

Minutes of Regular Meeting

The Board of Trustees Navarro Independent School District

A Regular Meeting of the Board of Trustees of Navarro Independent School District was held Monday, November 17, 2025, beginning at 6:00 PM in the Intermediate School Cafeteria, 588 Link Rd, Seguin, TX 78155.

The subjects to be discussed or considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

1. **Invocation:** Clay Scarborough

2. **Pledge of Allegiance:** Clay Scarborough

3. **Call to Order:** President, Melissa Sartain, called the meeting to order at 6:00 PM and established a quorum. Present, in addition to Melissa Sartain, were Clint Scheib, Dan Reinhard, Joel Frederick, Dr. Lacey Gosch, Donna Gilliam, and Becki Stephenson.

A. Announcement that this meeting has been duly called, and that notice of this meeting has been posted in accordance with the Texas Open Meetings Act, Section 551.043 of the Texas Government Code.

4. **Public Participation:**

Individuals wishing to participate in this portion of the meeting shall sign up before the meeting is called to order and shall indicate the topic about which they wish to speak.[Ref. Board Policy BED(LOCAL)]

A. Public Comments on Posted Agenda Items

Public comments regarding a specific agenda item or items listed on the posted notice for this meeting.

B. Public Comments on General Topics

Public comments regarding subjects not listed as an agenda item for this meeting

There was no public comment.

5. **Recognitions:**

A. UIL Marching Band – The Navarro High School Marching Band was represented by Drum Majors Kaylee Henley and Aiden Ditch, Captain Lucas Cantrell, Section Leader Brooke Brown and Freshman Representative Scarlett Chandler. At the Area contest on October 25 at Calallen High School, they ranked 15th place of 28 bands, demonstrating a 37% or 7 place improvement in results from 2024.

B. Cross Country – Nine runners advanced to the Regional IV 4A Meet on October 21st in Corpus Christi including: Lillyanna Lesly, Payton Wyatt, Elisabeth Conley, Lezlee Hernandez, Jennedy Saenz, Dhamar Espejel, Dakota Garrison, and Robert Leal. Senior Lilia Flo, placed third at region qualifying for the state meet and she's been named to the Cross Country Coaches Association of Texas

All State Team, All Region Team, Academic All-State, 1st Team All District, Academic All District, THSCA-1st Team Academic All District and holds the school record.

6. Discussion/Information:

A. Made in Seguin Manufacturing Day Event Update – Navarro ISD students Kimaya Baker, Ruben Dominguez, Veronica DeLaCruz provided feedback from their Made in Seguin Manufacturing Day event experience. In celebration of MFG Month, the Seguin Economic Development Corporation, Seguin Independent School District, Navarro Independent School District, Marion Independent School District, Southwest Preparatory School, and Mercer Blumberg Learning Center have teamed up to host Made in Seguin Day by coordinating industry site tours for high school students on October 28, 2025. This marks the seventh year the Seguin community has participated in this initiative.

B. Demographic Report – Trent Smith from Zonda Education presented the report. The district has contracted with Zonda for updated demographic studies twice per fiscal year. Zonda's report holds steady in the predicted growth and the recommendation from the demographer has remained the same in terms of staying on course with the proposed long range master plan to address the predicted growth. Takeaways from the report included: *District Information* - Navarro ISD enrollment increased by 1,224 over the last five years. The district has seen enrollment grow this new 2025-26 school year by 371 students. *Housing Market Conditions* - NISD is currently on pace to exceed 2024 totals in both annual new home starts and closings by the end of 2025, despite the market tempering so far this year. Reduction in interest rates and the addition of new lots brought to market will fuel growth within the district. *Housing Activity and Future Developments* - The district currently has approximately 495 homes in active inventory, roughly 1,213 lots available to build on, and roughly 7,351 planned in the future. *Enrollment Forecast* - NISD Enrollment is forecasted to reach 4,684 students by the 2030/31 school year. Enrollment pressure is taking place across all grade levels.

C. Board Communication – The Board addressed the public concerning procedures for communication with the public in written response and public comment.

7. High School Construction and Bond 2021 & 2024 Update: AG/CM Project Managers, Melisa Nu'u and Ryan Zwicke - Bond General - Working with Walsh Gallegos in exploring wage rate surveys, and pro rata agreements. AGCM continues to aid the OCR team in the Long Range Planning efforts. Navarro South Elementary - Bartlett Cocke received subcontractor and supplier proposals on November 5th. GMP will be presented to the Board for approval for the December 15th Board Meeting. Pape-Dawson has re-submitted on the Site Permit Drawings City of Seguin first round comments on 10/17. LPA has submitted for Building Permit plan review. Pape-Dawson working on getting documents finalized for Final Plat Recordation. AG|CM working on financial security for the Public Infrastructure portion of the work with Walsh Gallegos & City. AG|CM engaging in conversations with the design team and contractor for a groundbreaking date for January 29th. Existing High School Chiller Replacement - AG|CM is holding monthly preconstruction OAC meetings through December to facilitate a better start of construction in January. Coordination is being made to have the HVAC Contractor back onsite to continue investigative efforts prior to construction through the week of Thanksgiving Break. Major equipment deliveries; pumps are already in Contractor possession; chillers are tracking for early-to-mid December. AG|CM continuing to work with Ms. Beutnagel on Junior High Campus activities. Junior High School Refresh - AG|CM held first preconstruction OAC meeting this week with the project team AG|CM working with Koehler on access to the building for further review of existing conditions through Thanksgiving Break. Intermediate and Elementary (& Annex) Refreshes - Initial review of scope has been completed, and LPA will begin working on design documents. AG|CM will continue assisting with development of phasing and schedules. Walsh-Gallegos is drafting the Service Order Agreement for LPA for this project. New High School - Temporary Certificate of Occupancy and Substantial Completion was issued 11/07. Furniture installation began on Monday,

11/10. Civil Engineer punchwalk was 11/14 and MEP punchwalk is scheduled for 11/17. Punchlist corrections are ongoing. AGCM is continually working with the District Staff & Bartlett on scheduling trainings. AGCM continues assisting in classroom assignments and the move process.

8. Action Items:

A. Cast Votes for Guadalupe Appraisal District Board of Directors Nominees – Per the Texas Tax Code, the governing body of each taxing unit entitled to cast 100 votes or more must meet specific procedural deadlines in passage and submission of resolution. Navarro ISD has 126 votes available. “The governing body of each taxing unit entitled to cast at least five percent of the total votes must determine its vote by resolution adopted at the first or second open meeting of the governing body that is held after the date the chief appraiser delivers the ballot to the presiding officer of the governing body. The governing body must submit its vote to the chief appraiser not later than the third day following the date the resolution is adopted.” Taxing units allotted votes may be cast for one candidate or distributed among a number of candidates. The chief appraiser shall count the votes and declare the two (2) candidates who receive the largest cumulative vote totals. The results shall be submitted before December 31, 2025, to the governing body of each taxing unit in the district and to the candidates. Navarro ISD meets the 5% rule and has 126 total available votes. Candidates: Ms. Leticia Sever, Mr. Forrest Fletcher, Ms. Donetta Roberts, and Dr. Alfred Burns.

Joel Frederick motioned for the Board to approve to cast 126 votes to Dr. Alfred Burns for the Board of Directors for the Guadalupe Appraisal District by Resolution and submit results of that vote to the Chief Appraiser of the Guadalupe Appraisal District within three days of the adoption of this resolution. Dan Reinhard seconded the motion. VOTE: 7-0; motion carried. FOR: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson

B. Consider and Take Possible Action To Approve the Design and Not To Exceed \$350,000 for the Golf Practice Facility at the New Stadium Project - Due to savings it is now feasible to consider a golf practice facility that can be included in the new stadium project. In October 2025, Bartlett Cocke and the design team were reviewing shop drawings for the bleacher seating at the baseball and softball fields. It was found that the manufacturer had miscalculated the area and included more seating than the 350 seats included in the bond program. The result was a credit back to the owner allowance. Due to limited useable area of the property, the only location viable will be next to the baseball fields. This will incorporate an extension of the fence line, utilize accessible parking, the visitor amenity area same as the spring sports, allow for lighting in the area to light the new golf area without the need for additional electricity, and crews onsite to continue with construction progress. The site plan indicates the location of the putting green, and hitting stations which will have nets, and be gated to control public access. The district has an opportunity to address growth and meet the needs of existing and future programs at this point, without disrupting the construction timeline and utilizing funds available for the athletics program at Navarro ISD. Since it is likely that the cost will exceed the \$200,000 Superintendent approval of Owner Contingency, administration is bringing this change for Board approval. The district is working with the contractor to find all funds needed for this project within the original GMP. If costs exceed \$350,000 then it will be brought back before the Board before any work is started.

Clint Scheib motioned to approve the design and not to exceed \$350,000 for the Golf Practice Facility at the new stadium project and further authorize the Superintendent to negotiate and finalize the terms of the required GMP amendment in a form approved by legal counsel and to also execute same. Dr. Lacey Gosch seconded the motion. VOTE: 7-0; motion carried. FOR: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson

C. Consider and Possible Approval of LASO 4 Grant Application –This is the fourth cycle of the Learning Acceleration Support Opportunities (LASO) grant. NISD has received grant funds for Cycle 1, 2 and now 3. These funds have allowed NISD to fully implement high-quality instructional materials for RLA K-8 and Mathematics K- Algebra I. They have also provided funds to sustain two full-time instructional coaches. Dr. David Kauffman and Wendy McMullen presented the LASO Grant opportunities being considered for application: *Leadership & Instructional Foundations for Texas (LIFT)* - 3-year program to build instructional capacity around the state Bluebonnet curriculum including training and skill building, coaching cycles and support from an approved service provider. *Blended Learning Grant (BLG)* - 3-year program - This award would provide software licenses for IXL and Amira. The funds can be used to off-set the district expenses (currently more than \$40,000 and provide professional development training). *Advanced Placement Computer Science Principles (APCSP)* - 1 year program. As the CTE program expands, an additional CTE teacher will need to be added. This award would allow the district to provide professional learning for an AP Computer Science teacher, pay for the AP test costs for students, and purchase supplies and materials needed for the APCSP course. *PREP Program Allotment: PREP Residency Preservice Program* - 1 year program. This is an allotment program, and the district would automatically receive the funds. This grant provides funding for teacher residents to work in classrooms with experienced teachers while earning teaching certificates. It will help Navarro ISD to cultivate a pipeline of well-prepared, high qualified teachers. *PREP Program Allotment: PREP Grown Your Own (GYO) Program* - This allotment would support current employees in completing a bachelor's degree and teacher preparation while employed. It also supports high school students who want to complete CTE courses that prepare them for teaching careers (our current Teaching and Training pathway). *PREP Program Allotment: PREP Mentorship Program* - This is another allotment program that would automatically disperse funds to increase teacher effectiveness and retention by providing strong mentorship. The funds can be used to provide mentor stipends, provide mentorship training or provide mentoring release time (pay for subs, etc.). *Texas Strategic Staffing for Residencies (TSS) Grants* - This is a two-year award which would provide funding for a staff member to oversee residencies in the district and coordinate between the district, the technical assistance provider, and the educator preparation program. The district must appoint a school system strategic staffing lead who will serve at least 20% of their time and effort to oversee the Texas Strategic Staffing for Residencies Grant and serve as the point of contact for the ESC technical assistance provider.

Dr. Lacey Gosch motioned that the Board approve for the Chief Academic Officer to apply for the Learning Acceleration Support Opportunities (LASO Cycle 4) grant and allotments on behalf of Navarro ISD in the following categories: Leadership & Instructional Foundations for Texas (LIFT), the Blended Learning Grant (BLG), Advanced Placement Computer Science Principles, PREP Program Allotment: PREP Residency Preservice Program, PREP Program Allotment: PREP Grow Your Own (GYO) Program, PREP Program Allotment: PREP Mentorship Program, and the Texas Strategic Staffing for Residencies (TSS) Grants. Clint Scheib seconded the motion. VOTE: 7-0; motion carried. FOR: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson

9. Reports:

A. Superintendent's Report

1. *Enrollment* – The Board asked how residency is checked and if we have any Peace Officer or Active Military transfers. Residency is monitored by Robby Castillo and Wendy McMullen through residency verification meetings and home visits. NISD currently has 7 Peace Officer/Active Military transfer students.

2. *Calendar of Events* – A Board member asked why not all of the sporting events are listed on the Website Calendar. The Communications Director, Chelsea Ormond, will reach out to the Athletic Secretary to post all of the games on the Master Calendar.
<https://www.navarroisd.us>

B. District Financial Reports - There were no questions about the District Financial Reports.

C. Fall Texas MAP User Conference Update – Brandy Coppedge, ELAR Instructional Coach, updated the Board on the NWEA Fall MAP Conference held at the Region 20 Education Service Center on October 30th. The conference focused on deepening understanding and effective use of the MAP Growth assessment to support data-driven instruction and student learning. Sessions provided valuable insights into: interpreting MAP data to identify instructional needs, set growth goals, and monitor progress over time; connecting MAP results to classroom practice, including differentiated instruction and targeted interventions; using new NWEA tools and reports to enhance teacher collaboration and improve data conversations on campus; equity and access in assessment, ensuring all students are accurately represented in growth data. The conference also offered opportunities to collaborate with educators from across the region, share best practices, and explore strategies for building a culture of continuous improvement through data use. Key takeaways include actionable strategies for professional learning communities (PLCs), goal setting aligned with student growth data, and updated resources available through NWEA and Region 20. These insights will directly support our district's efforts to strengthen instructional decision-making and improve student outcomes.

10. Consent Agenda:

- A. Review and Possible Approval of Minutes for the October 20, 2025 Regular Board Meeting
- B. Review and Possible Approval of Donation Band Boosters
- C. Review and Possible Approval of Budget Amendment
- D. Review and Possible Approval of Cooperative Program Management Fees Report
- E. Consider and Possible Adoption of Elementary, Intermediate, Jr. High, and High School Library Materials Purchase
- F. Review and Possible Approval of TASB Policy Update 126: (LEGAL) Policies and (LOCAL) Policies
- G. Consider and Possible Approval of the Purchase of 8 School Buses
- H. Review and Consider Approval of the Renewal of Central Texas Purchasing Alliance contract from Schertz-Cibolo-Universal City ISD for Supplemental Instruction & Related Services under solicitation 22-023V with S.TX School Therapy Providers, Inc.
- I. Consider and take possible action to approve a Change Order regarding Savings Return(s) for the New High School Project
- J. Consider authorization for the Superintendent to sign the Final Plat document on behalf of the Board of Trustees of the Navarro Independent School District to be recorded with the City of Seguin for the Navarro South Elementary Project

Dr. Lacey Gosch motioned that the Board approve the Consent Agenda as presented. Dan Reinhard seconded the motion. VOTE: 7-0; motion carried. FOR: J. Frederick, D. Gilliam, L. Gosch, D. Reinhard, M. Sartain, C. Scheib, B. Stephenson

11. Closed Session: The Board may go into closed session

- A. Pursuant to Texas Government Code section 551.076 to deliberate the District's security measures, including review of the District Vulnerability Assessment Full Report and related safety and security information.
- B. Pursuant to Texas Government Code Section 551.074 to discuss the duties of the Superintendent as related to the Discussion and Consideration of Possible Pursuit of Sanctions against a Certified Educator for Abandonment/Resignation of Contract without Good Cause Pursuant to Policy DFE (LEGAL) and Texas Education Code Section 21.105(c)
- C. Pursuant to Texas Government Code Section 551.074 to discuss the Employment and Resignations of Professional Personnel to include Teachers and other Professionals
- D. Pursuant to Texas Government Code Section 551.072 to deliberate the purchase, exchange, lease, or value of real property

Any related action will be taken in open session.

12. **Reconvene:** The Board reconvened in Open Session at 10:13 PM to consider possible action related to closed session discussion.

There was no action taken by the Board.

13. **Adjourn:** Melissa Sartain adjourned the meeting at 10:13 PM.

Melissa Sartain, President
NISD Board of Trustees

Donna Gilliam, Secretary
NISD Board of Trustees