



CYPRESS–FAIRBANKS ISD

FAITH–BASED LEADERS

Kickoff Session

Thursday, September 24, 2026 | 9:00 a.m. – 10:30 p.m. | MHAB

Conference Room A

Session Agenda & Overview

Welcome & Session Overview

Brandy Baker, Chief of Staff

State of the District Address

Dr. Douglas Killian, Superintendent

Executive Cabinet Introductions

District Leadership Team

Connecting the Ballot: Election 2026

Dr. Douglas Killian, Superintendent

Session Logistics & Housekeeping

Maximizing Our Time Together |



Restroom Facilities CONTINUOUS ACCESS

Location: Out main doors and to the left.

Availability: Fully open across presentations and activities.



Cohort Engagement ACTIVE PARTICIPATION

Collaborative Focus: Connect, collaborate, and share bold insights.

Campus Voice: Represent your community perspective actively.

District Governance & Operational Structure



Elected Governing Body

Board of Trustees

Sets district policy, adopts budgets, establishes tax rates, and evaluates the Superintendent.



Chief Executive Officer

Superintendent of Schools

Directs day-to-day district operations, enforces board policy, and oversees the Executive Cabinet.

EXECUTIVE CABINET OPERATIONAL DIVISIONS



Academics & Campuses

PK-12 curriculum, campus principals, counseling, CTE, and special education.

Chief Academic Officer • Chief of School Leadership



Finance & Operations

Annual budget, financial audit, campus construction, transportation, and nutrition.

Chief Financial Officer • Chief Operations Officer



Support & Governance

Staffing, board policy, legal compliance, communications, and athletics.

Chief of HR • General Counsel • Chief of Staff

Executive Cabinet Introductions

Dr. Tonya Goree

Chief Academic Officer

PK-12 Curriculum, Fine Arts, CTE, Special Ed, & Accountability

Karen Smith

Chief Financial Officer

Budgeting, Financial Services, Risk Mgmt, Tax Office, & Tech

Matt Morgan

Chief Operations Officer

Facilities, Maintenance, Transportation, Purchasing, & Nutrition Services

Dr. Deborah Stewart

Chief of Employee & Student Services

HR, Staffing, Compensation, & Discipline

Irene Ruiz

Chief Officer for School Leadership

Principal Supervision, Counseling, & Health Services

Marney Collins Sims

General Counsel

School Board Policy, Legal Services, & Governance Compliance

Brandy Baker

Chief of Staff

Communications, Community Engagement, Athletics & MHAB/VPAC

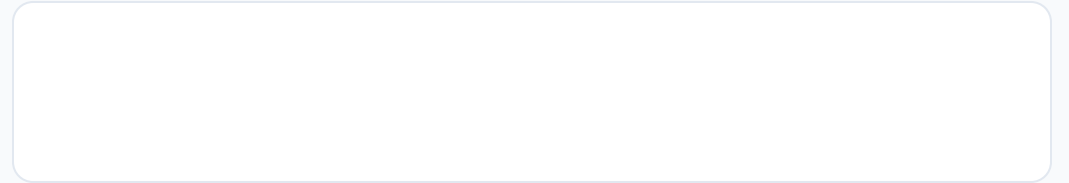
KEYNOTE PRESENTATION

State of the District Address



Dr. Douglas Killian
Superintendent of Schools

An in-depth briefing on Cypress-Fairbanks ISD opportunities, academic excellence and achievements.





And every number
tells a part of our story."



STATE *of* THE DISTRICT



CYPRESS-FAIRBANKS ISD

— 2026-2027 —



Our **STUDENTS**

- **59%** economically disadvantaged
- **15%** special education
- **20%** emergent bilingual
- More than **100** languages spoken by CFISD students and families



de
Colorear
Las estrellas

Quando coloreamos nosotros.....



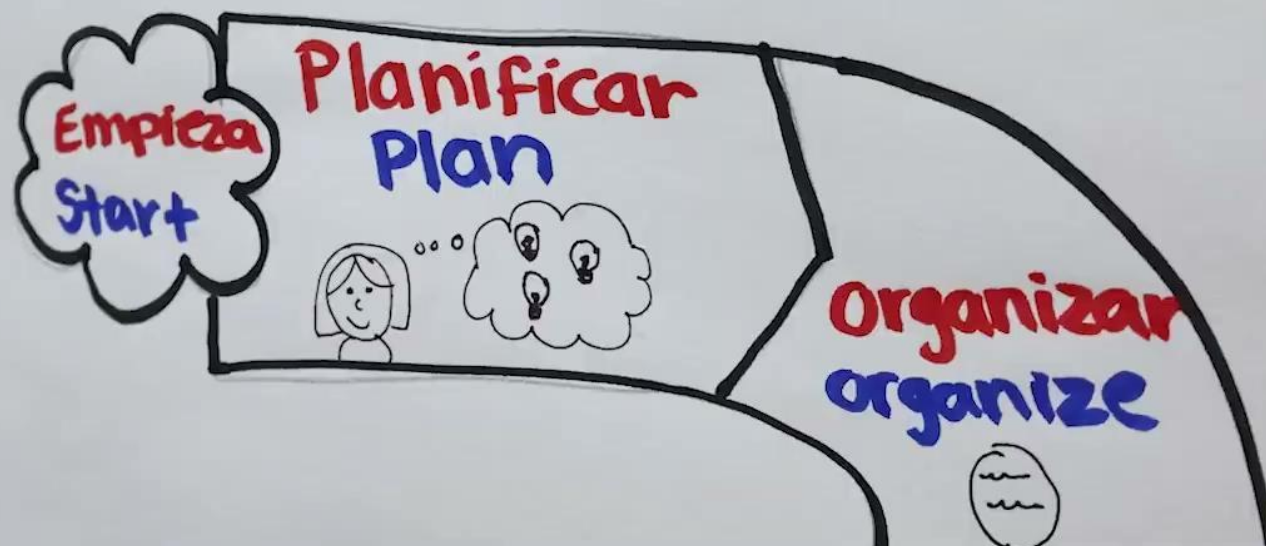
nos quedamos en la
línea



lo llenar

Proceso de escritura

Writing Process



ACADEMI *Achievement*

- C** 67 CFISD campuses earned an “A” or “B” accountability rating
- All **12** high schools earned an “A” or “B”
 - **225** distinctions
 - **1,000+** students earned National Merit and College Board recognition





GRADUATION *and* CAREER READINESS

- 9,000+ Class of 2026 graduates
- 918 College Academy candidates for graduation
- 16,000 industry certifications
- \$665,000 raised for student projects at the CFISD Livestock Show & Sale

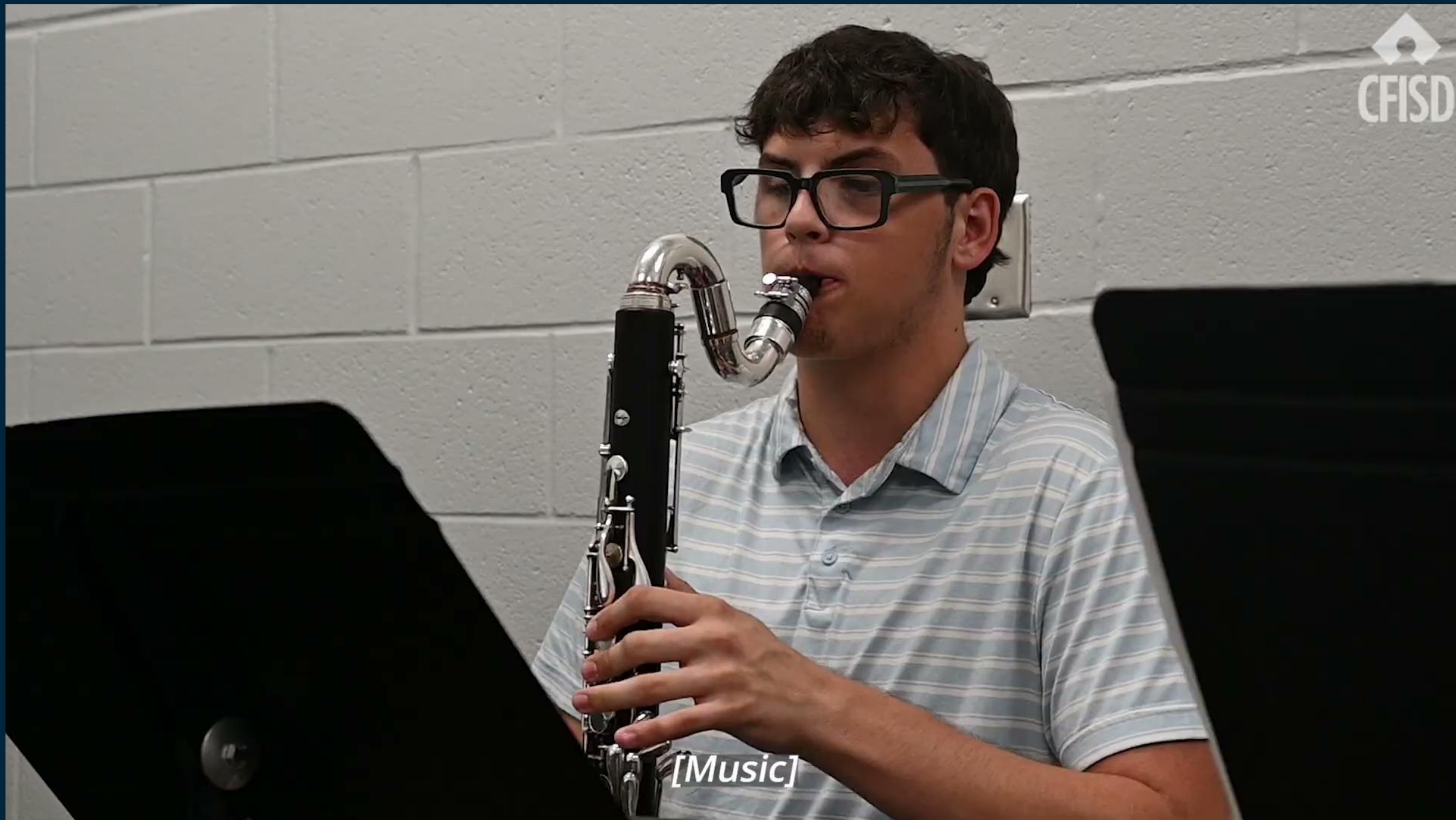




Fine **ARTS**

- **51** TMEA All-State musicians
- **10** years as a Best Communities for Music Education
- **6** years as a Texas Art Education Association District of Distinction
- **3** years as a District of Distinction for Theatre Education





[Music]

STUDENT *Athletes*

- 4 UIL State champions:
 - Bridgeland HS Girls' Varsity Cross Country Team
 - Jackson Hartzler (Bridgeland HS)
 - Eguonome Akpobassa (Bridgeland HS)
 - Carrie Cresser (Jersey Village HS)





Our **COMMUNITY**

- **11,689** active volunteers
- **657** mentors
- **193 overall** partners, with **98** campuses & departments adopted
- **\$95,000** raised for student scholarships through the Superintendent's Fun Run







Financial **STEWARDSHIP**

- **24th** Among 24 Houston-area districts in state and local funding
- **20%** Local Optional Homestead Exemption
- **\$1,450** fewer student expenditures than peer districts
- **1.7%** of CFISD's budget is administrative expenditures
- **24** years earning TEA Superior Achievement Schools **FIRST** rating

WHERE WE GO

from here



WHERE WE

from here



One DISTRICT Our STORY



**CAMPUSES EARNED
AN "A" OR "B"
ACCOUNTABILITY
RATING**



9,000+
**STUDENTS
GRADUATED
WITH THE
CLASS OF
2026**



59%
**OF CFISD STUDENTS
ARE ECONOMICALLY
DISADVANTAGED**



51
**STUDENTS WERE NAMED
TEXAS MUSIC EDUCATORS
ASSOCIATION ALL-STATE
MUSICIANS**

12 of 12

**CFISD HIGH SCHOOLS
EARNED AN "A" OR "B"
ACCOUNTABILITY RATING**

100+

**LANGUAGES ARE
SPOKEN BY CFISD
STUDENTS AND
THEIR FAMILIES**



16,000+
**INDUSTRY CERTIFICATIONS
WERE EARNED BY STUDENTS**

1.7%

**OF CFISD'S OPERATING
BUDGET IS ALLOCATED TO
ADMINISTRATIVE
EXPENDITURES**

657
**MENTORS
SERVED
CFISD STUDENTS**

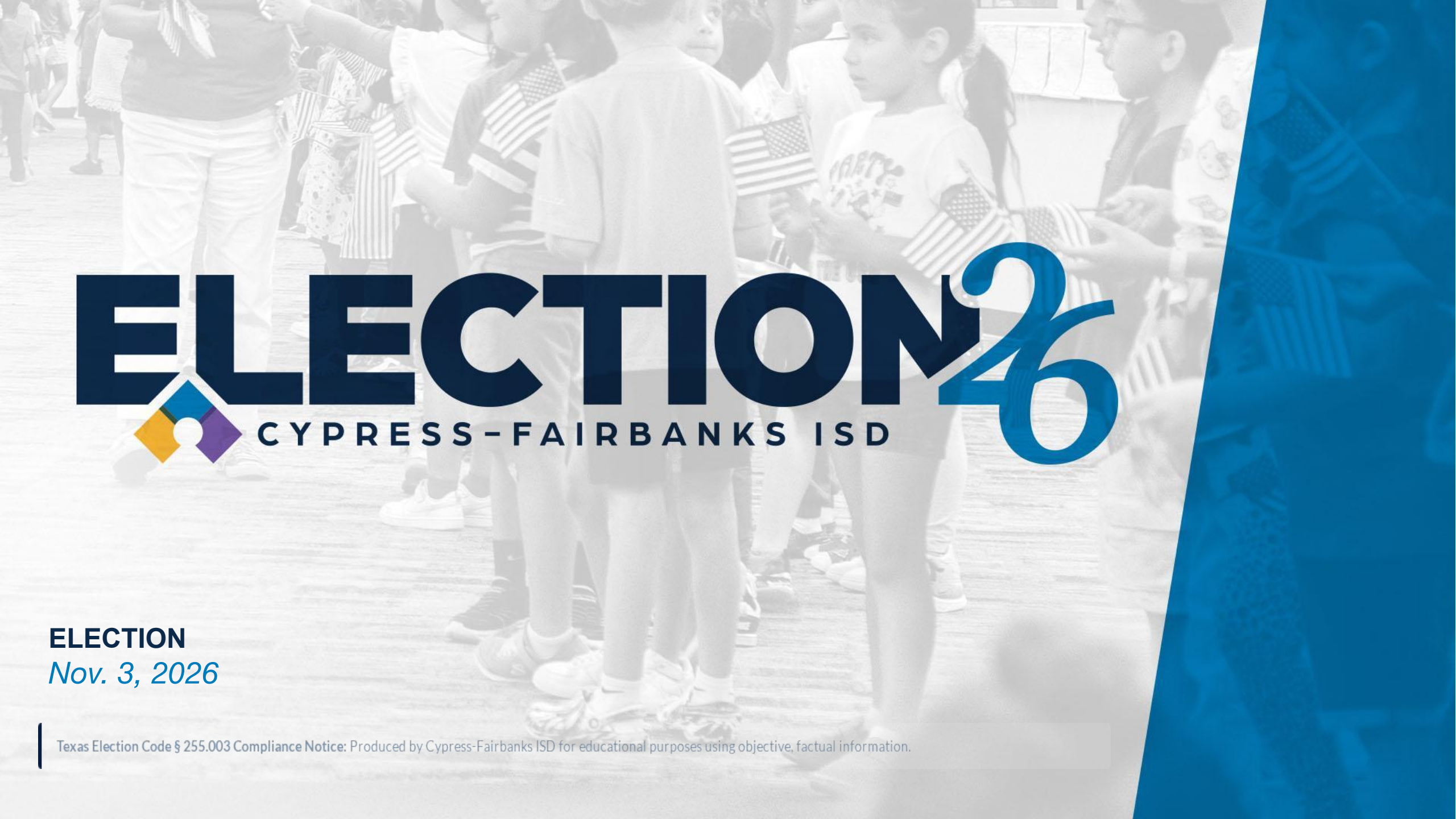


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**STATE
CHAMPIONSHIPS
WERE EARNED
IN ATHLETICS**

IMPORTANT NUMBER: *One*





ELECTION₂₆



CYPRESS-FAIRBANKS ISD

ELECTION
Nov. 3, 2026

Texas Election Code § 255.003 Compliance Notice: Produced by Cypress-Fairbanks ISD for educational purposes using objective, factual information.

Why? Structural Revenue Deficit

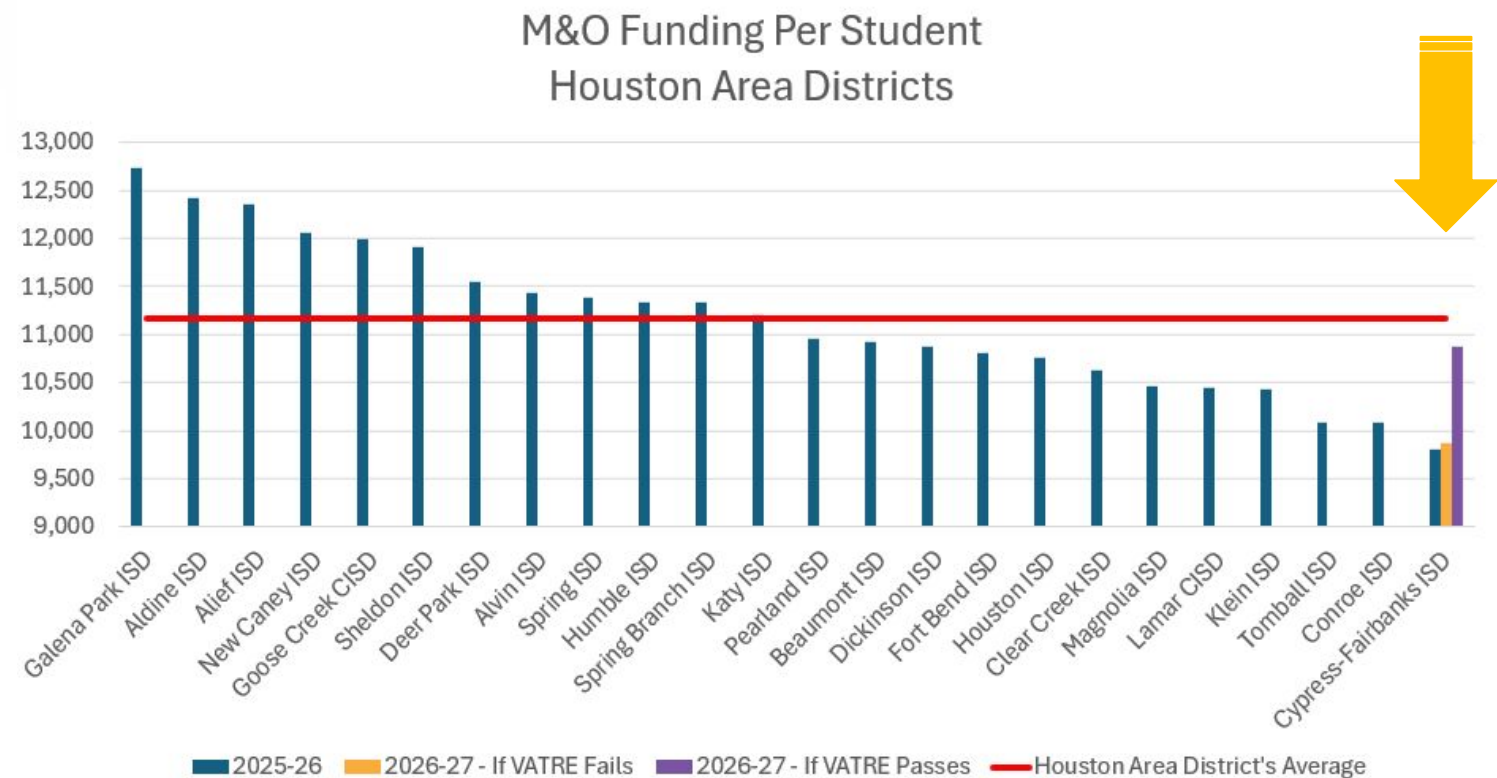


20% LOHE

Local Tax Option: CFISD maintains the maximum 20% Local Optional Homestead Exemption.

Provides Savings: Keeps property taxable value 20% lower.

Funding Formula: State funding formulas do not backfill local homestead exemptions.



Factual Context: The operating deficit stems from multi-year inflation, frozen historical state allotments, enrollment shifts, and the LOHE- Not uncontrolled spending.

Why? Structural Revenue Deficit



State Funding vs. Inflation

20%+ Inflation: Utility, fuel, and insurance costs surged since 2019.

HB 2: Net purchasing power deficit.

Static State Allotments: Some state allotments (2002/1987) remain static' coupled with expanded unfunded state safety, SPED, and testing requirements.



Enrollment & ADA Declines

Enrollment Realities: Drop of 3700 from Oct 23-Oct 25

ADA Revenue Loss: Texas funds per student average daily attendance (ADA); districts staff based on enrollment.

Fixed Costs Don't Shrink Proportionally: Utilities, bus routes, insurance, and classroom teachers cannot be fractionally reduced.

Factual Context: The operating deficit stems from multi-year inflation, frozen historical state allotments, enrollment shifts, and the LOHE- Not uncontrolled spending.

Why? Demonstrated Fiscal Accountability

\$94.4M

Proactive Operating Reductions

Enacted across Fiscal Years 2025 through 2027 to manage inflation and structural revenue gaps.

Proactive Operational Adjustments

- **Administrative Overhead:** Cut central office & department operating budgets.
- **Staffing Restructures:** Reduced district and campus staffing models, including librarian and support positions.
- **Classroom Focus:** 89% of operating budget goes directly to personnel; 65%+ allocated to direct instruction.

Why? VATRE & Capital Bond Proposals

Proposition A (VATRE)

Purpose: Daily Maintenance and Operating Budget ("Checking Account")

Focus: RETAIN certified teachers and support staff, academic, CTE, Athletic, and Fine Arts programs, class sizes, safety resources, and transportation.

Propositions B–E (Capital Bonds)

Purpose: Capital Assets & Facilities ("Mortgage").

Focus: MAINTAIN infrastructure and school buildings; such as Roofs/HVAC, technology, safety radios and vehicles, classroom tech, and buses.

Statutory Limit: Bond funds *cannot* pay salaries or utilities.

CYPRESS FERRERBANKS



cfisd.net/election26

ELECTION₂₆

CYPRESS-FAIRBANKS ISD

TAX RATE ELECTION & BOND

(See Bond information on opposite side)

PROPOSITION A: TAX RATE ELECTION (VATRE)

Daily School Maintenance & Operations

WHAT IS PROP A?

Prop A is a Voter-Approval Tax Rate Election for daily school maintenance and operations (M&O). CFISD currently ranks 24th out of 24 in M&O funding as compared to surrounding Houston-area school districts. Based on the efficiency audit for the 2024-25 fiscal year, CFISD receives \$1,201 less in local and state revenue per student compared to peer districts and \$1,596 less per student compared to the state average.

HOUSTON-AREA FUNDING PER STUDENT

District/Average	Funding Per Student (\$)
CYPRESS-FAIRBANKS CFISD	\$1,201
HOUSTON-AREA AVG	\$1,201
PEER DISTRICTS	\$1,596

What Would Proposition A Do?

Unlock State Funding:

Generates an estimated \$20 million in state-guaranteed funds directly for local classrooms.

Classroom Instruction & Resources:

Support daily classroom instruction, instructional resources, and the maintenance of class size ratios.

Student Programs & Transportation:

Provide funding to continue current district bus routes and support Fine Arts, Athletics, and Career & Technical Education (CTE) programs.

Staffing & Competitive Pay:

Maintain staffing levels aligned with student enrollment and supports competitive teacher and staff salaries.

FINANCIAL SNAPSHOT

\$94M ↓

CFISD enters this election operating with the fourth-lowest administrative cost ratio in Texas, carrying its lowest property tax rate in 39 years, and having sequestered \$94.4 million in strategic budget reductions over the last three fiscal years.

OPERATIONS TAX RATE CHANGE

2025-2026 M&O
TAX RATE

\$0.6669

PER \$100 PROPERTY VALUATION

PROPAM&O
TAX RATE

\$0.7869

PER \$100 PROPERTY VALUATION

TOTAL TAX RATE ADJUSTMENT

12¢ INCREASE
PER \$100 PROPERTY VALUATION

-3¢ DECREASE*
PER \$100 PROPERTY VALUATION

9¢ NET INCREASE**
PER \$100 PROPERTY VALUATION

*As compared to the alternate scenario plan for the 2025-26 school year.
**As compared to the current scenario plan for the 2025-26 school year.

Register to vote by Oct. 5 | Early voting: Oct. 19-30 | Election Day: Nov. 3

CFISD.NET/ELECTION26



ELECTION 26

CYPRESS-FAIRBANKS ISD

TAX RATE ELECTION & BOND

(See Tax Rate Election information on opposite side)

WHAT'S INCLUDED?



PROPOSITION B
Existing Infrastructure, Safety & Transportation
 (\$1.2B)
Highway, bridge and air-traffic control, emergency services, including all maintenance of existing infrastructure, including airport, bus, and general capital



PROPOSITION C
Educational Technology
 (\$250M)
Student, teacher, and classroom technology requirements



PROPOSITION D
Existing High School Athletic Stadium
 (\$40.8M)
Turf fields, seating bowls, and bleachers at existing high schools



PROPOSITION E
Existing Pools
 (\$20.9M)
Refurbishing and replacing existing pools at existing pools



TOTAL BOND REQUEST: \$1.6 BILLION

100% of proposed bond projects focus on repairing, updating and securing existing CFISD schools, buses and technology — maintaining the facilities our community has already built.

HOW YOUR TAXABLE VALUE IS CALCULATED

\$350,000

HOME VALUE

- \$70,000

OVERSCHOOL DEDUCTION

- \$140,000

UNPAID PROPERTY TAXES

= \$140,000

TAXABLE VALUE

NET TAX RATE

12¢

MAINTENANCE & OPERATIONS TAX RATE INCREASE (PROP A)

- 3¢

DEBT SERVICE TAX RATE DECREASE* (PROP B-C)

9¢

NET OVERALL TAX RATE CHANGE**

*The proposed debt service rate reduction is based on the \$1.6 billion bond issue.
**The proposed net overall tax rate change is based on the \$1.6 billion bond issue.

ESTIMATED NET COST ON A \$350,000 HOME

\$10.50

PER MONTH

SENIOR CITIZEN TAX FREE PROTECTION

\$0.00

TAX INCREASE

For homeowners over age 65+ who do not wish to use their Over-65 Disability exemption (see existing state and local laws)

COMPARISON OF SCHOOL PROPERTY TAXES DUE

(\$200,000 Home Value)



Year	Property Tax Due (\$)
2015-16	~\$1,100
2016-17	~\$1,400
2017-18	~\$1,200
2018-19	~\$1,300
2019-20	~\$1,300

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CFISD.NET/ELECTION26



Thank you!

Next Session

Dec 16, 2026



FAITH-BASED LEADERS



FAITH-BASED LEADERS



FAITH-BASED LEADERS