Notice of Regular Meeting
Nazareth Independent School District
Board of Education
Wednesday, December 10, 2025

Notice is hereby given that a regular meeting of the Nazareth Independent School District Board of Education will be held on the 10th of December, 2025 at 7:30 p.m. in the Board Room, Nazareth School Building, 101 South First Street, Nazareth, Texas 79063. The subjects to be discussed or considered, or upon which any formal action may be taken, are as follows. If, during the course of the meeting, discussion of any item on the agenda should be held in closed meeting, the board will conduct a closed meeting in accordance with the Texas Open Meeting Act, Texas Govt. Code, Chapter 551, Subchapters D and E. Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting.

(Note: items do not have to taken in the same order as shown on this meeting notice)

1. Call to order
- **1.A Roll call and establish a quorum**
- **1.B Prayer (Mac)**
- **1.C Pledge (Maegan)**
- **1.D Mission Statement (Jennifer)**
- **1.E Open Forum**

2. Audit Report with Randel Terry & Ryan King

3. School Financial Integrity Ration System (School FIRST) Hearing

4. Principal's Report
- **4.A. Enrollment and Attendance Rate**
- **4.B Calendar of Events**
- **4.C Academic Update**

5. Superintendent's Reports
- **5.A Current Bills**
- **5.B Finance Reports & Quarterly Reports**
- **5.C Bank Reconciliations/Cash Flow Report**
- **5.D Budget Amendments—if applicable**
- **5.E Pledged Securities**
- **5.F Castro CAD Monthly Tax Collection Report**
- **5.G Facilities and Operations**
- **5.H Transportation**
- **5.I School Nutrition Program Update**
- **5.J Personnel**
- **5.K 2025-2026 School Calendar administrative changes**
- **5.L Bond & Construction Updates**
- **5.M May 3, 2026 BOE Election**
- **5.N SCE Manual**
- **5.O Reappoint Justin Gough as IPM Coordinator**
- **5.P Superintendent Evaluation**
- **5.Q Donation from Mid-Plains**
- **5.R Proposed List of Book Titles for the Library from the Scholastic Book Fair**
- **5.S TASB Localized Policy Update 126 (2nd Reading)**
- **5.T Chapter 313—Castro Solar One Updates**
- **5.U Training Opportunities and Information**
  - **5.U.1 PAASB on January 8, 2026 6:30 pm—9:00 pm *(2 hours of credit available)***
  - **5.U.2 PAASB on April 2, 2026 6:30 pm—9:00 pm *(2 hours of credit available)***
  - **5.U.3 Team of Eight Effectiveness Survey Results**

6. Consent Agenda (Action Item)

- **6.A Consider approval of the minutes of November 12, 2025 Regular Meeting**
- **6.B Consider approval of finance reports & quarterly reports**
- **6.C Consider approval of current check payment list**
- **6.D Consider approval of budget amendments—if applicable**
- **6.E Consider approval of administrative changes to 2025-2026 school calendar**
- **6.F Consider approval of State Compensatory Education Manual**
- **6.G Consider reappointment of Justin Gough as IPM Coordinator**
- **6.H Consider approving donation from Mid-Plains**
- **6.I Consider approving list of proposed book titles for the library from the Book Fair**
- **6.J Consider approval of TASB Localized Policy Update 126**
  - **6.J.1 BE(LOCAL): Board Meetings**
  - **6.J.2 BED(LOCAL): Board Meetings – Public Participation**
  - **6.J.3 CJ(LOCAL): Contracted Services**
  - **6.J.4 CJA(LOCAL): Contracted Services – Background Checks and Required Reporting**
  - **6.J.5 CLE(LOCAL): Buildings, Grounds, and Equipment Management – Required Displays**
  - **6.J.6 CQB(LOCAL): Technology Resources – Cybersecurity**
  - **6.J.7 CQD(LOCAL): Technology Resources – Artificial Intelligence**
  - **6.J.8 CSA(LOCAL): Facility Standards – Safety and Security**
  - **6.J.9 CV(LOCAL): Facilities Construction**
  - **6.J.10 DBD(LOCAL): Employment Requirements and Restrictions – Conflict of Interest**
  - **6.J.11 DEC(LOCAL): Compensation and Benefits – Leaves and Absences**
  - **6.J.12 DFBB(LOCAL): Term Contracts – Nonrenewal**
  - **6.J.13 DGBA(LOCAL): Personnel-Management Relations – Employee Complaints/ Grievances**
  - **6.J.14 DH(LOCAL): Employee Standards of Conduct**
  - **6.J.15 EEP(LOCAL): Instructional Arrangements – Lesson Plans**
  - **6.J.16 EFA(LOCAL): Instructional Resources – Instructional Materials**
  - **6.J.17 EHBAF(LOCAL): Special Education – Video/Audio Monitoring**
  - **6.J.18 EIA(LOCAL): Academic Achievement – Grading/Progress Reports to Parents**
  - **6.J.19 FA(LOCAL): Parent Rights and Responsibilities**
  - **6.J.20 FEF(LOCAL): Attendance – Released Times**
  - **6.J.21 FFAC(LOCAL): Wellness and Health Services – Medical Treatment**
  - **6.J.21 FFB(LOCAL): Student Welfare – Crisis Intervention**
  - **6.J.22 FFF(LOCAL): Student Welfare – Student Safety**
  - **6.J.23 FFG(LOCAL): Student Welfare - Child Abuse and Neglect**
  - **6.J.24 FNG(LOCAL): Student Rights and Responsibilities – Student and Parent Complaint/Grievances**
  - **6.J.25 FO(LOCAL): Student Discipline**
  - **6.J.26 GF(LOCAL): Public Complaints**
  - **6.J.27 GKA(LOCAL): Community Relations – Conduct on School Premises**

7. **Discuss and take action as necessary on matters related to district personnel, including, but not limited to performance, duties, assignment, reassignment, salaries and benefits (Action Item)**

8. **Discuss and take action, if necessary, on matters related to capital improvement projects, and architect and engineering plans. (Action Item)**

9. **Board member comments and/or questions**

10. **Adjournment**

If, during the course of the meeting, any discussion of any item on the agenda should be held in executive session, the Board will convene in such executive or closed session in accordance with the Open Meetings Act, Article 6252-17, Texas Civil Statutes. The Board will take no final action, make no decisions, nor cast any votes while in Executive Session. The presiding officer will reconvene the open meeting prior to formal adjournment.

Texas Government Code Section:
551.071 Private consultation with the board's attorney.
551.072 Discussing purchase, exchange, lease or value of real property.
551.073 Discussing negotiated contracts for prospective gifts.
551.074 Discussing personnel or to hear complaints against personnel.
551.075 To confer with employees of the school district to receive information or to ask question.
551.076 Considering the deployment, specific occasions for, or implementation of, security personnel or devices.
551.082 Considering discipline of a public-school child, or complaint or charge against personnel.
551.0821 Deliberate a matter regarding student if personally identifiable information will be revealed.
551.083 Considering the standards, guidelines, terms, or conditions the board will follow, or will instruct its representatives to follow, in consultation with representatives of employee groups.
551.084 Excluding witness from a hearing.

This notice was posted at 4:00 pm, December 4, 2025

Dr. Kara Sue Garlitz

Dr. Kara Sue Garlitz, Superintendent, For the Board of Trustees