



# NAVARRO

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## INDEPENDENT SCHOOL DISTRICT

To: Board of Trustees  
 From: Mandy Epley, Superintendent  
 Subject: 2026-2027 Staffing Request  
 Date: March 6, 2026

### New Professional Positions

Campus/Department	Position
Elementary	Pre-k Bilingual Teacher w/ stipend
Elementary	Kinder Bilingual Teacher w/ stipend
Elementary	1 <sup>st</sup> Grade Teacher
Elementary	2 <sup>nd</sup> Grade Teacher
Intermediate	4 <sup>th</sup> Grade Teacher
Intermediate	4 <sup>th</sup> Grade Teacher
Intermediate	5 <sup>th</sup> Grade Teacher
Intermediate	Special Education Inclusion / Resource Teacher
Intermediate	Special Education Functional Academics Teacher
Elementary & Intermediate	Shared Counselor or CIS Program
Junior High	7 <sup>th</sup> Grade Social Studies Teacher / Coach (w/ stipends)
Junior High	8 <sup>th</sup> Grade Social Studies Teacher / Coach (w/ stipends)
Junior High	8 <sup>th</sup> Grade Science Teacher
Junior High	P.E. Teacher / Coach (w/ stipends)
Junior High	Special Education Inclusion / Resource Teacher
Junior High	Special Education Behavior Teacher
High School	English Teacher / Coach (w/ stipends)
High School	Science Teacher / Coach (w/ stipends)
High School	History Teacher / Coach (w/ stipends)
High School	CTE Education & Training Teacher
South Elementary	Principal starting in January 2027
Special Education	Speech Language Pathologist Assistant or Speech Language Pathologist
Special Education	Occupational Therapist
Athletics	Assistant Trainer
Human Resources	HR Program Specialist, partially funded by TIA & PREP Allotments/grants

### New Support/Auxiliary Positions

Department	Position
Elementary	Pre-k Bilingual Paraprofessional
Safety & Operations	Custodian – Early Childhood Annex
Safety & Operations	Custodian – Junior High
Safety & Operations	Custodian – High School
Safety & Operations	Groundskeeper
Safety & Operations	Maintenance Worker
Safety & Operations	HVAC Technician
Technology	Network / Systems Technician
Transportation	Bus Driver
Transportation	Bus Monitor

**Position Adjustments**

Department / Campus	Adjustment
Academic Services	Locally fund 100% of Math Instructional Coach
District	Convert Director of Special Education position to Executive Director of Student Support Services, overseeing Special Education, Counseling, and Student Health
Technology	Move Instructional Technologist from Academic Services and increase to 202 days
Transportation	Convert Lead Trainer position to Lead Trainer / Electronics Tech and increase to 226 8-hour days

**Child Nutrition Services New Positions and Position Adjustments – Not General Fund**

CNS Worker (part-time 0.5 FTE) – Intermediate
CNS Worker – Junior High 6 <sup>th</sup>
CNS Worker – Junior High 6 <sup>th</sup>
CNS Worker – Junior High 7 <sup>th</sup> & 8 <sup>th</sup>
Convert Production Assistant to Administrative Assistant CT3 w/ 202 days

**Notification regarding Actions previously approved by the Board**

Hiring Full-Year Paid Teacher Residents in partnership with Texas State University, with the \$20,000 salaries accounted for in the budget and fully covered by TEA’s PREP Allotment upon successful completion of the certification process. The Board approved application for the PREP Allotments in November 2025. Five residents are anticipated in 2026-2027.
Potential addition of a Junior High Elective Teacher (Subject TBD) using the final unallocated reserve position from 2025-26, pending completion of student course choice sheets
Placement of a Paraprofessional position into reserve due to an unfilled vacancy after hiring the Junior High Special Education Teacher.

**Staffing Request Summary**

- **Total Estimated Cost to Local Budget:** **\$2,393,420**
- **Total Estimated Cost to Food Service Budget:** **\$107,990**  
 \* Estimated costs include payroll taxes and benefits. Actual amount depends on experience and qualifications.

• **39.5 New Positions:**

	TOTAL	NES	NIS	NJH	NHS	NSE	Districtwide
<b>TOTAL</b>	<b>39.5</b>	<b>7.0</b>	<b>6.5</b>	<b>10</b>	<b>5</b>	<b>1</b>	<b>11</b>
<b>Teacher</b>	<b>19</b>	4	5	6	4	0	0
<b>Other Professional</b>	<b>6</b>	.5	.5	0	0	1	4
<b>Paraprofessional</b>	<b>1</b>	1	0	0	0	0	0
<b>Auxiliary</b>	<b>13.5</b>	1	0.5	4	1	0	7

• **4 Position Adjustments**

- 1 shift to local funding
- 3 changes to position titles, responsibilities, work schedule, and/or pay scale