

NAVARRO INDEPENDENT SCHOOL DISTRICT

Subject: **Stipend Recommendations for 2025-2026 School Year**

Date: July 21, 2025

Administrator Responsible/Position: Paul Neuhoﬀ

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: **The District contracted with the Texas Association of School Boards (TASB) to perform a stipend review. These recommendations for stipends are based on this TASB review.**

Background Information: **The District contracted with TASB to perform a stipend review of all**

current stipends within the District. As part of this study, we provided TASB detailed job descriptions related to the various stipends we listed in order for them to be able to make accurate comparisons. To implement the full TASB recommendation it would exceed \$100,000 (without benefits, TRS, Medicare, etc)

Considerations:

- **Several stipends included in the TASB recommendation are not specifically surveyed and are instead given a standard value of \$500.**
- **The comparison districts utilized by TASB differ from those previously used and may not align closely with our current market or district context.**

**We are recommending phasing in the changes over two years.
2025-26 Proposed Cost: \$50,000 (included in the current budget projections)**

Key Components:

- **Athletic Stipends: Increase by ½ of the TASB-recommended amount to begin bridging the gap while managing fiscal responsibility.**
- **New, Non-Surveyed Stipends:**
 - **Set using internal job description analysis,**
 - **Compared with similar roles within our district,**
 - **Utilize local market research to ensure fair placement.**
- **Activities and Clubs:**
 - **Adjust based on TASB recommendations,**
 - **Consider role expectations and current job descriptions,**
 - **Recognize that some positions are still in their first or second year with responsibilities still being defined.**

No adjustments will be made at this time to:

- **Master's degree stipend**
- **Math and science stipends**

We propose rolling the Trainer stipend into salary and moving the position to the AP3 scale.

The phase-in approach will stay within the current stipend increase allocation. With projected district growth, additional stipends will be necessary, and this approach leaves room for future additions.

As part of the phase-in plan, the district will continue to evaluate staffing needs and stipend structures, making future adjustments as necessary to ensure alignment with responsibilities, expectations, and market conditions.

E. Comments Received:

☒ LT

☐ DEIC

☒ Other

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

F.

**Administrative
Recommendation:**

**That the Board of Trustees approve the stipend
compensation plan as presented.**

G. Fiscal Impact and Cost:

Amount: \$50,000.00

☒ Budget

☐ Grant/Special
Funds

☐ Other

☐ Bond

H.

Exhibits: None

I.

**Action: I move to approve/disapprove/postpone the stipend compensation plan as
presented.**

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

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

MOTION CARRIED/DENIED/POSTPONED