

# Minutes of Regular Meeting

## The Board of Trustees Navarro Independent School District

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A Regular Meeting of the Board of Trustees of Navarro Independent School District was held Monday, May 18, 2026, 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:** Vice President, Clint Scheib, called the meeting to order at 6:00 pm and established a quorum. Present, in addition to Clint Scheib, were Dan Reinhard, Dr. Lacey Gosh, Joel Frederick, and Becki Stephenson. Donna Gilliam and Melissa Sartain were not present.

A. Establish Quorum

B. Roll Call

C. 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 participation.

5. **Recognitions:**

A. Dylan Rodgers, American Heart Association Top Fundraiser – Dylan was ranked 6<sup>th</sup> in the San Antonio Area for fundraising by the American Heart Association and was recognized at the Intermediate campus in front of his peers and teachers.

B. UIL Academics Advancing to Regionals – *Accounting*, 2<sup>nd</sup> Place Team at 28-4A Tournament, members included Elizabeth Brooks, Kionna Turner, Omar Villazana, and Adelina Loreto; *Calculator Applications*, 1<sup>st</sup> Place Team at District 28-4A Tournament and 2<sup>nd</sup> Place Team at Region IV-4A Tournament, members included John Kehoe, Hongyan Liu, Austin Rodriguez, Bennett Schmidgall, and Jordyn Brucks; *Journalism*, 2<sup>nd</sup> Place Team at District 28-4A Tournament,

members included Savannah Zapata, Kaylee Henley, and Peyton Person; *Literary Criticism*, 3<sup>rd</sup> Place District Medalist Rania Bustamante; *Mathematics*, 2<sup>nd</sup> Place Team At District 28-4A Tournament and 2<sup>nd</sup> Place Team at Region IV-4A Tournament, members included John Kehoe, Hongyan Liu, Austin Rodriguez, Bennett Schmidgal, and Samuel Caez; *Number Sense*, 2<sup>nd</sup> Place Team at District 28-4A Tournament and 5<sup>th</sup> Place Team at Region IV-4A Tournament, members included including John Kehoe, Hongyan Liu, Bennett Schmidgall, Austin Rodriguez, and Samuel Caez; *Speech*, 2<sup>nd</sup> Place Team at District 28-4A Tournament, members included Brooke Brown, Corrinne Forister and Xavier Morales; *Ready Writing*, 1<sup>st</sup> Place District Medalist Lola Ninneman; *Science*, 2<sup>nd</sup> Place Team at District 28-4A Tournament, members included John Kehoe, Rania Bustamante, Ruben Dominguez, and Hongyan Liu; *Social Studies*, 6<sup>th</sup> Place District Medalist Jordyn Brucks; *Spelling*, 1<sup>st</sup> Place Team at District 28-4A Tournament and 6<sup>th</sup> Place Team at Region IV-4A Tournament, members included Kaylee Henley, Monica Geber, Corrinne Forister, Peyton Person and Jordyn Brucks. UIL Academic Coaches include Daniel Meyers, Hilarie Forister, Alyssa Stanush, Jessica Limmer, Sammie Reyes, and Andrea While.

C. Baseball - Under the leadership of Head Coach Elliott and Assistant Coaches Shipley and Klatt, this team swept the major honors for District 28-4A. Top honors included: Noah Rosas, District MVP; Austin Davidson, District Offensive MVP title, THSBCA All-Star Member, and Honorable Mention THSCA Academic All-State; Tyler Riske, Defensive MVP; Ryan Davidson, District Pitcher of the Year; Drew Mundine, District Newcomer of the Year; All-District First Team selections include Bayley Burgess, Emerson Elder, and Ashton Wilkinson. Second Team All-District honors were awarded to Xavier Calderon, Alex Leckwold, Julius Deleon, and Chase Nored. Chase also earned a spot on the 2nd Team THSCA Academic All-State, and Christian Gauna Honorable Mention All-District selection. Other varsity team members recognized were Baylor Brown, Deegan Bush, Mateo Chapa, Caleb Cisneros, Ryder Fishbeck, and Wyatt Lipsey.

D. Softball – The Varsity Softball Team finished the season as Bi-District Finalists under Coach Klatt and Assistant Coaches Flores and Gormly. Recognized were Shelbi Stevens District Offensive MVP, and THSCA Academic All-State 1st Team. First Team All-District; Jillian Baker and Cadee Zimmer; Second Team All-District: Allyson Antista and Audrina Pacheco; Honorable Mention All-District: Caylee Schronk and Kennedy Seek. Academic All-District honors include Allyson Antista, Jillian Baker, Peyton Cisneros, Natalie Gilles, Isabella Hartman, Maycen Isaac, Audrina Pacheco, Alyson Rauschuber, Caylee Schronk, Kennedy Seek, Shelbi Stevens, Mallory Velasquez, and Cadee Zimmer. THSCA Academic All-State 2nd Team: Kennedy Seek and Cadee Zimmer. THSCA Academic All-State Honorable Mention: Jillian Baker. Team-specific awards: Kennedy Seek, Team Fighting Heart Award, and Cadee Zimmer, Team Defensive MVP.

E. Tennis – Under Coach Shuler and Coach Picarazzi, the team saw success through the District, Regional, and State rounds. Recognitions included: Baylee Burgess & Kyleigh Whitlow, District Champions, Regional 3<sup>rd</sup> Place, and State Qualifier; Jacob Cooper & Jeremy Hamilton, District Champions and Regional Quarterfinalist; and Aaralyn Westover, District Runner-up and Regional Qualifier.

F. Track – Lilia Flo qualified for State placing 8<sup>th</sup> in 3200m and 1600m events. Emersen Cochran also qualified for State and received a bronze medal in the 400m dash. Other Regional Qualifiers recognized were Jose Carillo, Braddock Gallini, Ayden Gray, Mason Harvey, Samuel Ibumba, Hudson Jenner, Patrick Love, Evan Rodriguez, Josiah Saberon, Brody Zoeller, and Katie Gosch.

G. FFA – Teams Recognized were: *Dairy Cattle Evaluation Career Development Event* – 1<sup>st</sup> in District, 2<sup>nd</sup> in Area, 49<sup>th</sup> in State (out of 63 teams) with team members Landri Wilson (1<sup>st</sup> in District & 6<sup>th</sup> in Area), Cheyanne Kuhlman (2<sup>nd</sup> in District & 7<sup>th</sup> in Area), Kaylie Kissiar (4<sup>th</sup> in District), and Hope Castillo (9<sup>th</sup> in District). *Horse Evaluation Career Development Event* – 1<sup>st</sup> in District, 4<sup>th</sup> in Area, and 64<sup>th</sup> in State (out of 77 teams) with team members Cheyanne Kuhlman (1<sup>st</sup> in District & 11<sup>th</sup> in Area), Shiloh Purdum (2<sup>nd</sup> in District), Brody Bruening (3<sup>rd</sup> in District), and Cynthia Sims (6<sup>th</sup> in District). *Livestock Evaluation Career Development Event* – 3<sup>rd</sup> in District, 7<sup>th</sup>

in Area, and 14<sup>th</sup> in State (out of 97 teams) with team members Avery Sisak (1<sup>st</sup> in District & 1<sup>st</sup> in Area), Peyton Sisak (4<sup>th</sup> in District, 6<sup>th</sup> in Area, & 22<sup>nd</sup> in State), Isabella Hartman and Hailee Munk. *Floriculture Evaluation Career Development Event* – 2<sup>nd</sup> in District, 6<sup>th</sup> in Area, and 18<sup>th</sup> in State (out of 68 teams) with team members Harley Frost (2<sup>nd</sup> in District, 8<sup>th</sup> in Area & 12<sup>th</sup> in State), Sandy Rogers (11<sup>th</sup> in State), Cash Backus, and Lucy Seibert. *Farm & Agribusiness Management Career Development Event* – 1<sup>st</sup> in District, 2<sup>nd</sup> in Area, and 12<sup>th</sup> in State (out of 58 teams) with team members Rylan Trost (2<sup>nd</sup> in District & 3<sup>rd</sup> in Area), Austin Rodriguez (3<sup>rd</sup> in District & 7<sup>th</sup> in Area), Alyea Carter (5<sup>th</sup> in District & 11<sup>th</sup> in Area, and Victor Parra (6<sup>th</sup> in District & 14<sup>th</sup> in Area). *Environmental & Natural Resources Career Development Event* – (1<sup>st</sup> in District, 2<sup>nd</sup> in Area, and 16<sup>th</sup> in State (out of 34 teams) with team members Baylor Brown (5<sup>th</sup> in area), Shiloh Purdum (6<sup>th</sup> in Area), Caden Rose (9<sup>th</sup> in Area), and Jada Bloom (10<sup>th</sup> in Area). *Food Science Career Development Event* – 3<sup>rd</sup> in District, 4<sup>th</sup> in Area, and 16<sup>th</sup> in State (out of 48 teams) with team members Cole Landon (5<sup>th</sup> in District & 8<sup>th</sup> in Area), Kiley Kernan, Minka du Preez, and Claire Martinez. *Plant Identification* – 1<sup>st</sup> in District, 5<sup>th</sup> in Area, and 37<sup>th</sup> in State (out of 63 teams) with team members Cash Backus, Scarlett Chandler, Sofia Langford, and Austin Rodriguez.

H. Golf - Jake Kirk claimed the 4A State Silver Medal, finishing second in the state in a three-hole playoff. In addition to this podium finish, we recognized Regional Qualifiers Landri Wilson, Kathrine Gosch, Jayden Montoya, Kopeland Katzer, Quinn Stanley, Evan Rodriguez and Coach Chad Neubauer.

I. One Act Play - Navarro made it to the Region level of One Act Play and ended the season as a part of the top 24 in the state. This placed the Panthers in the top 11% of 4A programs. Along the way the company earned individual awards including 6 Honorable Mention All-Star Cast (bronze medal), 4 All-Star Cast (silver medal), 2 Outstanding Performer (gold medal), 3 Outstanding Technicians (gold medal), and one Outstanding Technical Crew (given to the best tech crew of that contest). Cast Members included Aylin Aguirre, Zoe Alexius, Isabelle Bailey, Leviva Banda, Evelyn Beane, Joshua Brucks, Luis Castillo, Gael Cortez, Jordyn Cummings, Alissa Hoyer, Claire Martinez, Preston Pardo, Maddeylin Perales, Brooke Poppleton, Korabelle Qassom, Corbin Rose, Kaylee Sanchez, Destiny Sandoval, Quentin Silva, Allison Smith, Omar Villazana, Ranlea Weinhagen,, Savannah Zapata and Director Carter Ridge.

**6. Construction and Bond 2021 & 2024 Update:** AG/CM Project Manager, Melisa Nu'u - Navarro ISD continues to see strong progress across its 2024 bond construction program, with all projects currently on schedule and advancing across multiple campuses. The district recently initiated its elementary and intermediate campus refresh project, which will begin construction on June 1 starting at the Annex facility to prepare additional classroom space for the elementary campus by Fall 2026. This work also includes planned upgrades to the annex gym, as well as flooring and lighting improvements in main hallways that will continue through next summer at the current elementary and intermediate buildings. Significant activity is also underway at the athletic complex, where crews have begun pouring parking lots on the home side and are making visible progress on stadium infrastructure. Construction includes masonry and steel installation for the elevator tower, structural steel work, and fine grading beneath the stands. Scoreboard installation has started, and preparation work is taking place on the tennis courts for future surface installation, while the turf and track areas continue to take shape. At the junior high school, both renovation and new construction projects are advancing. Demolition has begun in Building 500 at the existing junior high, where the former library is being converted into two classrooms and outdated wiring systems are being removed to modernize the space. This work has been carefully phased to allow students to remain in adjacent areas and complete the school year safely. Construction on the Navarro South elementary campus has reached a major milestone, with nearly all structural concrete poured for the facility. The second academic wing was recently completed, and only the gym area remains for final concrete placement. CMU walls at the

kitchen area are underway, with steel structure expected to start in the next few weeks. Road expansion work was completed along East Martindale and ongoing installation of drainage systems, sidewalks, and site infrastructure. The public waterline work was completed, tied in with the City line, and recently energized. AGCM is also actively coordinating with the City of Seguin and utility contractors to manage ongoing water and sewer infrastructure upgrades near district properties. These efforts are focused on minimizing disruption to school operations by ensuring bus routes remain clear, maintaining safe road conditions, and holding contractors accountable for site cleanliness and any necessary repairs. Overall, construction progress remains strong, and the district continues to move forward with projects designed to support enrollment growth and enhance facilities for students and staff.

## 7. Discussion/Information:

A. Demographic and Housing Report – Zonda completed the spring demographic and housing study. Paul Neuhoff, NISD Chief Financial Officer, presented the findings. Key takeaways included: *District Information* - Navarro ISD Enrollment increased by 1,200 over the last five years. The District has seen enrollment rise in the 2025/2026 school year by approximate 350 students; *Housing Market Conditions* - 2025 total home sales in NISD is higher than the previous three-year average, though lower number of housing starts than 2024 in part due to builders begin cautious with inventory totals; *Housing Activity & Future Developments* - The district currently has approximately 180 homes under construction, 950 lots available to build on, and more than 7,800 planned in the future; *Enrollment Forecast* - Enrollment is forecasted to reach 4,600 by the 2030/2031 school year, and with additional development and population growth nearly 6,000 students by the 2035/2036 school year.

B. Discussion of Delivery Methods Associated with Construction Procurement – Presented by Derek Bird, AG/CM Director of Operations/Central Region. As described in Board Policy CV, construction services must be procured under only those methods allowed by the Government Code Methods provided by Government Code Chapter 2269 for construction services. Education Code 44.031(a)(5) are as follows. *Competitive Bidding*. Gov't Code 2269 Subchapter. C [See CVA] *Competitive Sealed Proposals*. Gov't Code 2269 Subchapter. D [See CVB] *Construction Manager-agent Method*. Gov't Code 2269 Subchapter. E [See CVC] *Construction Manager-at-risk Method*. Gov't Code 2269 Subchapter. F [See CVD] *Design-build Method*. Gov't Code 2269 Subchapter. G [See CVE]. *Job Order Contracting*. Gov't Code 2269 Subchapter. I [See CVF] As required by law, in August 2023, the Board established Competitive Sealed Proposals (CSP) as the default delivery method for District construction projects. Therefore, the use of any alternative method must be approved by the Board. Each method provides various advantages and disadvantages. Depending on the nature of the project, timeline, complexity and other factors certain delivery methods can provide the best value to the district.

C. School Health Advisory Council (SHAC) Report – Wendy McMullen, NISD Chief Academic Officer presented the School Health Advisory Council 2025/2026 Annual Report. The SHAC is a state-required advisory group established to support the district in promoting student health and wellness. The council identified two primary objectives for the 2025/2026 school year to strengthen the district's health culture. *Goal 1: Expand SHAC Membership* through outreach at events, online accessibility, campus newsletters, advance notification, and community outreach. *Goal 2: Coordinated Health Activities* with the implementation of "Health Tip of the Week" program, where weekly tips are distributed to match the health and wellness concepts being highlighted by coaches and teachers in the classroom. Mandated health education and specialized curriculum are also monitored and evaluated by the SHAC, as well as the district's wellness plan and nutrition standards. The council identified areas of focus for the 2026/2027 school year that included a plan to support student growth through the PE program and an emphasis on preparing 5<sup>th</sup> graders for the transition into junior high pre-athletics. Future initiatives under consideration include walking path enhancements, community events, and seasonal initiatives.

D. Technology Committee and AI Administrative Regulations Review – Jason Rhame, Director of Technology and Micaela Gissendanner, Instructional Technologist, presented the report from the 2025/2026 Technology Committee. The committee has focused on three pillars to ensure NISD students are competitive and safe in a digital-first economy. (1) Foundational Skills: Chromebooks aligned with TEKS keyboarding standards. (2) Responsible AI: Establishing an ethical framework for Artificial Intelligence that augments human instruction without replacing it. (3) Digital Wellness: Providing parents with Qustodio licenses to manage digital boundaries at home.

E. Bilingual Task Force Committee Update – Kayle Arlaus and Letty Miller, Bilingual ESL Specialists, presented the update. Navarro ISD is implementing important updates to its Bilingual Education Program in response to increased enrollment of native Spanish-speaking students at the elementary level. In alignment with state requirements, the district is now required to develop and implement a bilingual program to better serve emergent bilingual students. The inaugural proposed program model is a one-way Dual Language model which will provide structured instruction in both English and Spanish, with the goal of promoting bilingualism, biliteracy, and academic achievement. The transition to a one-way dual language program represents a strategic step toward ensuring that students receive the linguistic support necessary to access grade-level content while developing proficiency in both languages. To support this implementation, the district is focused on aligning curriculum resources, continuing targeted professional development for teachers, and strengthening instructional practices specific to dual language settings. Additionally, efforts are underway to recruit and retain highly qualified bilingual educators and to enhance family engagement so that parents are informed and supported throughout the transition

F. 2026/2027 Budget Calendar Timeline – In order to adopt the budget and tax rate for the 2026/2027 school year, this timeline of activity has been developed for planning and discussion. The timeline shows key dates, deadlines, and critical activities in the process. Paul Neuhoff, NISD Chief Financial Officer, presented the Budget Calendar and Timeline to the Board for review.

G. Stipends for 2026/2027 School Year – Paul Neuhoff, NISD Chief Financial Officer, presented the stipend schedule for the Board's review. In the prior year, the district 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 2026/2027 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 2026/2027 budget.

H. Employee Opinion Survey- The district contracted with the Texas Association of School Boards (TASB) to conduct an employee opinion survey in January 2026. Dr. David Kauffman, Assistant Superintendent of Human Resources and School Leadership, presented the results. In many of the areas surveyed, NISD survey results remained consistent within 1 to 2 percentage points compared to the 2025 survey results. Notable increases were seen in compensation and benefits (+10 points) and student discipline (+7 points). All surveyed areas resulted in a score of 73 percent or higher with 7 out of 11 surveyed areas scoring 80 percent or above. Overall, NISD survey participants viewed their jobs and the district favorably again this year. The strongest areas of employee engagement were job satisfaction and relationships with coworkers. Other notable successes were an overall improvement of 2 percentage points for the area of curriculum and instruction this year.

The most notable improvement (+14 points) was related to instructional technology. District and campus administrators will use the results to guide further inquiry into employees' experiences, to plan strategies for improvement in targeted areas, and to monitor changes in employees' opinions.

I. Discussion of Possible Date for Special Board Meeting in June for the Superintendent's Evaluation - In accordance with Local Policy BJCD, the Board shall prepare a written evaluation of the Superintendent at annual or more frequent intervals. The Board shall furnish the Superintendent with a copy of the completed evaluation and shall discuss its conclusions with the Superintendent in a closed meeting, unless the Superintendent requests that the discussion be open. Proposed dates and times include June 22 and June 29 at 6:00pm. The Board decided on June 29, 2026 at 6:00 pm in the Intermediate Library for the Special Board Meeting for the Superintendent's Evaluation.

#### **8. Action Items:**

A. Discussion and Possible Selection of 2025 Delegate and Alternate (as needed) to the Texas Association of School Boards (TASB) Delegate Assembly at txEDCON

Joel Frederick moved to approve Dr. Lacey Gosch as the Assembly Delegate for the 2026 TASB txEDCON Convention. Becki Stephenson seconded the motion. Vote 5-0; motion carried. FOR: Clint Schieb, Becki Stephenson, Dr. Lacey Gosch, Joel Frederick, and Dan Reinhard.

B. Consideration and Approval of a Resolution Establishing The District's Intention to Reimburse Itself for the Prior Lawful Expenditure of Funds From Proceeds of Tax-Exempt Obligations and Other Matters in Connection Therewith

Dan Reinhard motioned to approve the District's Reimbursement Resolution. Dr. Lacey Gosch seconded the motion. Vote 5-0; motion carried. FOR: Clint Schieb, Becki Stephenson, Dr. Lacey Gosch, Joel Frederick, and Dan Reinhard.

#### **9. Reports:**

A. Superintendent's Report

1. Enrollment – There were no questions about Enrollment.

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

#### **10. Consent Agenda:**

A. Review and Possible Approval of the Minutes from the April 20, 2026 Regular Board Meeting

B. Consider and Possible Approval of Donations - Panther Posse

C. Consider and Possible Approval of Facilities Maintenance - Service and Supplies Vendor List 2026/2027

D. Consider and Possible Approval of RFP #26-003 Food Service Equipment - Maintenance Repairs & Services

E. Consider and Possible Approval of Renewal of RFP #24-013 Transportation-Maintenance, Repair, and Services for 2026-2027

F. Consider and Possible Approval of Tuition for Out-of-District Transfer Students (for eligible staff transfers)

G. Consider and Possible Adoption of Elementary, Intermediate, Jr. High, and High School Library Materials Purchase

H. Consider and Possible Approval of Chromebook and Carts for Growth Purchase

- I. Consider and Possible Approval of Competitive Sealed Proposal (CSP) Construction Method for Transportation Parking Expansion - Bond 2026
- J. Consider and Possible Approval of Design-Build Construction Method for Facility Reinvestment - Bond 2026
- K. Consider and Possible Approval of Construction Manager At Risk (CMAR) Delivery Method for Junior High School Expansion & Renovation - Bond 2026
- L. Review and Possible Approval of Bluebonnet Learning K-5 Instructional Materials Purchase
- M. Review and Possible Approval of 2026-2027 District Contribution for Health Insurance

Joel Frederick motioned that the Board approve the Consent Agenda as presented. Dr. Lacey Gosch seconded the motion. Vote 5-0; motion carried. FOR: Clint Schieb, Becki Stephenson, Dr. Lacey Gosch, Joel Frederick, and Dan Reinhard.

11. **Closed Session:** The Board went into closed session at 8:10 pm.

A. Pursuant to Texas Government Code Section 551.074 to discuss the Employment and Resignations of Professional Personnel to include Teachers and other Professionals

B. 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 8:43 pm to consider possible action related to closed session discussion.

There was no action taken by the Board.

13. **Adjourn:** Clint Scheib adjourned the meeting at 8:43 pm.

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Melissa Sartain, President  
NISD Board of Trustees

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Donna Gilliam, Secretary  
NISD Board of Trustees