Pflugerville ISD: Public Notice

Workshop

June 5, 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. Public Comment on Any Topic, Including Those Not Listed on the Agenda
2. Budget Update
3. Consideration of District Local Policy Adjustments to BDD, BED, DEC, and EIC – First Reading
4. Board Team Building: Trustees Duties, Roles, and Responsibilities (551.074)
5. Consideration and Possible Approval of the 2025-2026 Board of Trustees Workshop and Regular Meetings Dates
6. Deliberation of Board of Trustees Committee Assignments
7. Deliberation of New Trustees Mentoring Program and Assignments
8. Deliberation and Selection of Trustee Representatives for the TASB Delegate Assembly 2025
9. Future Meetings and Agenda Items
10. 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

Board of Trustees
Agenda Item Information

SUBJECT **MEETING DATE: 6/5/2025**

Budget Update

AGENDA PLACEMENT

ID - Information/Discussion

BACKGROUND INFORMATION

District staff will present an update on the projected budget progress for the 2024–2025 fiscal year and share preliminary budget estimates for the 2025–2026 fiscal year.

FISCAL IMPACT STATEMENT

COST: NA

Recurring or One-Time: NA
Funding Source (General/Grant/Other-Specify): General, Food Service, and Debt Service
Fiscal Year:
Amendment Required: NA
Bond Funds (Program Year): NA

RECOMMENDATION

Information Item only, no action

Submitted By: Jennifer Land, Chief Financial Officer
Cabinet Member's Approval: Brandy J. Baker

Board of Trustees
Agenda Item Information

SUBJECT **MEETING DATE: 6/5/2025**

Consideration of District Local Policy Adjustments to BDD, BED, DEC, and EIC – First Reading

AGENDA PLACEMENT

ID - Information/Discussion

BACKGROUND INFORMATION

The Board Policy Committee has reviewed the following policies at the request of administration. After consideration of the Committee's input, General Counsel recommends adjustments be made to the following policies:

- BDD(LOCAL): Board Internal Organization - Attorney
- BED(LOCAL): Board Meetings – Public Participation
- DEC(LOCAL): Compensation and Benefits – Leaves and Absences
- EIC(LOCAL): Academic Achievement – Class Ranking

FISCAL IMPACT STATEMENT

COST: N/A

Recurring or One-Time:
Funding Source (General/Grant/Other-Specify): General
Fiscal Year: Continuing
Amendment Required: No
Bond Funds (Program Year): NA

RECOMMENDATION

Information only; no action required.

Submitted By: Jacob Woolston, General Counsel
Cabinet Member's Approval: Brandy J. Baker, Chief of Staff

In-House Counsel

The Board shall ~~retain~~ employ an attorney or attorneys, as necessary, to serve as the District's ~~legal~~ in-house counsel and representative in matters requiring legal services. ~~Services to be performed and reasonable fees and expenses to be paid by the District shall be set forth in writing between the Board and the attorney or attorneys.~~ The District shall establish protocols for channeling staff requests for legal advice from the in-house counsel.

~~Individual Board members shall channel legal inquiries through the Superintendent, Board President, or Board designee, as appropriate, when seeking advice or information from the District's legal counsel.~~

Outside Counsel

The Board shall have final authority to retain outside counsel. In consultation with the Superintendent, the District's in- house counsel may make recommendations to the Board regarding retention of an attorney or attorneys to represent the District in legal matters. Services to be performed and reason- able fees and expenses to be paid by the District to outside counsel shall be set forth in writing between the Board and the attorney or attorneys.

When seeking advice or information from the District's out- side counsel, individual Board members shall channel legal inquiries through the District's in-house counsel, Superintendent, Board President, or Board's designee, as appropriate.

A staff request for legal advice from the District's ~~legal~~ outside counsel must be submitted through the District's in-house counsel or Superintendent.

Report of Legal Advice

Advice from legal counsel shall be reported to the Board upon request of the Board or when deemed necessary by the Superintendent, Board President, or Board's designee.

Limit on Participation

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

Public Comment

Regular Meetings

At regular Board meetings ~~that have been designated as Board workshops,~~ the Board shall permit public comment, regardless of whether the topic is an item on the agenda posted with notice of the meeting.

Special Meetings

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

Procedures

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

Public comment shall occur at the beginning of the meeting.

Except as permitted by this policy and the Board's procedures on public comment~~,~~ an individual's comments to the Board shall not exceed ~~[S time limit for individuals comment]~~three minutes per meeting. ~~who has signed up to address the Board shall have up to three minutes per meeting to do so. In accordance with Texas Government Code 551.007, an individual whose comments require translation shall have up to six minutes to address the Board.~~

Meeting Management

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

Board's Response

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

Complaints and Concerns

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

- Employee complaints: DGBA
- Student or parent complaints: FNG
- Public complaints: GF

Disruption

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

Leave Administration

The Superintendent shall develop administrative regulations addressing employee leaves and absences to implement the provisions of this policy.

Definitions

The term "immediate family" is defined as:

Immediate Family

1. Spouse.
2. Son or daughter, including a biological, adopted, or foster child, a son- or daughter-in-law, a stepchild, a legal ward, or a child for whom the employee stands *in loco parentis*.
3. Parent, stepparent, parent-in-law, or another individual who stands *in loco parentis* to the employee.
4. Sibling, stepsibling, and sibling-in-law.
5. Grandparent and grandchild.
6. Any person residing in the employee's household at the time of illness or death.

For purposes of the Family and Medical Leave Act (FMLA), the definitions of spouse, parent, son or daughter, and next of kin are found in DECA(LEGAL).

Family Emergency

The term "family emergency" shall be limited to disasters and life-threatening situations involving the employee or a member of the employee's immediate family.

Leave Day

A "leave day" for purposes of earning, using, or recording leave shall mean the number of hours per day equivalent to the employee's usual assignment, whether full-time or part-time.

School Year

A "school year" for purposes of earning, using, or recording leave shall mean the term of the employee's annual employment as set by the district for the employee's usual assignment, whether full-time or part-time.

Note: For District contribution to employee insurance during leave, see CRD(LOCAL).

Availability

The district shall make state personal leave and local ~~sick~~ leave for the current year available for use at the beginning of the school year.

Exception

For an employee paid on a biweekly basis, local ~~sick~~ leave shall be made available as earned.

State Leave Proration

If an employee separates from employment with the district before his or her last duty day of the school year or begins employment

after the first duty day of the school year, state personal leave shall be prorated based on the actual time employed.

If an employee separates from employment before the last duty day of the school year, the employee's final paycheck shall be reduced for state personal leave the employee used beyond his or her pro rata entitlement for the school year.

Medical Certification

An employee shall submit medical certification of the need for leave if:

1. The employee is absent more than five consecutive workdays because of personal illness or illness in the immediate family;
2. The district requires medical certification due to a questionable pattern of absences or when deemed necessary by the supervisor or Superintendent;
3. The employee requests FMLA leave for the employee's serious health condition; a serious health condition of the employee's spouse, parent, or child; or for military caregiver leave; or
4. When the employee is a campus employee, the employee is absent on the day before or after a District holiday; on the first or last day of a semester; on days scheduled for end-of-semester or end-of-year exams; on days scheduled for state-mandated testing; or on professional or staff development days.

In each case, medical certification shall be made by a health-care provider as defined by the FMLA. [See DECA(LEGAL)]

State Personal Leave

The Board requires employees to differentiate the manner in which state personal leave is used.

Nondiscretionary Use

Nondiscretionary use of leave shall be for the same reasons and in the same manner as state sick leave accumulated before May 30, 1995. [See DEC(LEGAL)]

Nondiscretionary use includes leave related to the birth or placement of a child and taken within the first year after the child's birth, adoption, or foster placement.

Discretionary Use

Discretionary use of leave is at the individual employee's discretion, subject to limitations set out below.

Request for Leave

In deciding whether to approve or deny a request for discretionary use of state personal leave, the supervisor shall not seek or consider the reasons for which an employee requests to use leave.

The supervisor shall, however, consider the duration of the requested absence in conjunction with the effect of the employee's absence on the educational program and District operations, as well as the availability of substitutes.

Discretionary use of state personal leave shall not exceed ~~three~~ five consecutive workdays.

Local ~~Sick~~ Leave

Each employee shall earn five paid local ~~sick~~ leave days per school year in accordance with administrative regulations.

Local ~~sick~~ leave shall accumulate without limit.

Local ~~sick~~ leave shall be used according to the terms and conditions of state personal leave. [See State Personal Leave, above.] ~~sick leave accumulated before the 1995–96 school year. [See DEC(LEGAL)]~~

Bereavement Leave

An employee shall be granted up to three days of bereavement leave upon the death of a family member, as defined in the administrative regulations. Such leave shall be taken with no loss of pay or other paid leave and shall be noncumulative.

To receive bereavement leave, an employee must provide documentation in accordance with administrative regulations.

Noncontract Days

Each contract employee who works at least 226 days per school year shall be eligible for noncontract days to be determined annually in accordance with administrative regulations.

Extended Sick Leave

After all available paid leave days and any applicable compensatory time have been exhausted, a full-time employee shall be granted in a school year a maximum of three leave days of extended sick leave to be used for the employee's personal illness or injury, including pregnancy-related illness or injury, or for absences related to the illness or injury of a member of the employee's immediate family.

An employee shall be permitted to receive a maximum of nine extended sick leave days during the period of his or her cumulative employment with the district.

Catastrophic Leave

A District employee suffering from a life-threatening catastrophic illness or injury may be eligible to participate in the district's catastrophic leave program if the employee meets the following requirements. The employee must be eligible and be determined by the district's leave office to qualify for FMLA leave in order to be eligible to participate in the district's catastrophic leave program. The employee may participate in the leave program for up to 60 days

during a school year. If an employee's spouse or child is suffering from a life-threatening catastrophic illness or injury, the employee may participate in the leave program. To receive days from the leave program, the requesting employee must first use all of his or her state personal leave, local ~~sick~~ leave, and noncontract days.

An eligible employee suffering from a documentable catastrophic illness, injury, or disability shall be granted up to 60 leave days under this plan during the course of employment with the district.

Leave shall be provided for a catastrophic injury or illness that is defined as a medical diagnosis or surgery as listed in the current Federal Register of Diagnosis-Related Group, that rates an outlier threshold of 30 or greater, and is so severe that it is considered life-threatening and results in a total inability to perform job-related functions. A request shall be reviewed by an independent physician.

Appeal

All decisions regarding the catastrophic leave program may be appealed in accordance with DGBA(LOCAL), beginning with the Superintendent or appropriate administrator.

Peace Officers

A District peace officer who experiences a traumatic event in the scope of employment shall be granted a maximum of five days of mental health leave per traumatic event. Such leave shall be provided in accordance with administrative regulations and shall not be deducted from the employee's pay or leave balance.

Mental Health Leave

The Superintendent shall develop regulations regarding mental health leave that address the following:

1. Circumstances or reasons under which a peace officer may use mental health leave;
2. Procedures for requesting mental health leave and maintaining the anonymity of the requestor;
3. The administrator authorized to approve requests for mental health leave; and
4. Other procedures deemed necessary for administering this provision.

Quarantine Leave

A District peace officer shall be granted quarantine leave when ordered by the local health authority or the District Chief of Police or designee to quarantine or isolate due to possible or known exposure to a communicable disease while on duty. Such leave shall be provided in accordance with administrative regulations and shall not be deducted from the employee's pay or leave balance.

The Superintendent shall develop regulations regarding quarantine leave that address the following:

1. Continuation of all employment benefits and compensation for the duration of the leave;
2. Reimbursement for reasonable costs related to the quarantine; and
3. Other procedures deemed necessary for administering this provision.

Family and Medical Leave

FMLA leave shall run concurrently with applicable paid leave and compensatory time, as applicable.

Note: See DECA(LEGAL) for provisions addressing FMLA.

Twelve-Month Period

For purposes of an employee's entitlement to FMLA leave, the 12-month period shall be July 1 through June 30.

Combined Leave for Spouses

When both spouses are employed by the District, the District shall limit FMLA leave for the birth, adoption, or placement of a child, or to care for a parent with a serious health condition, to a combined total of 12 weeks. The district shall limit military caregiver leave to a combined total of 26 weeks.

Intermittent or Reduced Schedule Leave

The district shall not permit use of intermittent or reduced schedule FMLA leave for the care of a newborn child or for the adoption or placement of a child with the employee.

Certification of Leave

When an employee requests leave, the employee shall provide certification, in accordance with FMLA regulations, of the need for leave.

Fitness-for-Duty Certification

In accordance with administrative regulations, when an employee takes FMLA leave due to the employee's own serious health condition, the employee shall provide, before resuming work, a fitness-for-duty certification.

Leave at the End of Semester

When a teacher takes leave near the end of the semester, the district may require the teacher to continue leave until the end of the semester.

State Temporary Disability Leave

Any full-time employee whose position requires educator certification by the State Board for Educator Certification or by the district shall be eligible for temporary disability leave. The maximum length of temporary disability leave shall be 180 calendar days. [See DBB(LOCAL) for temporary disability leave placement and DEC(LEGAL) for return to active duty.]

An employee's notification of need for extended absence due to the employee's own medical condition shall be forwarded to the Superintendent as a request for temporary disability leave.

The district shall require the employee to use temporary disability leave and paid leave, including any compensatory time, concurrently with FMLA leave.

Local Temporary Disability Leave

The district shall grant an employee who is not eligible for state temporary disability leave a maximum of 45 calendar days of local temporary disability leave after 30 workdays of continuous employment under the same terms and conditions as state temporary disability leave.

Workers' Compensation

Note: Workers' compensation is not a form of leave. The workers' compensation law does not require the continuation of the district's contribution to health insurance.

An absence due to a work-related injury or illness shall be designated as FMLA leave, temporary disability leave, and/or assault leave, as applicable.

No Paid Leave Offset

The district shall not permit the option for paid leave offset in conjunction with workers' compensation income benefits. [See CRE]

Court Appearances

Absences due to compliance with a valid subpoena or for jury duty shall be fully compensated by the district and shall not be deducted from the employee's pay or leave balance.

Payment for Accumulated Leave Upon Retirement

The following leave provisions shall apply to accumulated local ~~sick~~ leave.

An employee who retires from the district shall be eligible for payment for accumulated local ~~sick~~ leave under the following conditions:

1. The employee retires under the Teacher Retirement System of Texas (TRS) guidelines or Employees Retirement System of Texas (ERS).
2. The employee provides advance written notice of intent to retire.
3. The employee has at least four years of service with the district.
4. The employee has at least 22 days of available local ~~sick~~ leave.

The employee shall receive payment for each day of accumulated local ~~sick~~ leave, at a rate established by the Board. If the employee is reemployed with the district, days for which the employee received payment shall not be available to that employee.

The rate established by the Board shall be in effect until the Board adopts a new rate.

Neutral Absence Control

If an employee does not return to work after exhausting all available paid and unpaid leave, the district shall provide the employee written notice that he or she no longer has leave available for use. The district shall automatically pursue termination of an employee who has exhausted all available leave, regardless of the reason for the absence [see DF series]. The employee's eligibility for reasonable accommodations, as required by the Americans with Disabilities Act [see DAA(LEGAL)], shall be considered before termination. If terminated, the employee may apply for reemployment with the district.

Consistent Application for Graduating Class

The District shall apply the same class rank calculation method and rules for local graduation honors for all students in a graduating class, regardless of the school year in which a student first earned high school credit.

A student who completes the graduation requirements in fewer than four years shall be ranked in the class with which he or she graduates.

Calculation

The District shall include in the calculation of class rank semester grades earned in high school credit courses, unless excluded below.

The calculation shall include failing grades.

The District shall report to the members of a class, at the end of the first semester of the sophomore year and every semester thereafter, their weighted grade point average (GPA) and rank in class.

Determination of Grade Point Averages

To determine GPAs, numerical semester course grades shall be converted via the established weighting system. Actual grades earned shall be recorded on report cards and official transcripts.

The GPA shall be calculated by totaling the weighted semester course points and dividing by the number of courses.

When multiple period courses are included in computing the GPA, the semester course points for that class shall be entered the same number of times as the number of periods per day that the student is enrolled in the course. The number of periods shall also be reflected in the divisor.

Students may take a course beyond those needed for graduation on a pass/fail basis. This shall apply to students who have completed or are enrolled in courses in excess of those needed for graduation and have previously satisfied content-specific graduation requirements (i.e., fifth year of mathematics or science and the like). Students shall be required to declare this option in writing within the first three weeks of school.

~~***Note:*** The following provisions shall apply to students in the graduating class of 2022.~~

~~The calculation of class rank shall include grades earned in Texas Essential Knowledge and Skills (TEKS)-based and TEKS-modified courses; Advanced Placement (AP)/Advanced courses; articulated courses; summer school courses for acceleration taken within the District; high school courses taken in middle school for state credit;~~

high school courses that are delivered in one semester in high school and delivered in two semesters in middle school; and athletics and equivalents up to 1 credit (two semesters).

Exclusions

The calculation of class rank shall exclude grades earned in summer school courses taken outside the District; off-campus physical education courses; traditional correspondence courses; a dual credit course; a dual enrollment course; a credit recovery course; any local credit course; any course for which a pass/fail grade is assigned; or through credit by examination, with or without prior instruction.

Weighted Grade System

The District shall categorize and weight eligible courses as Tier 1, Tier 2, and Tier 3 in accordance with provisions of this policy and as designated in appropriate District publications.

Categories

Tier 1

Eligible AP courses and other courses locally designated as Tier 1 courses shall be categorized and weighted as Tier 1 courses.

Tier 2

Eligible Advanced courses and other courses locally designated as Tier 2 courses shall be categorized and weighted as Tier 2 courses.

Tier 3

All other eligible courses shall be categorized and weighted as Tier 3 courses.

Weighted Grade Point Average

The District shall convert semester grades earned in eligible courses to grade points in accordance with the following table and shall calculate a weighted GPA:

Semester Numerical Grade	**Tier 1: AP and Approved Advanced Courses**	**Tier 2: Advanced Courses and Approved Articulated Courses**	**Tier 3: TEKS-Based Courses or Other High School Courses**
100	6.0	5.0	4.0
99	5.9	4.9	3.9
98	5.8	4.8	3.8
97	5.7	4.7	3.7
96	5.6	4.6	3.6
95	5.5	4.5	3.5
94	5.4	4.4	3.4

~~Semester Numerical Grade~~	~~Tier 1: AP and Approved Advanced Courses~~	~~Tier 2: Advanced Courses and Approved Articulated Courses~~	~~Tier 3: TEKS-Based Courses or Other High School Courses~~
~~93~~	~~5.3~~	~~4.3~~	~~3.3~~
~~92~~	~~5.2~~	~~4.2~~	~~3.2~~
~~91~~	~~5.1~~	~~4.1~~	~~3.1~~
~~90~~	~~5.0~~	~~4.0~~	~~3.0~~
~~89~~	~~4.9~~	~~3.9~~	~~2.9~~
~~88~~	~~4.8~~	~~3.8~~	~~2.8~~
~~87~~	~~4.7~~	~~3.7~~	~~2.7~~
~~86~~	~~4.6~~	~~3.6~~	~~2.6~~
~~85~~	~~4.5~~	~~3.5~~	~~2.5~~
~~84~~	~~4.4~~	~~3.4~~	~~2.4~~
~~83~~	~~4.3~~	~~3.3~~	~~2.3~~
~~82~~	~~4.2~~	~~3.2~~	~~2.2~~
~~81~~	~~4.1~~	~~3.1~~	~~2.1~~
~~80~~	~~4.0~~	~~3.0~~	~~2.0~~
~~79~~	~~3.9~~	~~2.9~~	~~1.9~~
~~78~~	~~3.8~~	~~2.8~~	~~1.8~~
~~77~~	~~3.7~~	~~2.7~~	~~1.7~~
~~76~~	~~3.6~~	~~2.6~~	~~1.6~~
~~75~~	~~3.5~~	~~2.5~~	~~1.5~~
~~74~~	~~3.4~~	~~2.4~~	~~1.4~~
~~73~~	~~3.3~~	~~2.3~~	~~1.3~~
~~72~~	~~3.2~~	~~2.2~~	~~1.2~~
~~71~~	~~3.1~~	~~2.1~~	~~1.1~~
~~70~~	~~3.0~~	~~2.0~~	~~1.0~~

~~Semester Numerical Grade~~	~~Tier 1: AP and Approved Advanced Courses~~	~~Tier 2: Advanced Courses and Approved Articulated Courses~~	~~Tier 3: TEKS-Based Courses or Other High School Courses~~
~~Below 70~~	~~0.0~~	~~0.0~~	~~0.0~~

Note: The following provisions shall apply to students beginning with the graduating class of 2023.

Exclusions

The calculation of class rank shall exclude grades earned in summer school courses taken outside the District; any distance learning course, unless the course is either assigned to the student by the District or offered as a course option along with traditional District courses; an audited course; a credit recovery course; any local credit course; any course for which a pass/fail grade is assigned; a course taken via home school programs; any grade earned at a nonaccredited school or in a homeschool program; or through credit by examination, with or without prior instruction.

Weighted Grade System

The District shall categorize and weight eligible courses as Tier 1, Tier 2, Tier 3, and Tier 4 in accordance with provisions of this policy and as designated in appropriate District publications.

Categories

Tier 1

Eligible AP courses, International Baccalaureate (IB) courses, and courses locally designated as Tier 1 shall be categorized and weighted as Tier 1 courses.

Tier 2

Eligible Advanced courses, dual credit courses, dual enrollment courses, and courses locally designated as Tier 2 shall be categorized and weighted as Tier 2 courses.

Tier 3

All other eligible courses not categorized as Tier 1, Tier 2, or Tier 4 shall be categorized and weighted as Tier 3 courses.

Tier 4

Any course that has been modified as to the required content of the TEKS shall be categorized and weighted as Tier 4 courses.

Weighted Grade Point Average

The District shall convert semester grades earned in eligible courses to grade points in accordance with the following table and shall calculate a weighted GPA:

Grade	Tier 1	Tier 2	Tier 3	Tier 4
100	6.0	5.0	4.0	3.0
99	5.9	4.9	3.9	2.9

Grade	Tier 1	Tier 2	Tier 3	Tier 4
98	5.8	4.8	3.8	2.8
97	5.7	4.7	3.7	2.7
96	5.6	4.6	3.6	2.6
95	5.5	4.5	3.5	2.5
94	5.4	4.4	3.4	2.4
93	5.3	4.3	3.3	2.3
92	5.2	4.2	3.2	2.2
91	5.1	4.1	3.1	2.1
90	5.0	4.0	3.0	2.0
89	4.9	3.9	2.9	1.9
88	4.8	3.8	2.8	1.8
87	4.7	3.7	2.7	1.7
86	4.6	3.6	2.6	1.6
85	4.5	3.5	2.5	1.5
84	4.4	3.4	2.4	1.4
83	4.3	3.3	2.3	1.3
82	4.2	3.2	2.2	1.2
81	4.1	3.1	2.1	1.1
80	4.0	3.0	2.0	1.0
79	3.9	2.9	1.9	0.9
78	3.8	2.8	1.8	0.8
77	3.7	2.7	1.7	0.7
76	3.6	2.6	1.6	0.6
75	3.5	2.5	1.5	0.5
74	3.4	2.4	1.4	0.4
73	3.3	2.3	1.3	0.3
72	3.2	2.2	1.2	0.2
71	3.1	2.1	1.1	0.1
70	3.0	2.0	1.0	0.1
Below 70	0	0	0	0

Note: The following provisions shall apply to students beginning with the graduating class of 2029.

Exclusions

The calculation of class rank shall exclude grades earned in summer school courses taken outside the District; any distance learning course, unless the course is either assigned to the student by the District or offered as a course option along with traditional District courses; an audited course; a credit recovery course; any local credit course; any course for which a pass/fail grade is assigned; a course taken via home school programs; any grade earned at a nonaccredited school or in a homeschool program; or through credit by examination, with or without prior instruction.

Weighted Grade System

The District shall categorize and weight eligible courses as Tier 1, Tier 2, Tier 3, and Tier 4 in accordance with provisions of this policy and as designated in appropriate District publications.

Categories

Tier 1

Eligible AP courses, International Baccalaureate (IB) courses, dual credit courses, and courses locally designated as Tier 1 shall be categorized and weighted as Tier 1 courses.

Tier 2

Eligible Advanced courses, dual enrollment courses, and courses locally designated as Tier 2 shall be categorized and weighted as Tier 2 courses.

Tier 3

All other eligible courses not categorized as Tier 1, Tier 2, or Tier 4 shall be categorized and weighted as Tier 3 courses.

Tier 4

Any course that has been modified as to the required content of the TEKS shall be categorized and weighted as Tier 4 courses.

Weighted Grade Point Average

The District shall convert semester grades earned in eligible courses to grade points in accordance with the following table and shall calculate a weighted GPA:

Grade	Tier 1	Tier 2	Tier 3	Tier 4
100	6.0	5.0	4.0	3.0
99	5.9	4.9	3.9	2.9
98	5.8	4.8	3.8	2.8
97	5.7	4.7	3.7	2.7
96	5.6	4.6	3.6	2.6
95	5.5	4.5	3.5	2.5
94	5.4	4.4	3.4	2.4
93	5.3	4.3	3.3	2.3

Grade	Tier 1	Tier 2	Tier 3	Tier 4
92	5.2	4.2	3.2	2.2
91	5.1	4.1	3.1	2.1
90	5.0	4.0	3.0	2.0
89	4.9	3.9	2.9	1.9
88	4.8	3.8	2.8	1.8
87	4.7	3.7	2.7	1.7
86	4.6	3.6	2.6	1.6
85	4.5	3.5	2.5	1.5
84	4.4	3.4	2.4	1.4
83	4.3	3.3	2.3	1.3
82	4.2	3.2	2.2	1.2
81	4.1	3.1	2.1	1.1
80	4.0	3.0	2.0	1.0
79	3.9	2.9	1.9	0.9
78	3.8	2.8	1.8	0.8
77	3.7	2.7	1.7	0.7
76	3.6	2.6	1.6	0.6
75	3.5	2.5	1.5	0.5
74	3.4	2.4	1.4	0.4
73	3.3	2.3	1.3	0.3
72	3.2	2.2	1.2	0.2
71	3.1	2.1	1.1	0.1
70	3.0	2.0	1.0	0.1
Below 70	0	0	0	0

Note: The following provisions shall apply to all students, regardless of their graduating class.

Transferred Grades

When a student transfers semester grades for courses that would be eligible under the Tier 3 or Tier 4 category and the District has accepted the credit, the District shall include the grades in the calculation of class rank.

When a student transfers semester grades for courses that would be eligible to receive additional weight under the District's weighted

grade system, the District shall assign additional weight to the grades based on the categories and grade weight system used by the District only if a similar course is offered to the same class of students in the District.

The transfer of IB courses shall receive weight under the Tier 1 category.

Local Graduation Honors

For the purpose of determining honors to be conferred during graduation activities, the District shall calculate class rank in accordance with this policy and administrative regulations by using grades available at the time of calculation at the end of 3rd nine - weeks ~~the spring semester~~ of the senior year.

The final, official class rank, which will include dual credit grades earned in the Spring semester, shall be determined at the end of the senior year after all grades have been calculated.

~~Grades received in May for dual credit courses shall also be included in the calculation.~~

For the purpose of applications to institutions of higher education, the District shall also calculate class rank as required by state law. The District's eligibility criteria for local graduation honors shall apply only for local recognitions and shall not restrict class rank for the purpose of automatic admission under state law. [See EIC(LEGAL)]

Valedictorian and Salutatorian

The valedictorian and salutatorian shall be the eligible students with the highest and second-highest rank, respectively. To be eligible for this local graduation honor, a student must:

1. Have been continuously enrolled in the same District high school for the four semesters immediately preceding graduation, unless rezoned by the District;
2. Be graduating after exactly eight semesters of enrollment in high school; and
3. Have completed the foundation program with the distinguished level of achievement.

No Ties

In order to recognize only one student as valedictorian and one student as salutatorian, the District shall calculate weighted GPAs to a sufficient number of decimal places so that no ties exist among eligible students.

Top Ten Percent

All students whose GPAs make up the top ten percent of the graduating class shall be recognized. The GPA shall be reported on the

student's transcript and made available in accordance with the application deadline for the college or university when requested by the student. [See EIC(LEGAL)]

Honor Graduates

Distinguished / Performance Acknowledgment Graduates

Students who complete all credit requirements for the foundation with endorsements distinguished level of achievement program and who earn a performance acknowledgment shall be designated as "Distinguished/Performance Acknowledgment Graduates" in the commencement program.

Students who complete all credit requirements for the foundation with endorsements distinguished level of achievement program and who are awaiting test score reports to earn a performance acknowledgment shall be designated as "Distinguished/Performance Acknowledgment Candidates" in the commencement program.

Early, Midterm, or Between-term Graduates

To be eligible to graduate early, a student shall complete all coursework and state testing required of other students in his or her entering freshman class cohort.

Early graduates may participate in a graduation ceremony immediately following completion of the graduation requirements. Early graduates must meet registration deadlines to participate in end-of-year graduation ceremonies. Participation in end-of-year senior class, school-sponsored activities shall not be affected by midterm or between-term graduation.

Highest-Ranking Graduate

The student meeting the local eligibility criteria for recognition as the valedictorian shall also be considered the highest-ranking graduate for purposes of receiving the honor graduate certificate from the state of Texas.

Board of Trustees
Agenda Item Information

SUBJECT **MEETING DATE: 6/5/2025**

Deliberation and Selection of Trustee Representatives for the TASB Delegate Assembly 2025

AGENDA PLACEMENT

AI – Action Item

BACKGROUND INFORMATION

The TASB Delegate Assembly is the official annual meeting of the Texas Association of School Boards (TASB), where school board trustees from across the state convene to shape the organization's direction and advocacy efforts. The 2025 Delegate Assembly is scheduled for Saturday, September 13, at the George R. Brown Convention Center in Houston, as part of the txEDCON25 conference.

The Delegate Assembly serves as TASB's primary decision-making body. Each Active Member—meaning every local school board and regional education service center board—appoints a Delegate and an Alternate to represent their district. These Delegates vote on key matters such as:

- Electing TASB officers and Board of Directors
- Approving the TASB Advocacy Agenda, which outlines legislative priorities and positions
- Amending the association's bylaws and addressing other organizational business

Trustees will discuss and select which Board member will represent Pflugerville ISD as Delegate and Alternate for the 2025 TASB Delegate Assembly.

FISCAL IMPACT STATEMENT

COST: N/A

Recurring or One-Time:
Funding Source (General/Grant/Other-Specify): General
Fiscal Year: Continuing
Amendment Required: No
Bond Funds (Program Year): NA

RECOMMENDATION

Select Trustees to serve as PfISD's representatives as discussed.

Submitted By: Brandy J. Baker, Chief of Staff
Cabinet Member's Approval: Brandy J. Baker, Chief of Staff

PfISD Board Agenda Calendar

	Finance	Operations	Human Resources	Communications	Curriculum/ School Leadership	Governance/ Team Development
SEPTEMBER	Financial & Tax Update- ADM Expenditures of 50K- REG and ADM	Construction/Bond Update- ADM Demographic 2Q- ADM	Class Size Waivers- REG and ADM T-TESS Appraisers- REG and ADM Contract Abandonment- REG Position Approval- REG and ADM Teacher Vacancy Update-ADM	Pledge Leaders-- REG and ADM Staff Recognition- REG and ADM Recognize New Administrators- REG and ADM PEF Annual Update- ADM Strategic Plan Update- ADM	4-H Extracurricular Activity & Adjunct Faculty Approval- REG and ADM TIA ADM EOY Academic Report (Previous Year)-ADM	TASA/TASB txEDCON Convention Policy Update- REG and ADM Legislative Priorities- Workshop Joint meeting with the City
OCTOBER	FIRST Hearing- Special Mtg Financial & Tax Update Expenditures of 50K- REG and ADM Budget Amendment- REG and ADM	Construction/Bond Update- ADM	Class Size Waivers- REG and ADM T-TESS Appraisers- REG and ADM Contract Abandonment- REG Position Approval- REG and ADM	Pledge Leaders-- REG and ADM Staff Recognition- REG and ADM Legislative Priorities- REG and ADM Principal Recognition- ADM	DIP/CIPs Approval- REG and ADM Multilingual Prgm Update- ADM JJAEP MOU-REG and ADM	Policy Update- REG and ADM TCAD Nomination Discussion- Workshop TASA/TASB txEDCON Convention Superintendent Formative Evaluation- Workshop
NOVEMBER	Financial & Tax Update- ADM Expenditures of 50K- REG and ADM Quarterly Investment Report REG and ADM	Construction/Bond Update- ADM Demographic 3Q- REG and ADM Snapshot Attendance/ Enrollment Update- ADM	T-TESS Appraisers- REG and ADM Contract Abandonment- REG Position Approval- REG and ADM	Pledge Leaders-- REG and ADM Staff Recognition- REG and ADM	Calendar, Incl PIR Non-Business Days -1st Reading- ADM OFSDP Application- REG and ADM	Policy Update- REG and ADM TCAD Nomination Vote- REG and ADM
DECEMBER	Financial & Tax Update- ADM Annual Investment Policy Review- REG and ADM Dealer/Broker List- REG and ADM Expenditures of 50K- REG and ADM	Construction/Bond Update- ADM	Contract Abandonment- REG and ADM Position Approval- REG and ADM	Pledge Leaders-- REG and ADM Staff Recognition- REG and ADM Strategic Plan Update- ADM	Advanced Academics (AP/DC/OnRamps/ GT) Update-ADM SPED Update- ADM Calendar Approval, Incl PIR Non-Business Days I- REG and ADM Professional Development Waiver- REG and ADM	Policy Update- REG and ADM
JANUARY	Audit Report Approval- REG and ADM Financial & Tax Update- ADM Expenditures of 50K- REG and ADM Budget Amendment- REG and ADM	Construction/Bond Update- ADM	Contract Abandonment- REG and ADM Position Approval- REG and ADM T-TESS Appraisers- REG and ADM	Pledge Leaders-- REG and ADM Staff Recognition- REG and ADM Board Recognition- REG and ADM	Public Hearing: Texas Academic Performance Report (TAPR) - Special Meeting and ADM Public Hearing: EOC AI- Special Meeting and ADM Innovative Courses Approval- REG and ADM	Call Trustee Election-REG and ADM Policy Update- REG and ADM RFQ Legal Services for the Board (every 5 years, if needed)

Reg- Regular, ADM- Administration Report

FEBRUARY	Budget- Workshop Financial & Tax Update- ADM Expenditures of 50K- REG and ADM Defeasance Approval- REG and ADM Quarterly Investment Report REG and ADM	Demographic Update 4Q- ADM Construction/Bond Update- ADM	Contract Abandonment- REG and ADM Position Approval- REG and ADM	Pledge Leaders-- REG and ADM Staff Recognition- REG and ADM Strategic Plan Update- ADM	Dec STAAR/EOC Results- ADM Athletics Update- ADM CTE Update- ADM TIP Approval- REG and ADM DIP/CIP Formative Review and Academic Update- ADM	Superintendent Summative Evaluation- Workshop Annual Racial Profiling Report Policy Update- REG and ADM Joint Meeting with City
MARCH	Budget- Workshop Compensation Plan- REG and ADM Financial & Tax Update- ADM Expenditures of 50K- REG and ADM Defeasance Approval- REG and ADM Quarterly Investment Report REG and ADM	Construction/Bond Update- ADM Report	Contract Abandonment- REG and ADM Position Approval- REG and ADM TASB PAY Review- Workshop	Pledge Leaders-- REG and ADM Staff Recognition- REG and ADM Strategic Plan Update- ADM	Summer School Program Schedule and Reporting of Student Progress for Emergent Bilingual Students Entering Kindergarten and First Grade- REG and ADM Instructional Materials Certification- REG and ADM Fine Arts Update- Adm Report	Supt Contract and Compensation Approval- REG TASB Governance Camp Policy Update- REG and ADM
APRIL	Hazardous Routes Approval- REG and ADM CEP Campus Approval- REG and ADM Financial & Tax Update- ADM Expenditures of 50K- REG and ADM Bank Depository RFP (Due 2031) REG and ADM Budget Amendment- REG and ADM	Construction/Bond Update - ADM	Non-Renewal of Admin/Professional Contracts- REG and ADM Termination of Probationary Contracts REG and ADM Term Contract Non-Renewal-REG and ADM Position Approval-REG and ADM	Pledge Leaders-- REG and ADM Staff Recognition- REG and ADM	Foreign Exchange Student Waiver (Exp: June 2026) UIL Spring Participation & Performance-ADM CTSO Update-ADM DIP/CIP Formative Update and Needs Assessment- ADM	Board Annual CEC Report (Prior to Election)- Agenda Policy Update- REG and ADM Team Building
MAY	Budget Update- Workshop Financial & Tax Update- ADM Set Public Budget Hearing Date/Time- Reg and ADM Set I&S/ M&O Tax Rate- Reg and ADM Expenditures of 50K- REG and ADM	Construction/Bond Update- ADM	Position Approval- REG and ADM	Pledge Leaders-- REG and ADM Staff Recognition- REG and ADM PEF MOU- Reg CA + ADM HS/PACE Commencements ADM Employee Recognition Banquet (20-25-30 years; TOY; BOY)- ADM	CCMR Update -ADM Student Affairs Update- ADM	Induction Board Election -Special meeting Canvass Election Elect Board Officers- Special Meeting Team Building
JUNE	Budget- Workshop Food Svc Contract Approval- REG and ADM	Construction/Bond Update-ADM Demographic 1Q- REG and ADM	Position Approval- REG and ADM	Staff Recognition- REG and ADM Strategic Plan Update- ADM	Teacher Data Portal Waiver (Exp: June 2027)-Agenda + ADM Report EOY Screener Report -ADM	Nomination to Serve on TASB Board- Workshop New Board Member Orientation

	Financial & Tax Update- ADM Conduct Public Budget- REG and ADM Budget Approval- REG and ADM Accelerated Instruction Budget- REG and ADM Low Attendance Waiver- REG and ADM EOY Budget Amendments- REG and ADM Expenditures of 50K- REG and ADM				Guidance and Counseling Update -ADM	Board Pictures Board Operating Procedures Discussion & Approval- Workshop Committee Assignments- Workshop Trustee Mentoring- Workshop Board Team Building TASB Summer Leadership Institute Designate txEDCON Delegate & Alt- Workshop Policy Update- REG and ADM Transfer Grievances (Round 1)- Special meeting Discussion of next school year board meeting- workshop Approval of next school year board meeting- REG and ADM
JULY	PFC Annual Meeting Financial & Tax Update- ADM Expenditures of 50K- REG and ADM	Construction/Bond Update	Benefits Renewal- REG and ADM Climate Survey Results- ADM Contract Abandonment- REG and ADM Position Approval- REG and ADM		Student Code of Conduct – 1st Reading- Workshop Preliminary Spring STAAR Results	Policy Update- REG and ADM Transfer Grievances (Round 2)- Special Meeting Team Building TASB Summer Leadership Institute ADM Report
AUGUST	Tax Rates Approval- REG and ADM Start of School Rpt - ADM Attendance Credit Purchase- REG and ADM Bond/VATRE Election, if needed Financial & Tax Update- ADM Defeasance Resolution- REG and ADM Expenditures of 50K- REG and ADM Quarterly Investment Report REG and ADM	Construction/Bond Update Start of School Rpt - ADM	Contract Abandonment- REG and ADM Position Approval- REG and ADM Teacher Certification Waiver- REG and ADM Start of School Rpt - ADM	Pledge Leaders-- REG and ADM Staff Recognition- REG and ADM Graduation Site Rental- REG and ADM Start of School Rpt - ADM	Student Code of Conduct Approval- REG and ADM Spring & Summer STAAR/EOC/TELPAS and Accountability Results- ADM Start of School Rpt - ADM	Board Self-Evaluation Results- Workshop Team of 8 Team Building- Workshop Policy Update- REG and ADM Discussion Superintendent Annual Evaluation Instrument and Goals- Workshop Approval of Superintendent Annual Evaluation Instrument and Goals- REG

Reg- Regular, ADM- Administration Report