

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, April 20, 2026, 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:** Tracee Gonzales
2. **Pledge of Allegiance:** Tracee Gonzales
3. **Call to Order:** President, Melissa Sartain
 - A. Establish Quorum
 - B. Roll Call
 - C. 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 no public participation.

5. **Recognitions:**

A. Men's and Women's Powerlifting – *Men's Powerlifting* recognized were Cael Scott (4th place Regionals; 6th place State), Isaiah King, Dylan Trotti (4th place Regionals; 6th place State), Korbin Benes (5th place Regionals; 7th place State), Trinidad Aguirre (State Qualifier), Hagan Krauel (5th place Regionals; State Qualifier), Hudson Stadler (State Qualifier; top 10 in State), Mason Harvey (3rd place Regional; 4th place State), Antonio Perez, Luis Mendoza, and Gerardo Sanchez (4th place Regionals). Eleven boys made it to Regionals and 8 moved on to compete at State. *Women's Powerlifting* recognized were Lyla Grace Henke (Regional Champion; State Champion), Addison Deets, Ayden Chapa (3rd Regionals; State Qualifier), Ella Garnand, Sonia Chen, Kaitlyn Schaefer, Finley Gallini, Ivanna Baires, Kenedy Brown, Addison Santone, Paola Hernandez (4th Regionals; State Qualifier), Aubrey Miller, Madelynn Garnand (5th Place regionals),

and Emily Sanchez (5th place Regionals). Fourteen girls (3rd most in the region) made it to Regionals and 3 made it to State. Coaches Gormly and Doreck were also recognized for Men's and Women's Powerlifting. B. Color Guard – Color Guard was recognized for their TECA 1st Place Championship win. Color Guard members include: Claire Martinez, Jordyn Cummings, Maddeylin Perales, Ranlea Weinhagen, Elizabeth Miller, Scarlett Chandler, Abigail Rymer, Jeslyn Cortez, K'mire Ortiz, Ella Guzman, Madison Eldridge, Evelyn Chavez, Arabella Ferrier and director Yaira Nieves.

C. High School Band UIL Concert & Sight Reading – Varsity Wind Ensemble earned superior ratings in both Concert and Sight-Reading. When combined with their superior ratings from the fall marching season, the program has been awarded the coveted UIL Sweepstakes Award for 2025-2026. Additionally, JV Symphonic Band showed great promise and skill, earning a 1st Division rating in the UIL Concert evaluation. Members recognized were Trinidad Aguirre, Angelique Bautista, Brooke Brown, Lucas Cantrell, Hector Castillo-Trejo, Sonia Chen, Landon Cole, McKaylee Cropper, Hannah Deleon, Aiden Ditch, Zachary Fedewa, Corrinne Foriester, Noah Garza, Manny Gibbens, Aubrey Gilson, Sabin Gonzales, Adrien Gonzalez, Kaylee Henley, Lorelei Herrod, Joseph (Tre) Isaac, Sofia Langford, Justin Loera, Patrick Love, Taylor Mansion, Janie Mares, Claire Martinez, Jenna Mason, Genaro Mendoza, Peyton Person, Connor Person, Peyton Schimonsky, Ella Sebesta, Jorge Soto, Mauricio (Alex) Soto, Marcello (Andy) Soto, Aeria Biltjinitis, Payson Camp, Scarlett Chandler, Sasha Coello, Jayce Coldeway, Jeslyn Cortez, Joy Cummings, Brynn Egts, Cheyanne Emerson, August Gallagher, Samantha Garner, Lilly Hanscheck, Aiden Hetherly, Cole Landers, Paityn Lange, Anthony "Cookie" Luster, Izaiah Madrid, Khloe Montez, Xavier Morales, Amy Otero, Carter Parry, Madalynn Perales, David Perez, Korabelle Qassom, Donald Ramos, Corbin Reyes, Paxton Rohde, Abigal Rymer, Valery Smith, Valentino Veliz, Madalynn Ward, Ranlea Weinhagen, Callen Welsh, and Kaleb Williamson. Band Directors Jason Adam, Izrael Robledo, and Brad Arnold were also recognized.

D. Jr. High Band UIL Concert & Sight Reading - Honor Band and the 8th Grade Symphonic Band earned superior ratings from every single judge in both the Concert and Sight-Reading categories, earning them both Sweepstakes trophies. Members recognized were Cash Altwein, Alexi Alvarez, Isabella Avalos, Nora Bading, Grant Barbee, Samuel Cantu, Madison Clinton, Chloe Conley, Lydia Cooper, Jasper Deghelder, Aera Diaz, Kayla Dominguez, Nicolas Espejel, Sofia Espejel, Daniel Fuentes, Legend Funches, Emma Guerrero, Johnaven Gutierrez, Maddison Hendricks, Elijah Hernandez, John Herrera, Tanner Jahns, Karol Jimenez, Darius Jones, Karsyn Kissiar, Teagan Krause, Destiny Layne, Rylee Mercer, Camila Montelongo, Santiago Montelongo, Nicolas Muniz, K'Mire Ortiz, Samuel Parra, Jayden Perez, Blakely Pfenninger, Benjamin Ramos, Tanner Riske, Joshua Rivera, Jaydlynn Salazar, Henry Seargeant, Oliver Smith, Allison Solorzano Alcivar, Rhett Stadler, Lovette Tovar, Jayme Lee Villafuerte, Noah Alcala, Alexander Amaya, Conley Anderson, Trevor Bush, Richard Casares, Zachary Chase-Herndon, Charles Cruz, Nala Cryst, Keoni Favela, Jocelynn Flores, Israel Garza, Rhys Green, Cataleya Gutierrez, Houston Harper, Ava Kidd, Sophia Muse, Madyson Ortiz, Kamani Palomo, Triton Perales, Gavin Ramos, Liam Riaz, Caitlan Roberts, Jake Rose VI, Jordan Sandlin, Camille Scott, Chyna Smith, Jonathan Soles, Yandall Sosene, Analeigha Taylor, Jayviana Torres, Haziell Vazquez, Ethan Whitaker, Lilly White, Kadyn Willis, and Kaden Woods. Band Directors Jason Adam, Izrael Robledo, Hector Ramirez and Brad Arnold were also recognized.

E. Teacher and Support Staff of the Year – The 2025/2026 Navarro ISD Campus Award Winners are: Elementary School – Kim Boerjan, Kindergaren and Amanda Linsay, Campus Registrar; Intermediate School – Hannah Dreibrodt, 3rd Grade and Stephanie Gray, Campus Secretary; Jr. High School – Amy Dahlke, Math & Head Cheer Coach and Nikki Gresham, Paraprofessional; High School – Chad Neubauer, CTE Engineering/Robotics & Head Golf Coach and Lorena Gomez, Secretary to Administrators & Counselors. Teachers of the Year will be recognized at the Seguin Chamber of Commerce Teacher of the Year Banquet on May 8, 2026.

6. Construction and Bond 2021 & 2024 Update: AG/CM Project Manager, Melisa Nu'u - All 2024 Bond projects are still on schedule for substantial completion. Limited access for the baseball and softball fields has been granted by the City of Seguin Building and Fire Marshal. Practices and games have been held over the past few weeks, and seating space may appear limited, however there is a lot of construction fencing up for the safety of the patrons. It needs to remain in place to meet the agreement for temporary occupancy as granted by the city entities. The fields will be returned to the construction team for completion at the end of the month. With this temporary occupancy, Navarro ISD baseball and softball have hosted games that were to be played away, due to the other schools' fields being rained out. The batting cages are nearly complete with netting, turf, lighting, and AGCM is working with the construction team to determine when the teams will have access. The turf at the stadium has been laid, logos and yard line markers have been cut in. Stadium seating for the home side continues to be built, the fieldhouse has exterior masonry work continuing, as well as interior trim out. Concrete for the visitors' parking, visitors' grandstands have been placed, and the Visitor Amenity building interior is nearly complete. Furniture deliveries are expected in the next couple of weeks. The Junior High refresh project has transformed the space. Construction is almost complete in the new secure vestibule with new countertops and millwork, painting nearly finished, flooring installed with base, transition and trim pieces are now going in. Additional painting will start soon in the administrative common hallways prior to new signage getting installed. At Navarro South we have had 2 foundation pours, one of the academic wing pads, and the kitchen pad. From drone footage the footprint of the new school is clearly visible. The elevator shaft is underway, as well as all the grade beams around the pad. The project is on schedule, as in anticipation of the rain, crews were diligent and focused. Curbs were poured this past week, and an extension of time was requested for the road expansion work at East Martindale as well. Due to rain this week, all activities have turned to dewatering and clean up. The chiller project continues, chillers are up and running with controls, commissioning and balancing forthcoming.

7. Discussion/Information:

A. Discussion of Teacher Incentive Allotment (TIA) Update – Dr. David Kauffman, Assistant Superintendent of HR & School Leadership, presented the update. The TIA is a state-funded system that provides additional compensation to outstanding teachers who are identified based on their performance appraisal and their students' academic growth. See <https://tiatexas.org/> for detailed information about the program. The update and board discussion focused on several important points: 1) Navarro ISD's Teacher Incentive Allotment system has been approved, and the 2024-2025 Data Submission has been validated by TEA. 2) 45 Navarro ISD teachers are expected to receive a TIA designation this Spring based on data from the 2024-2025 school year - 29 Recognized, 13 Exemplary, and 3 Master. 3) 2 Navarro ISD teachers have active designations they received in their former districts - 1 Recognized and 1 Exemplary. 4) All 47 designated teachers will receive a TIA stipend this summer, provided they fulfill their contract and remain in the district until the end of the school year. 5) The district's 2025-2026 data submission will provide an opportunity for designation for scores of additional teachers. 6) The district submitted an expansion application in April 2026 that would expand eligibility to all or nearly all Navarro ISD teachers.

8. Reports:

A. Superintendent's Report

1. *Enrollment* – The Board asked Dr. Epley to review enrollment and projected “peak” enrollment. The district is currently 154 students over the “peak” projected enrollment for this year. Current enrollment stands at 3,103 (Elementary 825, Intermediate 775, Jr. High 714, and HS 789). Projected “peak” enrollment was estimated at 2,949 for the district (Elementary 762, Intermediate 753, Jr. High 696, and HS 738). The demographic and housing report will be presented by Zonda at the May 18, 2026 regular board meeting.

B. District Financial Reports – There were no questions about the District Financial Reports.

9. Consent Agenda:

- A. Review and Possible Approval of the Minutes from the March 23, 2026 Regular Board Meeting
- B. Review and Possible Approval of Budget Amendment
- C. Consider and Take Possible Action to Approve the Ranking of Contractors to Provide Construction Services for the Elementary & Intermediate Refresh Projects as per RFP 26-002; including Possible Delegation of Authority
- D. Consider and Possible Adoption of Elementary, Intermediate, Jr. High, and High School Library Materials Purchase
- E. Consider and Possible Approval of Certification of Provision of Instructional Material (Annual TEKS Certification)
- F. Consider and Possible Approval of McGraw Hill 2-Year Science Instructional Materials Renewal
- G. Consider and Possible Approval of Skid Loader Purchase
- H. Consider and Possible Approval of the Purchase of FF&E for the Future Elementary Classrooms located in the Annex
- I. Consider and Possible Approval of Annual Renewal of IXL Online Instructional Program
- J. Consider and Possible Approval of ERATE Recabling of the New Jr. High Facilities

Clint Scheib motioned to approve the Consent Agenda as presented. Dr. Lacey Gosch seconded the motion. Vote 5-0; motion carried. FOR: D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib.

10. Closed Session: The Board may go into closed session

- A. Pursuant to Texas Government Code Section 551.074 to discuss the Employment and Resignations of Professional Personnel, to include the appointment of the Executive Director of Student Support Services effective July 1, 2026, Teachers and other Professionals
- B. Pursuant to Texas Government Code Section 551.074 to discuss 2026-2027 Probationary and Term Contracts for Teachers, Nurses, Counselors, Librarians, and other Professional Personnel
- C. Pursuant to Texas Government Code Section 551.072 to deliberate the purchase, exchange, lease, or value of real property

Any related action will be taken in open session.

11. Reconvene: The Board reconvened in Open Session at 8:15 PM to consider possible action related to closed session discussion.

Dan Reinhard motioned that the Board approve appointing Shannon Voigt to the Executive Director of Student Support Services effective July 1, 2026. Clint Scheib seconded the motion. Vote 5-0; motion carried. FOR: D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib.

12. Adjourn: Melissa Sartain adjourned the meeting at 8:16 PM.

Melissa Sartain, President
NISD Board of Trustees

Donna Gilliam, Secretary
NISD Board of Trustees