

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, May 19, 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:** Tori Beutnagel

2. **Pledge of Allegiance:** Tori Beutnagel

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

A. UIL Academics Advancing to Regionals/State – UIL Academics teams traveled to area meets and competitions including the Region IV Tournament held at Texas A&M Corpus Christi on Saturday, April 26. They secured several top finishes and one spot at the State UIL Academics Meet on May 19 and 20. The Navarro teams achieved impressive results, including 6th place in Number Sense, 5th place in Literary Criticism and Mathematics, and 4th place in accounting. Individually, John Kehoe placed 11th in Number Sense and earned a 5th place bronze medal in Mathematics and a 2nd place silver medal in Calculator Applications, qualifying him for the State UIL Academics Meet. Claire Mulvaney placed 8th in Literary Criticism, while sophomore Kaylee Henley earned two 4th place bronze medals in Journalism for both Feature Writing and Headline Writing. The Calculator Applications team also secured a strong 2nd place finish. Additionally, Sofia Castillo and Daniel Glinn represented Navarro High School at the UIL 4A District 26 Cross Examinations (CX) Debate Tournament earning a bronze medal and advancing to the State Tournament held in March at the University of Texas at Austin. UIL coaches include Andrea While, Alyssa Stanush, Andrew Barrow, Jessica Limmer, and Hillarie Forister. Daniel Meyers serves as the NISD UIL Coordinator.

B. Tennis - Giovanna Coello earned the District Champion title in Girls Singles, securing the Most Valuable Player award and advancing to the regional meet. The Mixed Doubles team of Kyliegh Whitlow and Bayley Burgess also distinguished themselves, qualifying for the state meet. In addition to their athletic accomplishments, the program also celebrates the academic achievements of its student athletes. Eleven team members earned Academic All-District honors. Furthermore,

Giovanna Coello, Tegan Harborth, Evelyn Scott, and Patrick Monge have been recognized by the Texas Tennis Coaches Association with Academic All-State honors. Gigi Coello earned THSCA First Team Academic All-State distinction, while Tegan Harborth, Evelyn Scott, and Patrick Monge received THSCA Second Team Academic All-State honors.

C. Track - Area qualifiers included the men's 4x100 relay team who hold the new school record of 43.71 seconds, the men's 4x200 relay team, and 110m hurdles. Advancing to the regional meet were Lilia Flo in 1600m run, and Madison Gilliam in the 800m and 400m dash in which she holds the 800m new school record time of 2 minutes and 17.3 seconds. Emersen Cochran competed in the State Track Meet held at The University of Texas in the 400m dash, placing 6th in state, and broke the school record with an impressive time of 57.8 seconds. She also holds the school record in the 100 and 200m dash. Five athletes were announced to the THSCA Academic All-State recipients including Madison Gilliam, Elizabeth Hagan, Linlee Sturm, Emilio Salazar, and Yandel Ramon.

D. FFA – FFA participated in the CDE and LDE competitions and livestock shows. Four teams (12 twelve students) advanced to the state-level evaluation contests. These teams included Range Evaluation, Land Evaluation, Floriculture Evaluation and Farm & Agribusiness Management teams. Notable third place and higher individuals include: Justin Braune, Floriculture Evaluation Champion Individual plus \$10,000 scholarship from San Antonio Livestock show; Jada Bloom \$1,500 Calf Scramble Certificate Recipient from San Antonio Livestock Show; Weston Woerndel 3rd Place Berkshire Breeding Gilt from Rio Grande Valley Livestock Show; Avery Sisak 3rd Place Southdown Market Lamb from San Antonio Livestock Show; Harley Frost \$1,500 Calf Scramble Certificate Recipient from San Antonio Livestock Show and 3rd Place Scramble Steer from Houston Livestock Sho and Reserve High Overall Senior Swine Skillathon from Austin Livestock Show and 3rd Place Senior Swine Skillathon from Rio Gande Valley Livestock Show; Kamryn Kaufman 2nd Place Charolais Steer from San Antonio Livestock Show and 2nd Place Simbrah Steer from Houston Livestock Show.

E. Powerlifting - In women's powerlifting, the team had multiple medalists over the course of the season, as well as multiple top 3 team finishes. Ten girls qualified for the Region 5 meet with 6 girls receiving medals and an overall 5th place team finish. Ayden Chapa, Paola Hernandez, Kayley Thomas, and Sloan Wacaster advanced to the state in which Sloan medaled an impressive 5th place in state and was also selected to the THSWPA All-State Academic Elite team for maintaining a 98+ GPA. Men's powerlifting also had multiple medalists over the course of the season and competed well as a team with multiple top 3 finishes including 1st place at our home hosted meet. Nine boys qualified for regionals including 2 regional champions and 3 other medalists. As a team, they placed 3rd overall at the regional meet. Korbin Benes, Evan Rodriguez, Caleb Shiroky, Dylan Trotti and Ashton Evans advanced to the state meet with Ashton earning an incredible 2nd place finish in state. Ashton Evans was also invited to compete in the USAPL High School Showdown in San Antonio taking place on May 25.

F. Teacher of the Year - Troy Spanton (Elementary), Liz Munster (Intermediate), Haily Herzog (Jr. High), and Stephanie Jeffery (High School) were celebrated on their campuses and at an area banquet hosted by the Seguin Chamber of Commerce on May 5 as the Navarro ISD Teachers of the Year. Liz Munster was named the district's inaugural Teacher of the Year and received a \$500 grant from the Navarro Education Foundations and will now advance to the regional level of the Teacher of the Year competition.

G. Winter Guard - Twelve members of the Navarro Winter Guard, a dynamic performance ensemble that combines dance, flag, rifle, and saber work in a captivating indoor setting, secured a

remarkable 3rd Place at the prestigious Texas Color Guard Circuit (TCGC) competition held at Davenport High School on March 8. The team is under the leadership of Morgan Bledsoe.

H. High School Band Sight Reading - The Navarro High School band's Wind Ensemble earned the prestigious Sweepstakes award following their outstanding performance at the UIL Concert & Sight-reading competition on April 1st at Seguin High School. This remarkable achievement builds upon the band's First Division rating from the UIL marching competition in the fall. This collective success marks an impressive 18 consecutive years of Sweepstakes awards for the program.

I. Jr. High Band- The Jr. High concert and sightreading was held at Cuero High School on March 4 and 5. Both the Honor Band and Purple Band earned the coveted Sweepstakes Award, achieving 1st Division (Superior) ratings in both concert performance and sight-reading, while the Gold Band secured a 1st Division for stage performance and a 2nd Division rating (Excellent) in sight-reading. This remarkable achievement, under the leadership of Director Dana Parker and assistant directors Michael Holubec, Izrael Robledo, and Ramon Parker, made Navarro Junior High one of only two CC Junior High schools to have all three performing bands bring home awards.

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: Presented by AG/CM Project Managers, Melisa Nu'u and Ryan Zwicke. Navarro HS - Classroom and administration areas are now focusing on details such as markerboards, tackboards, and the installation of sinks in science labs and restrooms. The center area of the school has a social stairway for additional instructional space, and ceramic tile is being installed. The cafeteria, kitchen, fine arts and CTE areas are at various stages of above ceiling, grid, paint, flooring prep, light fixtures installations. Large spaces such as the auditorium and gyms have some painting started, mechanical, and electrical work in progress. On the site, there are only a few remaining areas left for paving. Parking lot lighting is live, and some landscaping prep is underway. Detail mechanical, electrical and plumbing work continues in the AG barn, with the site around to receive paving in the next couple of weeks. AG/CM has completed the pre-construction meetings with TxDot, and roadwork along Highway 123 will begin soon, starting with the south-bound lanes working from the north to the south. The goal is to complete as much of the roadwork as possible, before school resumes in the fall. Athletics - The First Play Pep Rally was held last Friday and engaged the students, administration, school board members, and construction crews in a groundbreaking ceremony experience. The pad for the softball and baseball fields are underway, and the excavated dirt is being used for future parking areas. Parking, Playgrounds and Drives - The job trailer has been set, and a construction meeting will be held this week. The permit has been issued and construction expected to start next week. For safety, the project will move vehicles cueing off Link Road and contain within the district property. To open the area for this work, the elementary playground will be moved to the rear of the school, and the canopy will be reconfigured. A new secure vestibule will be added as well. The canopy at the Intermediate campus will also be reconfigured to open up the vehicle cueing and make upgrades will be made to the existing

playground equipment. Refresh Projects - The refresh projects will consist of remodel, refresh, and utilizing existing spaces. Maximizing the tax dollars, the focus will be on high traffic areas to include flooring, painting, graphics, and signage. The goal is to communicate fresh energy, school pride and a welcoming environment. Junior HS/HS - At the Junior High, the library will be converted into additional instructional space. There is currently no staff restroom in this building, so plumbing that was covered up at one time will be utilized to provide a new restroom. The MDF room is currently only accessed through the library, so a door opening to the hallway will be created. There will also be a revitalization of corridors in building 400, and throughout the main hallways, which will include changing some of the lighting to LED fixtures. Elementary/Intermediate - With the opening Navarro South in Fall 2027, the focus is to bring design elements to the existing Intermediate building, which will be converted to a 2nd -5th grade campus. The existing elementary will become an Early Childhood Center, encompassing the existing annex building. Current and projected enrollments are being reviewed to design the buildings for future NISD students. Chiller Replacement - The chiller replacement project at the current high school campus will begin with site scope review meetings with teams this week. This work is scheduled to start in January 2026, however due to the lead times in equipment, chillers will be ordered soon. Navarro South - The design development drawings have been received, and AG/CM is working with the contractor to conduct milestone and constructability reviews. They will ensure scope and budget are aligned. Public infrastructure drawings are in progress with the civil engineer, working hand in hand with the City of Seguin.

7. Discussion/Information:

A. Compensation Task Force Recommendations – Jessica Limmer and Krisheena Love presented the recommendations from the Compensation Task Force Committee. The committee recommends a 4% of midpoint/mid-scale salary increase for all employees, with the exception of a 6% at midpoint increase for classroom paraprofessionals (instructional aides) for the 2025/2026 School Year, and an increase to the district contribution to health insurance to maintain the current percentage. Prior to board approval, the recommendation will be adjusted to reflect new legislation and changes to school funding formulas.

B. Budget Timeline – NISD Chief Financial Officer, Paul Neuhoﬀ presented the budget timeline and budget planning calendar for 2025/2026. In order to adopt the budget and tax rate for the 2025/2026 school year, this timeline of activity has been developed for planning and discussion. The timeline shows key dates and critical activities in the process of budget adoption.

C. Consider Selection of Board Workshop Date for Superintendent Evaluation and Board of Trustees Goals and Evaluation Metrics – The Board reviewed and discussed the draft of the metrics rubric designed for the evaluation of the Superintendent. The Board also decided that the Special Board Meeting for the Superintendent’s evaluation and the development of the Board of Trustees goals and evaluation instrument will be held on June 3, 2025 at 6:00 PM.

D. Discussion of Guadalupe Appraisal District Acquisition and Renovation of Property – Jim Lievens from the Seguin City Council introduced Peter Snaddon from the Guadalupe Appraisal District. The Guadalupe Appraisal District is requesting approval for the purchase and renovation of the property at 216 E. College Street, Seguin. For the appraisal district to proceed, 75% of the taxing units entitled to vote on the appointment of board members must approve the purchase. The purchase and renovation will be financed. Final costs will be reduced from the sale of the current building owned and operated by the appraisal district. Currently the district is responsible for 5.838% of the appraisal district budget. The current contribution for the school district to the Guadalupe Appraisal District budget is \$285,130. The purchase price of the building is \$1,895,000. The total Probable Project Cost is estimated at \$8,401,765, which includes design, construction, project management, contingency, and all associated costs necessary to bring the facility into full operational use. Other options considered (not including the purchase price of the site or FF&E).

8. Reports:

A. Campus and Department Activity Reports - Principals, Athletic & Fine Arts Directors, District Departments – Joel Fredrick asked about the strength and conditioning camp; is it mandatory and what financial assistant is available for students. Athletic Director, Glenn Hill addressed the questions. The camp is not mandatory but attendance is highly recommended. There are also scholarships options for students with financial needs.

B. Superintendent's Report

1. *Enrollment* – There were no questions about enrollment.

2. *Calendar of Events* – There were no question about the calendar of events.

<https://www.navarroisd.us>

C. District Financial Reports – Navarro ISD Chief Financial Officer, Paul Neuhoff reviewed loacal, state and federal expenditures and revenue for the district.

D. School Health Advisory Committee (SHAC) Update Report – There were no questions about the SHAC report.

9. Consent Agenda:

A. Minutes of the April 28, 2025 Special Budget Workshop

B. Minutes of the: April 28, 2025 Regular Board Meeting

C. HVAC Maintenance and Service Agreement

D. Consider and Possible Approval of Proposal for Commissioning Services for the Navarro South Elementary School Project, including Possible Delegation of Authority

E. Facilities Maintenance - Service and Supplies Vendor List

F. Transportation Department Vendor List

G. Food Service Equipment-Maintenance Repairs and Services- Vendor List for the 2025-2026 school year

H. Award RFP #24-010 Depository Services Contract

I. Tuition Rate for Transfer (Non-Resident) Students for 25.26 School Year

J. Consider and Possible Approval of Proposal for Construction Materials, Observation and Testing Services for Navarro High School Athletics Facilities.

K. Donations

Lacey Gosch moved to approve the Consent agenda as presented. Donna Gilliam seconded the motion. Vote 7-0; motion carried.

10. Action Items:

A. Consider Approval of Resolution To Approve Guadalupe Appraisal District Acquisition and Renovation of Property

Lacey Gosch moved to approve the resolution for Guadalupe Appraisal District real estate acquisition and renovation of 216 E. College Street, Seguin, Texas as a future site for Appraisal District Operations. Becki Stephenson seconded the motion. Vote 6-0; motion carried.

FOR - Lacey Gosch, Dan Reinhard, Becki Stephenson, Clint Scheib, Donna Gilliam, and Joel Frederick. ABSTAIN – Melissa Sartain.

B. Consider and take possible action to approve the Design Development concepts for the refresh projects at the current Junior High School and High School campuses; including presentation by the O'Connell Robertson Architects – Architects from O'Connell Robertson presented their designs for the refresh projects at the current Jr. High and High School campuses which included finish upgrades to the Jr. High 400 & 500 buildings and the classroom conversion of the Jr. High Library, as well as, finishing upgrades to high traffic areas, flooring replacement, lighting replacement and new wall paint at the High School. Interior and exterior signage/graphics to rebrand the existing high school were also included in the refresh package.

Joel Frederick moved that the Board approve the Design Development concepts for the refresh projects at the current Junior High School and High School campuses, as presented by the Architect, and further authorize the Architect to proceed to generate and finalize 100% Construction Documents. Dan Reinhard seconded the motion. Vote 7-0; motion carried.

C. Consider and Possible Approval of Superintendent Evaluation Rubric Metrics

Becki Stephenson moved to approve the Superintendent Evaluation Metrics Rubric as designed collaboratively with the Superintendent and the Board of Trustees. Clint Scheib seconded the motion. Vote 7-0; motion carried.

D. Additional Staffing Requests for 2025-2026 – Dr. David Kauffman, Human Resources Director and Assistant Superintendent, presented the staffing request for a new position of DAEP Administrator.

Clint Scheib moved to approve the new position of DAEP Administrator for the 2025/2026 school year. Donna Gilliam seconded the motion. Vote 7-0; motion carried.

11. Closed Session: The Board went into closed session at 8:55 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 Secondary Academic Dean, Jr. High and High School Assistant Principals, 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 10:02 PM to consider possible action related to closed session discussion.

There was no action taken.

13. Adjourn: Melissa Sartain adjourned the meeting at 10:02 PM.

Melissa Sartain, President
NISD Board of Trustees

Donna Gilliam, Secretary
NISD Board of Trustees