

# NAVARRO INDEPENDENT SCHOOL DISTRICT

**Subject:** Additional Staffing Requests for 2025-2026  
**Date:** May 19, 2025  
**Administrator Responsible/Position:** David Kauffman, Ed.D., Asst. Superintendent of Human Resources and School Leadership

## A. Purpose of Agenda Item:

☐ Information Only ☒ Action Needed ☐ Receive Input

## B. Authority for This Action:

☒ Local Policy ☒ Law or Rule ☐ N/A

## C. Priority, Goal, or Need Addressed:

☒ Strategic Plan ☐ District/Campus Improvement Plan ☐ Other

### Priorities

- ☒ **Priority 1:** Recruiting, Hiring, Coaching, and Retaining High Quality Teachers and Staff to Support Student Outcomes.
- ☒ **Priority 2:** Maximizing Academic Performance.
- ☒ **Priority 3:** Maximizing Co-Curricular and Extra-Curricular Opportunities, Performance, and Engagement.
- ☐ **Priority 4:** Planning, Preparing, and Maintaining Facilities and Environments for Learning.
- ☐ **Priority 5:** Obtaining and Maintaining Top Rated District Recognition

### Board Goals for 2023-2028

- ☐ **Goal 1\*:** The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 49% to 60% by June 2024, 65% for 2024-2025, 70% for 2025-2026, 75% for 2026-2027, 80% for 2027-2028. **(HB3 Required Goal)**
- ☐ **Goal 2\*:** Increased overall student performance in mathematics to 85% Meets Standard by 2028.  
The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 53% to 65% by June 2024, 70% for 2024-2025, 75% for 2025-2026, 80% for 2026-2027, 85% for 2027-2028. **(HB3 Required Goal)**
- ☐ **Goal 3\*:** The percentage of graduates that meet the criteria for CCMR will increase from 72% to 88% by August 2024 and increase to 95% by 2028. **(HB3 Required Goal)**

**D. Summary:** Additional staffing requests for 2025-2026

### Background Information:

The administration recommends approval of one additional position:

- DAEP Administrator - \$76,781

Initially funding for the new DAEP Administrator position was generated by absorbing the 13 class periods of DAEP that appeared across 8 different teachers on the high school master schedule, which were equivalent to more than two full-time equivalent teaching positions. However, we have found that these positions and class periods are needed to build the academic master schedule and the full coaching roster necessary to accommodate growth and the upcoming transition to the new building.

Note that this is the same DAEP Administrator position that we previously announced that Mr.

Pugh would be taking on.

The budgetary impact of the proposed additional position is accounted for in the projected revenues and expenditures for the remainder of this fiscal year and the upcoming fiscal year.

There are some other situations we are keeping an eye on that might necessitate a request for additional positions in the near future. These positions all address health and safety concerns as we open the new high school and encourage increased participation on athletic teams.

- One P.E. Teacher / Coach to be shared between the high school and junior high
- One Licensed Vocational Nurse (LVN) to float across the four campuses
- One Assistant Trainer position

There is no request at this time. We are exploring other options to address these needs, monitoring how certain staffing scenarios play out, and waiting for potential increases in school funding from the Texas Legislature.

**E. Comments Received:**

☒ LT    ☐ DEIC    ☐ Other

All agenda items are reviewed by the Superintendent's Leadership Team.

**F. Administrative Recommendation:** Approve additional staffing requests for 2025-2026.

**G. Fiscal Impact and Cost:** See attachment.

**Amount:** N/A

☒ Budget

☒ Grant/Special  
Funds

☐ Other

☐ Bond

**H. Exhibits:** None

**I. Action:** I move that the Board approve the new position DAEP Administrator for the 2025-2026 school year.

Motion by: \_\_\_\_\_ second by: \_\_\_\_\_

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

AGAINST: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson

ABSTAINED: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson

MOTION CARRIED / DENIED / POSTPONED