Florence ISD

Inspire - Empower - Achieve!

FISD Accountability Report 2025-2026
and
VATRE and BOND PROPOSITIONS
November 3, 2026

FISD 2025-2026 Accountability Rating from the Texas Education Agency (TEA)

- Each year, the Texas Education Agency rates every school district and campus with a rating from A to F.
- Criteria used to determine the campus rating varies by campus type.
  - Elementary and Middle School campuses are rated based largely on student results on the STAAR tests
  - High School campuses are rated based on STAAR, CCMR (College, Career, and Military Readiness), and Graduation Rate.

FISD A-F Accountability Results

Where We Began 2022-2023:

	Scaled Score	Rating	Proportion of Overall Rating
Overall	**68**	**D**	
Student Achievement	**69**	**D**	**0%**
School Progress	**73**	**C**	**70%**
Academic Growth	73	C	
Relative Performance (Eco Dis: 53.6%)	63	D	
Closing the Gaps	**57**	**F**	**30%**

Where We Are 2025-2026:

	Scaled Score	Rating	Proportion of Overall Rating
Overall	**85**	**B**	
Student Achievement	**81**	**B**	**0%**
School Progress	**84**	**B**	**70%**
Academic Growth	84	B	
Relative Performance (Eco Dis: 60.6%)	83	B	
Closing the Gaps	**86**	**B**	**30%**

Florence ISD is pleased to announce our 2025-2026 TEA Accountability Ratings. The District Rating in a B, with an improvement from an 81 in 2024-2025 to an 85 for the 2025-2026 school year.

Florence Elementary School A-F Accountability Results

Where We Began 2022-2023:

	Component Score	Scaled Score	Rating	Proportion of Overall Rating
Overall		**68**	**D**	
Student Achievement		**70**	**C**	**70%**
STAAR Performance	41	70		
College, Career and Military Readiness				
Graduation Rate				
School Progress		**66**	**D**	**0%**
Academic Growth	60	66	D	✓
Relative Performance (Eco Dis: 60.0%)		65	D	
Closing the Gaps	**16**	**62**	**D**	**30%**

Where We Are 2025-2026:

	Component Score	Scaled Score	Rating	Proportion of Overall Rating
Overall		**74**	**C**	
Student Achievement		**73**	**C**	**0%**
STAAR Performance	45	73		
College, Career and Military Readiness				
Graduation Rate				
School Progress		**76**	**C**	**70%**
Academic Growth	68	76	C	✓
Relative Performance (Eco Dis: 63.3%)		75	C	
Closing the Gaps	**33**	**70**	**C**	**30%**

Steady Growth at FES in all components of accountability

Florence Middle School A-F Accountability Results

Where We Began 2022-2023:

	Component Score	Scaled Score	Rating	Proportion of Overall Rating
Overall		**69**	**D**	
Student Achievement		**72**	**C**	**70%**
STAAR Performance	40	72		
College, Career and Military Readiness				
Graduation Rate				
School Progress		**70**	**C**	**0%**
Academic Growth	61	70	C	✓
Relative Performance (Eco Dis: 55.6%)		66	D	
Closing the Gaps	**21**	**63**	**D**	**30%**

Where We Are 2025-2026:

	Component Score	Scaled Score	Rating	Proportion of Overall Rating
Overall		**85**	**B**	
Student Achievement		**78**	**C**	**0%**
STAAR Performance	47	78		
College, Career and Military Readiness				
Graduation Rate				
School Progress		**83**	**B**	**70%**
Academic Growth	72	83	B	✓
Relative Performance (Eco Dis: 55.8%)		80	B	
Closing the Gaps	**72**	**90**	**A**	**30%**

For the first time in the modern accountability era,
FMS is a B Rated Campus!

Florence High School A-F Accountability Results

Where We Began 2022-2023:

	Component Score	Scaled Score	Rating	Proportion of Overall Rating
Overall		**69**	**D**	
Student Achievement		**67**	**D**	**0%**
STAAR Performance	42	71		
College, Career and Military Readiness	41	54		
Graduation Rate	97.5	85		
School Progress		**79**	**C**	**70%**
Academic Growth	73	79	C	✓
Relative Performance (Eco Dis: 43.5%)		60	D	
Closing the Gaps	**24**	**49**	**F**	**30%**

Where We Are 2025-2026:

	Component Score	Scaled Score	Rating	Proportion of Overall Rating
Overall		**92**	**A**	
Student Achievement		**89**	**B**	**0%**
STAAR Performance	56	85		
College, Career and Military Readiness	90	92		
Graduation Rate	98.9	90		
School Progress		**90**	**A**	**70%**
Academic Growth	85	90	A	✓
Relative Performance (Eco Dis: 59.9%)		90	A	
Closing the Gaps	**89**	**96**	**A**	**30%**

For the first time in the modern accountability era,
FHS is an A Rated Campus!

Florence Middle School A-F Distinction Designations



FMS Earned Four Distinction Designations for the First Time in the Modern Accountability Era!

Florence High School A-F Distinction Designations



FHS Earned Four Distinction Designations for the First Time in the Modern Accountability Era!

Recognition

Florence ISD is now one of the highest performing districts in Central Texas with incredible support from our community, Board of Trustees, staff, students and parents.

Our motto this year is, “Make It Happen”. It is obvious that when our community works together, we can achieve great things.

Recognition

So far this year, our district and staff have received the following honors or awards:

- The Career and Technical Association of Texas (CTAT) has named Florence ISD a CTE District of Distinction, recognizing the district for high-quality career and technical education programs that prepare students for college, careers, and the workforce. This recognition reflects the work of our CTE educators, administrators, students and community partners, and we are proud of the opportunities our programs provide students to build skills, earn credentials, and prepare for their next step after high school.

- FHS Teacher Denielle Bailey honored with the Here by the Owl Award by the at the 98th Texas FFA Convention and recognized as one of the top 12 agriculture teachers in Texas.

- FHS Teacher Misty Overfelt was named as Teacher of the Year for HOSA in Region I.

- FES Teacher Janna Jackson named as the Region 13 Elementary Teacher of the Year.

- Mr. Kirkpatrick was honored at the 98th Texas FFA Convention and received the STAR Administrator Award for his support of FFA.

Proposition A and B, November 3, 2026

The following slides provide information regarding the FISD budget deficit, Proposition A, Proposition B, and the impact the two propositions would have on the FISD budget if approved by voters in the November General and Special Election.

FISD Budget

- 2026-2027 Deficit Budget - $170,000 (the budget includes the amount raised by a VATRE, as that is what triggers the election.)

- 2026-2027 Deficit Budget - $460,000 (If the VATRE fails).

- Teachers received a step increase for the 2026-2027 school year that is included in our budget ($300-$600 for the year). No other employees received a raise. A 2% raise to the midpoint for all staff costs $235,480. At the August Board of Trustees meeting, the board adopted a resolution approving a 2% from midpoint compensation increase if both Proposition A (VATRE) and B (Refunding Bond)

FISD Budget – The Balanced Budget Challenge

- Even with no salary increases, FISD has adopted a deficit budget.

- School funding has not kept up with inflation and increased costs for day-to-day operations including utilities, fuel, and insurance.

Eligible cost category	Earlier school year	Most recent school year
	2021-2022	2024-2025
1. Transportation	$ 537,084	$645,281
2. Hiring retired teachers	$ 74,128	$ 65,858
3. Health insurance, employee benefits, and payroll taxes	$ 1,123,867	$ 1,354,493
4. Teacher Retirement System (TRS) contributions and related costs	$ 345,998	$ 462,291
5. Utilities	$ 578,675	$ 614,394
6. Property and casualty insurance	$ 130,960	$ 306,492
Total actual costs of ABC categories	$2,790,712	$ 3,448,809

FISD Budget – The Balanced Budget Challenge

- FISD reduced our central office staff this year by one position to provide campuses with more direct instructional assistance.

FISD Budget – The Current Situation

- Payroll accounts for 73.7% of all expenditures for the district, less than the state average.

- The FISD Fund Balance is 14% above the Board's goal of 3 months of operating expenditures.

FISD Budget – The Proposed Solution

- Proposition A – Voter Approval Tax Ratification Election
- If approved, the Maintenance and Operation (M&O)Tax Rate for FISD would increase from $0.7011 to $0.7328.
- If successful, FISD would generate approximately $297,103 in M&O tax revenue in the first year.
- The M&O budget funds all day to day operations, including salaries, instructional materials, transportation, and maintenance.

FISD Budget – The Proposed Solution

- Proposition B – Refunding Bond

- Currently, FISD pays for a Maintenance Tax Note from 2015 that costs $200,000 annually from the M&O Budget.

- If Proposition B is successful, the district would begin paying for the debt from the Maintenance Tax Note from the Interest and Sinking (I&S) Budget, which requires voter approval. This would free up an additional $200,000 in revenue in the M&O Budget.

- The I&S Budget funds are voter approved and used to pay for buildings, renovations to buildings, and building furnishings.

FISD Budget – The Reality

- The officially adopted budget for the 2026-2027 school year has a deficit of $170,000. However, that includes the revenue earned from the successful passage of the VATRE. If the VATRE and Bond Propositions are not successful, the budget would be amended to show an approximate deficit of $467,000.

- A 2% pay increase will cost approximately $235,480. Even with the successful passing of both Proposition A and Proposition B, FISD will have a deficit budget of approximately $205,000. However, as stated earlier, the board guaranteed the pay increase through a resolution at the August board meeting.

FISD Budget – Steps Taken to Reduce Budget Deficit/Increase Revenue

- FISD increased the number of days that students attend school from 171 days to 175 days. By doing so, FISD is eligible for Additional Days School Year funding from the Texas Education Agency. This funding provides ½ day funding per student in attendance for summer school in grades K-8, up to 30 additional days. In prior years, FISD has had to pay for summer school out of the M&O Budget with no funding from the TEA.
- Adopted TEA's Bluebonnet ELAR curriculum. This curriculum is provided free of charge and the district earns an additional $20 per student for printing costs.
- Applied for and received a JET Grant from the Texas Workforce Commission.

History of FISD Tax Rates

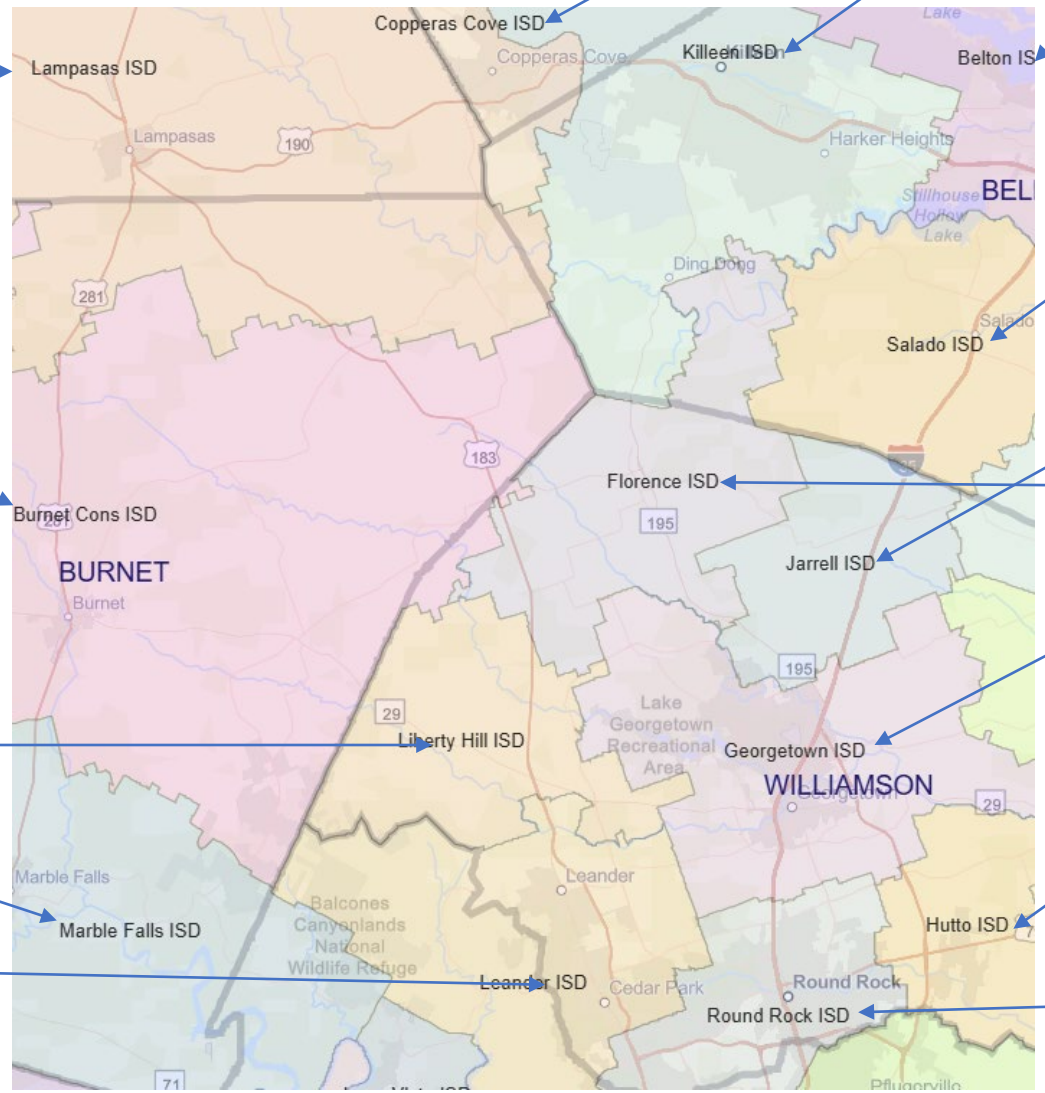
Assumes Both Proposition A and B Pass

Tax Rate Distribution

	2026	2025	2024	2023	2022
M&O	$0.7328	$0.7072	$0.7552	$0.7575	$0.9429
I&S	$0.2854	$0.3110	$0.3490	$0.3490	$0.3490
TOTALS	$1.0182	$1.0182	$1.1042	$1.1065	$1.2919

If both Proposition A and Proposition B pass, the tax rate from FISD will remain exactly the same as the previous tax year.

Salaries for 1st Year Teachers 2026-2027



$56,000

$59,400

$55,500

$52,300

$ 51,000

$57,250

$56,238

$56,000*

$58,500

$52,100

$57,500

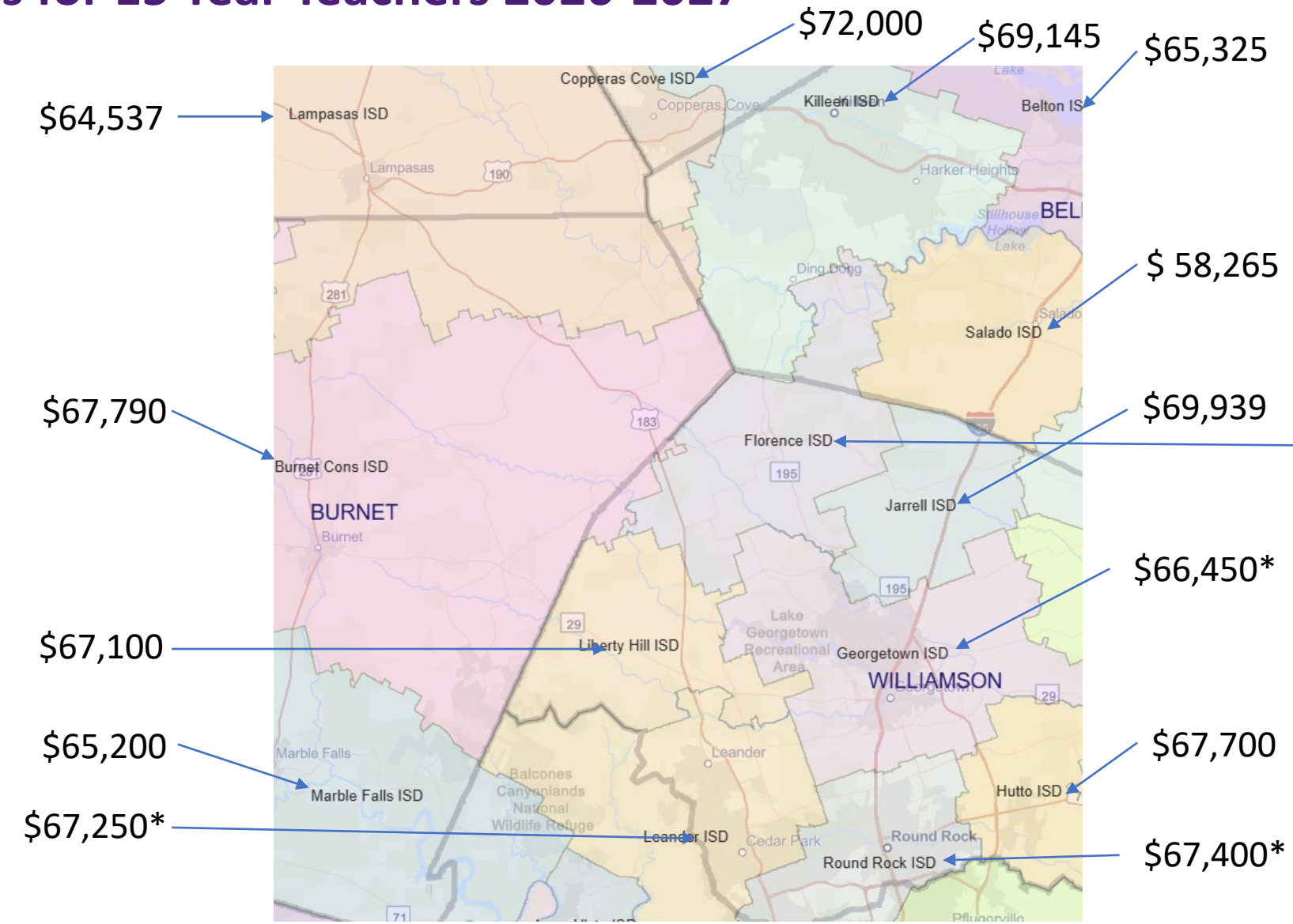
$57,500*

$56,750*

FISD Starting Salary without PROP A and PROP B: $54,000. If PROP A and PROP B PASS: $54,860

District with an * all have a VATRE Proposition on the November 3 ballot.

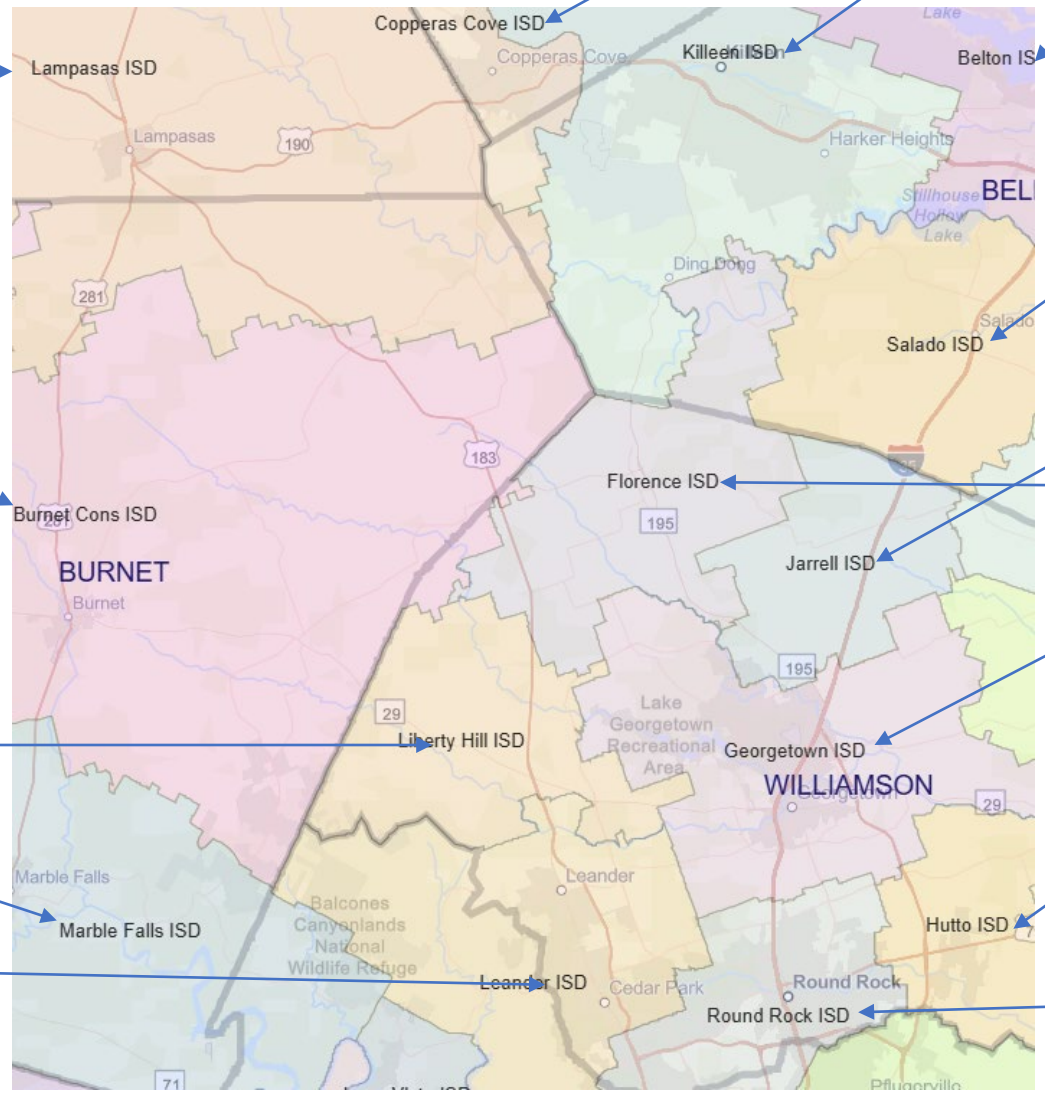
Salaries for 15 Year Teachers 2026-2027



FISD Starting Salary without PROP A and PROP B: $66,415. If PROP A and PROP B PASS: $67,140

*If Georgetown ISD's VATRE is approved, teachers will receive a 3.5% - 4% pay increase and all other staff will receive a 3% pay increase. If Round Rock ISD's VATRE is approved, staff will receive a 2% pay increase.

Comparable Tax Rates If FISD VATRE Passes



$1.0549

$0.8622

$1.1177

$1.0018

$ 1.1669

$0.8673

1.1668

FISD: $1.0182 if VATRE passes

If VATRE passes $1.1106

$1.2298

$.8805

$1.21

If VATRE passes: $1.1169

If VATRE passes: $0.9484

Ballot Language

This is what the ballot will say…

Florence Independent School District - Proposition A
THIS IS A TAX INCREASE
Ratifying the ad valorem tax rate of $1.0182 per $100 valuation in Florence Independent School District for the current year, a rate that will result in an increase of 9.07 percent in maintenance and operations tax revenue for the District for the current year as compared to the preceding year, which is an additional $734,420.

Florence Independent School District – Proposition B
THIS IS A PROPERTY TAX INCREASE
The issuance of $1,450,000 of refunding bonds for the purpose of refinancing the principal of, interest on, and any redemption premium on that certain previously issued maintenance tax and revenue note of the District designated as the “Florence Independent School District Maintenance Tax and Revenue Note, Series 2015”, and the levy and imposition of taxes sufficient to pay the principal of and interest on the bonds.

This Is What the Election Will Do if Both Propositions Pass

- Increase available revenue in the Maintenance and Operations Budget by approximately $497,103
- Provide a 2% from midpoint pay raise for all staff
- With the pay raise, the deficit budget for FISD would be approximately $198,377 for the 2026-2027 school year
- The tax rate of $1.0182 would be lower than the tax rates of 8 of the 13 comparable districts.

Closest Polling Locations and Dates

- Early Voting – Florence City Hall, 851 FM 970, Council Chambers
  - Monday, October 19, 2026 – Saturday, October 24, 2026 (7:00am – 7:00pm)
  - Sunday, October 25, 2026 (12:00pm – 6:00pm)
  - Monday, October 26 – Friday, October 30, 2026 (7:00am – 7:00pm)

- Election Day – Florence City Hall, 851 FM 970, Council Chambers
  - Tuesday, November 3, 2026 (7:00am – 7:00pm)

Questions?

Thank You

Inspire - Empower - Achieve!