

NAVARRO INDEPENDENT SCHOOL DISTRICT

Subject: **Consider and take possible action to approve the adoption of the Prevailing Wage Rate, including additional rate(s) for specific trades for construction projects for the 2025-2026 school year.**

Date: October 20, 2025

Administrator Responsible/Position: Paul Neuhoff

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: **The Board shall determine prevailing wage rates in the district for construction projects.**

**Background
Information:**

Board Policy CV and Texas Government Code Ch. 2258 states that for a public work awarded by a district, the board shall determine the general prevailing rate of per diem wages in the district for each craft or type of worker needed to execute the contract and the prevailing rate for legal holiday and overtime work by:

- **Conducting a survey of the wages received by classes of workers employed on projects of a character similar to the contract work in the district in which the public work is to be performed; OR**
- **Using the prevailing wage rate as determined by the U.S. Department of Labor (DOL) in accordance with the Davis-Bacon Act (40U.S.C Section 276a et seq.), and its subsequent amendments.**

Navarro ISD has previously adopted the Prevailing Wage Rates (PWR) in the federal Davis-Bacon Wage Determinations for Guadalupe County.

Unfortunately, those rates exclude certain trades including Electrician Helper. At this time, the district needs to establish and adopt a PWR for this trade for the 2024 and 2025 Bond Construction Projects.

A contractor asked about the rates for these positions, but the Department of Labor does not provide rates for these categories. The Administration did its own review, and proposes the Board adopt the proposed rate separately for this category along with the Prevailing Wage Rates (PWR) in the federal Davis-Bacon Wage Determinations for Guadalupe County.

E. Comments Received:

☒ LT

☐ DEIC

☐ Other

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

F.

**Administrative
Recommendation:**

Recommend adoption of Davis-Bacon PWR for Guadalupe County and the additional rate for electrical helper as proposed.

G. Fiscal Impact and Cost:

☐ Budget

☒ Bond

Amount: N/A

☐ Grant/Special
Funds

☐ Other

Exhibits:

Recommend adoption of Davis-Bacon PWR for Guadalupe County and the

H. additional rate for electrical helper as proposed.

I. Action:

“I move to approve/disapprove/postpone” adoption of the Davis Bacon Prevailing Wage Rate for Guadalupe County, Texas and the additional rate for electrical helper as presented by Administration for 2025 Bond Construction Project(s) and other construction projects 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

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

MOTION CARRIED/DENIED/POSTPONED