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 Wednesday, January 21, 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:** Tori Beutnagel

2. **Pledge of Allegiance:** Tori Beutnagel

3. **Call to Order**: President, Melissa Sartain, called the meeting to order at 6:01 PM and established a quorum. Present, in addition to Melissa Sartain, were Clint Scheib, Dan Reinhard, Joel Frederick, Donna Gilliam, and Becki Stephenson. Dr. Lacey Gosch arrived at 6:50 PM.

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. **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. School Board Recognition Month – The NISD Board of Trustees were recognized for their service and contributions to public schools and their leadership, governance and advocacy for the future of all students.

B. High School Band All-Area Honors (ATSSB) - Peyton Person -Flute, Ella Sebesta-Clarinet, Aiden Ditch-Bassoon, Justin Loera-Trumpet, Genaro Mendoza-Tenor Trombone, Taylor Mansion-Tenor Trombone, Landon Cole-Bass Trombone, Kaylee Henley-Euphonium, Corrinne Forister-Tuba were recognized for competing in the ATSSB Area Band Auditions.

C. FFA – Navarro FFA competed in eight LDE events at the district contest with three teams/individuals advancing to the area competition. *Agricultural Issue Forum Team*, Jacob Braune, Rylee Flippin, Lucy Seibert, Avery Sisak, Allison Smith, Madelyn St. John and Rylan Trost, 3rd in Area; *Greenhand Creed Speaking*, Peyton Sisak, 6th in Area; *Job Interview*, Abigail Burt, 10th in Area.

6. **High School Construction and Bond 2021 & 2024 Update:** AG/CM Project Managers, Melisa Nu'u and Ryan Zwicke – AG/CM met with the City of Seguin to review construction entrances and potential access opportunities with GRMS. Navarro South Elementary – public infrastructure utilities installation continues; 8-inch domenstic water line from Hannanh Heights has been completed; the offical groundbreaking ceremony is scheduled for Thursday, January 29th beginning at 8:30 am; the building pad is almost completely constructed back with the select fill; final lifts of of A2 base are being istalled; storm water utilites underground work in progress. Existing High School Chiller Replacement – stuctural support additions are nearly complete; completed all new mechanical penetrations, pipe work continues; electrical is nearing completion and will be ready to make new connections once chillers have been set; new chiller installation is scheduled for 1/28. Junior High School Refresh – all second floor painting has been completed, corridore ceilings have been primed and paint is ongoing; first floor priming and painting is ongoing, display case wall coverings have been removed; skylight cleaning and

light fixture demo will soon begin; Koehler continues to provide submittals to O'Connell Robertson. Intermediate and Elementary (&Annex) Refresh – LPA will be issuing 100% CD documents for Board approval at the February Board meeting; contractor bidding projected to take place in March with contractor scoring evaluation for recommendations to be taken to the Board for approval at the March or April Board meeting; final design meeting with LPA was held this past Tuesday; AG/CM met onsite with the Guadalupe County Fire Marshall's Office and LPA to discuss the reovation scope of work for the existing Elementary and Annex buildings for fire protection. New High School – Winterization procedure reviewed with Bartlett Cocke and test and balance continues with the occupancy and use of the new building. Athletics – Baseball/Softball turf work, dugout roof framing, netting underway and scoreboards installed, pads poured for visitor amenities exterior mansonry, interior priming and MEP rough in continues; tennis court fencing posts and fabric up at 2 courts, 2 more courts poured this week, 4 courts remaining; home grandstands elevator pit framing, foundations and piers continue for grandstands; fieldhouse mansonry walls and MEP in wall rough in continue; stadium drainage continues around the perimeter of the track; AG/CM working with City of Seguin for water meters. Drives, Parking and Paygrounds – this project is completed, and final closeout documentation is wrapping up.

7. **Action Items:**

A. Consideration and Possible Approval of an Order Calling a Bond Election to be Held by the Navarro Independent School District on May 2, 2026 - Following four months of intensive analysis and collaboration, the 2025-26 Long Range Facilities Master Planning Committee delivered its recommendation to the Navarro ISD Board of Trustees at the December meeting. Committee members presented the executive summary, outlining a strategic single-proposition bond proposed for the May 2026 election. The recommendation is the result of a "100% consensus" among the committee members, which included parents, alumni, staff, and community members. The most critical component of the proposal is the $57.5 million expansion and renovation of the Jr. High School (formerly Navarro High School) which is projected to reach over 1,400 students within the decade.

Dan Reinhard motioned that the Board adopt an order calling a bond election to be held on May 2, 2026 with Proposition A in the amount of $65 million. Joel Frederick seconded the motion. Vote 7-0; motion carried. FOR: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson.

B. Consider and Possible Approval of Fine Arts Out of State Trip – The Navarro High School Fine Arts Department would like to take an out of state trip to New York on March 4-8, 2027.

Clint Scheib mottions that the Board approve the High School Fine Arts Trip to New York in March 2027. Donna Gilliam seconded the motion. Vote 7-0; motion carried. FOR: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson.

C. Consider and Possible Approval of Close Up Program - ELL Students Out of State Trip - The Close Up Washington High School Program is a one-of-a-kind trip for students to experience their government in action. During this six-day/five-night program, students make personal connections with the people, institutions, and iconic sites that embody our nation's past and present. This program is funded through our Title III Shared Service Agreement and is open to eligible emergent bilingual students at the high school who apply.

Donna Gilliam motioned that the Board approve the participation of eligible Navarro ISD students in the Close Up Program which will be in Washingotn, DC in June of 2026. Dr. Lacey Gosch seconded the motion. Vote 7-0; motion carried. FOR: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson.

8. **Discussion/Information:**

A. GT Update – Stephanie Adams, GT Instructional Specialist, presented the required annual Gifted and Talented Program update to the Board of Trustees. Navarro ISD has experienced rapid growth in the GT program. In May 2022, we served 64 students and as of September 2025, we have identified and are serving 265 students with a current reach of 8% of the total district population now receiving G/T services. The projective potential reach is 12.5% of the student body, which translates to the potential for 385 plus students for 2026/2027.

B. Accumulated Leave Payment Policy DEC(LOCAL) – Dr. David Kauffman, Assistant Superintendent of HR and School Leadership, presented the first reading of a proposed change to policy DEC(LOCAL) pertaining Compensation and Benefits: Leaves and Absences. The proposed change would create a payment for accumulated local and state leave upon retirement for qualifying employees. The primary purpose for the proposed change is to support employee recruitment,

retention, and attendance. The following districts have accumulated leave payment policies: Comal ISD, Gonzales ISD, Marion ISD, New Braunfels ISD, San Marcos CISD, Schertz-Cibolo ISD, and Seguin ISD. Eligibility criteria: Employed continuously as a full-time employee in the District for the last five years before retirement; Retire voluntarily through TRS Maintain a minimum 95% attendance rate in their final year before retirement. Payment details: Up to 50 days of unused state and/or local leave; $100/day for exempt employees; $50 for others.

C. Senate Bill 11 on Daily Prayer Time - Senate Bill 11 requires each Texas School Board to take a record vote on whether to adopt a statutory resolution designating time each school day for students and employees to pray and read the Bible or other religious texts by March 1, 2026. This is a first reading, to be followed by a vote at the February 23 Board Meeting. If the Board adopts the resolution, policy DGA(LOCAL) will need to be updated and a new policy FNA(LOCAL) will need to be adopted to implement the daily period of prayer and reading of the Bible or other religious text. Our current policies, DGA(LOCAL) and FNA(LEGAL), allow students and staff to pray or read religious text at any time at school.

9. **Reports:**

A. Superintendent's Report – There were no question about the Superintendent's report.

1. Enrollment

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

10. **Consent Agenda:**

A. Review and Possible Approval of Minutes for the December 15, 2025 Regular Board Meeting

B. Consider and Possible Approval of Interlocal Agreement with Education Service Center Region 19 Allied States Coop

C. Consider and Possible Adoption of Elementary, Intermediate, Jr. High, and High School Library Materials Purchase

D. Review and Possible Approval of Budget Amendment

E. Review and Possible Approval of Skyward Qmlative SIAS Purchase

F. Consider and Possible Approval of Proposal for Construction Materials, Observation and Testing Services for Navarro South Elementary

G. Consider and Possible Approval of Proposal for Independent Contractor Services for Electronic Security for Navarro South Elementary, including possible delegation of authority

H. Review an Possible Approval of SY 26-27 Interlocal Agreement with Multi Region Processing Coop

I. Consider and Possible Approval of the Elementary and Intermediate Refreshes Project Design Development (DD) Documents for Approval

J. Consider and Possible Approval of Professional Development Waiver Minutes for the 2026-2027 School Year

K. Review and Possible Approval of Donation from Panther Posse

Dr. Lacey Gosch motioned for the Board to approve the Consent Agenda as presented. Dan Reinhard seconded the motion. Vote 7-0; motion carried. FOR: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson

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

A. Pursuant to Section 551.0714 and 551.074 of the Texas Government Code, Consultation with the District's Attorney Concerning Legal and Procedural Issues Related to Termination of the Probationary Contract of Jesus Esquivel for Good Cause

B. Discuss and Possible Consult with School District Attorney Regarding Legal and Factual Issues Surrounding Whether Good Cause Exists for a Contract Teacher's Abandonment and Possible Sanctions for Same, Texas Government Code 551.071 and 551.074

C. Pursuant to Texas Government Code Section 551.074 to Discuss and Consider the Superintendent's Formative Evaluation based on the Quarterly Review of Superintendent/Board Goals

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

E. 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:** The Board reconvened in Open Session at 10:04 PM to consider possible action related to closed session discussion.

13. **Action Item:**

A. Consider and Take Possible Action Regarding Termination of the Probationary Contract of Jesus Esquivel for Good Cause

Clint Scheib motioned that based on Mr. Esquivel being provided notice of this Board's action on December 15, 2025, in proposing the termination of his contract, and due to his failure to request a hearing as required by the Texas Education Code; I move to terminate the probationary contract of Jesus Esquivel, effective today, based on good cause for his failure to report to work without leave and other good causes reasons as determined by the Board of Trustees and further move to authorize the Superintendent to deliver written notice to Mr. Esquivel of this Board action as required by law. Dan Reinhard seconded the motion. Vote 7-0; motion carried. FOR: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson

B. Discussion and Possible Action Regarding Finding that Good Cause Did Not Exist for a Contract Teacher's Abandoning of their Contract and Possible Pursuit of Sanctions

Joel Frederick motioned that the Board approve the Superintendent's recommendation to find that no good cause exists for the mid-contract abandoning of contract by Jesus Esquivel and direct the Superintendent to file a complaint with the SBEC requesting sanctions as discussed in closed session. Donna Gilliam seconded the motion. Vote 7-0; motion carried. FOR: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson

President Melissa Sartain thanked the Board for their work and due diligence on the Superintendent's formative evaluation that was discussed in Closed Session. President Sartain also thanked Dr. Epley on behalf of the Board for "the amazing job that she is doing leading our district" and reiterated that "we are all working towards the same goals, which is to give the students the best chance of success".

14. **Adjourn:** Dr. Lacey Gosch motioned that the Board adjourn the meeting. Donna Gilliam seconded the motion. Vote 7-0; motion carried. FOR: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson. Melissa Sartain adjourned the meeting at 10:19 PM.

Melissa S. Sartain
Melissa Sartain, President
NISD Board of Trustees

Donna Gilliam
Donna Gilliam, Secretary
NISD Board of Trustees