

# BUDGET SURVEY & THOUGHT EXCHANGE RESULTS



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Chief Communications Officer

Dec. 9, 2025



# PROMPT



Given the district’s financial constraints, what revenue-generating options, including a VATRE, should we consider to minimize impacts on staffing and programs?

Survey ran  
Nov. 20 - Dec. 5



1,856  
Participants



1,079  
Thoughts



40,423  
Ratings

 Ratings ratio  
37  
Ratings / thought

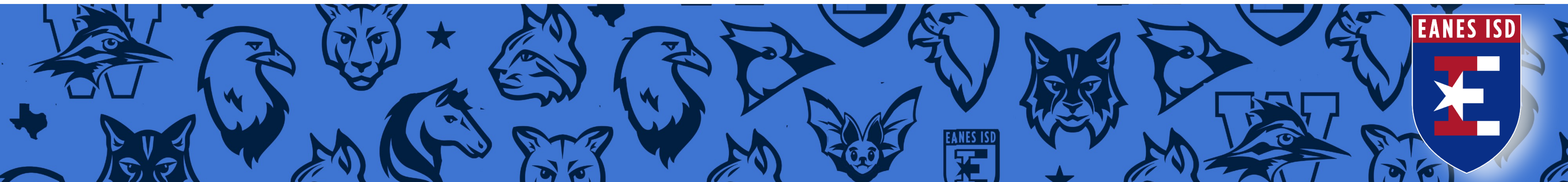




# OVERVIEW

Key suggestions include reducing administrative and non-teaching positions, increasing community fundraising and selling naming rights to facilities. Other ideas include expanding tuition-based programs, leasing unused facilities and exploring corporate sponsorships.


Some respondents advocate for a VATRE, while others oppose it due to concerns about recapture. Additionally, there is a call for transparency, better financial management and prioritizing teacher retention and academic excellence over non-essential programs.





# PARTICIPATION

Which best describes you?


%		Answer <i>(Multiple select)</i>
63%	(1128)	Parent/Guardian with child(ren) in the district
19%	(330)	Staff Member
5%	(90)	Community Member without children in the district
20%	(354)	Student





# PARTICIPATION

Which school level do you or your child(ren) work/attend?

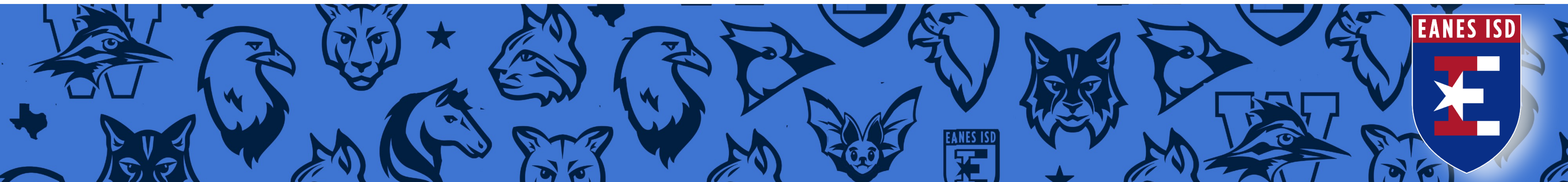
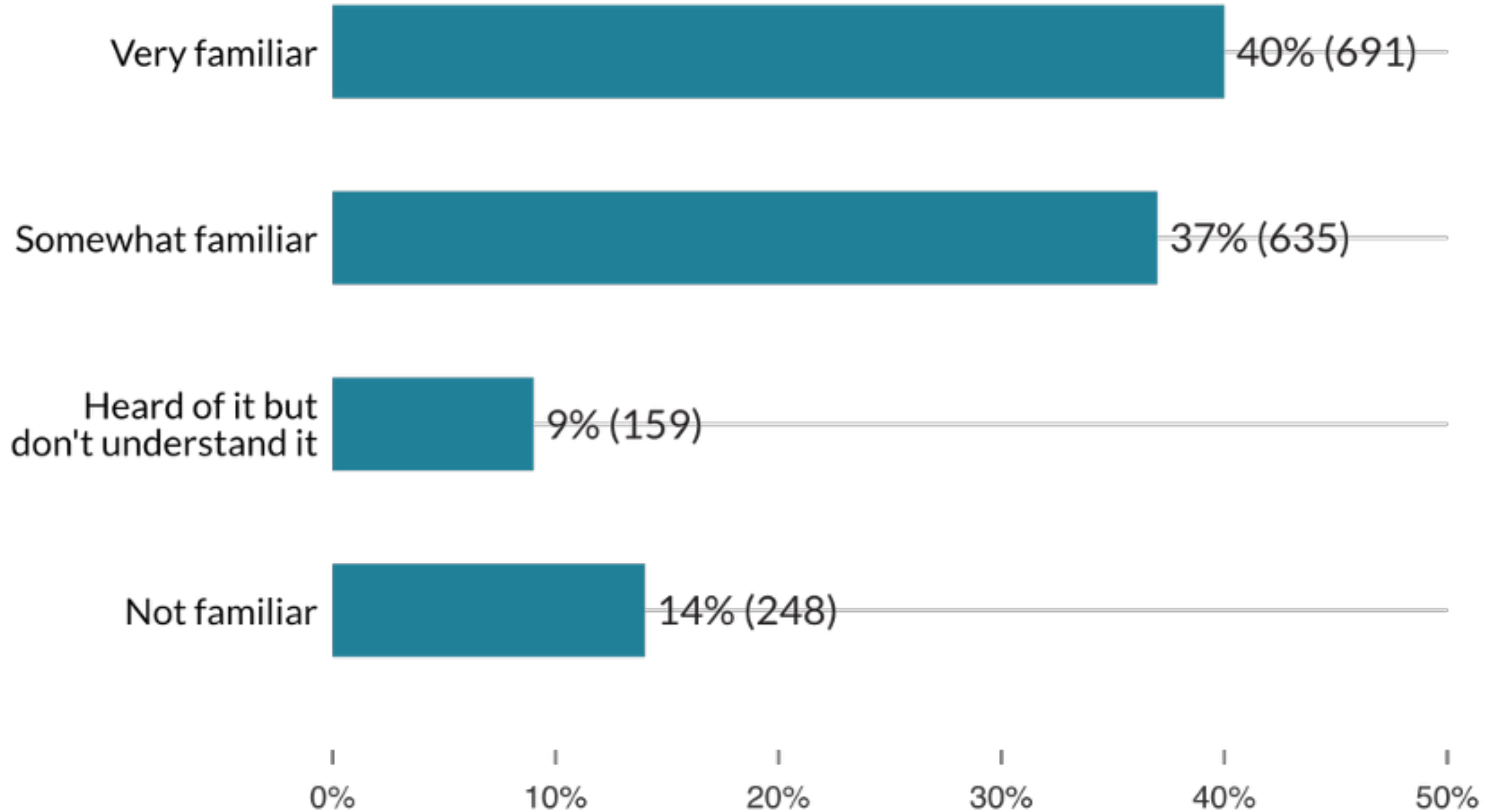
%		Answer <i>(Multiple select)</i>
58%	(780)	Elementary (Grades CDC, ECSE, K-5)
64%	(867)	Secondary (Grades 6-12, ATS)
3%	(35)	Non-Campus Staff





# SURVEY QUESTIONS

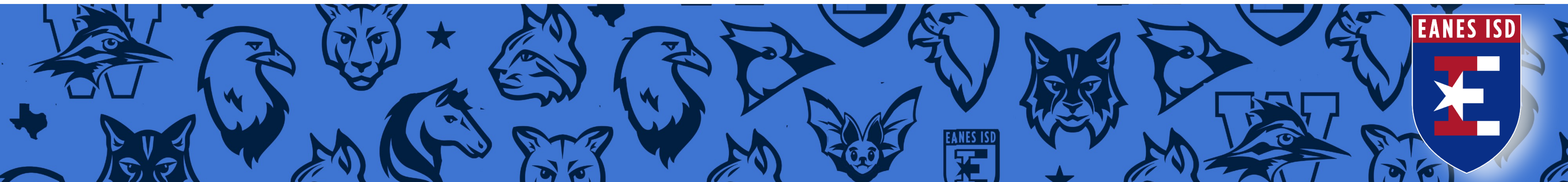
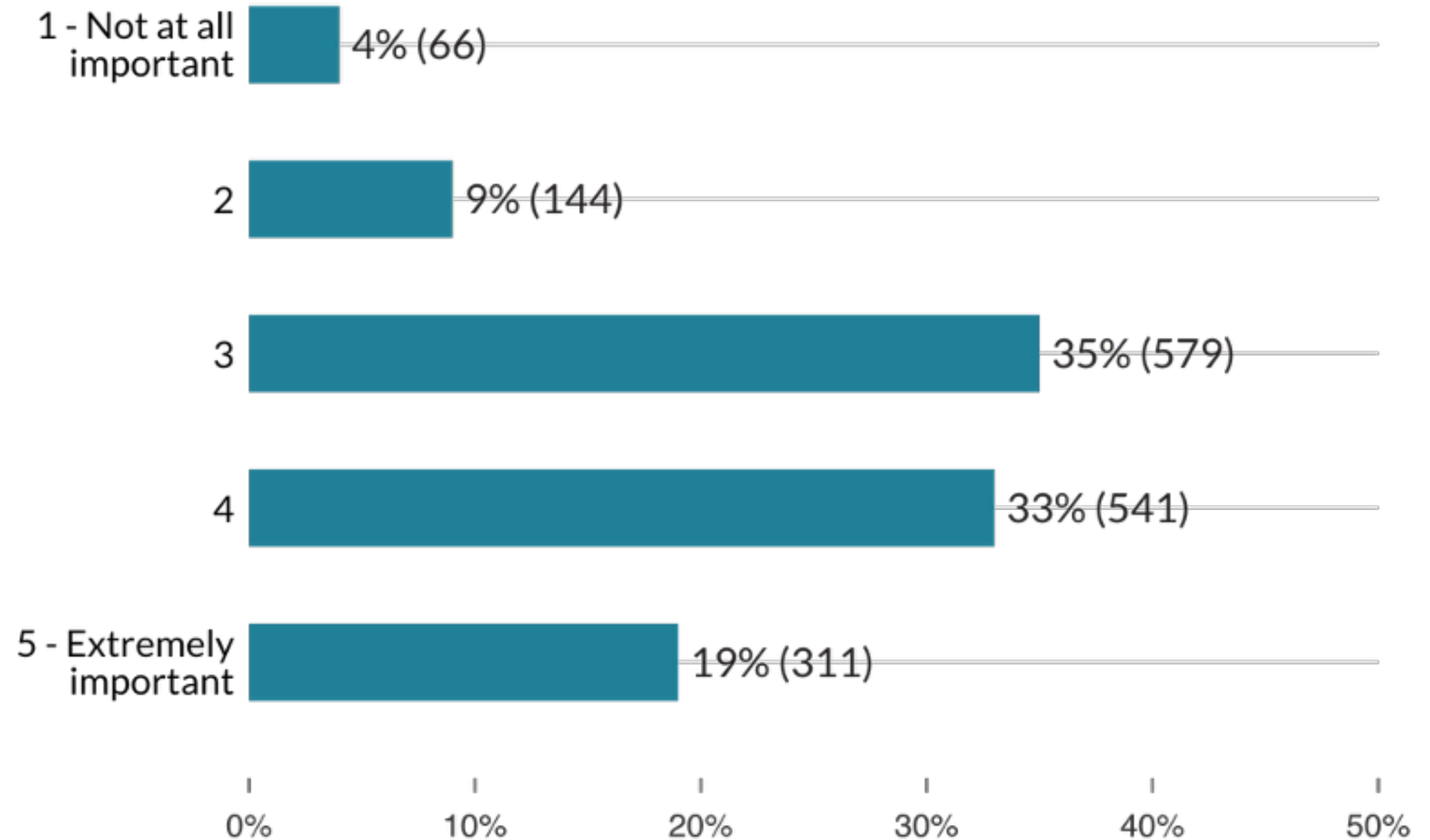
How familiar are you with the school finance system and state recapture (Robin Hood)?





# SURVEY QUESTIONS

How important is it that the district prioritize a balanced budget, even if it requires changes to current operations?



# SURVEY QUESTIONS

Rank the following principles by how strongly they should guide Eanes ISD's budget-reduction decisions.

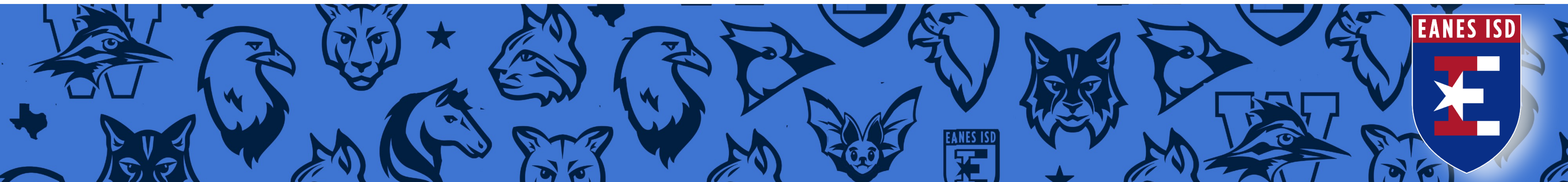
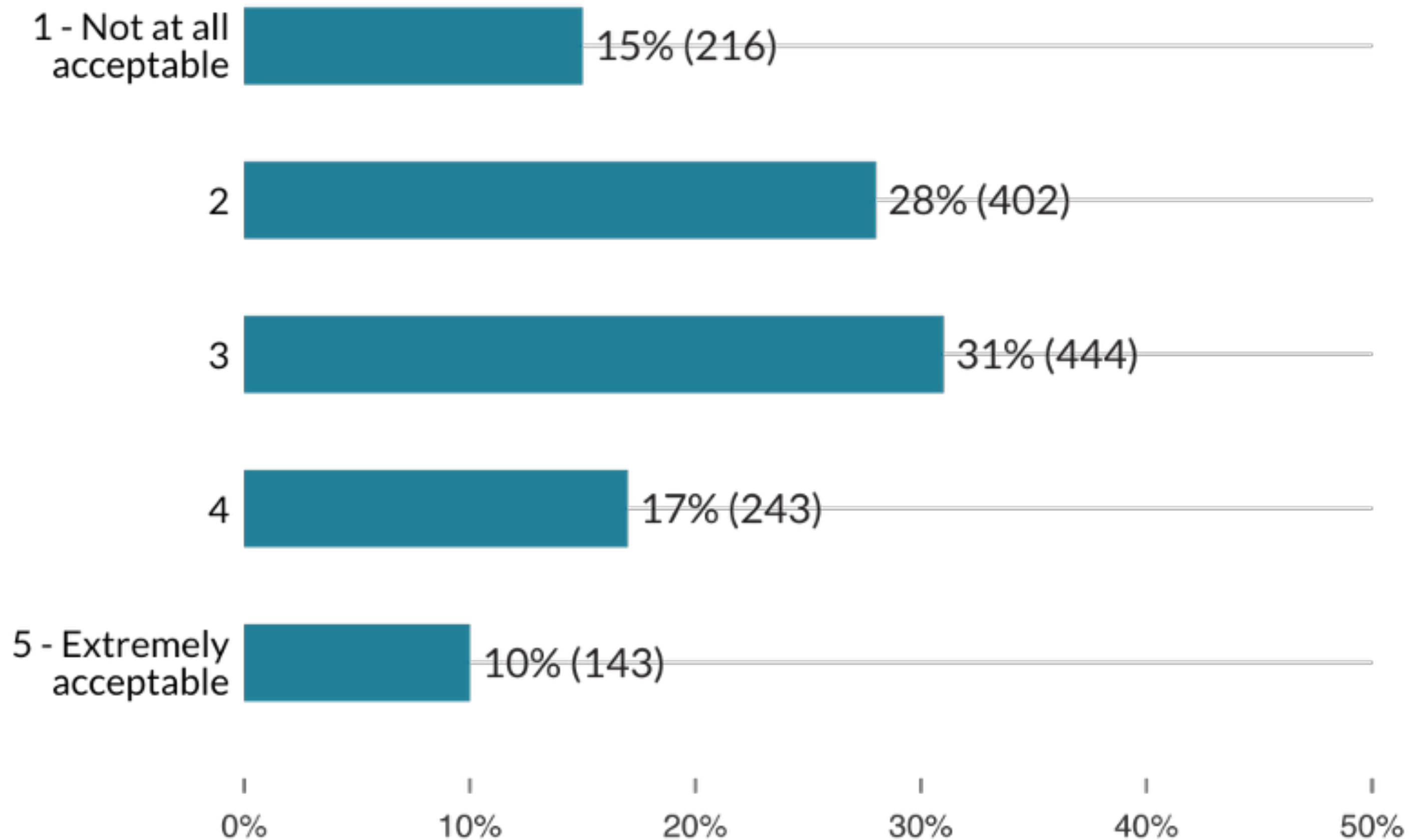
Ranking	Top choice count
#1 Minimizing impact on the classroom	760
#2 Providing competitive compensation for staff	205
#3 Protecting advanced academic programs	137
#4 Preserving staff retention	49
#5 Protecting non-academic programing	30
#6 Preserving student emotional health support	72
#7 Balancing the budget	110
#8 Maintaining low taxes	98





# SURVEY QUESTIONS

How acceptable is it to you for the district to reduce services, programs or practices if it helps maintain a balanced budget?

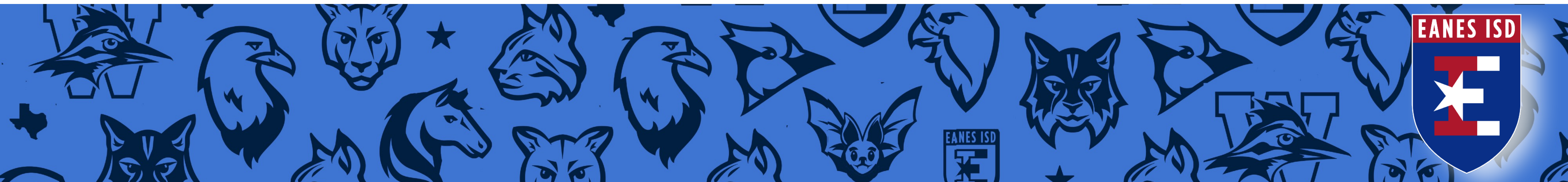
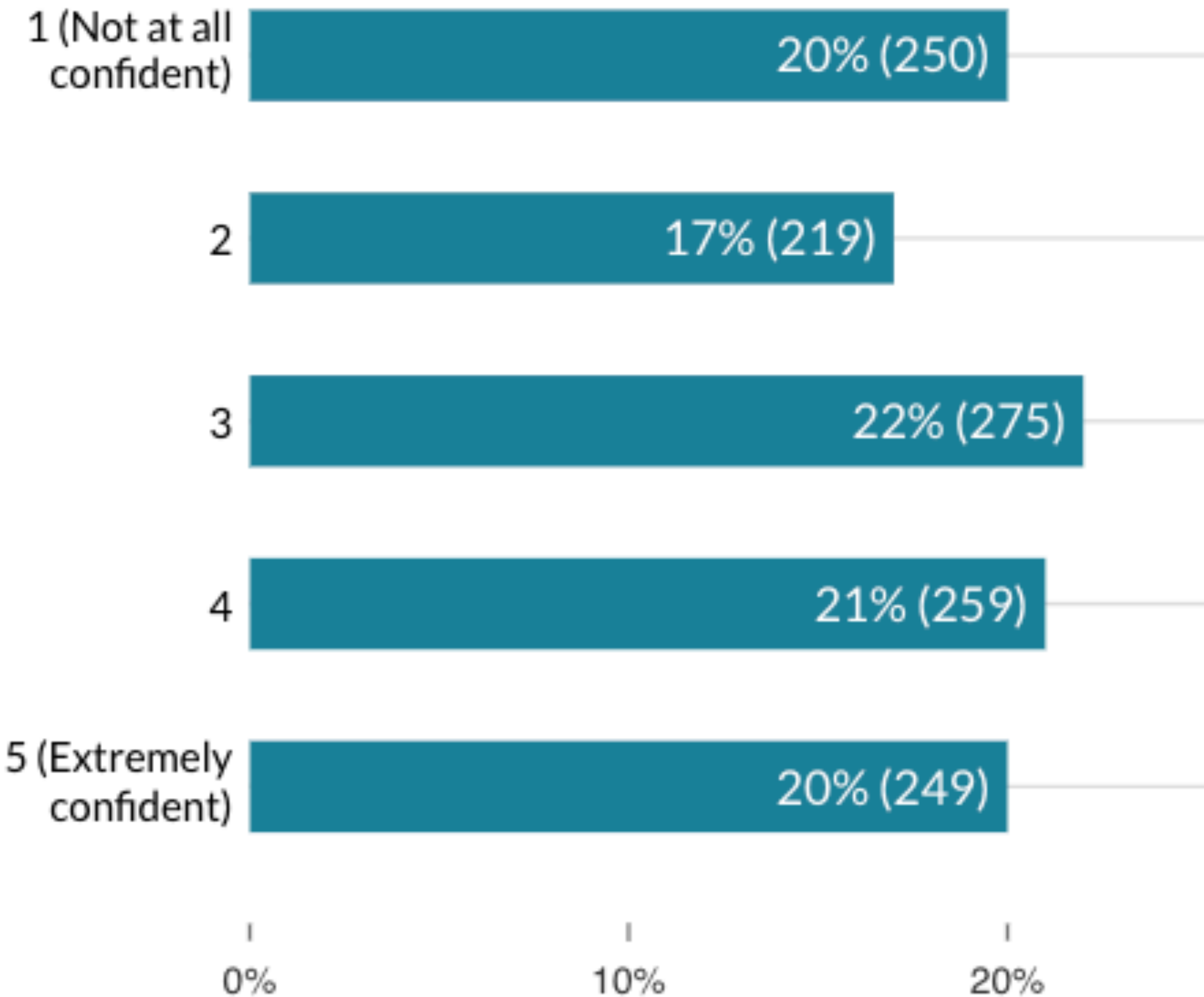




# SURVEY QUESTIONS

How confident are you in your understanding of what a VATRE would mean for taxes and district revenue?\*

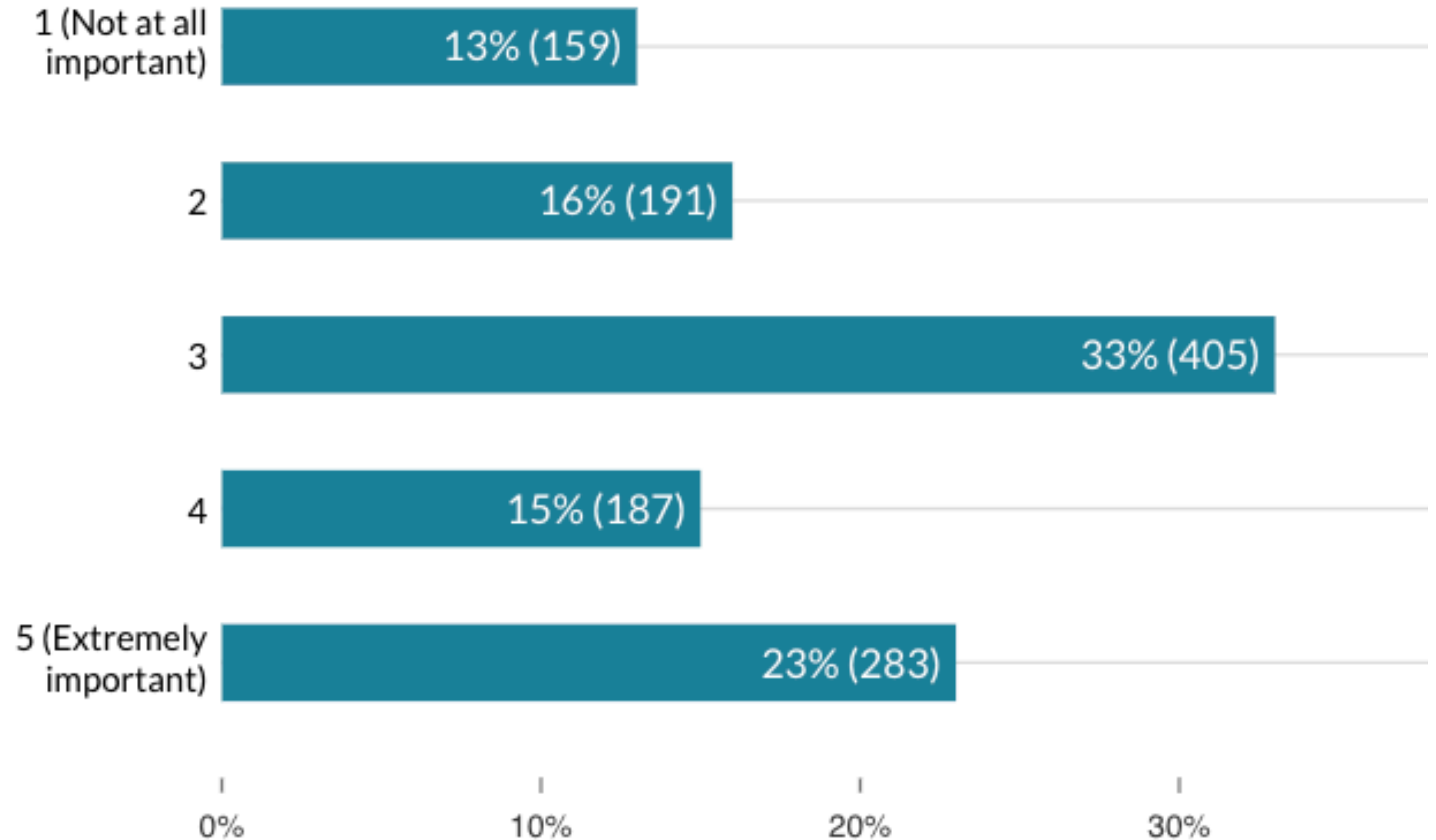
\*residents only



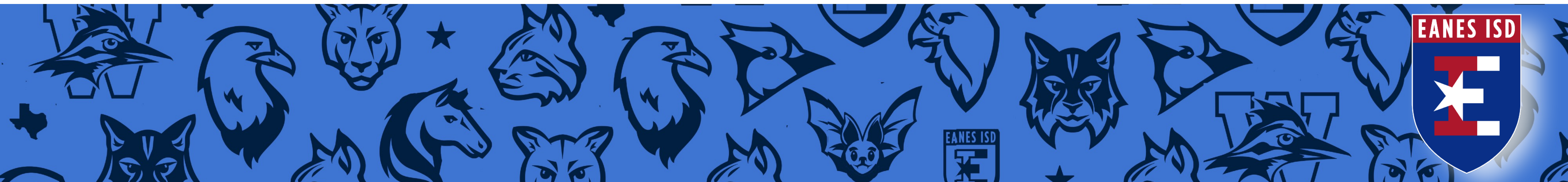


# SURVEY QUESTIONS

How important is it to you that the district exhaust all internal savings (program and staffing reductions) before considering a VATRE?



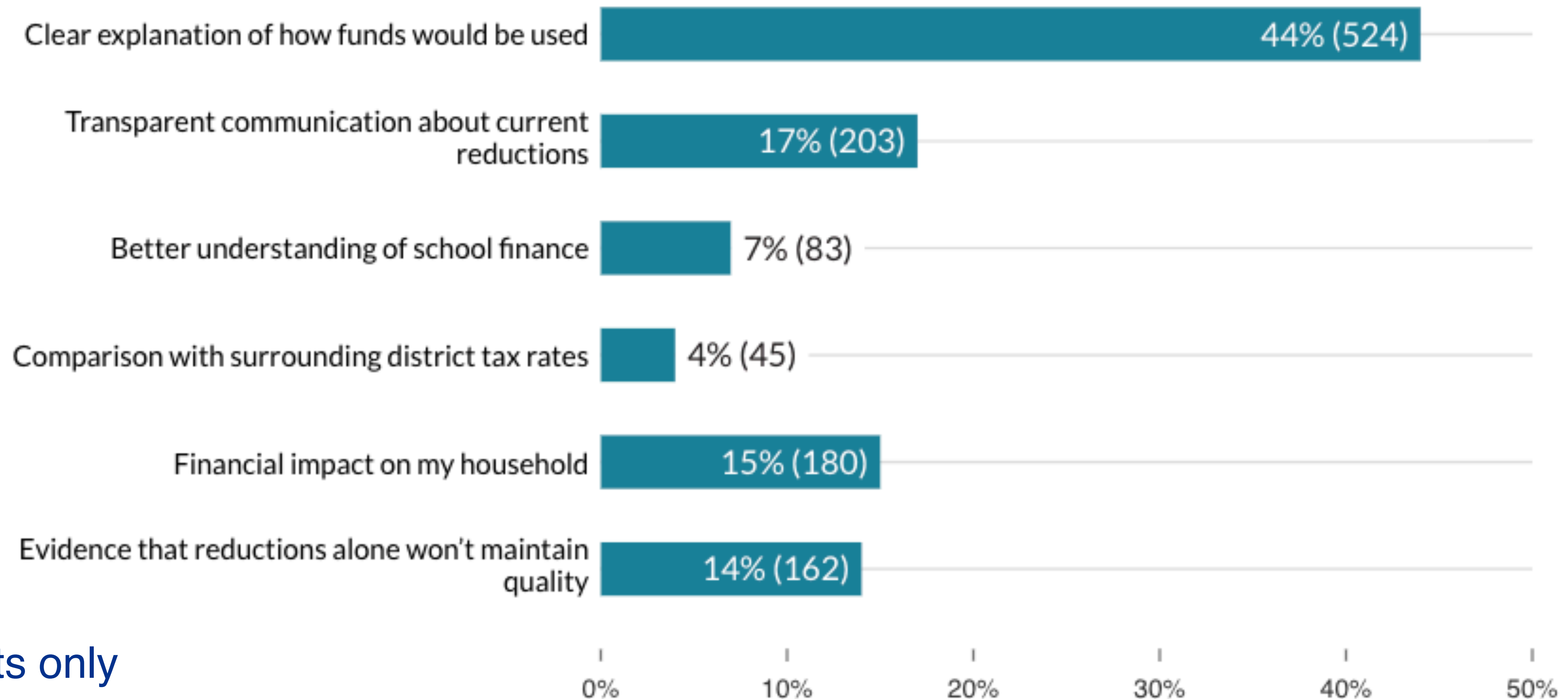
\*residents only





# SURVEY QUESTIONS

If the district were to explore a VATRE in the future, which factor would MOST influence your decision-making?



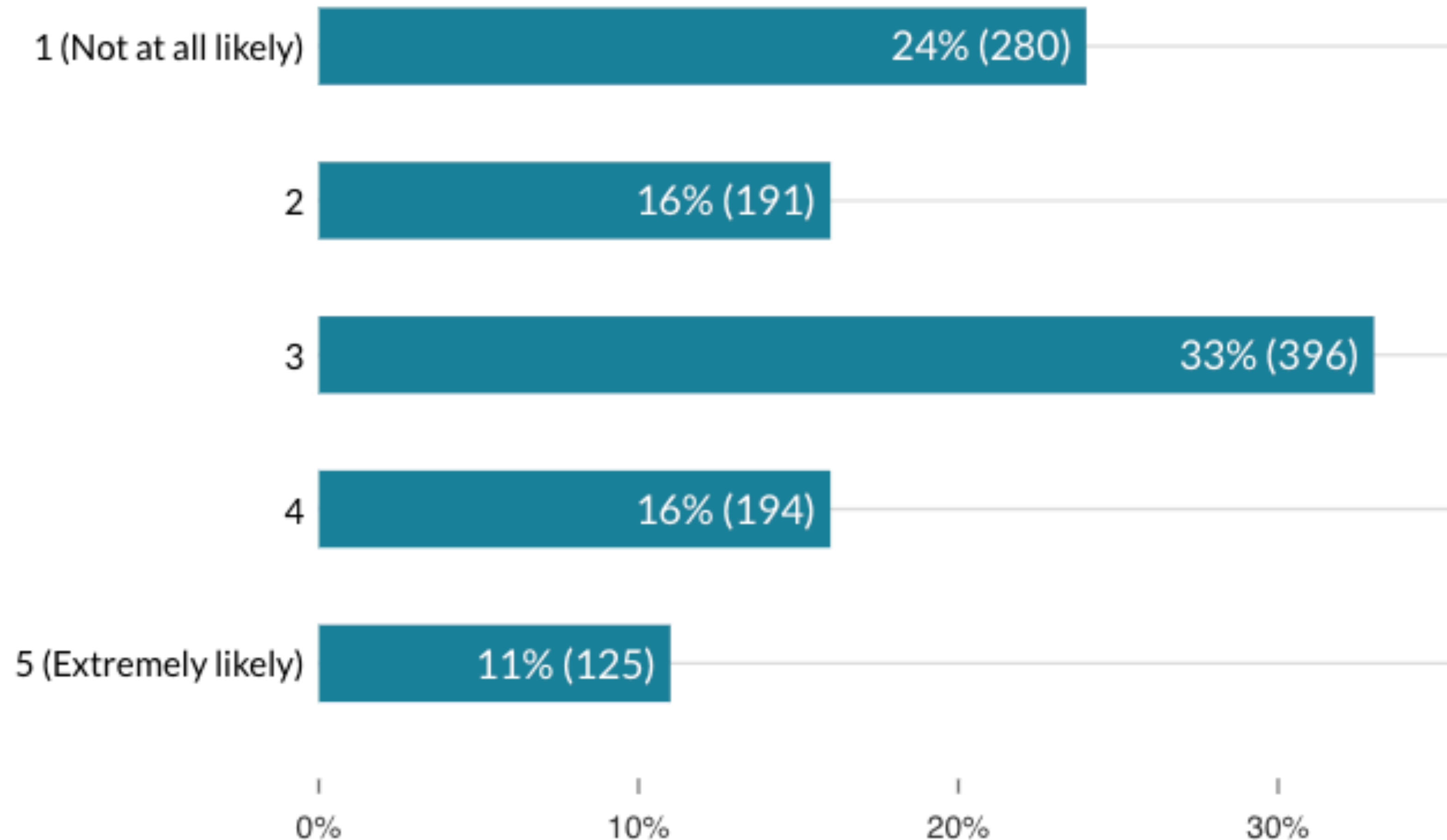
\*residents only





# SURVEY QUESTIONS

How likely are you to support a VATRE based on what you know today?



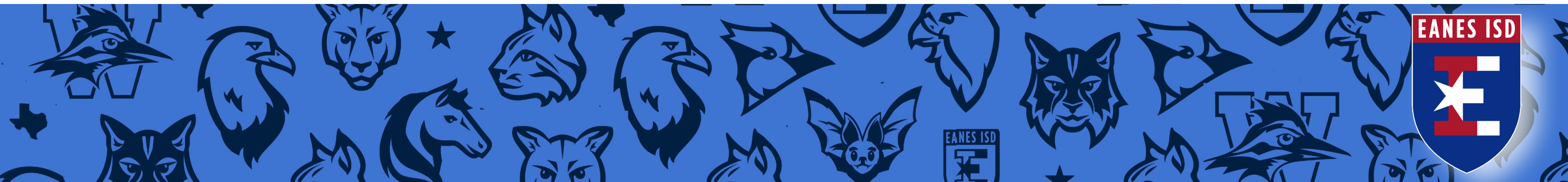
\*residents only





# WORDCLOUD

spending cut  
administrative budget  
parents generate naming money vatre  
donations facilities academic  
community buildings  
costs pay rights rental view raise  
education admin rent valley district  
waste funds sell  
taxes eanes positions staff programs  
transfers fundraising revenue fees reduce  
increase elementary





# TOP THOUGHTS

**Rethinking and restructuring positions at the “top” - admin and district staff - before restructuring or cutting staff and programs at campus level** Less impact on classrooms, day to day involvement with students, students’ days would not be affected as greatly. Better mental health for all.

4.5  ( 55  )  
Ranked #1 of 1079

**Don’t hire consultants and contractors without clear objectives** Controlling budget

4.4  ( 48  )  
Ranked #2 of 1079

**After the teacher planning period was cut, they are teaching 20% more students in 20% less time. DO NOT FREEZE teacher pay.** Teachers this year are burned out and have been forced to reduce outside-of-class time with students. Many are already planning to quit if continued.

4.4  ( 47  )  
Ranked #3 of 1079

**Freezing staff salaries is unethical. Staff already make very little money and have to commute Far to work in this district.** You are going to see loss of Educator talent if you cannot provide adequate salaries for them. Without great teacher and staff Eanes will not be great

4.4  ( 46  )  
Ranked #4 of 1079

**Staff quality makes or breaks students. Too important not to support.** Excellent teachers prepare good young people for life not just academic futures.

4.4  ( 46  )  
Ranked #5 of 1079

**Look internally at district level expenses before messing with staff compensation.** Staff retention- yes, this is a top district to work for, however, teachers are still willing to go elsewhere- can we find out why?

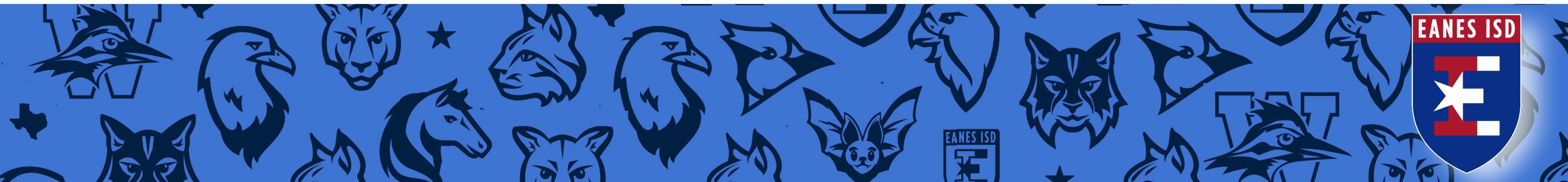
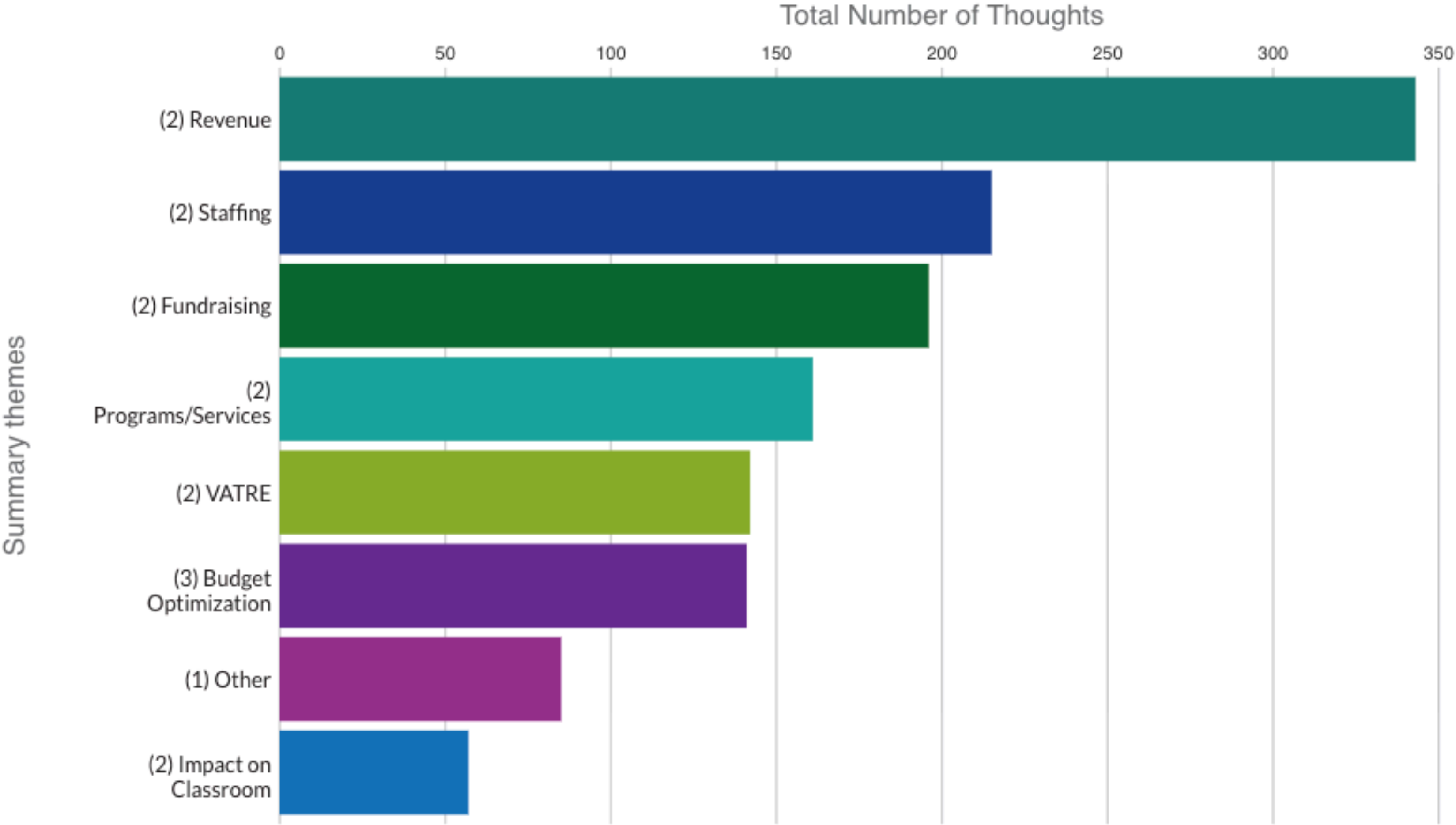
4.4  ( 34  )  
Ranked #6 of 1079





# KEYWORD THEMES

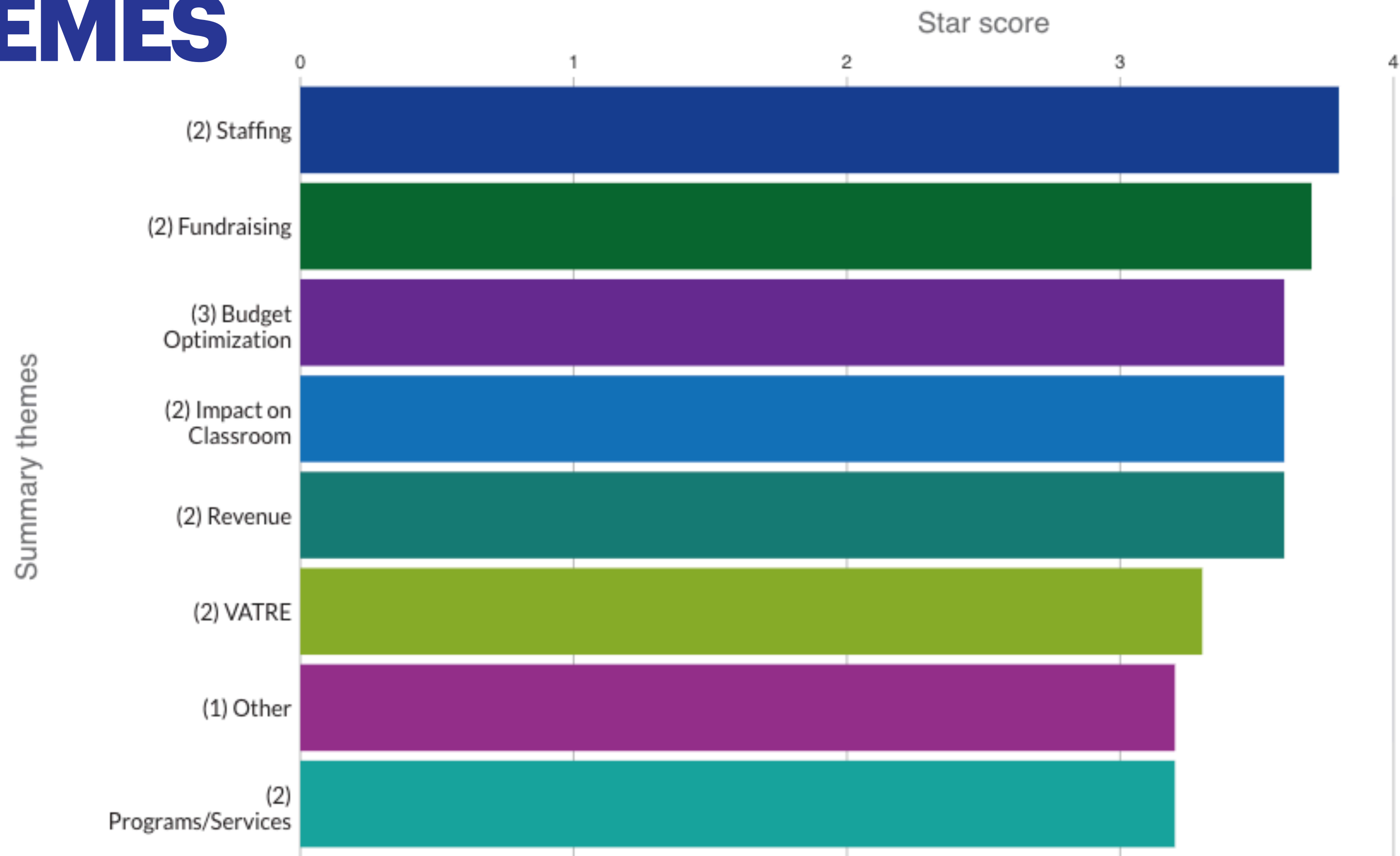
Top themes by  
total thoughts





# KEYWORD THEMES

Top themes by  
star score



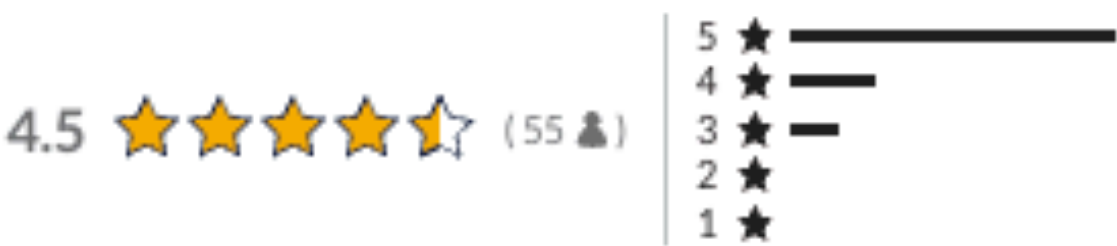


# TOP THOUGHTS - STAFFING

## Staffing Recommendations

Rethinking and restructuring positions at the “top” - admin and district staff - before restructuring or cutting staff and programs at campus level

Less impact on classrooms, day to day involvement with students, students’ days would not be affected as greatly. Better mental health for all.



Lower administrative costs to get in line with other similar sized school districts and pay teachers competitively wrt nearby school districts

Administration should not be first priority in our school districts. Teachers should.



Eliminate unnecessary admin positions especially the ones currently filled with poor performers.



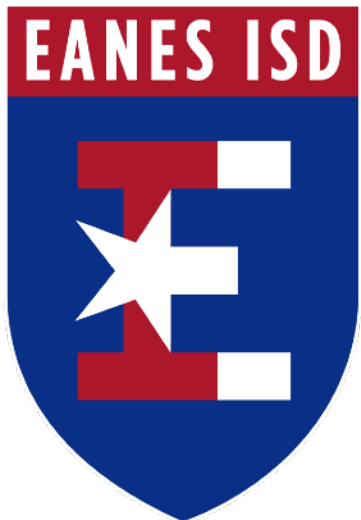
Look at the large number of staff in district leadership that get paid more than teachers; perhaps some of those jobs could be combined/eliminated

Cutting the staff that works directly with students will make way more of an impact. We are top heavy



Cut central admin positions. Have we ever had that many staff? Balance work load for teachers better. Cut coaches who don’t teach a full workload

Look at salary for coaches who don’t teach in classroom. It’s outrageous. Classroom teachers should be the focus





# TOP THOUGHTS - STAFFING

## Teacher Pay/Retention

After the teacher planning period was cut, they are teaching 20% more students in 20% less time. DO NOT FREEZE teacher pay. Teachers this year are burned out and have been forced to reduce outside-of-class time with students. Many are already planning to quit if continued.



Freezing staff salaries is unethical. Staff already make very little money and have to commute Far to work in this district. You are going to see loss of Educator talent if you cannot provide adequate salaries for them. Without great teacher and staff Eanes will not be great



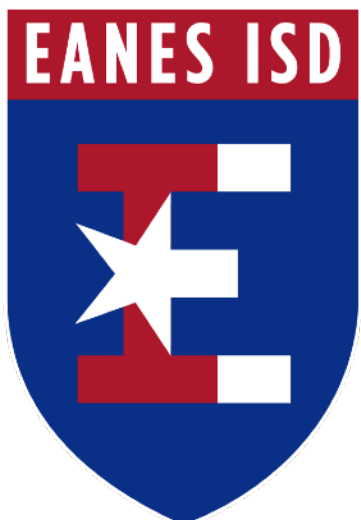
Staff quality makes or breaks students. Too important not to support. Excellent teachers prepare good young people for life not just academic futures.



Look internally at district level expenses before messing with staff compensation. Staff retention- yes, this is a top district to work for, however, teachers are still willing to go elsewhere- can we find out why?



I think maintaining teachers that are making an impact on students in a positive way is extremely important and those teachers need to be paid Good teachers create excellence in education. We need the best and need to pay them so they can impact the students and the district.





# TOP THOUGHTS - FUNDRAISING

## Community Fundraising

**We need a capital campaign and endowments. We need to ask influential people in our community to seed this endowment to set us up for success.**  
People in the community do not understand the dire situation of our school. This spring we should do a big capital campaign/roll out endowments.

4.2

★ ★ ★ ★ ☆

(7)

5 ★

4 ★

3 ★

2 ★

1 ★

**Direct Fund raising, lobby for more golden pennies**  
I'd rather pay \$1,400 (mine out would be higher) that the district can keep 100% of than give more recapture to the state.

4.1

★ ★ ★ ★ ☆

(49)

5 ★

4 ★

3 ★

2 ★

1 ★

**Setup an endowment so it earns interest**

4.1

★ ★ ★ ★ ☆

(47)

5 ★

4 ★

3 ★

2 ★

1 ★

**A Highland Park style permanent endowment in addition to the annual fundraising/giving of EEF**  
Balanced excellence (academics, athletics, SEL) takes financial resources. I'm not against contributing more, but only if 100% goes to Eanes.

4.1

★ ★ ★ ★ ☆

(45)

5 ★

4 ★

3 ★

2 ★

1 ★

**Let voters know they can donate more to EEF vs having taxes increase with only about 20% flowing to EISD**  
If given choice of \$600 more to EEF vs \$3,000 a year in property taxes, I will gladly give EEF \$600 more.

4.1

★ ★ ★ ★ ☆

(45)

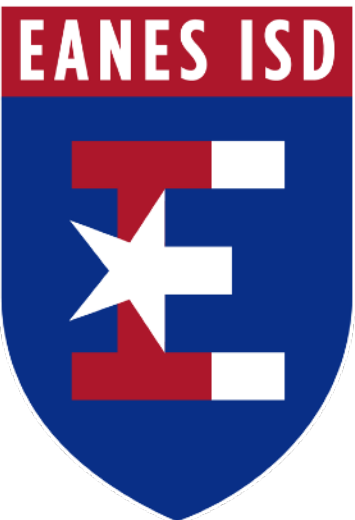
5 ★

4 ★

3 ★

2 ★

1 ★





# TOP THOUGHTS - FUNDRAISING

## Corporate Sponsorships & Naming Rights

### Stadium naming rights

Lots of districts doing this already; we already have the assets.



### Sell the naming rights to the stadium

\$



### Selling naming rights to both corporations and individuals

Companies & individuals have their names associated with facilities like athletic stadiums or performing arts centers in exchange for monetary support



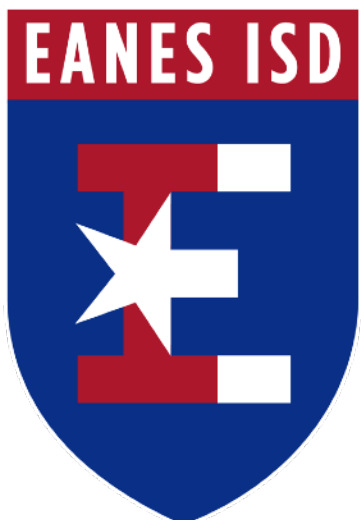
### More EEF fundraising, sponsorships, CORPORATE sponsorships, local community sponsors

Getting the local community more involved, and not sports. Think outside of the box. Corporate sponsorships, more fundraising.



### facilities naming rights

Offer naming opportunities for either endowment funds or annual fees -- the stadium, athletic fields, robotics lab, incubation lab, PAC, etc.





# TOP THOUGHTS - BUDGET OPTIMIZATION

## Legislative Efforts

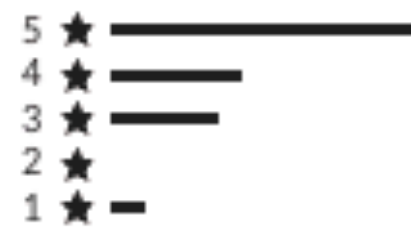
Lobby for state to re-evaluate Robin Hood program and decrease recapture rate for EISD  
Maintain more money in district

4.3  (49 🧑)



Direct Fund raising, lobby for more golden pennies  
I'd rather pay \$1,400 (mine out would be higher) that the district can keep 100% of than give more recapture to the state.

4.1  (49 🧑)



Send representatives to state legislature to advocate for more funding.  
With Robin Hood, Eanes district is sending more money every year without increased state support.

4.2  (48 🧑)



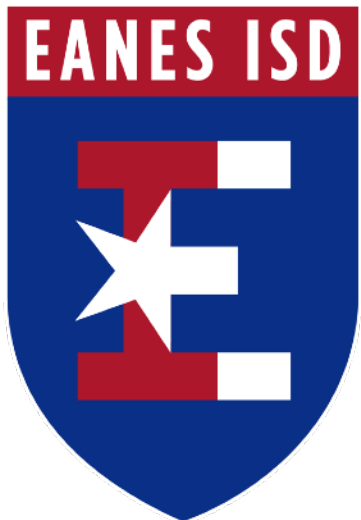
Lobby the state legislature to increase public school funding!  
The root of the problem is the amount we are (not) given in the first place, not in how we manage the underwhelming amount.

4.1  (47 🧑)



lobby for less reclaiming of money to state  
too much of our taxation does not stay in district

4.2  (47 🧑)





# TOP THOUGHTS - BUDGET OPTIMIZATION

## Increase Operational Efficiency

Let's start taking a very critical look at everything we spend money on that isn't a "core" activity. There's too much waste, and too much reliance on EEF to bail out the finances. Students & teachers shouldn't have to suffer. Get rid of administrative bloat as Step #1.



We need to explore cost cutting objectives and not just revenue generating. This is a very biased survey and insulting to our community.  
EISD can achieve substantial savings in evaluating all costs. We are an excessive district. Please audit all jobs and programs. Start with admin.



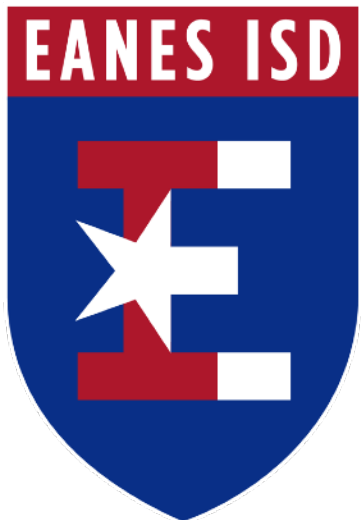
**Operational efficiencies**  
Shared services initiatives with other districts for procurement to achieve economies of scale. Group purchasing options



Take a close look at expenditures; think outside the box;



Do a specific evaluation of even small aspects of the budget in order to find savings by scaling back on now-luxury brands and amenities. Every \$ helps, and things like the brand of copy paper we purchase can add up over the course of a year, esp. if we aren't leveraging partnerships.





# TOP THOUGHTS - BUDGET OPTIMIZATION

## Reduce Spending

Don't hire consultants and contractors without clear objectives

Controlling budget

4.4  (48 )

5 

4 


3 


2 


1 


reduce wasteful spending


4.3  (38 )

5 



4 


3 


2 


1 


Cut wasteful spending.


4.2  (37 )

5 

4 

3 

2 


1 

Reduce wasteful spending


Efficient use of existing budget

4.1  (44 )

5 

4 

3 

2 

1 

Stop paying consultants to read superintendent resumes.

The board is capable of hiring a superintendent without paying a consultant.

4.0  (42 )

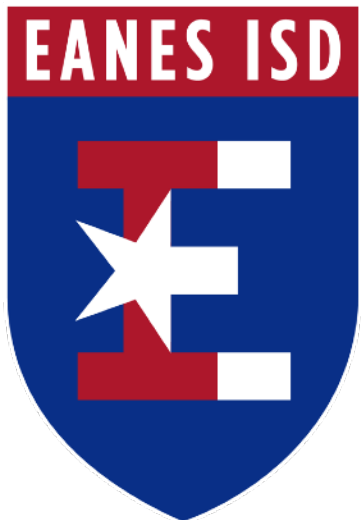
5 

4 

3 

2 

1 





# TOP THOUGHTS - PROGRAMS/SERVICES

## Maintain Programs/Services

I think we should prioritize teachers getting paid well and other stuff like no subject cuts. Also, I don't want to fire the bus driver or custodians!

This will help the teachers, which is really, really, really, really important!! I'm a student, and I understand how much they all do for us.

4.3

★

★

★

★

★

☆

(33)

5

4

3

2

1

★

★

★

★

★

★

As a freshman student, I don't know much about a VATRE. I will say however, please don't cut the advanced academic programs.

It's pushed students to achieve constantly, and it helps us, so do whatever needed, but prioritize not cutting advanced and minimizing impact on kids.

4.2

★

★

★

★

★

☆

(46)

5

4

3

2

1

★

★

★

★

★

★

Corporate sponsorships

Allow focusing on advanced academic programs

4.1

★

★

★

★

★

☆

(46)

5

4

3

2

1

★

★

★

★

★

★

Supporting kids means supporting teachers. Eanes relies on strong schools and programs; weakening them risks losing a core community draw

State funding is unlikely soon; the district may need to reduce admin, seek grants, use property strategies, and consider limited deficit spending.

4.1

★

★

★

★

★

☆

(43)

5

4

3

2

1

★

★

★

★

★

★

Yes, we should minimize impacts on staffing and programs

Staffing is already stretched with the removal of the break period which also impacts the students who used to use that time for direct interaction .

4.1

★

★

★

★

★

☆

(42)

5

4

3

2

1

★

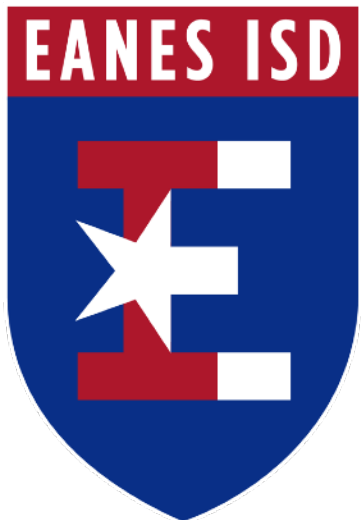
★

★

★

★

★



# TOP THOUGHTS - PROGRAMS/SERVICES

## Reduce Programs/Services

**Yes. We should minimize impacts on staffing and academic related programs.**  
Keep staff & preserve academics. Quality education requires good staff morale. Cut expensive, non-academic programs first to protect core learning.

4.1

(25)

5

4

3

2

1

**Check if there are any areas that can be cancelled that will not impact kids or teaches before going to VATRE.**  
Is important to exhaust these options first to make sure we are moving to VATRE after solving those internal issues

3.9

(46)

5

4

3

2

1

**Don't float a major facility improvement plan**  
The bond is asking for money for things that are not critical. Optics are really bad at this time.

3.9

(45)

5

4

3

2

1

**Cuts to non essential programs**  
Focus spending on teachers and essential classroom activities

3.9

(44)

5

4

3

2

1

**We need to target first cuts at non-academic programs and nonessential facilities improvements.**  
We shouldn't be building fancy facilities and spending money on nonacademic programs if we have a significant budget shortfall.

3.8

(47)

5

4

3

2

1

The logo for Eanes Independent School District (ISD) is located in the bottom right corner. It features a blue shield with a white star in the center. Above the shield, the text "EANES ISD" is written in white on a red background.



# TOP THOUGHTS - IMPACT ON CLASSROOM

## Excellence/High-Quality Education

Need to continue having good quality education

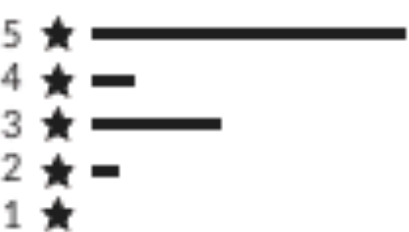
4.3 ★★★★★ (45 🧑)



We have to preserve the quality of an Eanes education

It is a big part of what makes this community a great place to raise a family

4.1 ★★★★★ (36 🧑)



Keeping the district current high quality standards are highest priority.

All of our kids benefit from it.

4.1 ★★★★★ (49 🧑)



All options - the important thing is maintaining great education/programs and minimizing impact on community like closing campuses

Hopefully it's self evident

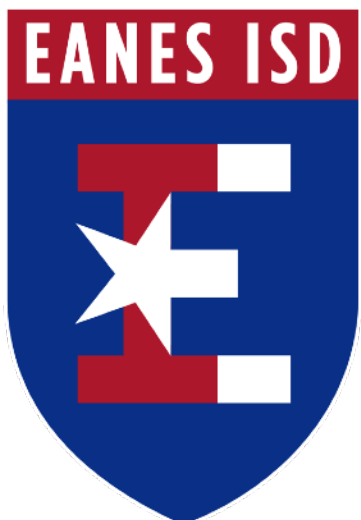
4.0 ★★★★★ (41 🧑)



A Highland Park style permanent endowment in addition to the annual fundraising/giving of EEF

Balanced excellence (academics, athletics, SEL) takes financial resources. I'm not against contributing more, but only if 100% goes to Eanes.

4.1 ★★★★★ (45 🧑)



# TOP THOUGHTS - IMPACT ON CLASSROOM

## Class-Size Management

After the teacher planning period was cut, they are teaching 20% more students in 20% less time. DO NOT FREEZE teacher pay. Teachers this year are burned out and have been forced to reduce outside-of-class time with students. Many are already planning to quit if continued.

4.4 ★★★★★ (47 👤)

5	★	██████████
4	★	██████
3	★	████
2	★	██
1	★	█

Try to maintain class sizes, and pay hard working teachers what they deserve.

4.3 ★★★★★ (49 👤)

5	★	██████████
4	★	██████
3	★	████
2	★	██
1	★	█

I sub frequently at WHS and I know the teachers already miss their PLC period and already have an additional class due to that. Teachers are severely under paid already & making classes bigger in addition to all the other things they deal with will not help retention or morale.

4.2 ★★★★★ (46 👤)

5	★	██████████
4	★	██████
3	★	████
2	★	██
1	★	█

Rent gyms, fields, and auditoriums to community groups to bring in steady revenue without affecting school time. Smaller classes must stay a priority because they support strong learning, teacher success, and the excellence our community expects.

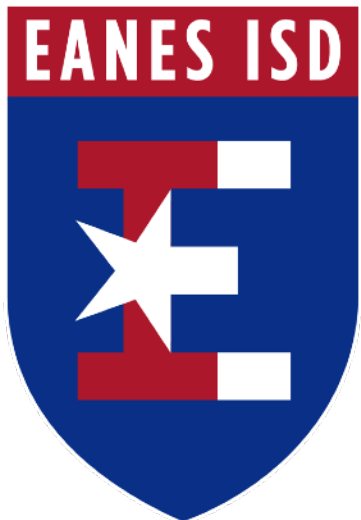
4.1 ★★★★★ (53 👤)

5	★	██████████
4	★	██████
3	★	████
2	★	██
1	★	█

The quality of education IS going down bc teachers are overworked and underpaid. It is not possible to do what is asked of us this year. Schedule needs to be fixed bc the impact is already evident. Huge classes, no breaks, no flexibility, demands going up not down.

4.1 ★★★★★ (15 👤)

5	★	██████████
4	★	██████
3	★	████
2	★	██
1	★	█





# TOP THOUGHTS - REVENUE

## Revenue-Generating Strategies

Tuition funded PRE K- I have been suggesting this for years. Valley View could be a Early Childhood center. Daycare, Tuition funded Pre K and Peer models. Early childhood education is so important and it's hard to find quality daycare.

4.2 ★★★★★☆ (48 👤)

5	★	██████████
4	★	██████████
3	★	██████████
2	★	██████████
1	★	██████████

To protect the quality of teaching in our district, we should look at revenue options that help us keep strong, experienced educators in classrooms. Experienced teachers improve learning, and without funding to keep them, the district risks higher turnover and lower student achievement.

4.2 ★★★★★☆ (19 👤)

5	★	██████████
4	★	██████████
3	★	██████████
2	★	██████████
1	★	██████████

We need a capital campaign and endowments. We need to ask influential people in our community to seed this endowment to set us up for success. People in the community do not understand the dire situation of our school. This spring we should do a big capital campaign/roll out endowments.

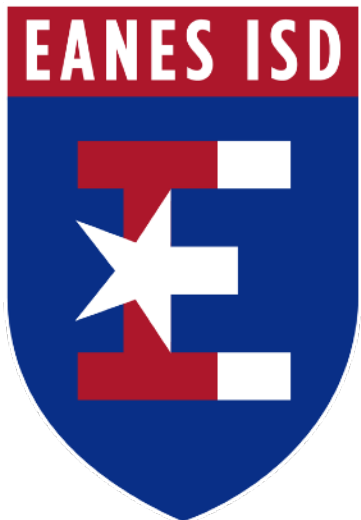
4.2 ★★★★★☆ (7 👤)

5	★	██████████
4	★	██████████
3	★	██████████
2	★	██████████
1	★	██████████

Expand the district's use of grants. There's a lot of outside funding mental health, STEM, safety, fine arts, special ed Community volunteers with writing or research experience to help find and prepare grant applications. Many people in the community would help.

4.1 ★★★★★☆ (49 👤)

5	★	██████████
4	★	██████████
3	★	██████████
2	★	██████████
1	★	██████████



# TOP THOUGHTS - REVENUE

## Facility Rentals

Lease under used facilities to private and charter schools.  
These are purpose-built community assets that should be fully utilized!

4.4

(30)

5

4

3

2

1

Utilize the Valley View Elementary school buildings to generate revenue  
VVE is merged to BCE already. Need to utilize VVE buildings

4.3

(47)

5

4

3

2

1

Generate revenue from the Valley View building  
Sell it, or Rent our space, expand easy care- more enrollment availability

4.3

(45)

5

4

3

2

1

Use closed buildings (Valley View Elementary) as a satellite for a university. Offer AP classes for our students and charge university.  
Generate substantial use of our empty facilities can help.

4.3

(32)

5

4

3

2

1

Repurpose valley view to generate revenue either with sublease or with a business that generates revenue for district  
Use current assets to find way to generate revenue and monetize assets currently not being used.

4.2

(48)

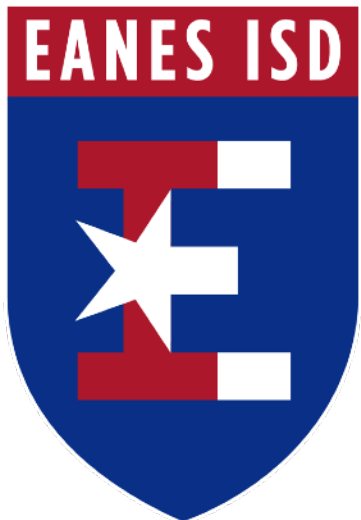
5

4

3

2

1





# TOP THOUGHTS - VATRE

## VATRE Support

Pass VATRE and give teachers back their planning time. Our teachers are overworked, stretched too thin, and expected to maintain excellence with less.

We risk losing our veteran teachers, the backbone of what makes Eanes exceptional. Nearby districts are offering better compensation and time.



### VATRE

As a teacher with a load of about 160 students already, I think it would be VERY detrimental to the school, staff, and students not to consider it.



### Charge more for rental space, increase copper penny

To maintain our high standards

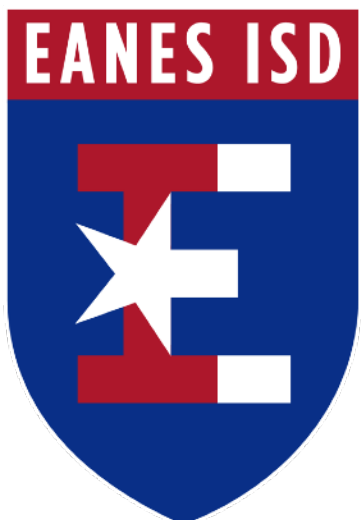


We need to keep our school great! People live in Westlake because of the schools. If taxes have to go up then they go up.



I'm not opposed to raising taxes to preserve/enhance the quality of education

Focusing on right use of funds is important while maintaining the quality of offering in the district



# TOP THOUGHTS - VATRE

## VATRE Concerns

As a concerned bus driv/parent in Eanes ISD, I'm urging Texas legislators to overhaul the broken Robin Hood recapture system. Going to the community for more tax relief is not capable of working. Hire a lobbyist.



If you are more transparent, more parents will donate to EEF  
EEF money is better than VATRE



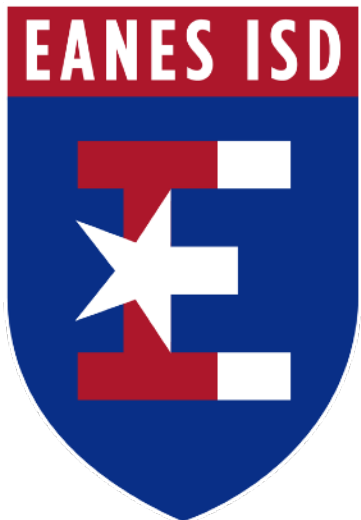
EFF (or anything else frankly)  
The problem with VATRE is that homeowners will pay a lot of extra money and the district will take home only a fraction of that. Other fundraising!



Solicit corporate and individual donors to endow departments or programs with named chairs  
All revenue flows to EISD vs VATRE option

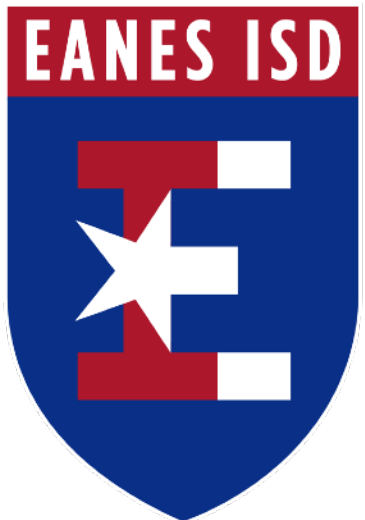
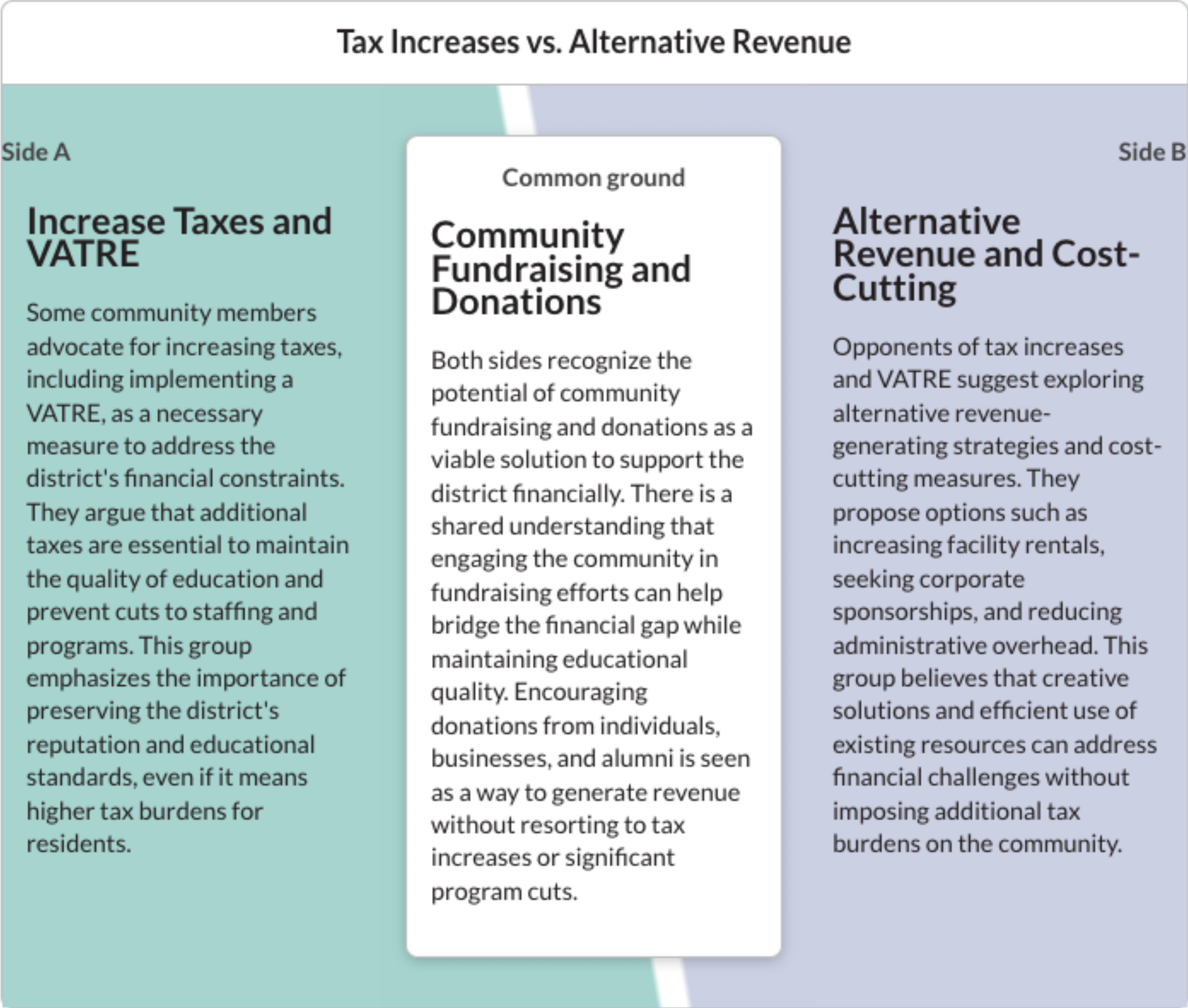


Focus on basics which included teacher pay and retention. This may require cutting programs, but academics must take precedence.  
A VATRE is not good for the district or community; it just has us sending more money to the state.





# REVENUE, FUNDRAISING & VATRE



# TOP THOUGHTS - OTHER


## Miscellaneous

Parents need to get on the schools side. The reason we have so many APs, deans, admin is bc intense parents. Stop suing district, will save money!  
Work with us not against us parents!!!

3.9  (16 🧑)

5	★	=====
4	★	=====
3	★	=====
2	★	=====
1	★	=====

Need broken down explanations of budgeting and finance to determine the reason for increased taxes giving voters option on eliminations.  
I

3.8  (54 🧑)


5	★	=====
4	★	=====
3	★	=====
2	★	=====
1	★	=====

**Accountability**  
PLC period was eliminated at the secondary level - what savings have we realized from that? Does cutting like this actually save \$? Where did it go?

3.8  (47 🧑)


5	★	=====
4	★	=====
3	★	=====
2	★	=====
1	★	=====

Consider options that retain all funds for the district.

3.8  (47 🧑)


5	★	=====
4	★	=====
3	★	=====
2	★	=====
1	★	=====

How much revenue per student is received. What % of that is tied to teachers, administrators, facilities, non academic programs etc.  
I'd like to understand better how eanes is spending the money with some true KPIs and compare that with other districts.

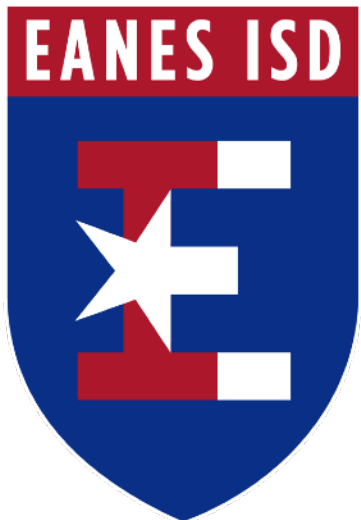
3.8  (35 🧑)

5	★	=====
4	★	=====
3	★	=====
2	★	=====
1	★	=====

Better employment practices to prevent the firing of qualified staff and costs associated with lawsuits.  
Important for teacher and staff morale, retention, student experience and the district's ability to raise money. We can't afford forced errors.

4.2  (46 🧑)

5	★	=====
4	★	=====
3	★	=====
2	★	=====
1	★	=====





# SUMMARY

- The concept of VATRE and the Robin Hood finance system revealed varying degrees of understanding among participants, with only 20% feeling extremely confident about VATRE implications. Clarity in fund usage and transparent communication about current reductions were critical factors influencing VATRE support, indicating a need for improved financial literacy and communication strategies.
- There was strong support for budget reduction decisions to protect classroom impact, staff compensation and programs, reflecting high stakeholder priority for maintaining educational quality and staff welfare. These priorities indicate a strong demand for balancing fiscal responsibility with core educational services.
- Participants generally exhibited reservations about service reductions, with just 17% finding it acceptable and 31% expressing moderate acceptability for such measures. The overarching priority remains on maintaining current operations while considering budget adjustments.

