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 was held Monday, March 25, 2024, beginning at 6:30 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. **Pledge of Allegiance:** Wendy McMullen

2. **Invocation:** Wendy McMullen

3. **Call to Order:** Board Secretary Donna Gilliam called the meeting to order at 6:30 PM and established a quorum. Present, in addition to Donna Gilliam, were members Lacey Gosch, Dan Reinhard, Melissa Sartain and Clint Scheib. Hank Dietert and Renee Rehfeld were not present.

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. Recognitions:

A. Men's Basketball - Caleb Standlee - 2nd Team All-District; Colton Schuelke - THSCA Academic, All-State Honorable Mention, Academic All-district; Patrick Monge - All-district Honorable Mention, Academic All-district; Shaun Estrada; Gabe Rangel - THSCA Academic All-state Honorable Mention, Academic All-district; Alvant Bates; Hudson Jenner - Academic All-district; Colorado Kenway - Academic All-district; Cade Strauch; Jackson Elley - THSCA Academic All-state 2nd Team, Academic All-district; Tucker McDonald - All-district Honorable Mention, THSCA Academic All-state Honorable Mention, Academic All-district; Kohen Blount

B. Women's Basketball - Sienna Kramer - 1st team All-district, San Antonio area All-star basketball game (Her team won the game), Texas Girls Coaches Association Legacy All-star Team; Hadlee Wilson - Honorable mention All-district; Kalista Caddell Scott; Evelyn Scott; Sarah Falor - Honorable Mention All-district; Isabella Geipel - Honorable Mention All-district; Madi Gilliam - 2nd team All-district; Tegan Harborth - 1st team All-district, TABC All Region team, TGCA All-state Team; Camden Shields - 2nd team All-district; Jillian Baker; Allyson Antista; Jlen Conn; Audrina Pacheco

C. Science Fair - Tyler Riske, Jeremy Hamilton, Mateo Chapa, Austin Rodriguez, Hongyan Liu, Paige Lang - placed 5th in Physics, Connor Deets - placed 4th in Computer Science, Ryder Fishbeck - placed 1st in Botany and advanced to the State competition
D. Dazzlers – Harlie Bode, Taylor Brannan, Brooke Brown, Abigail Burt, Aleida Perez, Mya Robertson, Alisaundra Sheffler, Halle Wright

E. Stargazers - Taelyn Cairo, My Cao, Victoria Duffek, Kaylee Henley, Kallie-Marie Troeger, Jocelyn Villanueva

F. Color Guard – Junior High - Claire Martinez, Korabelle Qassom, Ranlea Weinhagen, Kamani Palomo, Sofia Langford, Kyla C De Baca, Isabella Aquirre, Jocelynn Jones, Jocelyn Flores. High School – Skye Haight, Vanessa Perez, Claire Goss, Ava Mizell, Aly Tellez, Payton Schimonsky, Emberlyn Bueno, Hayven Willis, Donald Ramos

G. VASE (Visual Arts Scholastic Event) – Peyton Jones, Hope Meyers, Briana Contreras, Margaret-Ann Kotzer

5. **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 General Topics
Public comments regarding subjects not listed as an agenda item for this meeting

B. Public Comments on Posted Agenda Items
Public comments regarding a specific agenda item or items listed on the posted notice for this meeting.

There was no public comment.

6. **Construction Update:** Assistant Project Manager, Melisa Nu'u AG/CM - Erecting of the structural steel began the two-story classroom portion of the school and the skeleton is approximately 50% complete. Concrete was poured March 13 for the 2nd portion of the Link Road rear drive, anticipating one more pour to reach Link Rd. Concrete crews continue excavating, forming stem walls, footings moving around Areas C/H, D (Health Sciences/Competition Gym, Cafeteria) along with underground electrical and plumbing. Excavation for footings and stem walls at the auditorium has begun. The build back of select fill is complete, base has been installed bringing to subgrade at the location of the new AG barn. Upcoming concrete pours will be, weather permitting, late this week or early next week at Area C (Health Sciences, Common Area). Electricians have begun installing light pole bases in the site. The utility crew pulled off and will return to finish 2 remaining fire line connections closer to the building and install the lift station. Due to the Fire Marshal requiring an all-purpose road around the building, site crews will return and begin this work. The access roads will be following the construction pattern of future drives. Site work construction of the drainage swales, parking areas, detention areas have been rough graded. AGCM has initiated contact directly with the City for an update on the building permit. GVEC has installed a new concrete pole on the east side of Hwy 123/Timmerman to prepare for the overhead service connection. Within the next 4-6 weeks GVEC will install the underground service, and transformers. Traffic signal plans for architectural and civil review are still pending response from the City and TxDot for the road widening. Claycomb issued an RFP to BCGC for pricing and AGCM submitted to GVEC for review and pricing. AGCM has coordinated a meeting with Claycomb, Pape Dawson, GVEC and Bartlett Cocke. The meeting will set up preliminary expectations of having all entities in alignment to get this work done in summer 2024. The house relocation is scheduled for the end of March/1st week of April. AGCM continues to meet with Mr. Bartoskewitz to walk through this process. Due to cost prohibitive measures required by the City of Seguin, the house relocation will be outside of the city limits, with consideration on accessibility by the house mover. The district's agreement with Mr. Bartoskewitz is to move the house and place it back in similar condition with water, sewer, and electricity. AGCM has completed plugging the existing well onsite with appropriate reporting and the septic tank has been pumped.

7. Discussion/Information:

A. Staggered Start Times – Mrs. Epley presented the proposed new staggered start times which are: Elementary/Intermediate – 7:25 am to 3:00 pm and Jr. High/High School – 8:35 am to 4:10 pm. There were 862 responses to a Parent/Community Survey on the proposed staggered start times. Mrs. Epley spoke about the common themes of support and concern from the survey respondents. She also presented the comments from the Superintendent's Student Advisory Committee. The staggered start times are being proposed to aleviate double bus runs that currently happen daily and also to separate elementary and secondary bus riders as much as possible.

B. LASO Strong Foundation Grant Presentation – Wendy McMullen spoke about the Strong Foundations Grant that was awarded to NISD which includes: $160,000 – Strong Foundation Planning, $270,000 (K-5 RLA) & $207,000 (6-12 Math) – Strong Foundations Implementation, $17,500 – LASO APCSP Advanced Placement Computer Science Principles. As part of the grant, half of the funds go to Region 20 for program and teacher support of these programs.

8. Reports:

A. Campus Activity Report - Principals, Athletic Director, District Departments – There were no questions about the Campus Activity Reports.

B. Superintendent's Report

1. *Enrollment* – As of March 25, 2024 enrollment stands at 2,463 with Elementary at 667, Intermediate at 558, Jr. High at 568 and High School at 670.

2. *Calendar of Events* – Some of the upcoming events highlighted by Mrs. Epley were: March 29 - Good Friday District Holiday, April 3- Principal Profile Meeting, April 8 - Solar Eclipse

Organized Viewing on All Campuses, April 10 – ESL Parent Night, April 13 – Prom, April 15 – Campus Inservice Day & Student Holiday, April 15 – School Board Meeting, April 20 – Panther Palooza, April 23 – Pre-K/Kinder Round Up, April 25 – Safety and Security Committee Meeting. The full calendar is available on the Navarro ISD website at ttps://www.nisd.us/events.

3. *Bond Update* – Bond communication efforts include information stands at all of the campuses and central office, Mrs. Epley is making presentations at campuses, local organizations, PTO's, booster clubs, HOA's, and community events. Other visual communication pieces are: Bond Fact Friday, online video presentation, yard signs, banners, buttons, feather flags, postcards to registered voters and handouts for car lines.

C. Compensation Task Force Recommendations – Members of the Compensation Task Force, Jessica Limmer and Dawn Luu, presented the following recommendations to the Board. First Option Proposal - $1/hour plus 4% increase for classroom paraprofessionals, food service staff, custodial staff, maintenance staff and bus monitors, 4% midpoint increase for bus drivers, office staff and technology staff, 4% midpoint increase for professional staff, and 4% increase of mid scale for teachers for a total estimated cost (including taxes and TRS costs) of $916,671. Second Option Proposal - $1/hour plus 3% increase for classroom paraprofessionals, food service staff, custodial staff, maintenance staff and bus monitors, 3% midpoint increase for bus drivers, office staff and technology staff, 3% midpoint increase for professional staff, and 3% increase of mid scale for teachers for a total estimated cost (including taxes and TRS costs) of $730,676. The committee also recommended a stipend audit by TASB and a $20/month increase in district contribution to health insurance.

D. District Financial Reports - There were no questions on the District Financial Reports.

E. Collaborative Vision Quarterly Report – Each presenter spoke about just a few of the updates from each of the areas of the Collaborative Vision Quarterly Report. Wendy McMullen presented the updates for Academic Success/Instruction & CCMR which include a new SPED inclusion model, specialized tutorials, job shadowing for CTE and CCMR, alignment of Benchmarks and Assesments, the acquisition of the LASO grant and the increase of opportunities in Advanced Academics. Mrs. Epley presented the Employee Recruitment/Retention updates which includes new dynamic recruitment strategies, the alignment of the Human Resources process, expansion of the Student Teacher Program, the building of the "Grow Your Own" Program, the creation of the Compensation Task Force Committee and the re-assesment of the exit interview process. Celeste Nored presented the Parent & Community Engagement update which includes the streamling and centralization of communication platforms, increased family and community engagement and increased press release distribution. Robby Castillo presented the Facility Growth/Planning & Safety/Security updates which includes maintaining and refreshing the current and future NISD facilities, prioritize the safety and security of all staff and students and plan and prepare facilities based on demographics. Jason Rhame presented the Technology updates which includes an initiative to consistantly purchase and refresh technology for staff and students and Technology is partnering with Academic Services to improve student keyboard and computer skills.

9. Consent Agenda:

A. Minutes of the Regular Board Meeting on February 26, 2024

B. Donations - Panther Posse Booster Club $15,102.46 to purchase additional speaker brackets and installation of stadium sound system.

C. Quarterly Investment Report

D. ERate Bid for Firewall, Switches, Wireless Access Points and UPS

E. HVAC Maintenance & Service Agreement

F. Board Meetings Calendar for Next School Year

G. Renewal of Audit Firm For Annual Financial Report

There were no questions on the Consent Agenda items.

Clint Scheib motioned to approve the Consent Agenda as presented. Lacey Gosch seconded. Vote 5–0; motion carried.

10. **Action Items:**

There were no Action Items presented.

11. **Closed Session:** The Board went into closed session at 8:12 PM.

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

B. Pursuant to Texas Government Code Section 551.074 to discuss the Employment and Resignations of Professional Personnel to include Teachers and other Professionals.

C. Pursuant to Texas Government Code Section 551.074 to discuss Term Contract and Employment Agreement Recommendations for Administrative Personnel.

D. 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.

12. **Reconvene in Open Session**:The Board reconvended in Open Session at 9:55 PM to consider possible action related to closed session discussion.

Clint Scheib motioned that the Board approve the Superintendent's recommendations for Administrative Contracts as discussed in closed session. Melissa Sartain seconded the motion. Vote 3-2. FOR: Donna Gilliam, Melissa Sartain, Clint Scheib. AGAINST: Lacey Gosch, Dan Reinhard. ABSENT: Renee Rehfeld, Hank Dietert. Motion Carried

13. **Adjourn:** Donna Gilliam adjourned the meeting at 9:56 PM.

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Renee Rehfeld, President
NISD Board Of Trustees

Donna Gilliam, Secretary
NISD Board of Trustees