

NAVARRO INDEPENDENT SCHOOL DISTRICT

Subject: **2026-2027 Stipends**

Date: May 18, 2026

Administrator Responsible/Position: Paul Neuhoff, David Kauffman

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 review of stipend schedule for 2026-27 school year.**

Background Information: **In the prior year the District had contracted with the Texas Association of School Boards (TASB) to perform a stipend review.**

The district determined that the proposed changes from the TASB study

would be phased in over two years. The key changes from 2025-26 were

- **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.

For 2026-27 the athletic stipends will increase to the recommended amounts from the TASB study (the other ½ increase that was recommended for various HS athletic stipends), which totaled approximately \$50,000.

In addition, due to increased staff positions that receive stipends (new junior high coaching positions) and adjustments to music, theatre, UIL, and other stipends there is an additional increase of \$35,750

These amounts will be accounted for in the 2026-27 budget.

E. Comments Received:

LT

DEIC

Other

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

F.

Administrative Recommendation:

That the Board reviews the attached stipend listing.

G. Fiscal Impact and Cost:

Budget

Bond

Amount: \$85,750

Grant/Special

Funds

Other

H.

Exhibits: 2026-2027 Stipend List

I.

Action: None

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