

NAVARRO INDEPENDENT SCHOOL DISTRICT

Subject: **Self Insured Workers Compensation Fund 2026-2027**

Date: July 20, 2026

Administrator Responsible/Position: Sarah Santone, Paul Neuhoff

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: **That the Board of Trustees approves the agreement for Workers Compensation coverage through an interlocal agreement with Deep East Texas Self Insurance Fund.**

Background Information: **This one year agreement is with Deep East Texas Self Insurance Fund,**

through local agent Barnard Donegan. The annual payment will be \$75,449.00 which is an increase of \$5,122.00 from the 2025-2026 school year. This fee locks in a flat annual installment rate without audit adjustments or payroll increases for the duration of the agreement.

Deep East Texas Self Insurance Fund has supplied the district with excellent customer service with all workers comp claims. Human Resources is extremely pleased with their response to the district's needs. If for some reason NISD is not satisfied with the performance of Deep East Texas, NISD can discontinue the association with a 180 day written notice.

E. Comments Received:

☐ LT

☐ DEIC

☐ Other

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

F.

**Administrative
Recommendation:**

That the Board approves the use of Deep East Texas Self Insurance Fund for Workers' Compensation for the 2026-27 school year.

G. Fiscal Impact and Cost:

Amount: \$75,449.00

☒ Budget

☐ Grant/Special
Funds

☐ Other

☐ Bond

H.

Exhibits:

None

Action: I move to approve/disapprove/postpone the use of Deep East Texas Self Insurance Fund for Workers' Compensation for the 2026-27 school year.

I.

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