

# HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: March 27, 2025

Agenda Item: M.1a

Board Goal: Student Achievement / Community Relations

Subject: Consideration and possible approval of the Superintendent's Recommendations for Employment Contracts for Administrators, Certified Professionals, and Professionals for the 2025-2026 and 2026-2027 School Years

Administrator Responsible/Position: Christina Courson, Chief Human Resources Officer

**A. Purpose of Agenda Item:**

Action needed

Information only

Receive input

**B. Authority for This Action:**

Local Policy:

DC Legal and Local

DCA Legal and Local

DCB Legal and Local

DCE Legal and Local

Law or Rule

N/A

**C. Goal or Need Addressed:** Consider and take possible action regarding approval of employment contracts for administrators, certified professionals, and professionals for the 2025-2026 school year. Note: Some administrators are eligible for a multi-year (2-year) contract based on district-level criteria.

**D. Summary:**

**Previous board action relating to this item:** Annual contract renewal

**Future action anticipated:** Presented to the Board for approval, annually

**Background information:** As in prior years, administrator contracted are presented to the Board of Trustees in accordance with policy DC (Local), the Superintendent has sole authority to make recommendations to the Board regarding the selection of contractual personnel for the following positions: high school head football coach/athletic coordinator, high school band director/fine arts coordinator, assistant principal, academic dean, principal, director, executive officer, deputy officer, chief officer, and deputy superintendent. The Board retains final authority for employment of such personnel.

The Board delegates to the Superintendent final authority to employ contractual personnel for the following positions: teachers, librarians, counselors, and nurses.

It is recommended to provide a multiyear employment contract to the identified administrators, certified professionals, and professionals for the 2025-2026 and the 2026-2027 school years.

**E. Comments Received:**

Cabinet

DLT

FBOC

Teacher Org. Reps.

**Other:** Campus and/or district-level committees

**F. Administrative Recommendation:** Administration recommends approval of contract recommendations, as presented.

**Advantages and benefits of this proposal:**

**Expected results in terms of student benefit/achievement:**

**Effect of this action on other parts of the system:**

**Consequences of not approving this recommendation:**

**G. Fiscal Impact and Cost:** Included in the Budget for the Upcoming Fiscal Year

**Budget**                       **Bond**                       **Grant/Special Funds:**                       **Other**

**Budget Amendment Needed**

**Prior Year Spending:** N/A

**Reasons for rejecting alternatives:** N/A

**Future/Ongoing:** Annual contract renewal is anticipated

**H. Monitoring and Reporting Time Line:**

**Person responsible for evaluating this decision or action:** Christina Courson

**Evaluation method and time line:** An annual performance appraisal will be conducted in accordance with policy.

**Next report to the board:** Spring 2026

**I. Suggested Motion:**

I move that the Hays CISD Board of Trustees approve the Superintendent's recommendations for employment contracts for administrators, certified professionals, and professionals for the 2025-2026 and 2026-2027 school years, as discussed.