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, June 16, 2025, beginning at 6:00 PM in the Navarro Junior High Cafeteria, 6450 N State Hwy 123, Seguin, Texas 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:** Clay Scarborough

2. **Pledge of Allegiance:** Clay Scarborough

3. **Call to Order**: Board President, Melissa Sartain, called the meeting to order at 6:00 PM and establised a quorum. Present, in addition to Melissa Sartain, were Dan Reinhard, Donna Gilliam, Lacey Gosch, Joel Frederick, Clint Scheib, and Becki Stephenson.

   A. 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. Baseball – The Navarro Panther Baseball team was recognized for their exceptional season that included their advancement to the Regional Semifinal Playoffs earning them a Co-District Championship and a 24-5 season record.

   B. Softball – Madison Gilliam was recognized for achieving Academic All-State honors and Shelbi Stevens was recognized as an Academic All-Star.

   C. Golf – The Girls' team finished in 6th place with Landri Wilson andvancing to Regionals and the Boys' team finished 5th in District.

   D. High School State Solo and Ensemble Medalists - Lucas Cantrell, Aiden Ditch, Bryce Pircher, and Trinidad Aguirre earned a 1st division rating and bronze medal at the UIL State Solo Ensemble Contest on May 24, 2025.

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 Participation.

6. **High School Construction and Bond 2021 & 2024 Update:** AG/CM Project Managers, Melisa Nu'u and Ryan Zwicke – AG/CM prepared a response to media posts regarding the Link and Huber Road intersection, and how it affects the new high school. A timeline was presented to the Board, starting in July 2022 with initial discussions with county commissioners, engineers, and city officials. The Board was reminded that the Navarro ISD website has a link to bond updates, and the work at the intersection was addressed and updated beginning in 2023 once traffic documents were finalized. The presentation to commissioners court last week was the next step leading to what action needs to be taken. The District and the County had many conversations of concerns with impacts to landowners, utilities, drainage to name a few, in consideration of the counties future thoroughfare plan and good stewardship of taxpayer dollars. The priority was not doing this work twice. We are looking at a waiver, or conducting another traffic analysis, once the new high school is open to validate or

negate the need to widen at the Link and Huber intersection. Doors are going in, following other details such as flooring, painting, fire extinguisher cabinets, toilet room accessories at the new high school. Storefront doors and hardware are buttoning up the exterior now. Roof top units are running, lighting is energized throughout the building, ceiling tiles are going in behind inspections. Most paving work is complete, with the focus on sidewalks and landscaping. The work at the new traffic signal at the main entrance has begun, which includes the widening of highway 123. Athletics Update – Bearing the rain, progress continues on excavation, with softball excavated and build back underway. Excavation at the future baseball field is approximately halfway through. Excavation at football has the top layer of existing soils about forty percent complete. The city has issued comments, and we are processing them for the remaining Site Permit. Jr HS Remodel/Refresh/Expansion – The architects presented a design development set of drawings, beginning to dive into the details of the flooring selections, graphic ideas, mechanical and electrical needs of expanding building 500 classroom space and creating an inviting and new look for our future junior high students and staff. Drives, Parking and Playgrounds (Intermediate & Elementary) – Demolition of the existing drives & parking areas, canopies and playgrounds is almost complete. The Contractor will be excavating and completing the foundations for the new drop-off canopies and the Elementary Secure Entry Vestibule. Navarro South Elementary – We will be receiving the Design Development (DD) Preconstruction Milestone Estimate from the CMaR, Bartlett Cocke and LPA (Architect) on June 19th. The City of Seguin permitting approvals process continues, with the Public Infrastructure permitting expected to be completed in July. Existing High School Chillers Replacement – The Chillers are being procured to ensure arrival to coincide with the occupancy of the New High School and the Junior High Remodel/Refresh/Expansion project. The procurement of the HVAC Controls (Alternate) will be up for consideration during the Consent Agenda. Intermediate and Elementary Campus Refreshes – Programming and finalizing scope, along with aligning scope & budget continues; this project is scheduled to occur over the summer of 2027 to coincide with the opening of Navarro South Elementary.

7. **Discussion/Information:**

A. TASB Employee Opinion Survey – To inform district strategies for retaining high-performing employees, Navarro ISD contracted with the Texas Association of School Boards (TASB) to conduct an employee opinion survey in April 2025. TASB Human Resources Consultant, Shannon Burns presented the results from the survey. With a participation rate of 84% of employees, the following is a list of the positive responses to each topic: Job Satisfaction 95%; Working Conditions 84%; Relationship with Coworkers 94%; Relationship with Supervisor 85%; Compensation and Benefits 66%; District Communications 84%; District Leadership 78%; Board of Trustees 76%; Campus Environment 86%; Curriculum and Instruction 75%; Student Discipline 66%. District and campus administrators will use the results to guide further inquiry into employees' experiences, to plan strategies for improvement in targeted areas, and to monitor changes in employees' opinions.

8. **Action Items:**

A. An Order Authorizing the Issuance of one or more series of the District's Unlimited Tax School Building Bonds in the maximum amount of $100,000,000; Levying an Ad Valorem Tax for the payment thereof; Delegating the Authority to District Staff to Approve and Execute Related Documents; And Other Matters in Connection Therewith – NISD previously issued $20 million from this 2024 bond election and now needs to issue additional amounts from the 2024 bond election. The final amounts issued will be determined by the market, repayment schedule, projected property values and state aid. These funds will allow the district to move forward as quickly as possible on various projects. Duane Westerman, Navarro ISD's Financial Advisor from SAMCO, presented the information.

Clint Scheib motioned to approve the district's bond order authorizing the issuance of one or more series of the district's unlimited tax school building bonds in the maximum amount of $100,000,000; levying an ad valorem tax for the payment thereof; delegating the authority to district staff to approve and execute related documents; and other matters in connection therewith. Dan Reinhard seconded the motion

9. **Discussion/Information:**

A. Policy Update FM(LOCAL) Student Activities and Extracurricular Absences – Chief Academic Officer, Wendy McMullen spoke to the Board concerning the update for Policy FM(LOCAL). NISD Students are afforded the opportunity to engage in a broad array of extracurricular activities. Participation in these programs often necessitates excused absences from school, particularly when students travel far beyond district boundaries for competitions or advance to post-district events. Pursuant to Policy FM (Local), the number of school-related excused absences is currently limited to 18 per semester or 26 per academic year. Over the past five years, the Board of Trustees has reviewed this policy to evaluate the number of excused absences students should be allowed when

absent for school related activities. Because we have students who are actively involved in multiple extracurricular activities, there are some who have exceeded the number of allowed absences as outlined in policy FM (Local). Policy revision will be presented for action at the July Board meeting.

B. Intruder Detection Audit (IDA) Report –The Texas Education Agency recently conducted an Intruder Detection Audit at one or more of our campuses. The audits test whether a campus is accessible to an unauthorized individual. This audit seeks to help districts identify how campuses can improve safety for students, such as ensuring exterior doors are locked and providing an opportunity to create a safer learning environment for students and staff. The audit reported an open door at an unoccupied portable building. We acknowledge that parents and community members are interested in the details of the audit results; however, it is in the best interest of the students that we do not share this information to the broader public as it could lead to compromising important campus security information. Specific details of the Intruder Detection Audit will be discussed in the executive session and with the Safety and Security Committee.

C. Discussion of SB401: Homeschool Participation in UIL Activities – Under Senate Bill 401, schools must provide opportunities for homeschool students to participate in UIL activities unless the school district board of trustees adopts a policy declining to grant non-enrolled students this opportunity. School districts must adopt such a policy by September 1, 2025 to opt out. Until, and if, a school board adopts a policy to opt out of allowing homeschool student participation, this new law states homeschool students are eligible to participate in UIL activities for that school. UIL activities for the 2025-2026 school year start prior to September 1, 2025. Policy revisions will be presented for action at the July Board meeting.

D. Discussion of Board of Trustees Goals and Evaluation Metrics - The Superintendent and Board of Trustees held a special meeting on June 3, 2025 to develop Board of Trustee Goals and an evaluation metric. The Board expressed an interest in developing specific goals and timelines for obtaining goals related to the Board's duties of governance and oversight. The Goals reflect specific actions and timelines for the Board of Trustees to execute as best practices in their roles. The rubric for the internal self-evaluation of the Board of Trustees will directly correlate with the goals identified and reflect evidence of goal attainment or goal attainment progress. After the discussion, the Board agreed to continue working on the goals and evaluation metric during a Special Board Meeting to be held June 30, 2025.

10. **Reports:**

A. Campus and Department Activity Reports - Principals, Athletic & Fine Arts Directors, District Departments – There were no questions about Campus and Department Activity Reports.

B. Superintendent's Report

1. *End of Year Enrollment* – There were no questions about End of Year Enrollment.

2. *Calendar of Events* – There were no questions about the Calendar of Events. https://www.navarroisd.us

3. *Collaborative Vision Quarterly Report/Panther Progress* – There were no questions about the Collaborative Vision Quarterly Report/Panter Progress.

C. District Financial Reports – Therere were no questions about the District Financial Reports.

11. **Consent Agenda:**

A. Minutes of Regular Board Meeting May 19, 2025

B. Minutes of Special Board Meeting June 3, 2025

C. Quarterly Investment Report

D. Utilizing Alexander Oil Company and Fuelman / Corpay Fueling Network

E. Consider RFP 24-012 All Sports (Spring & Fall) Training Supplies- 2025-2026

F. Professional Development Waiver Minutes Request

G. Consider and Possible Approval of Proposal for HVAC Controls for the Existing High School Chillers Replacement Project, including Possible Delegation of Authority

H. Donations - Navarro Athletic Booster Club

Lacey Gosch motioned to approve the consent agenda as presented. Donna Gilliam seconded the motion. Vote 7-0; motion carried.

12. **Action Items:**

A. Approval of Salary Schedule for 2025/2026 School Year – Navarro ISD Chief Financial Officer, Paul Neuhoff presented the recommended pay scales for the 2025-2026 school year which provides

all returning full-time employees with pay raises that are greater than those required and funded by the state. The proposed pay schales are based on the recommendations of the NISD Compensation Task Force Committee, new legislative requirements (HB2), alignment of the district's various pay scales, and future expected revenue.

Clint Scheib motioned to approve the proposed pay increases as part of the 2025-2026 district compensation plan as presented. Donna Gilliam seconded the motion. Vote 7-0; motion carried.

B. Selection of 2025 Delegate and Alternate (as needed) to the Texas Association of School Boards (TASB) Delegate Assembly at txEDCON – The Board discussed and nominated Lacey Gosch as the delegate.

Becki Stephenson motioned to approve Lacey Gosch as the Assembly Delegate for the 2025 TASB txEDCON Convention. Donna Gilliam seconded the motion. Vote 7-0; motion carried.

13. **Closed Session:** The Board went into closed session 8:42 PM.

A. Pursuant to Texas Government Code Section 551.071 and 551.0821, consultation with school attorney regarding pending litigation and possible settlement of Student v. Navarro Independent School District, Before a Special Education Hearing Officer for the State of Texas; Docket No. 214-SE-0325

B. Consideration and possible action concerning pending litigation and possible settlement of Student v. Navarro Independent School District, before a Special Education Hearing Officer for the State of Texas; Docket No. 214-SE-0325

C. Consider and take possible action regarding the Revenue Sharing Agreement with the Seguin Public Facility Corporation for the Lily Springs Apartment Project, including possible delegation of authority

D. Pursuant to Texas Government Code Section 551.074 to Consider the Annual Contract Terms of the Superintendent.

E. Pursuant to Texas Government Code Section 551.074 to discuss the duties of the Board of Trustees

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

G. Pursuant to Texas Government Code Section 551.074 to discuss the Employment and Resignations of Professional Personnel to include Teachers and other Professionals and consideration of a certification waiver request pertaining to personnel

H. 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.

14. **Reconvene:** The Board reconvened in Open Session at 11:04 PM to consider possible action related to closed session discussion.

Clint Scheib motioned to accept the recommendation of the Superintendent and the school's attorney and direct the Superintendent and the school's attorney to proceed as discussed in closed session concerning Student v. Navarro Independent School District, Before a Special Education Hearing Officer for the State of Texas; Docket No. 214-SE-0325. Lacey Gosch seconded the motion. Vote 7-0; motion carried.

Joel Frederick motioned to approve the Revenue Sharing Agreement with the Seguin Public Facility Corporation for the Lily Springs Apartment Project, and delegate authority to the Superintendent or her designee to negotiate and execute the Revenue Sharing Agreement and all other necessary documents in a form approved by legal counsel. Lacey Gosch seconded the motion. Vote 7-0; motion carried.

Becki Stephenson motioned to approve the extension of the Superintendent's contract through the 2027/2028 school year with the salary as discussed in closed session. Lacey Gosch seconded the motion. Vote 7-0; motion carried.

Dan Reinhard motioned that the Board approve the submission of a certification waiver request to the TEA for the candidate specified in the supporting documents that were reviewed in closed session. Lacey Gosch seconded the motion. Vote 6-0. Joel Frederick abstained from voting. Motion carried.

15. **Adjourn:** Melissa Sartain Adjorned the meeting at 11:06. PM.

Melissa Sartain, President
NISD Board of Trustees

Donna Gilliam, Secretary
NISD Board Trustees