

NAVARRO INDEPENDENT SCHOOL DISTRICT

Subject: Update to Policy DCE(LOCAL) pertaining
Employment Practices: Other Types of Contracts.
Date: March 24, 2025
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: Recommendation to update policy DCE(LOCAL) to authorize employment on non-Chapter 21 contracts for exempt positions not requiring certification.

Background Information: The district is legally required to employ classroom teachers, principals, librarians, nurses, and school counselors under contracts as provided by Chapter 21, Subchapter E, of the Texas Education Code. These contracts are commonly referred to as "Chapter 21 contracts." (See policy DCB.)

Additionally, the district must employ people under Chapter 21 contracts if a policy, job description, or contract requires them to hold a state-issued certificate. Examples of these positions include Chief Academic Officer, Director of Special Education, and ESL Specialist.

The Texas Education Code allows but does not require districts to enter into contracts with exempt employees not covered under Chapter 21, such as the Chief Financial Officer and the

Director of Transportation. Policy DCE(LOCAL) identifies positions for which non-Chapter 21 contracts are issued. The list in Navarro ISD's current local policy is outdated and incomplete.

The recommended revisions to DCE(LOCAL) include removing the outdated positions (business manager, human resources manager, food service director, and speech therapist) and adding the following positions:

- Chief Financial Officer
- Director of Operations, Safety, and Security
- Director of Child Nutrition Services
- Director of Transportation
- Director of Communications, Marketing, and Community Relations
- Director of Technology
- Speech Language Pathologist

The position of Licensed Specialist in School Psychology will remain in the policy.

E. Comments Received:

☒ LT ☐ DEIC ☒ Other - Texas Association of School Boards Policy Services

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

F. Administrative Recommendation: No recommendation. Discussion only.

G. Fiscal Impact and Cost: None

Amount: N/A

☐ Budget
☐ Bond

☐ Grant/Special
Funds

☐ Other

H. Exhibits:

Proposed DCE(LOCAL) policy (pending)

Redlined DCE(LOCAL) showing recommended changes (pending)

I. Action: I move that the Board approve the proposed changes to policy DCE(LOCAL).

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