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, February 23, 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:** Clay Scarborough

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

3. **Call to Order**: President, Melissa Sartain, called the meeting to order at 6:00 PM and established a quorum. Present, in addition to Melissa Sartain, were Dan Reinhard, Donna Gilliam, Dr. Lacey Gosch, and Becki Stephenson. Clint Scheib and Joel Frederick were not present.

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 Comment.

5. **Recognitions:**

A. Cheer - For the second consecutive year, these athletes traveled to Fort Worth to represent the Panthers at the UIL State Spirit competition. Members of the cheer squad to be recognized were Allyson Antista (All-State Cheerleader & Captain's Choice for UIL), Jade Dahlke All-State Cheer Team, Academic All-State & Team's Choice for UIL), Presley Larson (Academic All-State), Tamara Villarreal (Academic All-State), Landry Wilson (Academic All-State), Leah Reyes (Team's Choice for UIL), Anna Elisa Hedemann (Coach's Choice For UIL), Kyndle Blevins, Addilyn DuBose, Kiley Kernan, Ainsley Pircher, Khloe Rodriguez, Madelyn St. John, Mallory Velasquez, Bailey Weatherly, Payton Wyatt, Finley Gallini, Angela Garza, Lyla Grace Henke, Kaitlyn Schaefer, and Rylee Thompson. Head Coach Amy Dahlke and Assistant Coach Andrea Velasquez were also recognized.

6. **Construction and Bond 2021 & 2024 Update:** AG/CM Project Managers, Melisa Nu'u and Ryan Zwicke – AGCM and Walsh Gallegos to meet with City this week regarding neighboring developments. Navarro South Elementary - Building pad started pouring spread footings and grade beams at Area D (classroom wing). Interior grade beams concrete prep, underground MEP continues in Area D and Area E (classroom wing & cafeteria). Sanitary sewer underground at the building is stubbed out and ready for utility contractor connection. Site utilities at the fire loop have inspections completed and backfilled, work on the riser in progress. Sewer tie at Amble Oak is complete, road re-opened. Drainage updates include headwalls and drainage components in the detention basin. Temporary power pole set and awaiting connection. Existing High School Chiller Replacement – Pipe installation is complete, and insulation is 90% complete. Electricians continue tying power into the new equipment, approximately 95%. Roof installation continues, approximately 50% complete. Startup expected in the next few weeks. Junior High School Refresh - Cafeteria and stairwells paint is nearly complete. New framing in admin area continues and electrical rough in continues. AGCM coordinating with Access Control contractor on required work. Graphic designs have been approved. AGCM is working with Admin team to plan

building move in. Koehler continues to provide submittals to O'Connell Robertson. Intermediate and Elementary (&Annex) Refreshes - 100% CD documents on February Board meeting agenda. Contractor bidding is projected to take place in March with Contractor scoring evaluations for recommendation to be taken to the Board for approval for April BOT Meeting, and Phase I construction beginning right after. New High School - Additional betterments in various stages of progress: wheelchair lift at the auditorium control booth, dumpster enclosure and lockers at the AG Barn, additional dirt at cattle pens, windscreens at exterior fencing near CTE, directional signage. HVAC issues now include dehumidification alerts in some classrooms and are being addressed. Athletics - Baseball/Softball furniture at BB dugouts, backstop padding, concrete pad around the SB is complete. Visitor Amenities light and restroom fixtures are installed. Tennis court forming for concrete at court 3 is in progress. Shade structures in place. Home Grandstands piers and installation of rebar reinforcement at elevator pit continue. Fieldhouse masonry walls and MEP in wall rough in continue, roof installation has begun. Stadium turf prep continues, scoreboard structure installation in progress. Practice field sod installation has started. Site lighting installed.

7. **Action Items:**

A. Consider and Possible Approval of Resolution for Senate Bill 11, Daily Prayer - 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 voting item this month, following a first reading at the Board's January 2026 meeting. The administrative recommendation is that the Board vote to not adopt a resolution to establish a daily period for prayer and reading of religious texts at every school. The Free Exercise Clause of the First Amendment of the U.S. Constitution affords students and school district employees with rights, although not unfettered, to freely exercise their religious beliefs, which may include prayer and reading of religious texts in schools. Furthermore, the policies envisioned in SB11 would create an additional administrative burden for schools.

Becki Stephenson motioned that the Navarro ISD not adopt a statutory resolution as set out in Senate Bill 11 and therefore that Navarro ISD not adopt a policy requiring every campus to provide a period of prayer and reading of the Bible or other religious text as provided by Education Code 205.0823. Dan Reinhard seconded the motion. Vote 5-0; motion carried. FOR: M. Sartain, L. Gosch, D. Reinhard, D. Gilliam, and B. Stephenson.

B. Review and Possible Approval of CTE Innovative Courses for Navarro Jr. High – Melissa Gossett, CTE Director, presented the new innovative courses that are being considered for Jr. High. The new innovative courses are 7th grade Robotics (takes place of video game) - Engineering Foundations program of study, 7th grade Exploring Agriculture - Agriculture, Food & Natural Resources program of study, and 8th grade Exploring Agriculture Leadership - Agriculture, Food & Natural Resources program of study. Course changes at Jr. High for High School credit: 8th grade Principles of Information Technology will change to Foundations of Cybersecurity. This change is necessary to meet course prerequisites for the P-TECH Cybersecurity program of study. When redesigning the courses for high school and dual credit college courses, Digital Forensics was added on the high school course side to match the college course. Digital Forensics has a prerequisite for Foundations of Cybersecurity, which is a better Level 1 course for the new P-TECH course offerings with Northeast Lakeview College.

Dan Reinhard motioned to approve the Jr. High Invvovative CTE Courses proposed. Donna Gilliam seconded the motion. Vote 5-0; motion carried. FOR: M. Sartain, L. Gosch, D. Reinhard, D. Gilliam, and B. Stephenson.

C. Consider and Possible Action on Resolution to Nominate TASB Superintendent of the Year - Every fall TASB honors an outstanding superintendent in the state with its Superintendent of the Year (SOTY) award program, established in 1984 to recognize achievement and excellence in public school administration. Those considered for this prestigious honor must display: Exemplary and visionary leadership toward improving student performance, strong leadership skills dedication to improving the quality of education in their districts Commitment to public support and involvement in education The selection of a Superintendent of the Year is the culmination of a nine-month process that begins in January when member school boards from across the state start to prepare their superintendent nomination, which must be approved by resolution.

Dan Reinhard motioned to approve the resolution to nominate Dr. Mandy D. Epley for TASB Superintendent of the Year and further authorize the Superintendent to commence the process of

completing the nomination requirements. Donna Gilliam seconded the motion. Vote 5-0; motion carried. FOR: M. Sartain, L. Gosch, D. Reinhard, D. Gilliam, and B. Stephenson.

8. **Discussion/Information:**

A. Texas Academic Progress Report (TAPR) Data Review and Public Hearings – Chief Academic Officer, Wendy McMullen, and principals Tracee Gonzales, Michelle Schwarzlose, Tori Beutnagel, and Clay Scarborough presented the results of the report. The Texas Academic Performance Report (TAPR) is published annually and includes student performance on the previous school year's state STAAR assessment, disaggregated by various student groups. The statute requires that each school district's Board of Trustees must hold a public hearing to discuss the district's annual Texas Academic Performance Report (TAPR). Commissioner rule designates that this hearing for public discussion of the TAPR report must be held within 90 calendar days of the report's release, which was December 18, 2025. Within two weeks following the public hearing, each district must widely publish its annual report, including posting the report on the district website and providing copies at each campus as well as at the Central Office location. Navarro ISD earned a "B" Rating, outperforming State averages in overall student achievement (53%) and growth (69%). To explore these metrics and view two-year performance trends, you can visit the interactive TXschools.org website or access our specific district reports online at by clicking here to our District & Campus Performance page.

B. Updated Board Operating Procedures and Code of Conduct - The Board continued discussion of the updates to the Board Operating Procedures and Code of Conduct to continue compliance with current law and to align practice with policy and procedures.

C. Second reading of Accumulated Leave Payment Policy DEC(LOCAL) - This is the second reading of a proposed change to policy DEC(LOCAL) pertaining Compensation and Benefits and Leaves and Absences. The proposed change would create a payment for accumulated local and state leave upon retirement for qualifying employees. The primary purpose of the proposed change is to support employee recruitment, retention, and attendance. Eligibility criteria includes that the employee be employed continuously as a full-time employee in the district for the last five years before retirement; the employee retires voluntarily through TRS; the employee provides advance notice of intent to retire. For educators on Chapter 21 contracts, they must complete the school year and use 10 or fewer state and local leave days 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

D. Updates to DK(LOCAL), EB(LOCAL), EEB(LOCAL), and DBA(LOCAL) to Align with the District's Current DOI Plan - TASB has recommended changes to policies DK(LOCAL), EB(LOCAL), EEB(LOCAL), and DBA(LOCAL) to align with our district's current District of Innovation (DOI) plan. The changes would not have a substantive impact. The proposed changes would remove language from the four LOCAL policies that state that the District is exempt from certain state laws due to our DOI plan. The DOI plan is applicable only to the LEGAL framework, not the LOCAL policies. For that reason, TASB recommends that we not mention the DOI exemptions in LOCAL policies unless there are provisions that are specifically related to the DOI exemptions. The LEGAL framework for each of these policies already includes a note stating, "The Board has adopted an innovation plan that affects application of provision in this legally referenced policy." That note will remain.

E. Intruder Detection Audit (IDA) Report – Safety and Operations Director, Robby Castillo, presented the notification to the Board of the Intruder Detection Audit and the audit's findings. A "hardware" issue was reported on a campus and corrective actions are in place with TEA to rectify the findings.

F. Intent to Amend the Navarro ISD District of Innovation Plan to include Prior Grievance Policy – Senate Bill 12 (SB 12), passed during the 89th Texas Legislative Session and effective September 1, 2025, made significant changes to school district grievance policies. Commonly referred to as the "Parents' Bill of Rights," SB 12 requires districts to implement a formal, multi-level grievance process for parents, including clearly defined timelines for district responses at each level. Navarro ISD adopted the SB 12 grievance policy in November 2025. The District of Innovation (DOI) Committee is currently reviewing the effectiveness of this policy. As part of its review, the committee is considering the flexibility available through the District of Innovation framework, which allows districts to seek exemptions from certain Texas Education Code (TEC) requirements. Based on this review, the DOI Committee is meeting to discuss and potentially recommend re-adoption of the district's previous grievance policy through the DOI process. The prior policy included shorter response timelines and had been effective in resolving complaints and grievances in a timely manner.

9. **Reports:**

A. Superintendent's Report

1. Enrollment - There were no questions about Enrollment.

B. District Financial Reports- There were no questions about the District Fiancial Reports.

10. **Consent Agenda:**

A. Review and Possible Approval of Minutes for the January 21, 2026 Regular Board Meeting

B. Review and Possible Approval of Minutes for the January 29, 2026 Special Board Meeting

C. Review and Possible Approval of Authorized List of Brokers/Dealers

D. Review and Possible Approval of E-Rate: Navarro South Elementary and Navarro ISD Main Campus Primary ISP

E. Review and Possible Approval of E-Rate: Firewall, Switches, and Wireless Access Points at Navarro South Elementary and Junior High

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

G. Review and Consider Possible Approval of FF&E for Athletic Complex

H. Review and Possible Approval of Contracting with Everdriven, for the Provision of Alternative Transportation Services

I. Review and Possible approval of the Elementary-Intermediate Refresh project approval of 100% CDs

J. Consider and Possible Approval of Resolution Regarding Employee Pay During Weather Emergency Closure

K. Review and Possible Approval of Donations from Daniel Pest Control, New Braunfels Sports Medicine, and Panther Posse

L. Consider and Take Possible Action on the Proposal for Third Party Testing and Air Balancing (TAB) Services for the Navarro South Elementary School Project, Including Possible Delegation of Authority

M. Review and Possible Approval of Contract for Election Services with Guadalupe County for the conduct and supervision of the May 2, 2026 election

N. Review and Possible Approval of Athletic Equipment Purchase for New Athletic Complex

O. Review and Possible Approval of Budget Amendment

P. Review and Possible Approval of Navarro ISD Professional Development Waiver Minutes for the 2025-2026 School Year

Q. Review and Possible Approval of Chromebook Purchase for Planned Growth and Device Replacement

The Board chose to pull Consent Item 10.D (Review and Possible Approval of E-Rate: Navarro South Elementary and Navarro ISD Main Campus Primary ISP) from the March agenda and move Consent Item 10.Q. (Review and Possible Approval of Chromebook Purchase for Planned Growth and Device Replacement) to an Action Item.

Dr. Lacey Gosch motioned to approve the Consent Agenda as presented, EXCLUDING Consent Item 10.D. (Review and Possible Approval of E-Rate: Navarro South Elementary and Navarro ISD Main Campus Primary ISP). Donna Gilliam seconded the motion. Vote 5-0; motion carried. FOR: M. Sartain, L. Gosch, D. Reinhard, D. Gilliam, and B. Stephenson.

ACTION ITEM ADDED: Review and Possible Approval of Chromebook Purchase for Planned Growth and Device Replacement – Item was pulled due to a typo on the Board Action Sheet "language for action". The correction has been made and presented to the Board for approval.

Dr. Lacey Gosch motioned to approve the purchase of 900 Chromebooks from Virtucom at a cost of $273,600.00. Dan Reinhard seconded the motion. Vote 5-0; motioned carried. FOR: M. Sartain, L. Gosch, D. Reinhard, D. Gilliam, and B. Stephenson.

11. **Closed Session:** The Board went into closed session at 8:27 PM

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

B. Pursuant to Texas Government Code Section 551.072 to deliberate the purchase, exchange, lease, or value of real property - Consideration and possible adoption of a Resolution authorizing

the conveyance of the proposed Warning Siren Easement(s) to the City of Seguin, Texas

Any related action will be taken in open session.

12. **Reconvene:** The Board reconvened in Open Session at 9:06 PM to consider possible action related to closed session discussion.

13. **Action:**

A. Consideration and Possible Adoption of a Resolution Authorizing the Conveyance of the Proposed Warning Siren Easement(s) to the City of Seguin, Texas

Donna Gilliam motioned the Board approve adoption of the proposed resolution authorizing the grant of the requested Warning Siren Easement(s) to the City of Seguin, Texas as described in said Resolution, authorizing Board President to execute the Easement Agreement(s), granting authority to the Superintendent to Execute any other documents necessary to complete the transaction, and instructing the Secretary of the Board to attach a copy of the approved Resolution to the official minutes of this Board meeting for the record. Dr. Lacey Gosch seconded the motion. Vote 5-0; motion carried. FOR: M. Sartain, L. Gosch, D. Reinhard, D. Gilliam, and B. Stephenson.

14. **Adjourn:** Melissa Sartain motioned that the Board adjourned the meeting. Becki Stephenson seconded the motion. Vote 5-0; motion carried. FOR: M. Sartain, L. Gosch, D. Reinhard, D. Gilliam, and B. Stephenson. Melissa Sartain adjorned the meeting at 9:06 PM.

Melissa Sartain, President
NISD Board of Trustees

Donna Gilliam, Secretary
NISD Board of Trustees

Resolution

Texas Association of School Boards
Superintendent of the Year

The Navarro Independent School District Board on this date, February 23, 2026, resolved to nominate Dr. Mandy Epley, Superintendent of Schools, for his/her exemplary and visionary leadership toward improving student performance in our schools.

Donna Gilliam
Debi Stephenson

Melissa S. Santana
School Board President

(Note: You may add more personalized resolution language, but it is not necessary for this part of the SOTY process. Individual trustees also should sign the resolution.)