

# NAVARRO INDEPENDENT SCHOOL DISTRICT

**Subject:** Staffing Requests for 2025-2026  
**Date:** April 28, 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: Staffing requests for 2025-2026

### 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, the academics office, the human resources department, the business office, and the superintendent.

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.

**E. Comments Received:**

☒ LT    ☐ DEIC    ☐ Other

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

**F. Administrative Recommendation:** Approve staffing requests for 2025-2026.

**G. Fiscal Impact and Cost:** See attachment.

**Amount:** N/A

☒ Budget

☒ Grant/Special  
Funds

☐ Other

☐ Bond

**H. Exhibits:** Spreadsheet with proposed additional positions

**I. Action:** I move that the Board approve the proposed staffing positions for the 2025-2026 school year.

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