernization planning meetings. These sessions will engage a committee of Connally High School students, staff, and community members to help shape a shared vision for the future of the campus and its facilities.

This collaborative process ensures that Connally's modernization reflects both the school's proud history and the aspirations of its future.

Pflugerville ISD is building more than schools—we are designing spaces that inspire learning, pride, and community.

8.1.3 Ensure responsible oversight of bond-funded projects.

Elementary Projector Replacement Project Making Strong Progress

Pflugerville ISD's Technology Services team is excited to share that Phase One of the elementary projector replacement project is well underway, with approximately 50 percent of installations already complete. This phase focuses on replacing projectors in classrooms that do not use interactive whiteboards, enhancing visual learning experiences across the district.

The project continues to move forward efficiently, with two additional campuses scheduled for full upgrades during Spring Break. In total, Phase One will impact 10 campuses, and the work is expected to be completed by April 2025.

This effort is part of PfISD's broader commitment to upgrading instructional technology and creating classrooms that support modern, engaging teaching and learning environments.

At PfISD, we are investing in the tools that empower teachers and inspire students.

Summer 2025 Projects (2022 Bond)

The Operations team continues preparing for 2025 Summer work. A number of projects have been awarded and are getting prepped to start.

We are working through the initial phases of several HVAC projects, and are preparing for projects to start as soon as the 2024-2025 school year ends. This includes:
- Wieland Elementary (AirCo Mechanical)
- Kelly Lane Middle School (AirCo Mechanical)
- Westview Middle School (Harkins)
- PHS Auxiliary Buildings (Direct Expansion Solution (DXS))
- PHS Control Systems (Enviromatic Systems)
- Windermere Elementary (Lochridge Priest)
- Northwest Elementary (Lochridge Priest)
- Provan Opportunity Center (Lochridge Priest)
- PACE Woodshop HVAC & Controls (Braun & Butler)

Miscellaneous Other Renovation Work:
- Rowe Lane Elementary Restrooms (Sullivan Contracting)
- Dessau Middle School (Braun & Butler)
- Highland Park Elementary Restroom Renovations (Swinerton Builders)
- Park Crest Middle School Restroom Renovations (Braun & Butler)
- Connally High School (To be Determined)
- Pflugerville Middle School Parking & ADA (Sullivan Contracting)
- Cele Middle School Safe Routes Project (Braun & Butler)

Ongoing:
- PfISD Learning and Technology Center (LTC) (Winter 2025 Completion)
- Weiss High School Weight Room (Fall 2025 Completion)

Complete:
- River Oaks Carpet Replacement (Completed Over Spring Break)

Topics for Future Board Consideration:
- In May, staff will ask the Board to consider awarding a design contract to VLK (Vestal, Loftis, and Kalista) to provide design services related to Middle School Dance and Multi-Purpose Room Additions.

Technology:
To Be Awarded:
- Projector replacements for Elementary Campuses (Whiteboards)
- 2025 Summer Computer Replacement Cycle

Project Kick-Off Phase:
- Projector replacements for Weiss High School
- Connally High School Modernization - Network Cabling
- New Data Center Equipment - Learning and Technology Center

8.2.2 Explore alternative design concepts to create aesthetically pleasing environments.

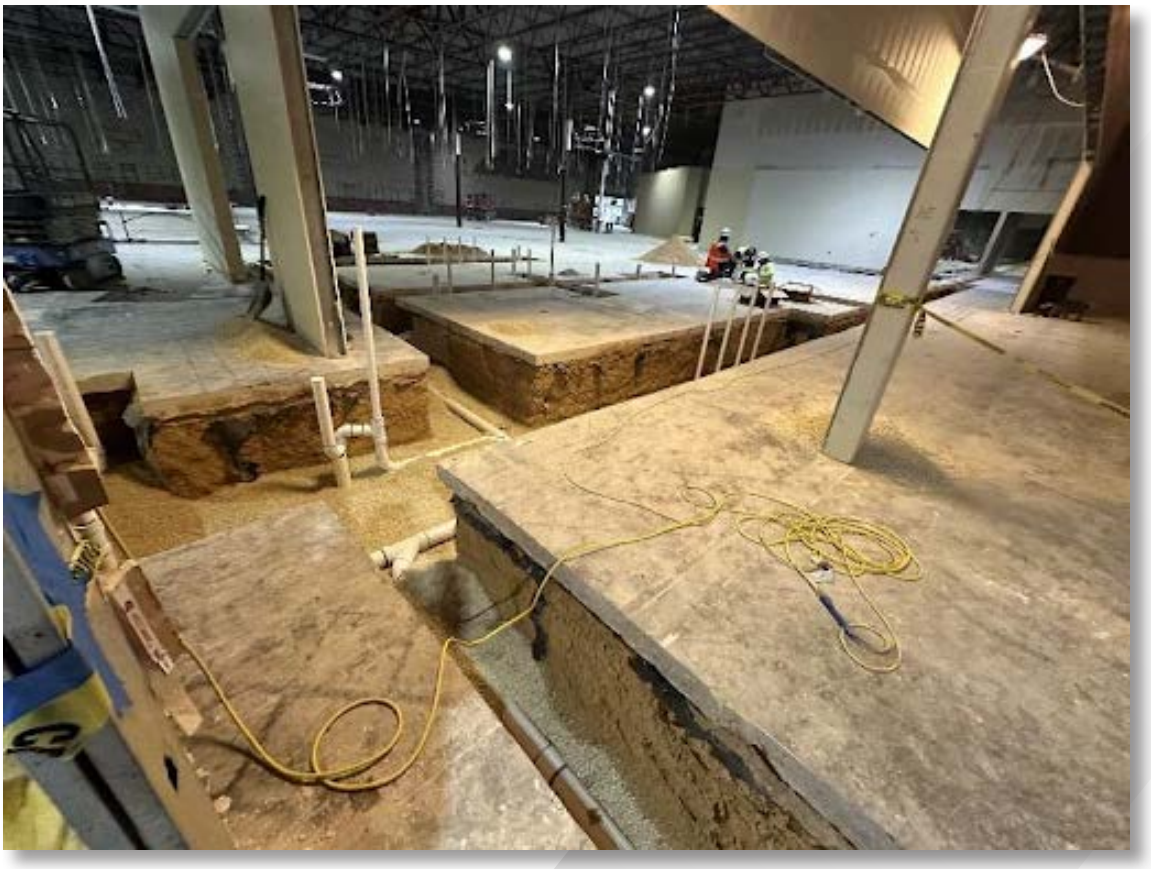
Learning and Technology Center Project Moves Forward with Interior Work

Pflugerville ISD's Learning and Technology Center is entering a new phase of development as construction progresses steadily. With demolition and permitting now complete, the contractor, Braun and Butler, has shifted focus to plumbing additions and infrastructure changes outlined in the project design. The project remains on schedule with an expected move-in date by Winter 2025.

As interior work continues, district staff is actively collaborating with PBK to plan for future enhancements. These include potential warehouse expansion, upgraded outdoor lighting, parking improvements, new signage, and walkable access to the administration building. The project also includes a focus on sustainability through the use of xeriscaping, helping reduce long-term water usage while improving overall site design.

This project reflects PfISD's commitment to innovation, efficiency, and forward thinking design—ensuring the district's operational spaces support both functionality and environmental responsibility.

At PfISD, we are creating spaces that serve today's needs while preparing for tomorrow's possibilities.





Pflugerville ISD

Board of Trustees

Board Agenda Focus Points



Agenda Items

Public Summary: April 15, 2025 Pflugerville ISD Board Meeting

The Pflugerville ISD Board of Trustees will hold its Regular Board Meeting on Monday, April 15, 2025, at 6:00 PM in the Administration Building Board Room. During this meeting, the Board will consider a variety of important items that support educational excellence, safe learning environments, sound fiscal practices, and student opportunities. The following is a summary of the items the Board may consider and take action on:

IV.A. Consideration and Possible Approval of Meeting Minutes

The Board will review and consider approval of the official minutes from previous meetings. This item supports transparency and accuracy in documenting Board actions and decisions.

IV.B. Consideration and Possible Approval of the Second Quarter Investment Report for 2024–25

The Board will consider approval of the Second Quarter Investment Report for the period of December 1, 2024, through February 28, 2025. The report outlines key financial metrics, including total investment income of approximately $6 million, portfolio growth from $445 million to $607.8 million, and a weighted average yield of 4.33%. Nearly all assets were invested in liquid, secure instruments. The report demonstrates the district's commitment to responsible financial stewardship and alignment with its investment policy.

IV.C. Consideration and Possible Approval of Contract for Banking Services

The Board will consider approving a contract for banking services for the upcoming two-year term. This follows a competitive Request for Proposals (RFP) process where vendors were evaluated based on financial strength, service offerings, reliability, and cost efficiency. Approval of this contract would enable the district to maintain high-quality financial operations and secure transaction services.

IV.D. Consideration and Adoption of an Order Authorizing and Providing for the Defeasance and Redemption of Certain Outstanding Obligations

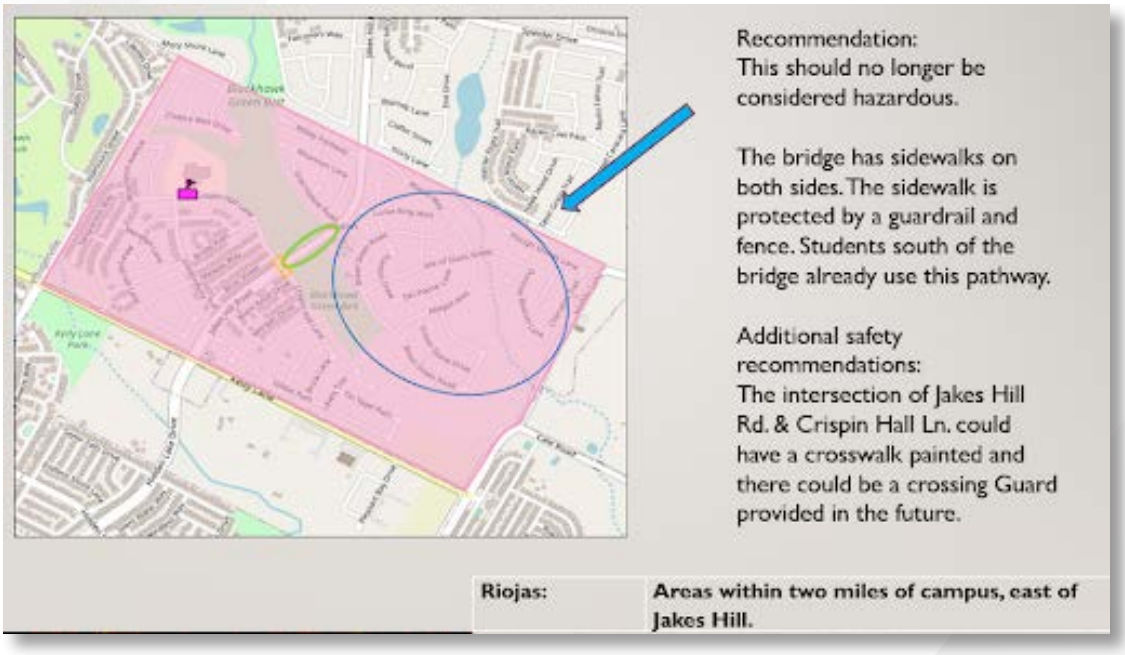
The Board will consider taking action to defease and redeem approximately $13 million in outstanding bond obligations. This strategic move would save the district over $1 million in future interest payments and increase the district's long-term bond capacity. If approved, this item would strengthen financial flexibility without raising taxes.

IV.E. Consideration and Possible Approval of a Resolution to Adopt Hazardous Routes for the 2025–26 School Year

The Board will consider approval of updated hazardous route designations for the 2025–26 school year, including route adjustments and elimination for students attending Riojas Elementary.

For the 2025-26 school year, the administration requests approval of a resolution defining hazardous traffic conditions and proposes updates for Riojas Elementary, including the designation of specific hazardous areas and revisions to non-hazardous area descriptions. These changes will impact approximately 50 students and are projected to save the district around $25,000.

This annual review supports safe transportation and may generate cost savings through improved routing.



IV.F. Consideration for Approval of the USDA Community Eligibility Provision (CEP) for Qualifying Campuses

The Board will consider approval to expand participation in the federal Community Eligibility Provision (CEP), which allows high-need schools to serve breakfast and lunch at no cost to all enrolled students without collecting household applications. If approved, five additional campuses—Copperfield Elementary School, Spring Hill Elementary School, Timmerman Elementary School, Wieland Elementary School, and Connally High School—would join the existing CEP campuses already benefiting from the program. The current CEP campuses include: Caldwell Elementary School, Dessau Elementary School, Northwest Leadership Academy, Pflugerville Elementary School, River Oaks Elementary School, Ruth Barron Elementary School, and Windermere Elementary School. This expansion would further support student wellness, reduce food insecurity, and eliminate barriers to learning by ensuring consistent access to nutritious meals.

IV.G. Consideration and Possible Approval of a Contract for Classroom Audio/Visual Solution Upgrades

The Board will consider a contract to continue classroom audio/visual upgrades across eight elementary campuses: Caldwell, Delco, Highland Park, Murchison, Riojas, River Oaks, Rowe Lane, and Wieland. These upgrades would include the replacement of outdated projectors and whiteboards with modern AV solutions to improve instructional delivery and student engagement. The work is part of Phase 2 of the district's technology refresh initiative under the 2022 Bond Program. The upgrades are designed to support interactive teaching and learning environments and are aligned with the district's commitment to high-quality, future-ready classrooms.

IV.I. Consideration and Possible Approval of Contracts to Complete Restroom Renovations at Highland Park Elementary and Park Crest Middle School

The Board will consider approval of contracts to renovate restrooms at Highland Park Elementary and Park Crest Middle School. These projects aim to improve restroom accessibility, functionality, and cleanliness for students and staff. Renovations will include updated fixtures, improved flooring and tile, modern partitions, and fresh paint and finishes. If approved, the work is scheduled to be completed over the summer to minimize disruption to school operations. This project aligns with facility enhancement goals identified in the 2022 Bond.

IV.J. Consideration and Possible Approval of TASB's Local Policy Update 124 – Second Reading

The Board will consider the second reading and possible approval of TASB Local Policy Update 124. This update includes revisions to multiple local policies to align with recent changes in state law and TASB recommendations. The proposed updates impact areas such as financial ethics, intellectual property rights, employee conduct, special education, gifted programs, and student safety. Policies under consideration include:

- CAA(LOCAL): Fiscal Management – Ethics
- CDA(LOCAL): Investments
- CY(LOCAL): Intellectual Property
- DH(LOCAL): Employee Standards of Conduct
- EHB(LOCAL): Curriculum Design – Special Programs
- EHBB(LOCAL): Gifted and Talented Students
- FFG(LOCAL): Student Welfare – Child Abuse and Neglect
- GKA(LOCAL): Community Relations – Conduct on School Premises Approval of this policy update would ensure the district remains in compliance with legal requirements and continues to reflect best practices in district governance.

Review the policies outlines in 124 here.

IV.K. Consideration and Possible Approval of Out-of-State Travel for HHS MJROTC Cadets to Washington, DC

The Board will consider approving travel for Hendrickson High School MCJROTC cadets to compete in the JROTC Academic Bowl National Championships in Washington, DC, from June 20–24. This opportunity allows cadets to showcase academic strength, leadership, and teamwork on a national stage. The trip would be funded through a combination of MCJROTC program budget allocations and student-led fundraising efforts.

Funding Source: JROTC Program Budget and Fundraising

IV.L. Consideration and Possible Approval of Out-of-State Travel for HHS MJROTC Cadets to Little Rock, Arkansas

The Board will consider approving travel for Hendrickson High School MCJROTC cadets to participate in the 2025 Youth Physical Fitness Nationals in Little Rock, Arkansas, from May 16–18. This competition emphasizes physical wellness, discipline, and team unity. Funding for travel, lodging, and competition fees will be provided through the JROTC program budget and student fundraising activities.

Funding Source: JROTC Program Budget and Fundraising

IV.M. Consideration and Possible Approval for Out-of-State Travel for the HHS Percussion Ensemble to Indianapolis, Indiana

The Board will consider approval of travel for the Hendrickson High School Percussion Ensemble to attend and audition at the Percussive Arts Society International Conference in Indianapolis from November 13–16, 2025. This premier event offers young musicians the chance to engage with leading artists, attend masterclasses, and showcase their performance excellence on a national platform. All costs associated with the trip, including travel, lodging, and registration, will be covered by private donations and student-led fundraising initiatives. This premier event offers young musicians the chance to engage with leading artists and showcase their performance excellence. All costs will be covered by private donations and student-led fundraising initiatives.

Funding Source: Private Contributions and Student Fundraising

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IV.N. Consideration and Possible Approval of Out-of-State Travel for CHS and HHS TSA Students to Nashville, Tennessee

The Board will consider approving travel for Technology Student Association (TSA) competitors from Connally and Hendrickson High Schools to the National TSA Conference in Nashville from June 27–July 1. The conference offers competitions in engineering, robotics, and digital media, building technical skills and leadership. The trip would be funded through Career and Technical Education (CTE) funds, student activity accounts, and fundraising.

Funding Source: CTE Funds, Student Activity Fund, and Fundraising

IV.O. Consideration and Possible Approval of Out-of-State Travel for WHS TAFE Students to Orlando, Florida

The Board will consider approving travel for Weiss High School students in the Texas Association of Future Educators (TAFE) program to attend the Educators Rising National Conference in Orlando, Florida, from June 26–29. The event supports aspiring teachers through national-level competition and networking. Travel expenses will be covered through CTE program funds and fundraising efforts by the students.

Funding Source: CTE Funds and Fundraising

IV.P. Consideration and Possible Approval of Purchases in Excess of $50,000

The Board will consider approval of multiple purchases exceeding $50,000, covering a range of needs such as instructional materials, operational services, and safety improvements. These purchases were competitively procured and align with budgeted priorities.

Funding Source: General Fund, Grant Funds, Bond Funds

1. **Weiss High School Weight Equipment**
    a. Purpose: Purchase new weight equipment for the Weiss HS weight room addition.
    b. Cost: $292,520
    c. Funding Source: 2022 Bond
    d. Vendor: BSN
    e. Rationale: Complete the Weiss High School weight room addition by outfitting it with the necessary equipment.

2. **Weiss High School Weight Room Flooring**
    a. Purpose: Purchase and install new flooring for the new weight room.
    b. Cost: $52,833.
    c. Funding Source: 2022 Bond
    d. Vendor: Sport Pro Surfacing, LLC
    e. Rationale: Purchase and install weight room floors that provide durability and shock absorption, ensuring protection against heavy equipment and reducing strain on joints.

3. **Elections**
    a. Purpose: Pay for May election costs.This is 60% of the estimated election costs for Travis County for the 2025 May Board elections.
    b. Cost: $101,737.
    c. Funding Source: General Fund
    d. Vendor: Travis County Clerk-Elections Division
    e. Rationale: Cover the required costs for conducting the May 2025 Board of Trustees election.

4. **P-TECH Academies**
    a. Purpose: Pay tuition and fees for PfISD students enrolled in P-TECH academies.
    b. Cost: $70,000. (Not to Exceed)
    c. Funding Source: General Fund
    d. Vendor: Austin Community College
    e. Rationale: Ensure all P-TECH academy students have tuition and fees covered to support their continued participation and success..

5. **Dell Chromebooks**
    a. Purpose: Purchase Dell Chromebooks for Dual Language program in select Elementary campuses.
    b. Cost: $100,000. (Not to Exceed)
    c. Funding Source: Title III Grant
    d. Vendor: Dell
    e. Rationale: Provide 200 Dell Chromebooks for emergent bilingual students at select Dual Language elementary campuses.

6. **Safety Cameras**
    a. Purpose: Provide additional safety cameras to three District high schools and the Pfield.
    b. Cost: $185,292.
    c. Funding Source: 2022 Bond
    d. Vendor: Flock Safety, LPR fka Falcon
    e. Rationale: Purchase of twelve (12) additional safety cameras, three each at Pflugerville HS, Hendrickson HS, Weiss HS, and the Pfield to enhance campus security.

7. **Plumbing Services**
    a. Purpose: To run and replace two aging and malfunctioning plumbing lines from the main building out to the concession stands at Park Crest Middle School.
    b. Cost: $78,923
    c. Funding Source: 2022 Bond
    d. Vendor: A&T Service Plumbing
    e. Replacing the two aging and malfunctioning plumbing lines at Park Crest Middle School is essential to ensure reliable, safe, and sanitary water service to the concession stands during school and community events.

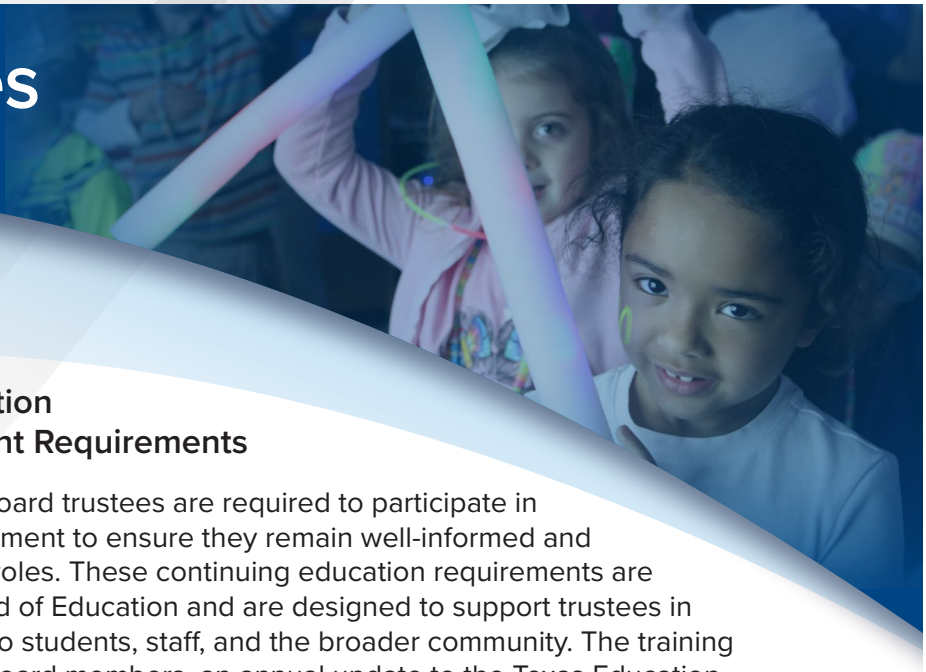
Executive Session Items (V–X)

The Board will also enter closed session to discuss personnel matters, real property considerations, and safety audit findings. Following the discussion, the Board may take action on the following:

- Probationary Contract Terminations
- Term Contract Non-Renewals
- Administrative Term Contract Non-Renewals

These actions, if taken, will be in accordance with Texas law and Board policy.

Board of Trustees



Board Continuing Education Professional Development Requirements

In the state of Texas, school board trustees are required to participate in ongoing professional development to ensure they remain well-informed and effective in their governance roles. These continuing education requirements are established by the State Board of Education and are designed to support trustees in fulfilling their responsibilities to students, staff, and the broader community. The training includes orientation for new board members, an annual update to the Texas Education Code, team-building sessions, and additional continuing education based on years of experience and district needs. The information provided below outlines the continuing education status of the Pflugerville ISD Board of Trustees as of April 2025.

BOARD PRESIDENT'S ANNUAL CONTINUING EDUCATION ANNOUNCEMENT

Each year, the Board is required to report the name of each Board member who has completed, exceeded or not completed the required continuing education. Completing the required continuing education is a basic obligation and expectation of any sitting board member under SBOE rule. As you can see from the chart presented.

The following Trustee(s) completed the required continuing education:

- Renae Mitchell
- Vernagene Mott
- Jean Mayer
- Kelly Daniel
- Chevonne Lorigo-Johst
- Charlie Torres
- Alex Okafor

The following Trustee(s)exceeded the required hours of continuing education:

- Renae Mitchell
- Vernagene Mott
- Jean Mayer
- Kelly Daniel
- Chevonne Lorigo-Johst
- Charlie Torres
- Alex Okafor

School Board Continuing Education Record
School District: Pflugerville ISD
Last Updated: **4/10/2025**

	Open Meetings Act (OMA)	Public Information Act (PIA)	Local District Orientation	Orientation to the Texas Education Code *OR* Post-Legislative Update	Evaluating and Improving Student Outcomes	Sexual Abuse, Human Trafficking, and Other Maltreatment of Children	School Safety	Cybersecurity	Team Building	Additional Required Training	
NEW BOARD MEMBER	1-2 hours within first 90 days after election or appointment	1-2 hours within first 90 days after election or appointment *	3 hours within first 120 days after election or appointment	3 hours within first 120 days after election or appointment	3 hours within first 120 days after election or appointment	1 hour within first 120 days after election or appointment	2 hours within first 120 days after election or appointment	1 hour within one year of election or appointment	3 hours annually with all trustees and superintendent	10 hours within one year of election or appointment	
EXPERIENCED BOARD MEMBER	--	--	--	1-2 hours after each legislative session	3 hours every two years	1 hour every two years	2 hours every two years	1 hour annually	3 hours annually with all trustees and superintendent	5 hours annually	
PROVIDER	TASB Online Learning Center or Other Authorized Provider	*Delegated to Chief Communi-cations Officer*	PfISD Supt and Cabinet	Region XIII (Orientation); TASB or Other Authorized Provider	TASB or Other Authorized Provider	TASB or Other Authorized Provider	TEA Learn	Texas Dept of Information Resources or PfISD Technology Department	TASB or Other Authorized Provider	TASB or Other Authorized Provider	STATUS
DANIEL	06/15/23	08/23/23	06/07/23	09/22/23	06/17/23	07/05/23	09/01/23	10/05/24	06/06/24	17.50	Exceeded
LORIGO-JOHST	06/22/23	*	06/08/23	09/10/23	06/24/23	06/25/23	09/18/23	03/14/25	06/06/24	28.50	Exceeded
MAYER	11/19/20	*	01/07/21	06/24/23	06/21/23	04/09/25	04/09/25	04/01/25	06/06/24	25.50	Exceeded
MITCHELL	06/17/16	*	08/24/16	09/30/23	06/17/23	03/20/25	05/29/23	03/05/25	06/06/24	22.00	Exceeded
MOTT	08/02/06	*	07/25/06	09/13/23	12/04/24	02/10/25	02/11/25	01/14/25	06/06/24	6.00	Exceeded
OKAFOR	06/13/24	*	06/06/24	03/17/25	06/15/24	04/2/25	03/19/25	11/6/24	06/06/24	11.75	Exceeded
TORRES	06/13/24	*	06/06/24	04/10/25	06/15/24	02/10/25	02/08/25	10/17/24	06/06/24	35.75	Exceeded

The following Trustee(s) did not complete the required hours of continuing education:
- None

Board Committee Updates

Governmental Relations and Community Relations Committee

Legislative Engagement & Advocacy Highlights

The Governmental & Community Relations Committee continues its active legislative advocacy efforts, with focused engagement on bills that impact special education, student discipline, and public school finance. Trustees and administration have worked collaboratively with statewide advocacy organizations and legal partners to develop and submit meaningful amendment language to legislators.

Key Bills Monitored & Influenced:

- HB6 (Student Discipline Reform): Trustees Mayer and Okafor met with Rep. Leach's office to present proposed amendment language that would allow in-school suspension (ISS) as an alternative to out-of-school suspension (OSS) under extenuating circumstances, particularly where student safety, supervision, or wellbeing are at risk. The proposed amendment includes protections for students with disabilities and aligns with IDEA. The bill has passed out of committee, and the team is monitoring whether the amendment is included in the floor substitute.

- SB 568 (Parent Support & Special Education): Trustees met with district legal partners and lobbyists to develop language expanding PDSES (Parent Directed Special Education Services) to include parent training and supports. Trustee Mayer presented the proposal to Senator Bettencourt's staff, where it was positively received. The updated bill version reflects key language that empowers families while reducing fiscal and legal pressures on districts.
- SB 27 (Threat Assessment & School Safety): Trustees are monitoring the bill to ensure any threat assessment or school safety procedures remain compliant with IDEA and include proper representation for students with disabilities.
- HB2 & SB2 (School Finance & ESA Programs): Region 13 Superintendents and Trustees have remained engaged with advocacy groups and legal advisors to support amendments that improve equity, fiscal sustainability, and district-level autonomy.
- HB 3661: Monitoring a bill proposing regulation of political communication and electioneering of district employees, trustees, and volunteers.

Future Steps for GRCR Committee Advocacy Efforts

- Advocacy Advisory Committee: Members discussed forming a district-level Advocacy Advisory Committee that will engage stakeholders—including parents, educators, and community partners—to strengthen grassroots involvement and legislative literacy.
- Legislative Advocacy Workshop: Planning is underway for a summer/fall workshop that will prepare parents and community members for the 2025 legislative session. The workshop will include training on effective testimony, understanding policy, and local advocacy tools.
- Testimony Preparation Framework: A standardized process for developing board-level and community testimony is being finalized. Members reviewed three sample testimony documents and discussed documentation, drafting, and review timelines.

Celebrating Progress & Advocacy Moments

- Trustee Mayer testified on HB6 in the House Public Education Committee (March 18).
- Trustee Mayer spoke at The Arc of Texas press conference advocating for special education funding (March 19).
- Trustee Mayer led community participants during The Autism Society of Texas Advocacy Day at the Capitol (March 31).
- Trustee Lorigo-Johst attended the Save Texas Schools Rally (April 5) with Pflugerville community members and former district educators.
- Trustee Okafor initiated and coordinated the meeting with Rep. Leach's office to discuss HB6, attended by both Trustees Okafor and Mayer. This meeting led to a proposed solution for OSS flexibility in HB6. These proposals were brought back to the committee and administration for internal review and collaborative feedback before being submitted.
- Trustees Mayer and Okafor also met with district legal advisors to develop PDSES expansion language for SB 568 and HB6. These proposals were considered by Senator Bettencourts office and education commissioner. Language has been imparted into the SB 568 that passed in the Senate Chamber, and the process with TEA will continue to be monitored through its developments.

- Trustees and administration remain in regular contact with state offices to shape final bill substitutes
- Trustee Lorigo-Johst submitted testimony on HB 2 (School Finance), HB 3 (ESA's), SB 2 (ESA's), and SB 260 (Safety & Security Funding).
- Trustee Lorigo-Johst submitted testimony on numerous bills that could impact mandated requirements of school districts asking state legislators to please add adequate funding to support any mandated requirements to ensure public schools can comply with any new regulations without further financial burden.
- Trustee Lorigo-Johst attended the Texas State Teachers Association Advocacy Day at the Capitol with the Pflugerville Educators Association and many of our PfISD teachers.
- Trustee Lorigo-Johst attended a NALEO fundraiser engaging with state and local leaders who impact legislative and local causes and became a NALEO member.
- Trustee Lorigo-Johst attended the Pflugerville Educators Association Social.
- Trustee Lorigo-Johst attended Timmerman Elementary's Career Day as a local business owner, but also shared what it's like to be a school board trustee.

City Proclamation

At the April City of Pflugerville City Council meeting, Mayor Gonzalez presented an Autism Awareness Proclamation to Dr. Shepherd and Special Education Director Somer Niemann to honor the district's continued commitment to inclusion and advocacy for neurodiverse students and families.

Finance Committee

The Pflugerville ISD Finance Committee met on April 8 to discuss a range of topics centered on financial stewardship, student support, and employee compensation. A key update was presented on hazardous routes near Riojas Elementary. Thanks to new sidewalk improvements, some routes are no longer classified as hazardous, affecting about 50 students. This change is expected to save the district approximately $25,000 annually, allowing those funds to be redirected toward student-focused initiatives.

The committee also reviewed compensation information, including pay models and market alignment strategies for staff. Discussions highlighted the impact of equity adjustments and potential increases to starting teacher salaries.

In a strong show of community support, the committee celebrated over $77,000 in donations from local partners to help eliminate student lunch debt.

Several upcoming board agenda items were previewed, including a positive quarterly budget amendment reflecting $6 million in investment income. The committee also discussed a recommendation for bank depository services and discussed a plan to retire $13 million in bonds early, a move projected to save over $1 million in interest.

Finally, the district is proposing to expand the Community Eligibility Provision (CEP) program to five additional campuses, enabling all students at those schools to receive free breakfast and lunch.

Board Regular Meeting Notice

Pflugerville Independent School District
March 27, 2025
Administration Building Board Room
1401 Pecan St W
Pflugerville, TX 78660
6:00 PM

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 same order as shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

I. Opening

A. Moment of Silence

B. Pledge of Allegiance

Students from Jessica Carpenter Elementary will serve as pledge leaders at the March 27 regular board meeting. The students are Siya Radadiya, Akshat Srivastava, Noah Chavez, Aria Sprung, Harold Michael, Mason Engel, Ariana Ivy, and Aubrey Teeler.

C. Awards and Recognitions

Staff Recognitions

- The March Professional Employee of the Month is Maria Carmen Ruiz Alonzo, Kindergarten teacher at River Oaks Elementary.
- The March Support Employee of the Month is Paula Dean, Education Associate in the Life Skills class at Hendrickson High School.
- The March Guest Educator of the Month is Tanda Maxwell, working at Mott Elementary.
- Jared Stevenson, Principal at Wieland Elementary, has been named the 2025 Region 13 TEPSAN of the Year by TEPSA.
- The PfISD Communications Team attended the annual Texas School Public Relations Association conference in February and earned multiple TSPRA Star Awards, showcasing their outstanding work in keeping the community informed and engaged.

D. Public Comment Related to Items Listed on the Agenda

- Scott Moser addressed the Board regarding agenda item VIII.

II. Discussion Regarding Personnel Employment (551.074)

- The Board went into closed session at 6:15 pm.

III. Consultation with Legal Counsel Regarding Superintendent Evaluation and Contract (551.071; 551.074; 551.129)

IV. Consideration and Possible Approval of Superintendent Contract and Compensation (551.074)

- The Board returned to open Session at 7:01 pm.
- A motion was made to approve the Superintendent contract as presented by Chevonne Lorigo-Johst and seconded by Charlie Torres.
- The motion carried 7-0.
- President Mitchell thanked Dr. Shepherd for his leadership of the district and staff.

V. President's Report

VI. Administration Report

- Superintendent Quintin Shepherd highlighted Connally High School's Freshman Academy for a strong start for ninth graders starting next year. Connally High School is going to launch the ninth-grade academy, designed to help our freshmen transition smoothly into high school.
- He also announced that PfISD will release our inaugural newsletter next month.
- Superintendent Quintin Shepherd reflected on our Communications department on their awards received during TSPRA. Board members congratulated and commended their hard work.

VII. Consent Agenda

A. Consideration and Possible Approval of Meeting Minutes
   1. February 20, 2025 Regular Meeting
   2. February 27, 2025 Special Meeting

B. Consideration and Possible Approval of 2025 Required Summer School Program Schedule and Reporting of Student Progress for Emergent Bilingual Students Entering Kindergarten and First Grade in 2024-2025

C. Consideration and Possible Approval to Apply to TEA for the Expedited Waiver of Staff Development Minutes

D. Consideration and Possible Approval of the Provision of Instructional Materials Certification for 2025-2026 Academic Year

E. Consideration and Possible Approval for the Hendrickson High School Silver Dance Team to Travel to Orlando, Florida to Attend the Universal Dance Association College Nationals on January 15 – January 19, 2026

F. Consideration and Possible Approval for the Pflugerville High School Band and Color Guard

Program to Travel to Orlando, Florida to Attend Universal Studios and Participate in the Music and Foley Workshop for Bands on March 13 – March 17, 2026

G. Consideration and Possible Approval of Annual MAC OS Computer Replacement Contract

H. Consideration and Possible Approval of Annual Windows Computer Replacement Contracts

I. Consideration and Possible Approval of Purchases in Excess of $50,000

1. Erban Construction Group (CSP23-055CP)-Provide Scheduling and Facilitating Pre-work for Walk-In Coolers to be Installed this Summer at River Oaks ES, Wieland ES, Highland Park ES, and Pflugerville MS
2. Mission Restaurant Supply (BB683-22)-For the Purchase and Replacement of a Ten-Year-Old, Inoperable Conveyor Type Dish Washer Machine at Westview Middle School and PassThrough Cooler at Murchison Elementary School
3. GRM (21-031ST)-For Additional Records Retention Service Projects for 2024-2025
4. Sullivan Contracting Services (CSP 25-024JO)-Pflugerville Middle School Front Parking Lot Drainage and ADA Improvements.
5. Lochridge Priest Inc. (LPI) (CSP25-013JO)-For HVAC and Control System Replacement at Windermere ES, Northwest ES, and Provan Opportunity Center
6. Braun & Butler (CSP25-015JO)-For the Construction of a Sidewalk Crossing of Cele Road and the Installation of Pedestrian Access to Cele MS and Mott ES. Where the Developer Mr. Robert M. Tiemann will Reimburse us for a Portion of the Cost in the Amount of $331,388
7. Schoolinks (TIPS210101)-For the Continuing use of College and Career Readiness Tracking Software for Secondary Students for the 2025-2026 Academic School Year
8. AVID Center (Sole Source)-For AVID Contract 2025-2026 Academic School Year. AVID offers an elective class in grades 6-12 that provides students additional academic, social, and emotional support for success in Advanced Academic courses
9. MGT Impact Solutions LLC (DIR-CPO-5389)-For the Purchase of Clearpass Onboard Licenses to Provide Secure Connections for Personal Devices to the PFISD Network

- A motion was made by Vernagene Mott and seconded by Jean Mayer to pull D, E, and F for comment and clarification.
- The motion carried 7-0.
- A motion was made by Vernagene Mott and seconded by Jean Mayer to approve the Consent Agenda.
- The motion carried 7-0.

VIII. Board Team Building: Duties, Roles, and Responsibilities and Possible Attorney-Client Consultation Regarding Same (551.074, 551.071, 551.029)

- The Board went into Closed Session at 9:03 pm for VIII.
- The Board returned to open Session at 9:56 pm.

IX. Discussion Regarding the Purchase, Exchange, Lease, or Value of Real Property (551.072)

X. Closing

- A motion was made by Trustee Mott and seconded by Trustee Lorigo Johst to adjourn the meeting.
- The motion carried 7-0.
- The meeting adjourned by President Mitchell at 9:56 pm.

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Renae Mitchell, Board President Chevonne Lorigo-Johst, Board Secretary

Board of Trustees
Agenda Item Information

SUBJECT **MEETING DATE: 4/15/2025**

Discussion of Intruder Detection Audit Report Finding (551.076)

AGENDA PLACEMENT

ES - Executive Session

BACKGROUND INFORMATION

Finding on a TEA Audit

FISCAL IMPACT STATEMENT

COST: NA

Recurring or One-Time: NA
Funding Source (General/Grant/Other-Specify): NA
Fiscal Year: N/A
Amendment Required: NA
Bond Funds (Program Year): NA

RECOMMENDATION

For Information Only

Submitted By: Denise Petherbridge, MSN, RN Executive Director of Health, Safety, and Emergency Management
Cabinet Member's Approval: Brandy Baker, Chief of Staff