

Equity Advisory Committee

March 4, 2025



AUSTIN
Independent School District

2024-25



Call to Order

Amanda Stocks



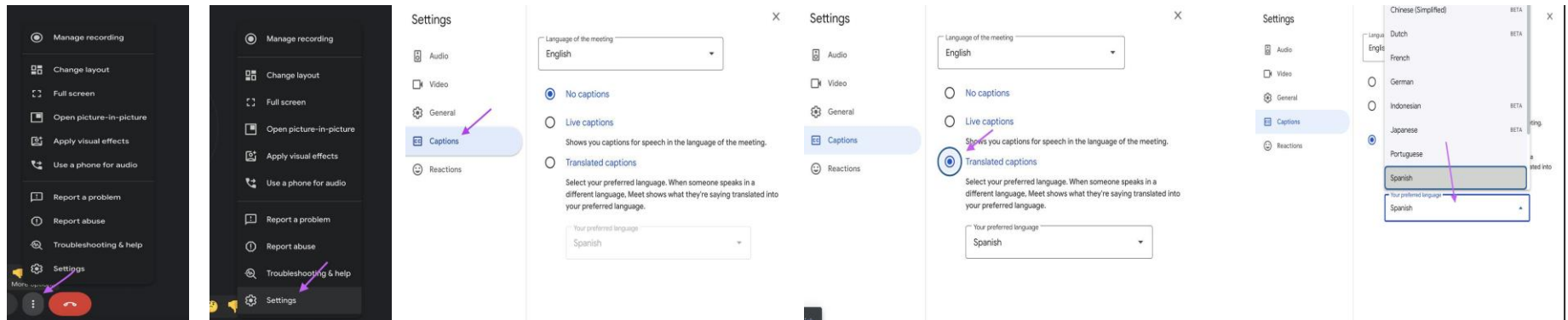
Language Access

- AISD moved to Google Meet, which does not offer a simultaneous language interpretation option.
- EAC materials are available online in Spanish
- Should participants like Spanish closed captioning (multiple languages available), attendees can choose their preferred language



How to Change Captions Language

1. While in the meeting, go to the 3 dots on bottom right.
2. Choose “settings” from menu.
3. Choose “Captions” from the list.
4. Choose “Translated Captions” from the list.
5. Use drop down menu to choose the preferred language.





Logistics

- This is public link
- Should there be inappropriate or disruptive behavior, we will create a new google link and share via email
- Please share your name and role in the chat



Public Comment

Amanda Stocks



Meetings Minutes

Amanda Stocks



Approval of Meeting Minutes

December 11, 2024



Student Spotlight



AUSTIN
Independent School District

2024-25

Austin ISD Legislative Update

Edna Ramon Butts

March 4, 2025



AUSTIN
Independent School District

2024-25

Budget Bills - HB 1 & SB 1

- **\$5.25 billion total in new money for public schools**

- \$400 million for increased school safety allotment (contingent on passage of legislation)
- \$4.85 billion for increased public school funding (contingent on passage of legislation)

- **\$6.5 billion in property tax relief**

- \$3 billion to maintain existing tax relief passed last session
- \$3.5 billion for *NEW* property tax relief (*SB1 specifies raising homestead exemption by \$40,000 if separate legislation passes*)

- **\$1 billion for vouchers**

- **Other funding for items already required by law**

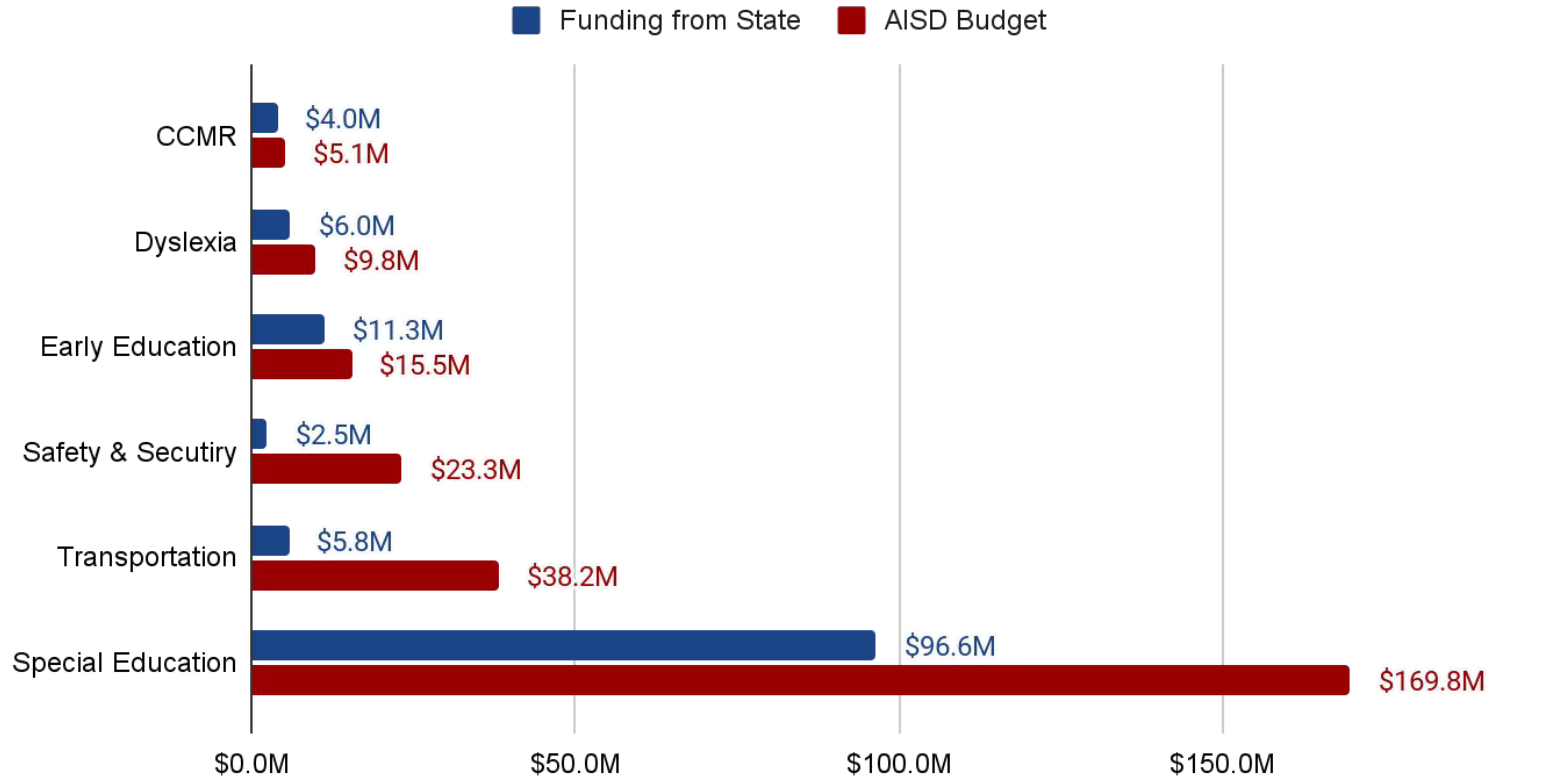


School Funding

- Current basic allotment of \$6,160 hasn't been raised since 2019 despite over 20% inflation
- The buying power of the basic allotment has decreased by \$1,340 since 2020. See *Fund Schools First*, www.fundschoolsfirst.org
- Senate and House bills differ on how to spend the \$4.85 billion.



Underfunded Programs



SB 26 (Creighton)

- Provides about \$4.3 billion - no increase to basic allotment
- Creates a new teacher retention allotment that must be used to increase salary of classroom teachers as follows:
 - School districts with 5,000 students or less
 - At least three but less than five years of experience: \$5,000
 - Five or more years of experience: \$10,000
 - School districts with more than 5,000 students
 - At least three but less than five years of experience: \$2,500
 - Five or more years of experience: \$5,500
- Expands Teacher Incentive Allotment boosting pay to instructors based on students' academic growth; principals and APs also eligible
- Free pre-K for children of teachers



HB 2 (Buckley)

\$3.2 billion to increase BA by \$220 from \$6,160 to \$4,380

- \$1.8 billion to increase special education funding; transitions to funding based on the intensity of services; provides \$1,000 for each special education evaluation; increases outcomes bonuses related to CCMR for special education
- Spends \$1.1 billion to increase small and mid-sized allotment weights
- Increases the compensatory education allotment by \$32 per student
- Creates a fine arts allotment of \$51 per student or \$102 per educationally disadvantaged student, not to exceed \$15 million in a school year
- Expands eligibility for pre-K to special education students and funds pre-K programs administered by the TWC and Texas A&M University System

VOUCHERS

SB 2 - Education Savings Accounts

- \$1 billion set aside in budget to begin in 2026
- Universal voucher (Education Savings Accounts)
- If more applications than positions available, priority for 80% of positions available for “low income household” and children with disabilities
- “Low income household” defined as household with total annual income that is at or below 500% of the federal poverty level = \$160,750 for a family of 4
- Voucher amount \$10,000 and \$11,500 for student with disability; \$2,000 for home-schoolers, and \$2,500 for homeschoolers with special needs
- Passed Senate Feb. 5

HB 3 (Buckley) – Education Savings Accounts

Universal - open to students in public school, private school or homeschool

- Voucher is based on 85% of the estimated statewide average state and local funding per student in average daily attendance (\$10,198 in 2026 and nearly \$10,500 in 2027)
- Amount for student with a disability would be equal to what their home district would have received up to \$30,000
- Homeschool students would receive up to \$2,000
- Prioritizes students in the following order if lottery is necessary:
 - Student with a disability and a household income below 500% of federal poverty guidelines
 - Students with a household income below 200% of federal poverty guidelines
 - Students with a household income between 200% and 500% of the poverty guidelines
 - Students with a household income above 500% of federal poverty guidelines

Property Tax Relief

Property Tax Relief – SJR 2 and SB 4

- Increases the current homestead exemption from \$100,000 to \$140,000 and to \$150,000 for disabled individuals and those 65 or older
- Provides that the state will hold school districts harmless for the revenue lost due to the loss of property tax revenue
- Requires voters to approve a constitutional amendment, SJR 2, if passed by two-thirds of the members in both the House and Senate.
- The Senate passed SJR 2 with a vote of 30-0
- Pending committee referral in the House

Diversity, Equity & Inclusion – SB 12 (Creighton)

- Would make it illegal for Texas school districts to factor in diversity, equity and inclusion in hiring and employment decisions
- Would prevent schools from developing policies, programs and training that reference race, ethnicity, gender identity or sexual orientation
- Would require districts to create policies for disciplining employees who engage in or assign DEI-related tasks to others
- Would ban classroom instruction on gender identity and sexual orientation
- Amends transfer provisions and sets up lottery order of types of students prioritized if more applications receive than the number of available seats
- Amends grievance policies

Diversity, Equity & Inclusion – SB 1565 (Creighton)

- Prohibits assignment of DEI duties to any person
- Prohibits a district employee, contractor or volunteer from engaging in DEI duties
- Requires adoption of policy and procedure for appropriate discipline, including termination, of an employees or contractor who engages in or assigns to another DEI duties
- Neither bill limits or prohibits schools “from acknowledging or teaching the significance of state and federal holidays or commemorative months” or teaching how those holidays or months fit into Texas and U.S. history



Other Bills of Interest

- **SB 260** (Huffman)- increases Safety & Security allotment to \$20/student and \$30K/campus
- **HB 6** (Leach) – removes from mandatory DAEP placement, marijuana and e-cigarette possession, use, sale or delivery; allows expelled students to be placed in virtual or in person DAEP and provides ADA for such students
- **SB 10** (King) - display of the Ten Commandments in classrooms
- **SB 11** (Middleton) - period of prayer and reading of the Bible or other religious text in public schools
- **HB 183** (Patterson)- regulation and review of certain library materials included in public school libraries

Bills Affecting Political Subdivisions - Lobbying

- [SB 19](#) –Middleton, et al - Relating to the use by a political subdivision of public funds for lobbying and certain other activities
- [SB 239 Middleton](#), et al - Relating to the use by a political subdivision of public funds for lobbying and certain other activities
- [SB 1420](#) Nichols - Relating to the use by a county, municipality, or school district of public money for lobbying activities
- [HB 571 Cain](#) - Relating to the use by a political subdivision of public funds for lobbying and certain other activities



Bills Affecting Political Subdivisions - Lobbying

- [HB 671 Shaheen](#) - Relating to the use by a political subdivision of public funds for lobbying and certain other activities
- [HB 755 Spiller](#) - Relating to certain requirements applicable to certain public entities that engage in lobbying
- [HB 1189 Troxclair](#) - Relating to the use by a political subdivision of public funds for lobbying and certain other activities
- [HB 1294 Patterson](#) - Relating to the use by a political subdivision of public funds for lobbying and certain other activities



Elections/ Bonds

- **HB 955 Toth** - Trustees must establish political party; trustee elections must be held on same general election date as state and county officers
- **SB 409 Middleton**- A political subdivision is prohibited from proposing the issuance of general obligation bonds for a purpose that voters rejected in a bond election held within the past five years
- **HB 2736 Cain & HB 3262 Lowe** - 2/3rd's vote threshold for bond or other debt issued by school district



How to Be Involved

To receive weekly legislative summaries regarding issues affecting Austin ISD, please email Edna Butts at edna.butts@austinisd.org

Contact Your Legislator

Testify at a Legislative Committee

Join/Follow an Organization:

- Friends of Texas Public Schools
- Raise Your Hand Texas
- Texas Parent PAC
- Texas PTA
- Texas School Coalition

Questions ?



STRONG Schools
STRONGER Austin



Budget Update



AUSTIN
Independent School District

2024-25

March 4, 2025



Understanding Financial Overview



Background & Context



Compensation Packages

- FY 2020-21 \$18M package plan
- FY 2021-22 \$13M package plan
- FY 2022-23 \$21M package plan
- **FY 2023-24 \$64M package plan**
- FY 2024-25 \$17M package plan



2024-25 Decreased Revenue

- **Homestead Exemption:** \$40k → \$100k
- **Property Value Growth:** 6% → 1%
- **SHARS Revenue loss:** \$16M → \$4M



Stagnant State Funding

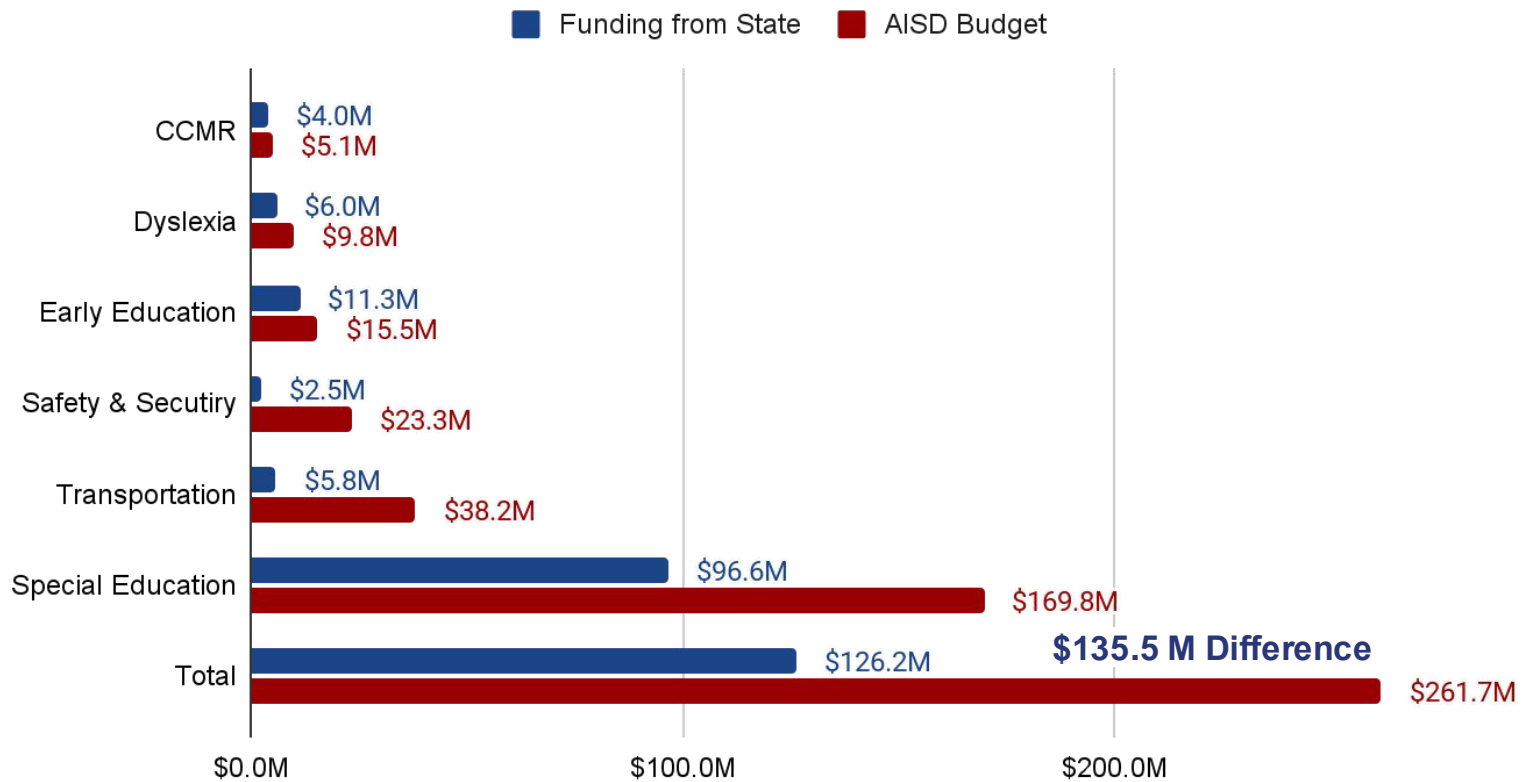
- No increase in basic student allotment in **over 5 years**
- Unfunded mandates (ex. HB3)



2024-25 Additional Cost Budget to Actuals

- Special Education Contracts
- Instructional Materials
- Service Center Repairs & Maintenance
- Technology Operational Software

Underfunded Programs



Data as of 3rd Six Weeks & December Budget



Budget Challenges (FY 2024-25 & FY 2025-26)

- Growing fixed costs (ie. payroll, utilities, property insurance, etc.)
- Uncertainty regarding Property Values
- Enrollment & Attendance impact
 - Current climate
 - Increased competition (*vouchers*)
 - Decrease of federal funding (*Title I, II, IV*)
- Current political climate (Executive orders regarding federal grants)
- Inflation growth (estimated 20% growth since 2019-2020)
- Unfunded mandates from previous legislations

Other Texas Districts' Strategies

Aldine ISD

- Considers closing 7 schools

Carrollton Farmers Branch ISD

- Considers closing 4 elementary schools

Eanes ISD

- Consolidation of Elementary School
- Discontinue Spanish Immersion program
- Eliminate PLC period

Fort Worth ISD

- Considers closing 26 schools
- Declining enrollment

Leander ISD

- Reductions at Central Office
- Modifications to master scheduling
- Student-teacher ratios and Admin staffing
- Phase out IB Programme
- Pre K class sizes
- Reduction in Instructional Aides

Northwest ISD

- Decrease full-time faculty & staff
- Increase class sizes

Socorro ISD

- 300 employee layoffs
- Elementary Fine Arts programs
- Student-teacher ratios

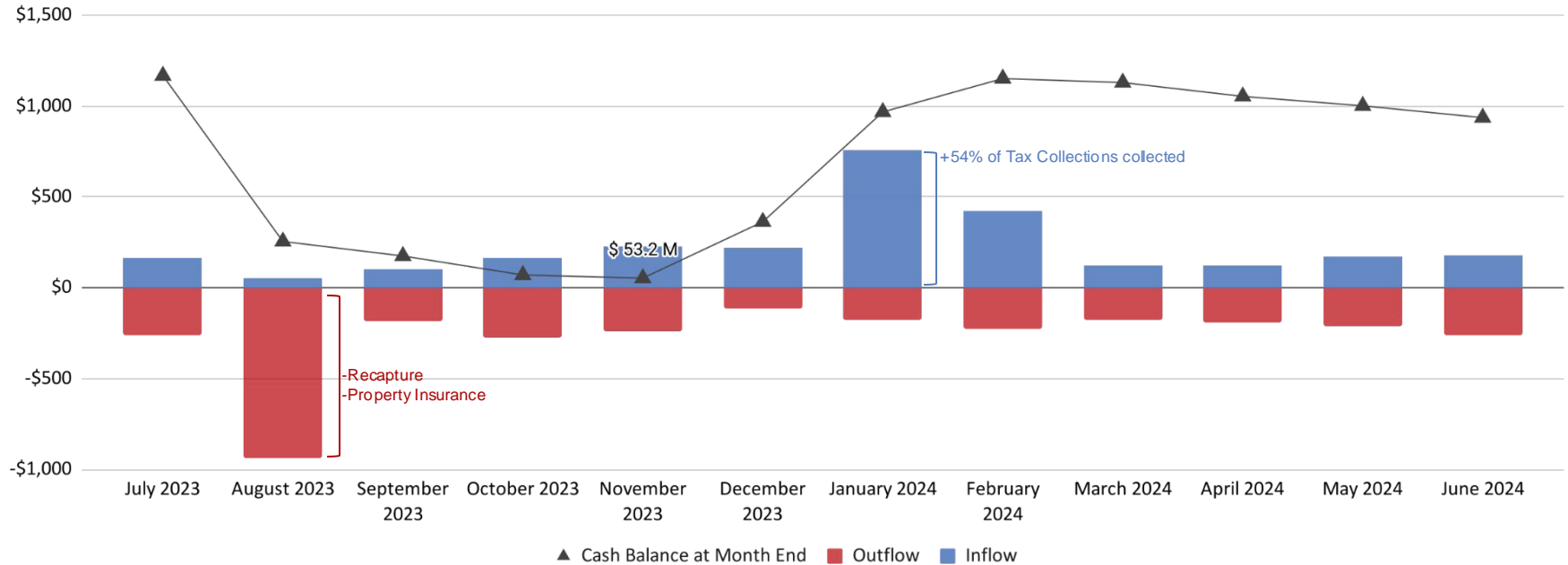




Understanding the Urgency



FY 2023-24 Cash Flow Trend





Projected Budget FY 2024-25

	FY 2024-25 Adopted Budget	FY 2024-25 Projected
Revenue	\$ 1,697 M	\$ 1,657 M
Operating Expenditures	\$ 954 M	\$ 978 M
Recapture	\$ 821 M	\$ 790 M
Surplus (Deficit)	(\$ 78 M)	(\$ 110 M)

*% Unassigned/Operating
Expenditures*

17.2%

14.7%

Reductions to meet 20% policy

\$ 33 M

\$ 44 M

**Assumption if prior year reductions were met.*



Closing the Gap FY 2024-25: *Reducing the Deficit from \$110M to \$78M*

Projected Deficit	(\$ 110 M)
- Additional <i>Pending</i> Reduction Strategies Needed	\$ 32 M
Proposed Deficit	(\$ 78 M) <i>17.2 % unassigned fund balance</i>
- <i>Pending</i> Additional Reductions to meet 20% fund balance policy	\$ 33 M
Adjusted Proposed Deficit	(\$ 45 M)



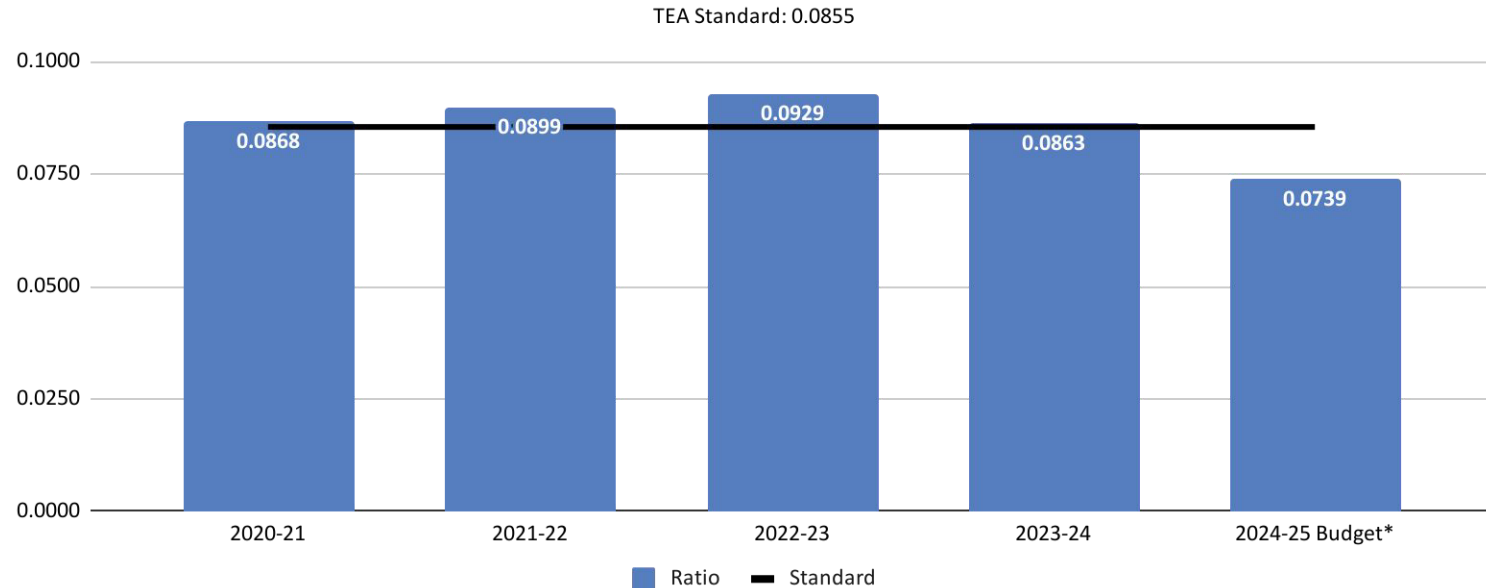
Going below 20% fund balance means....

- Risk of insufficient cash for payroll and vendor obligations
- Impacts Financial Integrity Rating System of Texas
- Impact Bond Ratings



Administrative Cost

Measures the percentage of the district costs for administration. A district with 10,000+ ADA size has a standard ratio of 0.0855.



Other Financial Indicators

Bond Ratings & Financial Awards

Austin ISD has received the highest bond ratings available to Texas public schools from Kroll, Moody's, Fitch, and S&P rating agencies. The ratings are as listed below:

- ✓ Moody's: Aaa
- ✓ Fitch: AA+
- ✓ Kroll Bond Rating Agency (KBRA): AAA
- ✓ S&P Rating: AA+ for long term & A-1+ for short term

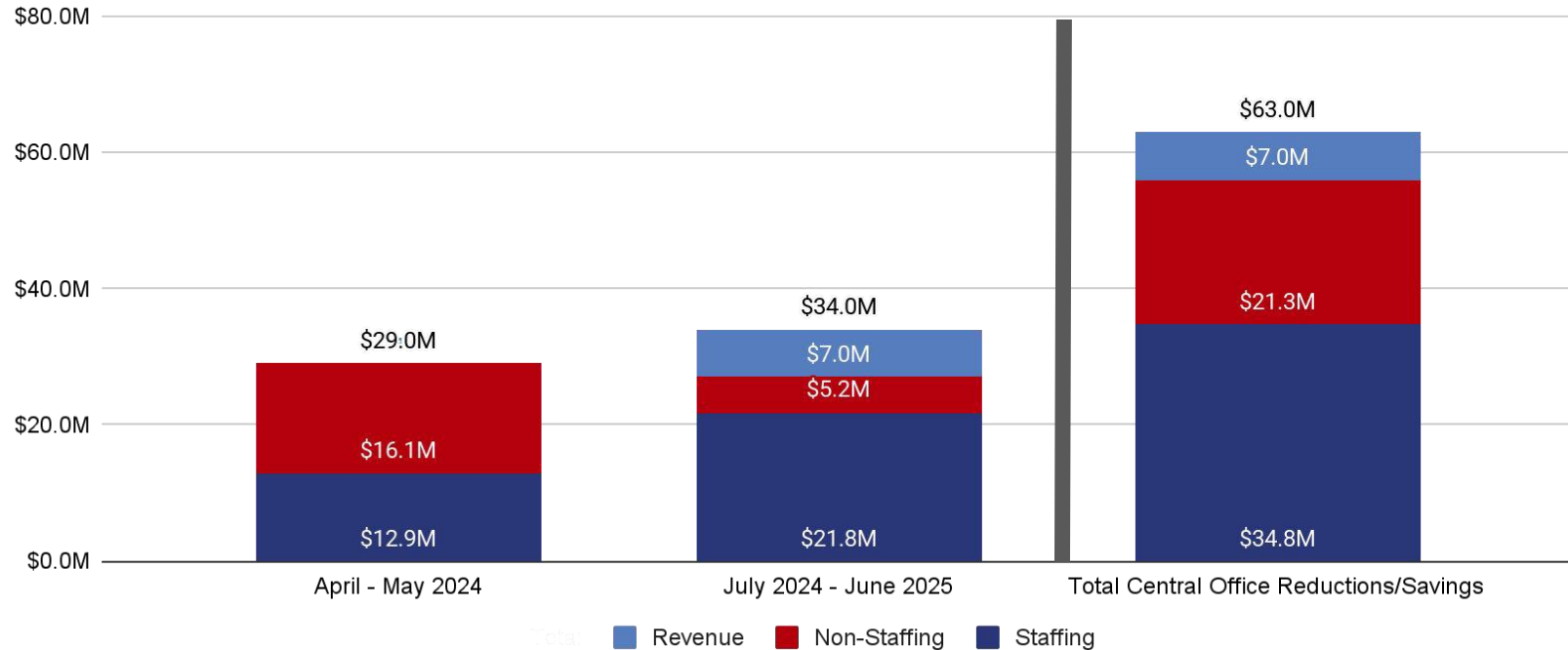
Austin ISD continues to receive Budgetary and Financial Reporting awards from the Association of School Business Officials (ASBO) and the Government Finance Office Association (GFOA).

The most recent awards are listed below:

- ✓ 2023 ASBO Certificate of Excellence in Financial Reporting
- ✓ 2023 ASBO Meritorious Budget Award



FY2024-25 Central Office Reductions/Savings





FY 2024-25 Strategies

Current Strategies

- VATRE | Proposition A
- Interest Earnings
- Operational vacancies
- ESSER III supplanting
- Insurance contribution hold
- Division Reorganizations
- Attendance Initiative
- Contract Efficiencies
- Purchasing deadlines

New Strategies

- Monetize Property (FY 2025-26)
- **Regulate Spending** (Freeze- March)
- **Hiring Freeze for the remainder of FY 24-25** (excluding SpEd)
- Overtime approvals by Division Chief or Assistant Superintendent



FY 2025-26



Accepting our New Identity



Balanced Budget

*(Revenue =
Expenditures)*



Monetize Property



Programming



Projected Budget FY 2025-26

	FY 2025-26 Forecast (0% PV growth)	FY 2025-26 Forecast (11% PV decline)
Revenue	\$ 1,645 M	\$ 1,484 M
Operating Expenditures	\$ 965 M	\$ 965 M
Recapture	\$ 785 M	\$ 640 M
Surplus (Deficit)	(\$ 105 M)	(\$ 121 M)

*% Unassigned/Operating
Expenditures*

3.8%

1.1%

Reductions to meet 20% policy

\$ 50 M*

\$ 108 M*

**Assumption if prior year reductions were met.*



Our Stable State FY 2025-26

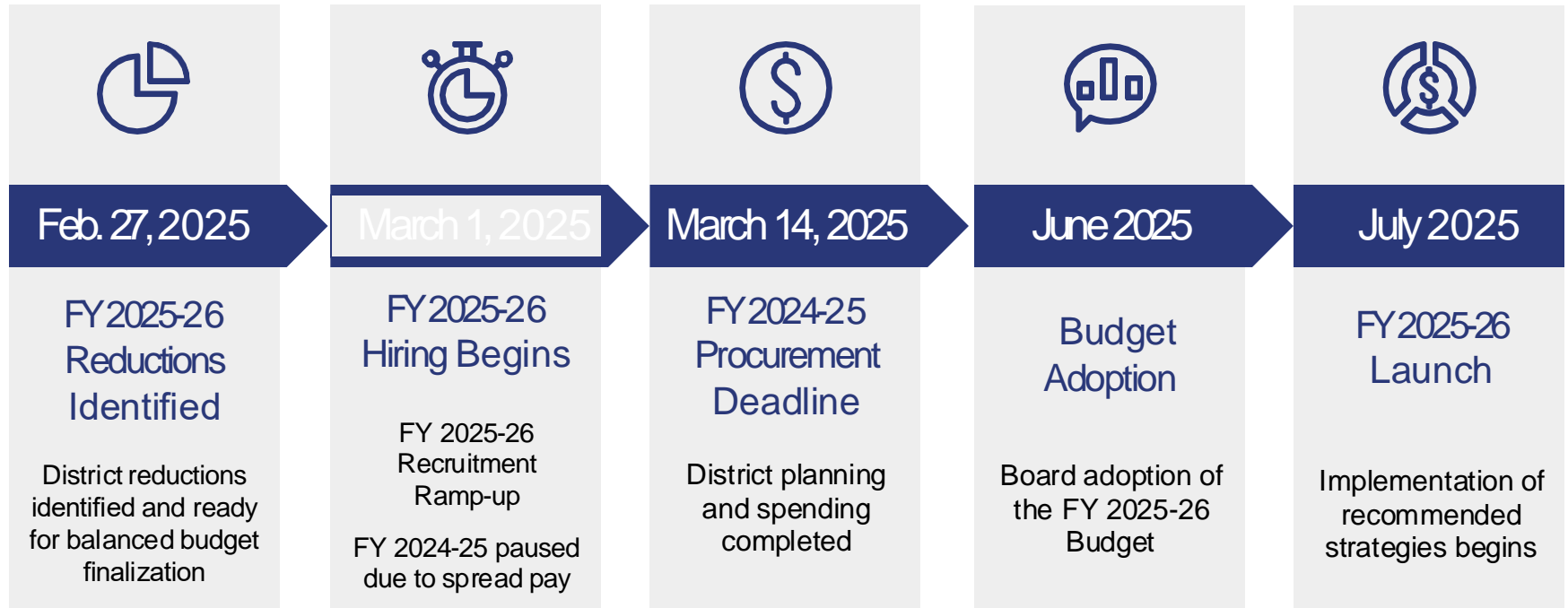
	FY 2025-26 Forecast (0% PV growth)	FY 2025-26 Forecast (11% PV decline)
Revenue	\$ 1,645 M	\$ 1,484 M
Operating Expenditures Stable State Operating Exped. Reduction	\$ 965 M \$ 860 M \$ 105 M*	\$ 965 M \$ 844 M \$ 121 M*
Recapture	\$ 785 M	\$ 640 M
Surplus (Deficit)	\$ 0	\$ 0

**Total reduction to operating expenditures*

Assumes no additional state funding



Timeline to Budget Adoption



FY 2025-26 Identified Priorities

Strategy	Estimated Cost
Master Schedule Efficiency Improvement	\$2.5M
PEIMS Reform	\$1.0M
Reconfiguration of Transportation Routes	\$2.0M
Contract Evaluations (TLL, Special Education & Technology)	\$10.5M
Graduation Prep Academy	\$1.5M
Other	\$2.5M
Total Reduction	\$20M

FY 2025-2026 New Considerations



FY 2025-26 Campus Budget Considerations (Reductions)

Campus Staffing - \$23M								
Strategies	Scorecard Alignment						Other Considerations	Est. Savings
	Goal 1 3rd Grade Literacy	Goal 2 3rd Grade Numeracy	Goal 3 CCMR	Goal 4 Middle School Algebra	Goal 5 Biliteracy	Constraints		
7 of 8 Secondary			●	●	●	1,3,5	<ul style="list-style-type: none">• MTSS• TEA Agreed Order• Teacher Retention• PLC Planning• Values	\$16.0M
Elementary Essential Areas	●	●	●	●	●	1,3,4,5		\$ 6.0M
Minimum Staffing Threshold at Elementary	●	●	○	●	●	1,3,4,5		\$ 1.0M

Degree of Impact:

● - High ● - Medium ○ - Low



FY 2025-26 Campus Budget Considerations (Reductions)

Campus Budget Allocations- \$868K+								
Strategies	Scorecard Alignment						Other Considerations	Est. Savings
	Goal 1 3rd Grade Literacy	Goal 2 3rd Grade Numeracy	Goal 3 CCMR	Goal 4 Middle School Algebra	Goal 5 Biliteracy	Constraints		
Campus Software Evaluation	●	●	●	●	●	1,2,3,4,5	<ul style="list-style-type: none">• MTSS• Family Involvement	TBD
Campus Non-staffing funds (10%)	●	●	●	●	●	1,2,3,4,5	<ul style="list-style-type: none">• Consumables• Family Involvement• Field Trips• Professional Development	\$868K
Campus Non-staffing funds (10%) Band 3 & 4 only	●	●	●	●	●	1,2,3,4,5	<ul style="list-style-type: none">• Consumables• Family Involvement• Field Trips• Professional Development	\$407K
Leveling for Staffing & Non-Staffing	○	○	○	○	○	1,2,3,4,5	<ul style="list-style-type: none">• Consumables• Family Involvement• Field Trips• Professional Development	TBD

Degree of Impact:

● - High ● - Medium ○ - Low



FY 2025-26 Campus Budget Considerations

Campus Staffing Allocations **\$2.0M+**

Strategies	Scorecard Alignment						Other Considerations	Est. Savings
	Goal 1 3rd Grade Literacy	Goal 2 3rd Grade Numeracy	Goal 3 CCMR	Goal 4 Middle School Algebra	Goal 5 Biliteracy	Constraints		
Teacher Attendance Initiative, related to Sub Costs	●	●	●	●	●	1,2,3,4,5	<ul style="list-style-type: none">• MTSS• TEA Agreed Order• Teacher Retention• Teacher Recruitment• PLC Planning• Student Attendance• Substitute cost	TBD
RN to LVN adjustment							<ul style="list-style-type: none">• Coordinated Care	\$2.0M

Degree of Impact:

● - High ● - Medium ○ - Low



FY 2025-26 Budget Considerations (Reductions)

Other - \$43M+								
Strategies	Scorecard Alignment						Other Considerations	Est. Savings
	Goal 1 3rd Grade Literacy	Goal 2 3rd Grade Numeracy	Goal 3 CCMR	Goal 4 Middle School Algebra	Goal 5- Biliteracy	Constraints		
Budget Pre-reduction	●	●	●	●	●	1,2,3,4,5	<ul style="list-style-type: none">• Staffing• Contracts• Resources• Campus support• Professional Learning• Retention• Employee support	\$TBD
School Consolidations (Gibson Audit)	●	●	●	●	●	1,2,3,4,5	<ul style="list-style-type: none">• Staffing• Community	\$43M
Property Insurance							<ul style="list-style-type: none">• Risk to cover properties due to incidences	TBD
Monetize Property							<ul style="list-style-type: none">• Community• Bond Projects• Timing• Buyer	TBD

Degree of Impact:

● - High ● - Medium ○ - Low



FY 2025-26 Campus Budget Considerations (Reductions)

Other - TBD								
Strategies	Scorecard Alignment						Other Considerations	Est. Savings
	Goal 1 3rd Grade Literacy	Goal 2 3rd Grade Numeracy	Goal 3 CCMR	Goal 4 Middle School Algebra	Goal 5 Biliteracy	Constraints		
Non-required academic programming	●	●	●	●	●	1,2,3,4,5	<ul style="list-style-type: none">● Limited Certified Staff● Community● Values● Retention● Access● Campus Support● Partnership● Space	TBD
Non-required partnerships	●	●	●	●	●	1,2,3,4,5		TBD
Enrichment programs	●	●	●	●	●	1,2,3,4,5		TBD
Non-required enrichment programs	●	●	●	●	●	1,2,3,4,5		TBD

Degree of Impact:

● - High ● - Medium ○ - Low

Total Cost Savings: \$25.8 M+



Targeted Amount

	FY 2025-26 Forecast (0%)	FY 2025-26 Forecast (11% PV decline)
Surplus (Deficit)	(\$ 105.0 M)	(\$ 121.0 M)
Less: Land Sales	\$ 26.0 M	\$ 26.0 M
Less: Identified Strategies	\$ 20.0 M	\$ 20.0 M
Less: Budget Considerations (TBD)	\$ 25.8 M	\$ 25.8 M
Target Amount Needed	(\$ 33.2 M)	(\$ 49.2 M)



Completed Engagement Opportunities

Date	Time	Audience
Monday, December 9, 2024 ✓	5:30 pm - 6:30 pm in person	Teachers: Secondary Executive Director Focus Group
Monday, December 9, 2024 ✓	6:00 pm - 7:00 pm via Zoom	Austin ISD Staff Teachers & Principals Community & Families
Wednesday, December 11, 2024 ✓	6:00 pm - 7:00 pm via Zoom	Budget Ad Hoc Committee Meeting <i>*Bi-Monthly Meetings until June 2025</i>
Thursday, December 12, 2024 ✓	Directly After Board Meeting	Board Work Session
Saturday, December 14, 2024 ✓	11:00 am - 12:00 pm via Zoom	Austin ISD Staff Teachers & Principals Community & Families
Wednesday, December 18, 2024 ✓	12:00 pm - 1:00 pm via Zoom	Austin ISD Central Office Staff




Engagement Opportunities

Date	Time	Audience
Tuesday, January 21, 2025 🕒	4:00 pm - 5:00 pm in person	Teachers: Elementary Executive Director Focus Group
Wednesday, February 5, 2025 ✅	10:45 am - 12:00 pm (Secondary) 3:45 pm - 4:30 pm (Elementary)	Principal Level Meetings (Austin ISD staff)
Wednesday, February 5, 2025 ✅	6:00 pm - 7:00 pm via Zoom	Budget Ad Hoc Meeting
Monday, February 10, 2025 ✅	5:30 pm - 6:30 pm in person	Teachers: Secondary Executive Director Focus Group
Tuesday, February 18, 2025 ✅	8:30 am - 9:30 am in person at Lively MS	Aspiring Principals (Austin ISD Staff)
Wednesday, February 19, 2025 ✅	8:00 am - 4:00 pm in person at PAC	Principal's Roundtable
Saturday, February 22, 2025 ✅	11:00 am - 12:00 pm via Zoom	Austin ISD Staff Teachers & Principals Community & Families



Engagement Opportunities

Date	Time	Audience
Wednesday, February 26, 2025 	10:00 am - 11:00 am via TEAMS	Central Office Staff
Thursday, February 27, 2025	Directly After Board Meeting	Board Work Session
Tuesday, March 4, 2025	5:30 pm - 7:30 pm via Google Meets or St. Elmo Elementary (Hybrid)	Equity Action Committee Meeting
Saturday, March 8, 2025 (Community Connect)	10:00 am - 1:00 pm at Mendez MS	Austin ISD Staff Teachers & Principals Community & Families
Wednesday, April 2, 2025	6:00 pm - 7:00 pm via Zoom	Budget Ad Hoc Meeting
Monday, April 7, 2025	5:30 pm - 6:30 pm in person	Teachers: Secondary Executive Director Focus Group



Engagement Opportunities

Date	Time	Audience
Saturday, April 12, 2025	11:00 am - 12:00 pm via Zoom	Austin ISD Staff Teachers & Principals Community & Families
Tuesday, April 22, 2025	6:00 pm - 7:00 pm at Austin HS	Austin ISD Staff Teachers & Principals Community & Families
Saturday, May 3, 2025	11:00 am - 12:00 pm via Zoom	Austin ISD Staff Teachers & Principals Community & Families
Wednesday, June 4, 2025	6:00 pm - 7:00 pm via Zoom	Budget Ad Hoc Meeting

Questions



SMART Spending for
STRONGER Schools



Thank you!



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EAC Reflective Conversation



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Optimistic Close and Adjournment



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