

# NAVARRO INDEPENDENT SCHOOL DISTRICT

**Subject:** Approval of HB 3372 Administrator Personal Services Contracts  
**Date:** July 20, 2026  
**Administrator Responsible/Position:** David Kauffman, Ed.D., Asst. Superintendent of Human Resources and School Leadership

**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:** Consider authorizing current district administrators to engage in contracted services that do not conflict with their district responsibilities.

**Background Information:**

Texas House Bill 3372 (89th R) created Section 11.006 Texas Education Code. The new law prohibits school district administrators from receiving any financial benefit for the performance of personal services for certain entities, including:

1. Any business entity that conducts or solicits business with the school district that employs the administrator;
2. An education business that provides services regarding the curriculum or administration of any school district; or
3. Another school district, charter school, or regional education service center.

The term “administrator” means a person who has significant administrative duties relating to the operation of a school district, including the operation of a campus, program, or other subdivision of the district. The term excludes (1) an employee whose job duties involve primarily classroom instruction, and (2) a trustee of a school district.

HB 3372 authorizes the School Board to approve an exception to the law for any administrator other than a Superintendent or Assistant Superintendent. The administrator must describe how the contract does not present a conflict of interest and attest that the services will be performed entirely on the administrator’s own personal time. A senior district leader must verify that the services will not present a conflict of interest, will not harm the district, and will be performed entirely on the administrator’s personal time.

Jason Rhame, Director of Technology, has requested approval to bid on a procurement process being conducted by Northside ISD. David Kauffman, Assistant Superintendent of Human Resources and School Leadership, has reviewed the request and verified that the services meet the criteria established by House Bill 3372. If Mr. Rhame’s firm is selected, he will provide a copy of the contract to the board. If it is not, the request will be withdrawn.

**E. Comments Received:**

☒ LT    ☐ DEIC    ☐ Other

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

**F. Administrative Recommendation:** That the Board approve the request from a district administrator for an exception to the HB3372 prohibition on outside contracts.

**G. Fiscal Impact and Cost:**

☐ Budget  
☐ Bond

☐ Grant/Special  
Funds

**Amount:** N/A  
☐ Other

**H. Exhibits:**

For voting members only:

- Statement from Mr. Rhame
- Northside ISD RFP

**I. Action:** I move that the board approve an exception to the House Bill 3372 prohibition of administrator personal services contracts for Jason Rhame in order to allow him to enter into a contract with Northside ISD as described in the RFP provided to the Board.

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

MOTION CARRIED / DENIED / POSTPONED