

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, December 16, 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. **Invocation:** Michelle Schwarzlose

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

3. **Call to Order:** Board President, Melissa Sartain, called the meeting to order at 6:30 PM and established a quorum. Present, in addition to Melissa Sartain, were Clint Scheib, Dan Reinhard, Donna Gilliam, Lacey Gosch, Becki Stephenson, and Joel Frederick.

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. FFA – Justin Braune, FFA Chapter President, was recognized for placing 2nd in the Area VII FFA LDE and was among the 24 Job Interview contestants in the State.

B. Volleyball – The Varsity Volleyball team advanced to the regional finals with team members Tegan Harborth, Ayden Chapa, Peyton Schimonsky, Kate Wozniak, Avery Sisak, Morgan Helms, Brooklyn Fox, Sarah Falor, Emirrah Harris, Hannah Durrett, Isabelle Geipel, Minka Du Preez, and Rylee Smith.

C. Football – Varsity Football secured the Bi-District Championship title this season with team members Montgomery Elder, Kaden Guerra, Jesse James Waz, Corbin Hannibal, Manson Harris, Matthew Villanueva, Ethan Borchardt, Carlos Soto, Colt Brown, Joey Parella, Kade Pugh, Yandel Ramon, Craig Heiman, Ian Garcia, Robert Beltran, Colton Breitenkamp, Evan Rodriguez, Caden Chambers, Dylan Trotti, Alex Leckwold, Kohen Blount, Korbin Benes, Hudson Jenner, Colorado Kenway, Braddock Gallini, Ryan Jentsch, Mason Harvey, Elijah Melton, Mason Berry, Luke Vogel, Riley Blevins, Bryce Laing, Grayson Carlisle, Payton Helford, Tyler Riske, Zander Barnes, Lane Black, Joshua Hernandez, Deegan Bush, and Chris Ledezma.

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.

6. **Discussion/Information:**

A. Annual Audit Report – Kimberly Roach, CPA and a partner in the NISD external audit firm of Armstrong, Vaughan & Associates, PC, presented summary information on the audited financial statements for the year ended August 31, 2024. An annual audit of the district's financial statements and records is required under state law and must be completed and submitted to TEA within 180 days of the district's fiscal year end. The firm predicts a superior rating of 94 for this audited year.

7. **Action Items:**

A. Approval of the Audited Financial Statements for the Year Ended August 31, 2024.

Dan Reinhard motioned to approve the Audited Financial Statements for the year ended August 31, 2024. Clint Scheib seconded the motion. Vote 7-0; motion carried.

8. Discussion/Information:

A. Schematic Design for Drives, Parking, and Playground Project – Corgan Architects presented a schematic design for the drives, parking, and playground improvements. The goals for the project include: reconfiguration of driveways at Navarro Elementary and Navarro Intermediate to move vehicle queuing off of Link Rd; connection of parking lots between Navarro Annex, Elementary and Intermediate schools for improved flow and increase in available parking; replacement of playground equipment at Navarro Elementary and Intermediate schools with age-appropriate systems for future use; development of new playground standards for future elementary school campuses. The designs were created through a needs assessment, work with an engineering team to evaluate possible queuing and playground configurations, and feedback received from campus/district administration, staff and teachers on the New Elementary Design Committee, and from the 2024 Bond Oversight and Facilities Planning Committee. By removing the perpendicular covered walkways, ultimately, all traffic coming off of Link Road will be able to freely que from the Annex to the Intermediate and back reducing the congestion on Link Road. The design also allows flexibility to be able to drop-off/pick-up at both campuses if needed without having to re-enter/exit onto Link Rd. The design will increase parking as follows: Intermediate - 225 to 250 spaces and Elementary - 83 to 170 spaces. Playground design highlights include: Intermediate campus playground will double in square footage; Elementary campus will feature age-appropriate equipment for the future Early Childhood Center, have enough play space for all students at one time, and reuse the existing shade canopies; both playgrounds will have structured fencing, bonded rubber and turf surfaces that are maintenance friendly and accessible to all students.

B. Athletic Facilities Design Process - Representatives from Bartlett Cocke General Contractors presented a draft design schematic for the new athletic facilities at the new high school. Bid Package 1 for the Athletic Complex Project includes bleachers, grandstands, and a press box. These items have extended lead times, necessitating early procurement to ensure timely completion. Trustees should receive sub-bids for Bid Package 1 in mid-January and proceed with construction services. Two additional bid packages are anticipated, with the final Guaranteed Maximum Price (GMP) presentation scheduled for April 2025.

C. ESL Paraprofessional Position – Navarro ISD has experienced significant growth in the Emergent Bilingual program, particularly with the influx of newcomer students. To best support these learners, we've expanded our K-5 ESL team by adding an ESL specialist and an ESL paraprofessional. This has allowed us to implement customized learning plans for each student, resulting in impressive academic gains. To further enhance support at the secondary level, we are adding an ESL paraprofessional to our secondary campuses. By replicating the successful strategies employed at the elementary and intermediate levels, we aim to ensure all our Emergent Bilingual students receive the individualized attention they need to thrive academically.

D. Policy Change DC (LOCAL) Employment Practices – Human Resources Director and Assistant Superintendent, David Kauffman, proposed a revision to Board Policy DC(LOCAL) which would streamline the hiring of teachers and other district personnel by delegating the final hiring authority to the Superintendent of contractual personnel below the level of campus principal. Policy DC(LOCAL) Employment Practices currently stipulates that “the Superintendent has sole authority to make recommendations to the Board regarding the selection of contractual personnel,” but that “the Board retains final authority for employment of contractual personnel.” Waiting for Board approval can delay the process of hiring teachers and other professional employees, leaving Navarro ISD vulnerable to losing strong candidates to other districts while they await an official contract offer.

E. Board of Trustees Committee Assignments – The Board discussed the current committee assignments and agreed on the following appointments: Athletic Advisory Committee - Donna Gilliam, Lacey Gosch, and Joel Frederick. Compensation Task Force - Clint Scheib, Dan Reinhard, and Becki Stephenson. Navarro Education Foundation - Donna Gilliam. Safety and Security Committee- Donna Gilliam, Melissa Sartain, and Lacey Gosch. DEIC - Becki Stephenson and Dan Reinhard. School Health Advisory Council (SHAC) - Becki Stephenson and Dan Reinhard. Collaborative Visioning Committee - Melissa Sartain. Facilities Long Range Master Planning/Bond Oversight Committee - Dan Reinhard, Clint Scheib, and Joel Frederick.

9. **High School Construction and Bond 2021 & 2024 Update:** AG/CM Assistant Project Manager, Melisa Nu'u presented the updates. Exterior work has made noticeable progress. EIFS and masonry work at the classroom wings is visible from Hwy 123, and is in progress along the east, south and west sides of the building. At the classrooms, walls are first coated, and ceiling grid installation has begun. Ceramic tile work at first floor is underway in the corridors and restrooms. The admin area

sheet rock is nearly complete, door and window frames are in, above ceiling work continues. In the large commons area mechanical duct, fire sprinkler, storm drain work continues above. Glass is in. At the Cafeteria and kitchen, sheetrock, window framing, mechanical ductwork, plumbing installation continues above. Metal stud framing, sheetrock underway at the Auditorium. CTE, Dance Cheer, Band Hall in Area F of the building continue with CMU work, block filling. Athletics areas of Locker rooms, Weight Room, Practice Gym are hard to access with all the scaffolding for the large CMU walls. Walls here are full height, and masons finish up to allow the roof work to continue. At the AG Barn the exterior walls are up, interior insulation liner is in, and wall panels are going up. Roofing completes on classrooms, administrative offices, Auditorium, CTE/Fine Arts wing, and the locker rooms. 2024 Bond Projects continue in various stages of design. The athletics complex, and Navarro South elementary, Playgrounds, Parking and Drives are approaching design development, we are working with the design teams to ensure that we are staying on schedule and within budget. The chiller replacement at the existing high school campus is in the final stages of design development. The refresh projects are progressing, we continue to review the long-range planning recommendations, and work with the design teams.

10. Reports:

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

B. Superintendent's Report

1. *Enrollment* – Enrollment as of December 13, 2024 was Elementary 725, Intermediate 741, Jr. High 602, and High School 701, for a total of 2,699 enrollment and an attendance rate of 94.67%.

2. *Collaborative Vision Quarterly Report* – The NISD December edition of the Panther Progress Quarterly Report is complete. This 80-page report highlights the recent work and achievements from across the district to fulfill the strategic priorities, cornerstones, and objectives within the 5-Year Collaborative Vision. To view the digital flipbook go to: <https://heyzine.com/flip-book/00a1aed794.html>

3. *Calendar of Events* – Mrs. Epley highlighted upcoming district events including: 12/20 Intermediate Reindeer Run, Early Release All Students and Staff; 1/4 Area Band Auditions; 1/6 Teacher Work Day; 1/7 Students Return; 1/9 Law Enforcement Appreciation Day, FAFSA Night; 1/17 Panther Shake Championship; 1/18 UIL Academics Speech/Debate; 1/20 Student/Staff Holiday; 1/21 Staff Development Day/Student Holiday, Guadalupe County Youth Show begins; 1/22 Incoming Freshman Night; 1/23 UIL Academics Tournament; 1/25 - Winterguard Contest; 1/27 Board Meeting. For the full schedule of events, please visit the Navarro ISD Website at <https://www.nisd.us/events>.

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

D. School FIRST (Financial Integrity Rating System of Texas) Including Reviewing Report and Holding Public Meeting. Paul Neuhoff, NISD Chief Financial Officer presented the report and public meeting. On November 7, 2024, TEA released the final school FIRST ratings. Within two months of this date, the Board is required to hold a public meeting to discuss the ratings. Navarro ISD passed with a district score of “96” and rating of “A” for superior achievement. There were no questions from the public or the Board.

11. Consent Agenda:

A. Bus Purchase

B. Minutes of the November 18, 2024 Regular Board Meeting

C. Policy Change - GKDA (LOCAL) Distribution of Non-School Literature

D. Policy Change - DC (LOCAL) Employment Practices

E. Donations

F. Consider and Accept the Final 2024 Tax Roll from Guadalupe County Tax Assessor Collector.

G. Quarterly Investment Report

H. Consider and take possible action to approve School FIRST Report.

I. Consider and take possible action to approve the Design for Bid Package 1 for the Athletic Complex Project and authorize the procurement of construction services for Bid Package 1.

J. Approval of High School Furniture, Fixtures, and Equipment

K. Consider and take possible action to approve the delivery method for the procurement of construction services for the Drives and Parking Project.

L. Consider and take possible action to approve the delivery method for the procurement of construction services for the Chiller Replacement Project at the existing High School.

- M. Consider and take possible action to approve the delivery method for the procurement of construction services for the Junior High School Remodel/Refresh/Expansion Project.
- N. Consider and take possible action to approve the delivery method for the procurement of construction services for the Existing Elementary School and Intermediate School Refresh Project(s).
- O. Consider and take possible action to approve the Schematic Design for the Drives and Parking Project, including presentation by Corgan.
- P. Consider and take possible action to select an architect from the District's professional services pool for the Elementary School Secured Vestibule Project.
- Q. Approve use of Meeder Public Funds and Huntington Institutional Custodian Services
- R. Consider and Possible Approval of Proposal for Services for Navarro Elementary South Platting, Permitting, & Public Infrastructure Fees.

Joel Frederick motioned that the Board remove Item 11.D. Policy Change DC (LOCAL) Employment Practices from the Consent Agenda. Lacey Gosch seconded the motion. Vote 7-0; motion carried.

Lacey Gosch motioned to approve the Cosent Agenda as presented (excluding item 11.D). Donna Gilliam seconded the motion. Vote 7-0; motion carried.

After Board discussion, Melissa Sartain read the amended policy change language for DC (LOCAL) Employment Practices. "The Superintendent has sole authority to make recommendations to the Board regarding the selection of contractual personnel for the position of campus principal and for district-level administrators at the director level and above. The Board retains final authority for employment of contractual personnel for the position of campus principal and for districy-level administrators at the director level and above. The Superintendent shall inform the Board ogf any person hired under this authority."

Lacey Gosch motioned to accept the amended policy language for Consent Item 11.D. Policy Change DC (LOCAL) Employment Practices as presented. Dan Reinhard seconded the motion. Vote 7-0; motion carried.

Lacey Gosch motioned to accept the policy change for Policy DC (LOCAL) as presented with the amended language. Clint Scheib seconded the motion. Vote 7-0; motion carried.

12. Action Items:

- A. Consider Board Officer Reorganization.

Clint Scheib motioned to deny the Board Officer reorganization. No one seconded the motion. Joel Frederick motioned to approve the Board Officer reorganization. Lacey Gosch seconded the motion.

The discussion for reorganization was taken into closed session at 9:14 PM

13. Closed Session: The Board went into closed session at 9:14 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 551.072 to deliberate the purchase, exchange, lease, or value of real property.
- D. Pursuant to Texas Government Code Section 551.074 to deliberate regarding security devices or security audits including network security information as described by Section 2059.055

Any related action will be taken in open session.

14. Reconvene: The Board reconvened in Open Session at 10:11 PM to consider possible action related to closed session discussion.

Joel Frederick moved to resend the motion for the Board Officer Reorganization as earlier stated. Becki Stephenson seconded the motion. Vote 7-0; motion carried.

15. **Closed Session:** The Board went into closed session at 10:12 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 551.072 to deliberate the purchase, exchange, lease, or value of real property.

D. Pursuant to Texas Government Code Section 551.074 to deliberate regarding security devices or security audits including network security information as described by Section 2059.055

Any related action will be taken in open session.

16. **Reconvene:** The Board reconvened in Open Session at 11:06 PM to consider possible action related to closed session discussion.

There was no action taken in open session.

17. **Adjourn:** Melissa Sartain adjourned the meeting at 11:06 PM.

Melissa Sartain, President
NISD Board of Trustees

Donna Gilliam, Secretary
NISD Board of Trustees