

NAVARRO INDEPENDENT SCHOOL DISTRICT

Subject: Discussion in Closed Session and Possible Approval of the Superintendent's recommendations for 2026-27 Administrative Contracts

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: Board authorization for the Superintendent to offer one-year contracts to 12 month exempt district administration employees

Background Information:

The Texas Education Code requires the district to employ principals and people in other positions that require a state-issued certificate 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(LEGAL) and DCB(LOCAL). When an employee is first employed in a district, they start on a probationary contract. After certain criteria are met, they must be offered a term contract. See policy DCA(LEGAL) and DCA(LOCAL).

Additionally, the district may offer contracts to other exempt employees not covered under Chapter 21. See policy DCE(LEGAL) and DCE(LOCAL).

Policy DC(LOCAL) states that “The board retains final authority for employment of contractual personnel in the position of campus principal and District-level administrators at the director level and above. The Board delegates to the Superintendent the authority to employ all other contractual personnel. The Superintendent shall inform the Board of any person hired under this authority.”

The term of Navarro ISD contracts is July 1, 2026, to June 30, 2027.

Attachments include three lists:

- 1) Superintendent’s recommendations subject to Board approval for Chapter 21 educator contracts,
- 2) Superintendent’s recommendations subject to Board approval for Non-Chapter 21 contracts, and
- 3) Chapter 21 contracts approved by the Superintendent with required board notification.

E. Comments Received:

LT DEIC Other:

Contract recommendations were reviewed by each employee’s direct supervisor, the Assistant Superintendent for Human Resources and School Leadership, and the Superintendent.

F. Administrative Recommendation: Approve the Superintendent’s recommendations regarding 2026-2027 contracts after reviewing in closed session.

G. Fiscal Impact and Cost: None **Amount:** N/A

Budget Grant/Special Other
 Bond Funds

H. Exhibits:

Superintendent’s 2026-2027 Contract Recommendations and Approvals for District Administrators

I. Action: I move that the Board approve the offer and execution of one-year contracts for each 12-month district administration exempt employee recommended by the Superintendent on the attached document.

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