

NAVARRO INDEPENDENT SCHOOL DISTRICT

Subject: Resolution Regarding Employee Pay During Weather Emergency Closure

Date: February 23, 2026

Administrator Responsible/Position: Mandy Epley, Superintendent of Schools

A. Purpose of Agenda Item:

- Information Only Action Needed Receive Input

B. Authority for This Action:

- Local Policy Law or Rule N/A

C. Priority, Goal, or Need Addressed:

- Strategic Plan District/Campus Improvement Plan Other

Priorities

- Priority 1:** Recruiting, Hiring, Coaching, and Retaining High Quality Teachers and Staff to Support Student Outcomes.
- Priority 2:** Maximizing Academic Performance.
- Priority 3:** Maximizing Co-Curricular and Extra-Curricular Opportunities, Performance, and Engagement.
- Priority 4:** Planning, Preparing, and Maintaining Facilities and Environments for Learning.
- Priority 5:** Obtaining and Maintaining Top Rated District Recognition

Board Goals for 2023-2028

- Goal 1*:** The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 49% to 60% by June 2024, 65% for 2024-2025, 70% for 2025-2026, 75% for 2026-2027, 80% for 2027-2028. **(HB3 Required Goal)**
- Goal 2*:** Increased overall student performance in mathematics to 85% Meets Standard by 2028. The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 53% to 65% by June 2024, 70% for 2024-2025, 75% for 2025-2026, 80% for 2026-2027, 85% for 2027-2028. **(HB3 Required Goal)**
- Goal 3*:** The percentage of graduates that meet the criteria for CCMR will increase from 72% to 88% by August 2024 and increase to 95% by 2028. **(HB3 Required Goal)**

D.

Summary: **The Board of Trustees may authorize the Superintendent of Schools to compensate school district employees who remained ready, willing and able to work on January 26, 2026 but who were prohibited from working due to emergency weather closures.**

Background **Inclement weather caused by freezing rain and ice resulted in the closure**

Information: of all schools and facilities in the Navarro Independent School District (“Navarro ISD”) on January 26, 2026 due to concern about the safety of students and staff and the community as a whole with traveling under the weather conditions and due to concerns about loss of power and water and freezing pipes at most locations.

E. Comments Received:

LT

DEIC

Other

All agenda items are reviewed by the Superintendent's Leadership Team.

F.

Administrative Recommendation:

The Administration recommends the Board of Trustees authorize the Superintendent of Schools to compensate school district employees who remained ready, willing and able to work on January 26, 2026 but who were prohibited from working due to emergency weather closures.

G. Fiscal Impact and Cost:

Amount: Daily rate for employees scheduled to work on the Staff Development Day on January 26, 2026.

Budget

Grant/Special Funds

Other

Bond

H.

Exhibits: Resolution

I.

Action:

“I move to approve/disapprove/postpone the resolution authorizing the Superintendent of Schools to compensate school district employees who remained ready, willing and able to work on January 26, 2026 but who were prohibited from working due to emergency weather closures.

Motion by: _____

second by: _____

FOR: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson
AGAINST: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson
ABSTAIN: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson

MOTION CARRIED/DENIED/POSTPONED