Pflugerville ISD School Closure Task Force

Meeting Summary: Community Feedback and Staffing Plan (Meeting 2)

Date: September 9, 2026
Location: LTC-Bat Cave
Facilitator: Dr. Chrysta Carlin
Recorder: Robert Herrera
Attendees: Task force members and Pflugerville ISD staff

Purpose and Charge

This was the second meeting of the School Closure Task Force, one of several task forces operating under the district's broader optimization initiative, which also includes task forces focused on high school planning, real estate, and rezoning. The School Closure Task Force's purpose is to gather community feedback that will help the district honor the legacy of schools that are closing and to monitor the impact of the transition on students, families, and staff. The task force makes recommendations to the district's Executive Cabinet; it does not make final decisions.

Membership and Operating Norms

Task force discussions are treated as confidential for 48 hours following each meeting, after which meeting notes are posted to the district website. Task force members are asked not to post about discussions on social media and to direct any community inquiries to the district website. Agendas, notes, and recordings for all task force meetings are made available on the district's District Optimization webpage.

A task force member raised a concern that feedback captured on sticky notes at a previous meeting appeared to be missing from the posted notes. District staff committed to reviewing the original materials to confirm the notes are complete and accurate. Task Force Leader communicated that all posted notes had been documented, but would ensure that none were missed.

Meeting Schedule and Public Engagement

Task forces will continue their work through September and October 2026. A final rezoning decision is expected from the Board of Trustees in November 2026; this decision is a key dependency for subsequent Human Resources and transportation planning. Staff placements

will follow the rezoning decision, legacy events are planned for spring 2027, and final moves to receiving campuses are planned for summer 2027 in order to be prepared for their new assignments for the 27-28 school year.

A public hearing is scheduled for September 30, 2026. The next task force meeting is scheduled for September 23, 2026. District staff recommended proactively notifying the community, through email and principal newsletters, that meeting resources are posted on the district website and that public hearing dates are available there as well. A more detailed family engagement and communication strategy is planned for discussion at the next meeting.

Staffing Plan for School Consolidation

District Human Resources staff outlined the anticipated timeline for staff transitions:

- **September 2026:** Human Resources staff will visit all affected campuses to present the staff reassignment timeline.
- **October 2026:**Impacted staff will receive initial communication from HR beginning early October 2026 and will have an opportunity to provide their placement preferences to HR by the end of October 2026. Staff will be allowed to communicate their top 5 placement preferences.

- **November 2026:** New school boundaries are expected to be finalized, which will determine staffing needs at each campus.
    - Note: Final campus staffing decisions for each campus will depend on enrollment projections, staffing needs, and available positions. Final staffing allocations are anticipated to be approved in December 2026, with principal staffing meetings beginning to occur in January 2027.
- **Winter through spring 2027:** Human Resources staff will place staff based on stated preferences and available positions.

District staff indicated that, in aggregate, there are enough open positions across the district to accommodate all affected staff, noting that fewer than 160 positions are affected by the consolidation while the district typically hires 200 to 300 new teachers each year. Staff will be able to indicate a preference for any campus in the district. District staff described the process as a placement process rather than a series of interviews, though campus principals will be involved. The role of seniority in placement decisions has not yet been decided, and placement considerations for specialized positions, such as nurses and art teachers, as well as for teachers in the ACE program, are still being finalized.

Staff who spoke at the meeting expressed a strong interest in knowing where students will be rezoned before they are asked to choose a new campus assignment, asked for more transparency throughout the placement process, and raised concerns about the district retaining experienced teachers through the transition.

Campus Traditions and Community Identity

To help district leadership understand what makes each closing campus distinct, task force members shared traditions associated with their school communities. These included Pflugerville Elementary's Veterans Day program, Parmer Lane Elementary's Angel Tree holiday gift program, Windermere Elementary's "pajamas and pancakes" event with Santa, and Dessau's tradition of fifth grade students greeting classmates at morning drop off.

Legacy Event Ideas

Task force members brainstormed legacy event concepts for each of the four closing campuses, with an emphasis on equity across schools and consistent district support for common elements:

- **Windermere Elementary:** A "Soar On" festival featuring a legacy walk, carnival games, and a community handprint mural.
- **Parmer Lane Elementary:** A "Parmer Lane Pachanga" on the last day of school with food, a rock painting activity, and the opening of time capsules.
- **Pflugerville Elementary:** A picnic and fun run honoring past and present school mascots, along with a festival, bingo, and a photo slideshow.
- **Dessau:** A themed event built around the school's identity, including a carnival, a community sourced video montage, and a final walk through the building. Members also suggested a commemorative shirt that reflects both Dessau and Delco Primary, the receiving campus.

Strategy and Considerations

The task force agreed to recommend that the district support a legacy celebration at each closing campus, combining a daytime student event with an evening community festival. Common themes raised across campuses included:

- **Budget:** An equal baseline amount from district activity funds at each campus, supplemented where possible by parent-teacher organizations or donations. Members noted a need for an equity approach at campuses without strong parent-teacher organization support.
- **Staffing and volunteers:** Support from district staff, career and technical education programs, and students from feeder high schools.
- **Food:** Use of district grills or support from culinary programs.
- **Memorabilia:** Help producing tribute videos and a request to fund digitization of yearbooks from each closing campus.
- **Graduation cords:** A suggestion that current students in kindergarten through eleventh grade at the closing campuses be offered a special cord to wear at a future high school graduation.

Members noted that event dates will need to be coordinated across the district to avoid conflicts, and each campus will submit its top three preferred dates for scheduling.

Several items remain open and were acknowledged as such rather than resolved at this meeting. These include which campus will serve as the new site for the ACE program, and questions raised about the impact of the consolidation on the Delco community, for which a concrete plan has not yet been shared. The budget figure discussed for legacy events was described informally and has not been formally approved.

Next Steps

- District staff will draft a comprehensive legacy event proposal for Cabinet review, to be shared with the task force at its next meeting on September 23, 2026.
- The district's communications team will prepare a district-wide notice about the availability of task force resources and public hearing dates, to be distributed by email and newsletter before September 30, 2026.
- Human resources staff will visit all affected campuses by late September to present the staffing timeline and distribute preference sheets.
- District staff will review notes from the previous meeting to confirm that all feedback was accurately captured.
- The task force will work toward finalizing a baseline budget for legacy events and a process for equitable distribution across campuses.
- The task force will coordinate legacy event dates using campus preferences and district scheduling constraints.
- District staff will develop a plan for managing and storing each closing campus's historical memorabilia.
- District staff will look into the feasibility of digitizing yearbooks and providing graduation cords.
- Family engagement and communication strategy will be added to the agenda for the September 23, 2026 meeting.