

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, February 24, 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:** Board Vice President, Clint Scheib called the meeting to order at 6:02 PM and established a quorum. Present, in addition to Clint Scheib, were Dan Reinhard, Donna Gilliam, Lacey Gosch, and Joel Frederick. Becki Stephenson arrived at 6:21 PM and Melissa Sartain was absent.

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. **Recognitions:**

A. Love the Bus Month – The NISD transportation employees that were recognized during Love the Bus Month were: Jeff Bell, Sarah Biggs, Glenn Hellums, Lynda Rolland, Jerry Divine, Tracey Schwarck, April Kortz, Virginia Rabadan, Elain Randow, Brenda Gonzalez, Christina Garcia, Jim Wiest, Alyssa Douglas, Mike Thompson, Vernon Davis, Kalyn Buckingham, Teresa Wheeler, Graciela Morales, Robert Guerrero, Debra Davis, Sherri McCrummens, Danielle De La Garz, James Buessing, Rolando Gonzalez, Danielle Collins, Drisheena Love, Brittany Johnson, Christine McNeal, and Mike Ivy.

B. FFA – The FFA students with top placings at the 2025 Guadalupe County Youth Show that were recognized are: Karsyn Kaufman, Kamryn Kaufman, Linlee Sturm, Cason Trost, Rylan Trost, Justin Braune, Emma Hartman, Cheyanne Kuhlman, Ryan Rust, Shiloh Purdum, Avery Sisak, Peyton Sisak, Rylee Flippin, Colton Breitenkamp, Emma Hartman, Isabella Hartman, Luch Seibert, Weston Woerndel, Abigail Cooksey, Zachary Fedewa, Marceline Kutscher, Kendalynn Pruitt, Dominic Rodriguez, Kaitlyn Schaefer, Abigail Burt, Alyson Rauschuber, and Hunter Rust.

5. **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 General Topics

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

B. Public Comments on Posted Agenda Items

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

There was no public comment.

6. High School Construction and bond 2021 & 2024 Update: AG/CM Representatives presented the updates and answered any construction related questions.

New High School Construction - Despite weather delays, exterior EIFS and masonry work are nearing completion, with over half of the building being finished. The weight room is seeing the installation of its storefront system. Inside the classroom wing, we've passed critical above-ceiling inspections, ensuring a dried-in and climate-controlled environment. First-floor ceiling tiles are in place, and millwork deliveries have begun. Bathrooms are now equipped with plumbing fixtures. On the second floor, ceiling grid, lighting, and MEP work are complete, and inspections are expected shortly. Administrative areas are seeing above-ceiling work and ceramic tile installation in restrooms. Health science classrooms near the front entry are undergoing above-ceiling work. The cafeteria's above-ceiling work continues, with sheetrock soffits and kitchen equipment installation progressing. The auditorium's stage walls are being prepared for finishing, and overhead doors are now installed. Progress continues in the CTE and fine arts spaces with block filling, above-ceiling work, and MEP installations. Locker rooms are seeing MEP work and the formation of bond beams for benches and lockers. The AG barn is nearing completion with overhead door installation and most masonry work is finished. Site work is ongoing, with form work progressing from the building to the main entry. The Link Road drive is underway, though the weather has caused delays. Once the Link Road drive is ready for construction traffic, the focus will shift back to the main entry. All roofing is complete, and HVAC unit testing has begun.

Bond 2024 Updates - Pre-construction documents are 90% complete for the chiller replacement at the current high school campus. Design team meetings are scheduled to continue reviewing progress. Refresh projects at the existing elementary will continue after the new elementary design is finalized, ensuring both campuses receive equitable and aligned improvements. The Junior High refresh project has a well-defined scope, and the architect is refining quantities and measurements to finalize estimates. Bartlett Cocke and LPA presented and explained GMP 2 and the design layout of the athletics facilities. The LPA team on the Navarro South project presented the schematic design of the new elementary campus.

7. Action Items:

A. Consider and take possible action to approve the ranking of contractors to provide construction services for drives, parking, and playgrounds project, including possible delegation of authority to Superintendent/designee to negotiate and execute a contract

Dan Reinhard motioned to approve the ranking of contractors to provide construction services for the drives, parking, and playgrounds project, as presented by Administration, and to delegate authority to the Superintendent to negotiate and execute a contract in a form approved by legal counsel. Donna Gilliam seconded the motion. Vote 6-0; motion carried.

B. Consider and take possible action to approve the Guaranteed Maximum Price Amendment for Package No. 2 (GMP #2) for the New Athletic Facilities Project

Joel Frederick motioned to approve the Guaranteed Maximum Price Amendment for Package No. 2 (GMP #2) in the amount presented by Administration for the New Athletic Facilities 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. Dan Reinhard seconded the motion. Vote 6-0; motion carried.

C. Consider and take possible action to approve the Schematic Design for the New Elementary School Project; including presentation by the Architect

Becki Stephenson motioned to approve the Schematic Design for the New Elementary School Project, as presented by the Architect, and further authorize the Architect to proceed to generate and finalize 100% Construction Documents. Lacey Gosch seconded the motion. Vote 6-0; motion carried.

8. Discussion/Information:

A. Texas Academic Progress Report (TAPR) and Public Hearing - The Texas Academic Performance Report (TAPR) is published annually and includes student performance on the state STAAR assessment, disaggregated by various student groups. Statutes require that each school district's Board of Trustees must hold a public hearing to discuss the district's annual TAPR Report. Commissioner rule designates that this hearing for public discussion of the TAPR report must be held within 90 calendar days of the report's release, which was December 12, 2024. Within two weeks following the public hearing, each district must widely publish its annual report, including posting the report on the district website and providing copies in other public places. Wendy McMullen, Chief Academic Officer, presented the 2023-2024 report and conducted the public hearing. There were no questions during the public hearing. The complete report can be found on the Navarro ISD Website at https://navarroisd.us/90175_3. Copies are also available for review at each NISD campus and at Central Office.

B. Board Priority 1 Discussion: Recruiting, Hiring, Coaching, and Retaining High Quality Teachers and Staff to Support Student Outcomes - Dr. David Kaufman, HR Director and Assistant Superintendent, presented the report on the NISD strategies for recruiting, hiring, coaching, and retaining employees in support of student outcomes. The NISD teacher turnover rate from the 2023-2024 TAPR report is 19.8%, which is in line with the state average of 19.1%. Human Resources conducted "stay interviews" with 20 current employees to determine the best ways to retain quality staff. The most effective retention strategies included: effective hiring, engagement, support, professional learning, compensation, and transparency of workload exceptions. There will be a TASB Employee Opinion Survey administered to all employees in April. Survey topics include job satisfaction, working conditions, relationship with coworkers, relationship with supervisor, compensation & benefits, district communications, district leadership, campus environment, curriculum & instruction, and student discipline.

9. Reports:

A. Campus and Department Activity Reports - Principals, Athletic & Fine Arts Directors, District Departments - There were no questions on the Campus and Department Activity Reports.

B. Superintendent's Report

1. *Enrollment* - Enrollment as of February 21, 2025 was: Elementary 748; Intermediate 676; Jr. High 621; High School 702 for a total enrollment of 2,747 with a 93.4% attendance rate.

2. *Calendar of Events* - Mrs. Epley highlighted upcoming events including: Feb. 25 Elementary Reading Restaurant, ESL Parent Meeting, Compensation Taskforce Meeting; Feb. 27 SPED Family Night; March 1 Winterguard Contest; March 3 Educational Diagnostician Week, District One Act Play; March 4 First Grade Music Performance; March 5 JH UIL Concert & Sight Reading; March 7 Intermediate Spring Musical; March 14 Student Early Release; March 17-21 Spring Break; March 21-22 State UIL CX Debate; March 24 Board Meeting. For a full schedule of events, please visit the Navarro ISD Website at <https://navarroisd.us/>

C. District Financial Reports - There were no questions for the District Financial Reports.

10. Consent Agenda:

- A. Minutes of the January 27, 2025 Regular Board Meeting
- B. Band Uniform Purchase
- C. TASB Policy Update 124
- D. E-Rate: Firewall, Switches, and Wireless Access Points at the New High School
- E. Approval of Authorized Brokers/Dealers
- F. Purchase of Interactive Touch Panels for the New High School

Donna Gilliam motioned to approve the Consent Agenda as presented. Dan Reinhard seconded the motion. Vote 6-0; motion carried.

11. Closed Session: The Board went into closed session at 8:21 PM

- A. Pursuant to Texas Government Code Section 551.074 to discuss the duties of the Board of Trustees
- B. Pursuant to Texas Government Code Section 551.074 to discuss the duties of the Superintendent
- 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 9:36 PM to consider possible action related to closed session discussion.

Joel Frederick motioned to approve the negotiation authority to the Superintendent for the Right of Way Agreement as discussed in closed session. Dan Reinhard seconded the motion. Vote 6-0; motion carried.

13. Adjourn: Clint Scheib adjourned the meeting at 9:37 PM.