

Minutes of Regular Meeting

The Board of Trustees Navarro Independent School District

A Regular Meeting of the Board of Trustees of Navarro Independent School District will be held Monday, December 15, 2025, beginning at 6:00 PM in the Intermediate School Cafeteria, 588 Link Rd, Seguin, TX 78155.

The subjects to be discussed or considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

1. **Invocation:** Michelle Schwarzlose

2. **Pledge of Allegiance:** Michelle Schwarzlose

3. **Call to Order:** President, Melissa Sartain, called the meeting to order at 6:01 PM and established a quorum. Present, in addition to Melissa Sartain, were Clint Scheib, Dan Reinhard, Joel Frederick, Dr. Lacey Gosch, and Becki Stephenson. Donna Gilliam was not present.

A. Announcement that this meeting has been duly called, and that notice of this meeting has been posted in accordance with the Texas Open Meetings Act, Section 551.043 of the Texas Government Code.

4. **Public Participation:**

Individuals wishing to participate in this portion of the meeting shall sign up before the meeting is called to order and shall indicate the topic about which they wish to speak.[Ref. Board Policy BED(LOCAL)]

A. Public Comments on Posted Agenda Items

Public comments regarding a specific agenda item or items listed on the posted notice for this meeting.

B. Public Comments on General Topics

Public comments regarding subjects not listed as an agenda item for this meeting

There was not public comment.

5. **Recognitions:**

A. Varsity Volleyball - the entire Lady Panther Volleyball Team earned Academic All-District, finishing the season with an outstanding team GPA of 96 including: Brooklyn Fox, Makenna Fox, Aubrey Glinn, Reagan Schimonsky, Peyton Sisak, Katie Gosch, and Keely Cooper. Additionally, we recognize the following athletes and their achievements: First Team All District - Rylee Smith, Minka Du Preez, Piper Fox. Second Team All District - Emirrah Harris, Ayden Chapa, Elle Hepp. Honorable Mention All District - Linley Kirk. Outstanding Setter of the District - Hannah Durrett. Academic All State - Avery Sisak, Peyton Schimonsky.

B. Theatre State Finalists - The Navarro High School Theatre Troupe 5766 achieved outstanding success at the recent Texas Thespians Festival in Corpus Christi. Several students secured National Qualifier status, the highest level of achievement in their respective events. These top-scoring performances were earned by: Joshua Brucks in Contrasting Monologues, and was also named a finalist for the highly competitive Texas Thespians Scholarship, distinguishing himself from a field of over 400 applicants statewide; Zoe Alexius for her Short Film; Claire Martinez in Solo Musical; Sarah Mullan, who was chosen from over 4,000 students to perform her Monologues for Fine Arts Administrator Day to showcase the dedication and hard work of Texas Thespians.

C. FFA – FFA recognitions will be at the January Board Meeting.

D. Football Academic Recognitions - The Varsity Panthers Football team earned several post-season academic and individual honors include: First Team All District - Mason Harvey, Eli Melton, Isidro Rocha, Dylan Trotti, Brody Zoeller. Second Team All District - Mason Berry, Grayson Carlisle, Emerson Elder, Braddock Gallini, Tyler Riske, Evan Rodriguez, Luke Vogel. Honorable Mention All District - Eli Baker, Austin Davidson, Julius DeLeon, Colin Geipel. District Offensive Line MVP - Chris Ledezma. Additionally, Braddock Gallini was selected to play in the San Antonio Sports All Star Game at the Alamodome in January.

6. High School Construction and Bond 2021 & 2024 Update: AG/CM Project Managers, Melisa Nu'u and Ryan Zwicke and NISD Chief Financial Officer, Paul Neuhoff. Navarro South Elementary - Bartlett Cocke will begin mobilizing and sitework for the Public infrastructure work on Monday; the City of Seguin has committed to having all permit documents approved by December 31st; AG/CM engaging in conversations with the design team and contractor for a groundbreaking date of January 29th. Existing High School Chiller Replacement - AG/CM held the December monthly preconstruction OAC meeting to facilitate a better start of construction in January; AG/CM continuing to work with Ms. Beutnagel on Junior High Campus activities; construction activities will begin January 5th. Junior High Refresh - AG/CM held the December monthly preconstruction OAC meeting to facilitate a better start of construction in January; Guadalupe County issued, and the contractor obtained the permit; Koehler continues to provide submittals to O'Connell Roberson; AG/CM working with campus admin to determine where to move furniture in preparation for construction. Intermediate and Elementary (& Annex) Refreshes - LPA will be issuing SD/DD document for Board approval for the January BOT meeting; 100% CDs are anticipated to be submitted for Board approval for the February BOT meeting; contractor bidding projected to take place in March with contractor scoring evaluations for recommendations to be taken to the Board for approval for March or April BOT meeting. New High School - Warranty procedures are in place and the district's maintenance team will head up the process; furniture installation complete, punch list correction in progress; pending reports from the consultant punch walks for Theater/AV. Athletics - Baseball/Softball turf installation in progress, fencing fabric installation is underway; visitor amenities exterior masonry in progress, interior CMU walls ongoing, with in wall rough in; tennis court curbs are being formed and area prep for post tension concrete continues; grandstand foundations at visitor is complete, foundations at the home side continue; fieldhouse grade beams poured at half the pad, working on the nest half. Drives, Parking and Playgrounds - Final punch list corrections and remaining closeout documentation taking place; AG/CM to provide final accounting to the district.

7. Discussion/Information:

A. Facilities Master Planning Committee Recommendations - the 2025-26 Long Range Facilities Master planning Committee delivered its recommendation to the Navarro ISD Board of Trustees after four months of intensive analysis and collaboration. Committee members Amy Strauch and Kristen Green presented the executive summary, outlining a strategic \$64.9 million single-proposition bond proposed for the May 2026 election. The recommendation is the result of a "100%

consensus" among the committee members, which included parents, alumni, staff, and community members. Their primary focus is preparing the district for a student population expected to surge over the next decade. The most critical component of the proposal is a \$57.5 million expansion and renovation of the Junior High School (formerly Navarro High School which will open as the new Junior High in August 2026). Demographic reports from November indicate that the campus is expected to exceed 1,000 students within just three years and reach over 1,400 students within the decade.

8. Reports:

A. Superintendent's Report

1. *Enrollment* – There were no questions concerning the enrollment report.

2. *Collaborative Vision Quarterly Report/Panther Progress* – The Panther Progress report is a transparent look at NISD collective actions and advancements over the last three months toward achieving the goals and priorities outlined in the Collaborative Vision. There were no questions concerning the Collaborative Vision/Panther Progress Quarterly report.

B. *District Financial Reports* – There were no questions concerning the district financial reports.

C. School FIRST (Financial Integrity Rating System of Texas) Including Reviewing Report and Holding a Public Meeting – Paul Neuhoﬀ, NISD Chief Financial Officer held the public meeting. On November 13, 2025, TEA released the final school FIRST ratings. The primary goal of School FIRST is to achieve quality performance in the management of school districts' financial resources, a goal made more significant due to the complexity of accounting associated with Texas' school finance system. NISD passed with a rating of A for superior achievement and a district score of 94. At 7:04 PM the hearing was open for public comment. There was no public comment.

9. Discussion/Information:

A. Board Communications, Operating Procedures, and RAC Calendar Timelines – Board communication was addressed in board policy, specifically related to public comment at meetings. Board Operating Procedures are currently posted on the website and will be updated at the Team of 8 Training scheduled for January 31, 2026 from 6 – 9 PM. The RAC Calendar Timelines have been updated to reflect the new deadline requirements for posting to the public.

10. Action Items:

A. Consideration and Possible Approval of the Audited Financial Statements for the Year Ended August 31, 2025

Clint Scheib motion to approve the audited financial statements for the year ended August 31, 2025. Dan Reinhard seconded the motion. Vote 6-0; motion carried. FOR: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson, L. Gosch.

B. Consider and Take Possible Action to Approve the Guaranteed Maximum Price Amendment for the Navarro South Elementary School Project, including Possible Delegation of Authority to Superintendent

Joel Frederick motions to approve the Guaranteed Maximum Price Amendment for the Navarro South Elementary School Project as presented by Administration and further authorize the Superintendent to negotiate and finalize the terms of the required GMP Amendment in a form approved by legal counsel and to also execute the same. Clint Scheib seconded the motion. Vote 6-

0; motion carried. FOR: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson, L. Gosch.

C. Consideration and Possible Approval of Academic Calendar for 2026/2027 School Year

Clint Scheib motion to approve Option A as the district recommended calendar for the 2026-2027 school year. Joel Frederick seconded the motion. Vote 6-0; motion carried. FOR: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson, L. Gosch.

D. Discussion of Duties of the Board of Trustees in Relation to Discussion and Possible Approval of Board Goals and Self-Evaluation Instrument

The Board discussed and agreed that the Board Goals/Evaluation Instrument be approved but not implemented until after the Board Operating Procedures have been updated at the Team of Eight Meeting on January 31, 2026. Joel Frederick motioned that the Board approve the Board Goals to be used with a self evaluation instrument. Clint Scheib seconded the motion. Vote 6-0; motion carried. FOR: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson, L. Gosch.

11. Consent Agenda:

- A. Review and Possible Approval of the Minutes from the November 10, 2025 Special Board Meeting
- B. Review and Possible Approval of the Minutes from the November 17, 2025 Regular Board Meeting
- C. Review and Possible Approval of Donations - American Legion And Panther Posse Donations
- D. Consider and Accept the Final Tax Roll from Guadalupe County Tax Assessor Collector
- E. Review and Possible Approval of Quarterly Investment Report
- F. Consider and Possible Adoption of Elementary, Intermediate, Jr. High, and High School Library Materials Purchase
- G. Consider and Possible Approval of White Fleet Purchase for District

Clint Scheib motioned to approve the consent agenda as presented. Dan Reinhard seconded the motions. Vote 5-0-1; motion carried. FOR: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson. ABSTAIN: L. Gosch,

12. Closed Session: The Board went into closed session at 8:28 PM.

- A. Pursuant to Texas Government Code section 551.071, consultation with the Board's Attorney concerning legal and procedural issues involving the termination of a probationary contract employee during the term of the contract.
- B. Pursuant to Texas Government Code section 551.074, discussion regarding the termination of a probationary contract of Jesus Esquivel at the end of the 2025-2026 school year
- C. Pursuant to Texas Government Code Section 551.074 to discuss the duties of the Superintendent
- D. Pursuant to Texas Government Code Section 551.074 to discuss the Employment and Resignations of Professional Personnel to include Teachers and other Professionals

13. **Reconvene:** The Board reconvened in Open Session at 10:18 PM to consider possible action related to closed session discussion.

14. Action Items:

- A. Consider and Take Possible Action Regarding Proposed Termination of Probationary Contract Employee During the Term of the Contract
- B. Consider and Take Possible Action Regarding the Termination of Probationary Contract of Jesus Esquivel Effective at the end of the 2025-2026 School Year

Dan Reinhard motioned to approve the mid contract termination of Jesus Esquivel based on good cause and further direct the Superintendent to give notice of the Board's action in compliance with the law. Joel Frederick seconded the motion. Vote 6-0; motion carried. FOR: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson, L. Gosch.

15. **Adjourn:** Melissa Sartain adjourned the meeting at 10:19 PM.

Melissa Sartain, President
NISD Board of Trustees

Donna Gilliam, Secretary
NISD Board of Trustees