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 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:** Michelle Schwarzlose

2. **Pledge of Allegiance:** Michelle Schwarzlose

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, Dr. Lacey Gosch, Clint Scheib, Joel Frederick and Becki Stephenson. Donna Gilliam was 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. Men's/Women's Basketball – *Women's Basketball* qualified for Bi-District Playoffs and recognitions included Elle Hepp and Camden Shields (1st Team All-District and Academic All-District), Jillian Baker and Trinity Loftice (2nd Team and Academic All-District), E'mirrah Harris and Audrina Pacheco (Honorable Mention), and Hannah Durrett, Brooklyn Fox, Piper Fox, Presley Larson, and Keza Nyarwaya, (Academic All-District). Journie Martin was also recognized for her on the court performance that helped drive this team to their post-season success. *Men's Basketball* qualified for Bi-District Playoffs and recognitions included Bayley Burgess and Weston Shields (1st Team All-District and Academic All-District), Alvant Bates and Samuel Ibumba (2nd Team), and Deegan Bush, Dax Harborth, Colorado Kenway, Chase Nored, and Luke Vogel (Academic All-District). Recognized for their essential contributions to the team's playoff run were Israel Bagaza, Eli Baker, and Ashton Wilkinson.

   B. Youth Art Month – Vivienne Anderson, 8th grade student, was recognized for being selected for the TAEA Youth Art Month Spring Exhibition. Her work titled "Don't Spill the Tea" will be on display throughout the month of March at the Bullock Texas State History Museum in Austin.

   C. Academic UIL (Intermediate & Jr. High) – Intermediate and Jr. High scholars were recognized after competing in District Academic UIL competitions this Spring. Recognized from the *Intermediate* were 1st Place Winners were Reese Reynolds (Art), Emry Langford (Number Sense), and Gwyneth Brummett (Ready Writing) 2nd Place Tatum Atchley, Dylan Broseker, Brianna Henderson, Maggie Neal, Elijah Hanson, Leif Kessler, and Mara David and 3rd Place Liam Sanford, Samuel Gann, Brayden Flores, Aubree Castro, and Barrett Holmes. Students recognized from *Jr. High* were Vivienne Anderson, who earned five different top three placements, including 1st place in Art Smart and Ready Writing. Lindsey Scott, taking 1st place in Spelling and 3rd in Ready Writing. Archer Gallini, earning 1st place in Social Studies, and Luke Kessler, taking 1st in

Listening Skills. Also celebrating top finishes were Aria Reynolds, Dominic Scaramozi, Noah Scarborough, Willow Simmons, Bailey Baker, Kaden Woods, Leah Bostic, Zoey Martinez, Emily Stephenson, Elon Agbede, Liam Alexius, and Emerson Calame.

D. Dazzlers & Stargazers - The *Dazzlers* were named Grand Champions in the Intermediate Division for both the Officer and Team categories at the Danceline Nationals. They also secured the 1st place Ring of Champions. Individual accolades included Paige Lang, who received 3rd place overall for her 11th-grade solo. Also recognized for their hard work were Harlie Bode, Taylor Brannan, Brooke Brown, Taelyn Cairo, Kaylee Henley, Lola Ninneman, Aleida Perez, Ella Sebesta, Kallie Troeger, Scarlett Tronolone, and Jocelyn Villanueva. The *Stargazers* excelled at the Ascension Regional Competition, winning "Best in Class" honors in Jazz and Hip Hop. The Superior Performance Team includes Alivia Aguirre, Emma Bingaman, Melanie Chavez. Rowyn Dickinson. Madison Eldridge, Sofia Espejel, Jocelynn Flores, Briana Holmes, Maya Howard, Charlotte Jones, Jocelyn Jones, Alexis McInnis, Payton Rierson, Camille Scott, Casey Lee Smith, Katie Thomas and Lacey Tipton.

6. **Construction and Bond 2021 & 2024 Update:** AG/CM Project Manager, Melisa Nu'u - All bond-related projects remain on schedule. The initial aerial photo of the athletics complex reflects overall progress to date. Field event equipment for shot put and discus has been installed, and concrete was poured for Tennis Court 4 last week. The baseball and softball press boxes have been delivered and set in place. Work continues on the Visitors Amenities building, with windows installed and floor coating applications underway. The home-side elevator tower is nearing its final height, and the fieldhouse interior wall rough-ins and exterior masonry are progressing. Stadium and track preparation continues, with the scoreboard structure erected and electrical, mechanical, and plumbing work in progress. The chiller replacement project is complete, with new equipment operational and controlled replacement currently underway. At the Junior High School, painting is complete, and second-floor flooring installation is nearing completion. Secure vestibule walls have been framed and painted. At Navarro South Elementary, the first concrete pour for the south classroom wing has been completed. Fire line inspections have passed with the City Fire Marshal, and coordination with the City is ongoing to provide documentation for the west-side water line tie-in. The bid date for the elementary and intermediate refresh RFP has been extended to March 31 due to an anticipated Addendum 3. This addendum will include additional scope for canopies at the rear of the elementary leading toward the annex building, painted playground games, and a canopy at the basketball court.

7. **Discussion/Information:**

A. Compensation Task Force Recommendations – Compensation Task Force Committee member Molly Lind presented the recommendations for the 2026/2027 school year which included: 3% general pay increase at mid-scale for teachers; 3% general pay increase at midpoint for classroom paraprofessionals, Child Nutrition Services staff, custodial staff, maintenance staff, bus drivers and monitors, office and technology staff, and other professional staff; 5% increase for substitute teachers to $105/day; match substitute paraprofessional pay to substitute teacher pay by increasing from $85/day to $105/day; adopt an Accrued Leave Payout Policy as an additional benefit for dedicated district employees; add a Health Savings Account option to the employee benefits package at no cost to the district; and increase the district contribution to employee-only health insurance to maintain the current percentage. The district currently pays $347 of the $468 premium (74%), but premiums are expected to rise 5-15% for next year. The 2025-2026 Compensation Task Force included two Board members and represented all campuses, departments, and employee groups, including teachers, paraprofessionals, administrators, child nutrition services, custodial and operations, transportation, office clerical, Academic Services, Special Education, Business Office, Technology, and Human Resources. The 2025-2026 Compensation Task Force was made up of 33 members and included two Board members and represented all campuses, departments, and employee groups, including teachers, paraprofessionals, administrators, child nutrition services, custodial and operations, transportation, office clerical, Academic Services, Special Education, Business Office, Technology, and Human Resources. The committee met 4 times between October 2025 and February 2026.

B. CTE Update and Long Range Plan for Areas of Studies – CTE Director Melissa Gossett presented the five-year strategic draft plan to expand, modernize, and align Career and Technical Education (CTE) programs with workforce needs, postsecondary pathways, and student career readiness goals. The District currently offers CTE pathways in: Agriculture, Food & Natural Resources (animal science, ag technology & mechanical systems, plant science); Arts & A/V Technology & Communication (digital communications, graphic design & interactive media); Business, Marketing & Finance (marketing, finance, real estate); Education & Training (teaching & training); Health Science (diagnostic & therapeutic services, CCMA, pharmacy technician); Information Technology (Cybersecurity); Engineering Foundations (robotics); and P-TECH Cyber Academy (associates of applied science, cyber defense, level 1 certificate, industry based

certification). The Long-Range CTE Draft Plan was developed through labor market analysis, student enrollment and completion data review, stakeholder input (students, parents, business/industry partners, advisory councils), and alignment with state CTE standards and federal requirements under the strengthening career and technical education for the 21st Century Act (Perkins V). The plan reflects emerging workforce demands in partnership with local and regional employers and post-secondary institutions.

C. Texas Academic Performance Report (TAPR) and Public Hearing - Chief Academic Officer, Wendy McMullen presented the results of the report and held the Public Hearing. 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. The notification of the Report and Public Hearing were published in the Seguin Gazette on March 11th and 15th. There were no questions or comments from the public.

D. Discussion of Intruder Detection Audit Report Findings - 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.

8. **Action Items:**

A. Discussion and Possible Approval of General Pay Increase and Substitute Pay – Dr. David Kauffman, Assistant Superintendent of HR & School Leadership, presented the recommendations of the Compensation Task Force for a 3% general pay increase at mid-scale for teachers; 3% general pay increase at midpoint for classroom paraprofessionals, Child Nutrition Services staff, custodial staff, maintenance staff, bus drivers and monitors, office and technology staff, and other professional staff; 5% increase for substitute teachers to $105/day; match substitute paraprofessional pay to substitute teacher pay by increasing from $85/day to $105/day.

Clint Scheib motioned for the Board to adopt the proposed 2025-26 salary scales that reflect a 3% percent general pay increase at midpoint/mid-scale for all employees and an increase to $105/day for substitute teachers and substitute paraprofessionals. Becki Stephenson seconded the motion. Vote 6-0; motion carried. FOR: M. Sartain, L. Gosch, D. Reinhard, C. Scheib, J. Frederick and B. Stephenson.

B. Discussion and Possible Approval of Staffing Recommendations - Dr. David Kauffman, Assistant Superintendent of HR & School Leadership, presented the administration's recommendations of additional staffing. The recommendations reflect student enrollment growth and strategic investments to address district goals and priorities related to student achievement and participation in extracurricular activities. Recommendations were reviewed with campus principals, department directors, the academic services office, the human resources department, the business office, and the superintendent. Approval of additional positions must be considered in the context of compensation. With payroll constituting nearly 76% of our budget, there is a direct tradeoff between increasing compensation and adding positions. The budgetary impact of the proposed additional positions is accounted for in the projected revenues and expenditures for the remainder of this fiscal year and the upcoming fiscal year. Administration is presenting the requests to the board a month earlier than in recent years in support of Priority 1: Recruiting, Hiring, Coaching, and Retaining High Quality Teachers and Staff to Support Student Outcomes. By posting new positions in late March, we have access to a stronger candidate pool and more time to find the best future employees for Navarro ISD.

Dan Reinhard motioned that the Board approve the 2026-2027 staffing request, including 38.5 new positions with related stipends and 4 position adjustments. Dr. Lacey Gosch seconded the motion. Vote 6-0; motion carried. FOR: M. Sartain, L. Gosch, D. Reinhard, C. Scheib, J. Frederick and B. Stephenson.

C. Consider and Possible Approval of 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.

Clint Scheib motioned the board approve adoption of the proposed revisions to policies DK(LOCAL), EB(LOCAL), EEB(LOCAL), and DBA(LOCAL) as recommended by TASB Policy Service in order to align with the Navarro ISD District of Innovation plan. Dan Reinhard seconded the motion. Vote 6-0; motion carried. FOR: M. Sartain, L. Gosch, D. Reinhard, C. Scheib, J. Frederick and B. Stephenson.

D. Consider and Possible Approval of the Amendment of the Navarro ISD District of Innovation Plan to include an Exemption from Requirements Established by Senate Bill 12 for the Grievance Policies, and Reinstate the District's Previously Adopted Local 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. Navarro ISD adopted the SB 12 grievance policy in November 2025. The District of Innovation (DOI) Committee reviewed the effectiveness of this policy. As part of its review, the committee considered 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 recommended 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.

Joel Frederick motioned to approve the amendment to the District of Innovation (DOI) Plan to include an exemption from the grievance policy requirements enacted under Senate Bill 12. And further moved that the Board of Trustees approves the proposed revisions to local policies DGBA, FNG, and GF, as presented, to incorporate the District of Innovation exemption language and to reinstate the District's prior policy language. Clint Scheib seconded the motion. Vote 6-0; motion carried. FOR: M. Sartain, L. Gosch, D. Reinhard, C. Scheib, J. Frederick and B. Stephenson.

E. Review and Possible Approval of Updated Board Operating Procedures and Code of Conduct – The final updates to the Board Operating Procedures and Code of Conduct were reviewed and discussed to continue compliance with current law and to align practice with policy and procedures.

Dr. Lacey Gosch motioned that the Board approve the updated Board Operating Procedures and Code of Conduct. Dan Reinhard seconded the motion. Vote 6-0; motion carried. FOR: M. Sartain, L. Gosch, D. Reinhard, C. Scheib, J. Frederick and B. Stephenson.

F. Consider and Possible Approval of Accumulated Leave Payment Policy DEC(LOCAL) – Dr. David Kauffman, Assistant Superintendent of HR & School Leadership, present the 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.

Joel Frederick motioned that the Board approve the Accumulated Leave Payout benefit for qualifying employees upon their retirement by adopting the proposed additions to policy DEC(LOCAL). Clint Scheib seconded the motion. Vote 6-0; motion carried. FOR: M. Sartain, L. Gosch, D. Reinhard, C. Scheib, J. Frederick and B. Stephenson.

9. **Reports:**

A. Superintendent's Report

1. Enrollment – There were no questions about the Enrollment Report.

2. Collaborative Vision/Panther Progress Quarterly Report – There were no questions about the Collaborative Vision/Panther Progress Quarterly Report.

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

10. **Consent Agenda:**

A. Review and Possible Approval of the Minutes from the February 23, 2026 Regular Board Meeting

B. Review and Possible Approval of Donations — Panther Posse

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

D. Review and Possible Approval of Board Reporting Schedule and Dates of Regular Board Meetings for Next School Year (September 2026 - August 2027)

E. Review and Possible Approval of Quarterly Investment Report

F. Review and Possible Approval of White Fleet Purchase

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

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

Clint Scheib motioned to approve the Consent Agenda as presented. Joel Frederick seconded the motion. Vote 6-0; motion carried. FOR: M. Sartain, L. Gosch, D. Reinhard, C. Scheib, J. Frederick and B. Stephenson.

11. **Closed Session:** The Board went into closed session at 8:20 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 551.074 to discuss Term Contract and Employment Agreement Recommendations for Administrative Personnel

C. 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 8:41 PM to consider possible action related to closed session discussion.

Clint Scheib motioned that the Board approve the offer and execution of one-year contracts for each 12-month district administration exempt employee recommended by the Superintendent on the attached document. Joel Frederick seconded the motion. Vote 6-0; motion carried. FOR: M. Sartain, L. Gosch, D. Reinhard, C. Scheib, J. Frederick and B. Stephenson.

13. **Adjourn:** Melissa Sartain motioned that the Board adjourn the meeting at 8:41 PM. Becki Stephenson seconded the motion. Vote 6-0; motion carried. FOR: M. Sartain, L. Gosch, D. Reinhard, C. Scheib, J. Frederick and B. Stephenson.

Melissa S. Sartain

Melissa Sartain, President
NISD Board of Trustees

Donna Gilliam

Donna Gilliam, Secretary
NISD Board of Trustees