Minutes of the Regular Meeting

The Board of Trustees
Navarro Independent School District

A Regular Meeting of the Board of Trustees of Navarro Independent School District was held Wednesday, April 19, 2023, beginning at 7:00 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 are acted on at one time.

1. Pledge of Allegiance— Elementary Students

2. Invocation— Laurel Wilson

3. Board President Renee Rehfeld called the meeting to order at 7:03 PM and established a quorum. Present, in addition to Renee Rehfeld, were members, Hank Dietert, Clint Scheib, Donna Gilliam, Melissa Sartain, Lacey Gosch and Dan Reinhard.

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

4. Closed Session:

   The Board went into closed session at 7:06 PM to:

   A. Consider and discuss hiring Superintendent and approval of Superintendent contract, pursuant to Tex. Gov't Code section 55.074.

   B. Consultation with legal counsel regarding issues related to employment and contract of new superintendent, pursuant to Tex. Gov't Code sections 551.071. 551.129.

5. Open Session:

   The Board reconvened in Open Session at 7:17 PM to consider possible action related to Closed Session discussion

   Clint Scheib moved and Dan Reinhard seconded that the Board of Trustees hire Mandy D. Epley as Superintendent of Navarro ISD beginning April 24, 2023 and approve the terms of the contract as discussed in closed session

   Vote 7 to 0; motion carried

6. Public Participation:

   Steve Hoech with The INS Group wanted to clarify some questions from the last board meeting. The INS Group started in 1978. They are the largest independent insurance agency in Texas. The INS Group has the expierence and resources needed to provide Navarro with the best voluntary benefits made available to its employees.

7. Presentations, Elementary Principal Laurel Wilson

   A. Canine Classmates-
   Alex Aviles-Morin
   Robbie Castillo
   McKinley Coutier
   Bella Sandersen
   Maykayla Freytag
   Kayden Priest
   Lilyann Zapata

   Canine Classmates is a reading/intervention program that helps students with various problems with reading. Students read to a trained dog once a week for 30 minutes.

8. Recognitions

A. 2023 Campus Teachers of the Year-

Elementary: Heather Hayes
Intermediate: Megan Lopez
Junior High: Kari Cooper
High School: Michelle Blount and Daniel Meyers

B. Girls/Boys Powerlifting- Regional and State Qualifiers-

Regional Girls:	**Regional Boys:**
Alex Avalos	Matthew Richardson
Sarah Howard	Nick Schwarzlose
Hailey Garner	Houston Berry
Helen Whitehead	Marcos Perez-Garcia
Haley Karlik	Ashton Evans
Gabby Geipel	Gabe Rangel
Kaiya Castle	Korbin Benes
Samantha Reyes	Evan Rodriguez
Alondra Hernandez	
Maggie Patlan	
Madison Franklin	
Sloan Wacaster	
Jade Spears	
Paola Hernandez	

Girls State:	**Boys State:**
Sarah Howard	Marcos Perez-Garcia
Helen Whitehead	Ashton Evans
Hailey Garner	
Alondra Hernandez	
Gabby Geipel	
Haley Karlik	

C. Tennis Academic All State-

Tatum Harborth
Leanne Rodriguez
Wyatt Kotzur

9. Construction Update: Field Operations Manager Derek Bird, AGCM

4/4 – Pre Bid meeting held at Navarro Intermediate School for potential subcontractor bidders.

4/6 – Meeting with AG|CM, District and landowner regarding house and rework on Hwy 123/Timmerman Road connection.

4/6 – Meeting with Guadalupe County & City of Seguin engineering regarding comments on the required roadwork needed per TIA at Link/Huber Road intersection.

4/11 – ClayComb Architects releases Addenda 1 documents and responses to RFI's previously submitted.

4/17 – ClayComb Architects releases Addenda 2 documents.

4/19 – AG|CM Board presentation with construction update and introduction to new Superintendent, Mandy Epley.

4/19 – Bids due for Navarro High School

10. Discussion:

A. Parent Survey Results on Staggered Start and Stop Times

Mrs. Carter said 494 responses were received for the survey. The responses were split 50/50. The Board is requesting more information from transportation in terms of an average of ridership for AM and PM. Also for elementary/intermediate and junior high/high school. Mrs. Carter and the Board suggest talking this over with Ms. Epley. This will be a discussion item with an action item at the May board meeting.

B. Staffing for 2023-2024

There was 2 plus million dollars asked for in needs/wants, 1 million dollars will be added to the budget for next year. Clint Scheib asked about admin/support staff for the Intermediate since a grade level will be added. Mrs. Carter explained that the current elementary is at 735 students with one princial, one assistant principal and one counselor, therefore she did not forsee adding a postion to the intermediate because the total amount of students would be approximately 765. Melissa Sartain asked about Ms. Epp's position and who was doing facilites now. Mrs. Carter said Ms. Epp has been doing the job of three people and she is asking for it be dividied into two jobs.

11. Reports

A. Campus Activity Report - Principals, Athletic Director, District Departments

No questions.

B. Superintendent's Report

1. Resignations

Certified Resignations & Retirement

Resignations

Andrew Barrow/HS Math Teacher/Coach
Effective Date: 5/26/2023
Employed at NISD: August, 2021 – May, 2023

William Beliveau/HS Technology/Computer Maintenance Teacher
Effective Date: 5/26/2023
Employed at NISD: August, 2022 – May, 2023

Mimi Blanco/5th Grade Teacher
Effective Date: 5/26/2023
Employed at NISD: August, 2022 – May, 2023

Robert Carpenter/HS Band Teacher
Effective Date: 5/26/2023
Employed at NISD: August, 2022 – May, 2023

Brooke Daily/Jr. High History Teacher/Coach
Effective Date: 5/26/2023
Employed at NISD: August, 2022 – May, 2023

Matthew Godfrey/High School English Teacher
Effective Date: 5/26/2023
Employed at NISD: August, 2020 – May, 2023

Kimberly Harvey/5th Grade Teacher
Effective Date: 5/26/2023
Employed at NISD: August, 2021 – May, 2023

David Jaime/HS Science Teacher
Effective Date: 5/26/2023
Employed at NISD: August, 2021 – May, 2023

Sierra Knight/HS Spanish Teacher
Effective Date: 5/26/2023
Employed at NISD: August, 2022 – May, 2023

Bernadine Martinez/Dyslexia Specialist
Effective Date: 5/26/2023
Employed at NISD: June, 2015 – May, 2023

Jacob Peters/3rd Grade Teacher
Effective Date: 5/26/2023
Employed at NISD: August, 2022 – May, 2023

Peyton Smith/Elem P.E Teacher/Coach

Effective Date: 5/26/2023
Employed at NISD: August, 2022 – May, 2023

Hailey Smithey/3rd Grade Teacher
Effective Date: 5/26/2023
Employed at NISD: August, 2022 – May, 2023

Emmaleigh Toto/HS English Teacher
Effective Date: 5/26/2023
Employed at NISD: August, 2022 – May, 2023

Kailey Williams/Jr. High Science Teacher/Coach
Effective Date: 5/26/2023
Employed at NISD: August, 2022 – May, 2023

Retirement
Susan Mitchell/Kindergarten Teacher
Effective Date: 5/26/2023
Employed at NISD: August, 2001 – May, 2023

2. March Enrollment Numbers

   The district enrollment, as of March is 2243. Mrs. Rehfeld would like to see the attendance report in May.

3. Calendar of Events
   https://www.nisd.us/page/district-and-campus-events
4. Third Grade Move to Intermediate School

   The district is moving forward with the plans to move third grade to the Intermediate School.

C. District Financial Reports

No questions.

12. Consent Agenda:

Donna Gilliam moved and Hank Dietert seconded that the Board of Trustees approve the consent agenda items as presented:

a. Minutes of the Regular Board Meeting of March 27, 2023
b. Minutes of the Special Board Meeting of March 29, 2023
c. Designated Donation of $1,200 for a Gaga Ball Pit by the Intermediate School PTO; Shannon Peterson, Treasurer
d. Budget Amendment- BAA06

Vote 7 to 0; motion carried

13. Action Items

a. Consider RFP #23-004- Third Party Administrator Services

Clint Scheib moved and Hank Dietert seconded that the Board of Trustees approve RFP #23-004- Third Party Administrator Services

Vote 7 to 0; motion carried

b. Consider Retention Incentive

Lacey Gosch moved and Melissa Sartain seconded that the Board of Trustees approve the Retention Incentive

Vote 7 to 0; motion carried

c. Consider Staffing Recommendations for 2023-2024

Hank Dietert moved and Donna Gilliam seconded that the Board of Trustees approve the Staffing Recommendations for 2023-2024

Vote 7 to 0; motion carried

d. Approval of Interlocal Agreement for Participation in Region 16 ESC Statewide Purchasing Program (Tex Buy)

Dan Reinhard moved and Clint Scheib seconded that the Board of Trustees approve the Interlocal Agreement for Participation in Region 16 ESC Statewide Purchasing Program (Tex Buy)

Vote 7 to 0; motion carried

e. Consider Purchase of Chromebooks

Lacey Gosch moved and Hank Dietert seconded that the Board of Trustees approve the Purchase of Chromebooks

Vote 7 to 0; motion carried

14. Closed Session:

The Board went into closed session at 8:50 PM to:

A. Pursuant to Texas Government Code Section 551.074 to discuss the duties of the Interim Superintendent

B. Pursuant to Texas Government Code Section 551.074 to discuss 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

15. Open Session

The Board reconvened in Open Session at 9:37 PM to consider possible action related to Closed Session discussion

Hank Dietert moved and Clint Scheib seconded that the Board of Trustees approve the Superintendent's recommendation for Probationary and Term Contracts for Teachers, Nurses, Counselors, Librarians, and other Professional Personnel as discussed in closed session

Vote 7 to 0; motion carried

16. Renee Rehfeld adjourned the meeting at 9:38 PM.

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Renee Rehfeld, President
NISD Board of Trustees

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Donna Gilliam, Secretary
NISD Board of Trustees