

# NAVARRO INDEPENDENT SCHOOL DISTRICT

**Subject:** Staffing Requests for 2026-2027

**Date:** March 23, 2026

**Administrator Responsible/Position:** David Kauffman, Ed.D., Asst. Superintendent of Human Resources and School Leadership

## 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:** This is the annual request for additional staff positions, in alignment with budget parameters. The staffing committee has prioritized new positions that are essential to meet projected growth in student enrollment and achievement of board goals.

### Background Information:

The administration recommends approval of the positions listed on the attached staffing request spreadsheet. 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.

**E. Comments Received:**

LT    DEIC    Other

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

**F. Administrative Recommendation:** Approve staffing requests and related stipends for 2026-2027.

**G. Fiscal Impact and Cost:**

**Local Budget:** \$2,393,420

Budget  
 Bond

**Food Service Budget:** \$107,990

Grant/Special Funds       Other

**H. Exhibits:** 2026-2027 Staffing Request

**I. Action:** I move that the Board approve the 2026-2027 staffing request, including 39.5 new positions with related stipends and 4 position adjustments.

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

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

MOTION CARRIED / DENIED / POSTPONED