

# Hitchcock Independent School District

## BOARD OF TRUSTEES

**Meeting Date:** April 27, 2026

**Presented by:** Dr. Darryl J. Henson, Superintendent of Schools

**Subject:** Resolution Board Policy DC(LOCAL)

### Consent Agenda

#### **BACKGROUND INFORMATION:**

Under the current Hitchcock ISD Policy DC(LOCAL), the Board retains final authority for the employment of contractual personnel, with the exception of the summer months of June through September. While the Superintendent is responsible for defining qualifications and making recommendations for contractual selection, the time-sensitive nature of the spring hiring season often necessitates quicker action to secure top-tier candidates.

The months of April and May represent the peak of the educator recruitment cycle. As resignations are submitted and vacancies are posted, high-quality teacher candidates often receive multiple offers simultaneously. Requiring these candidates to wait until the scheduled May 18, 2026, Board meeting for formal approval places the District at a competitive disadvantage, as candidates may accept offers from other districts that can provide immediate job security.

The Board is requested to approve a *temporary* resolution granting the Superintendent final hiring authority for contractual positions below the Principal level for the period of April 28, 2026, through May 31, 2026.

- This authority applies only to teachers and other non-administrative contractual staff.
- Exclusions: All hiring for Principal positions and above (including central office administrators) will remain subject to Board approval at the May 18, 2026, meeting.
- All candidates hired under this authority will continue to meet the District's rigorous qualification and background verification standards as outlined in current policy.

To ensure Hitchcock ISD can effectively compete for the best available educators for the 2026-2027 school year, it is recommended that the Board approve this temporary expansion of the Superintendent's hiring authority.

**BOARD ACTION REQUIRED:**

I move that the Resolution for Board Policy DC(LOCAL) be approved as presented.

**POLICY AUTHORIZATION:**

DC(LOCAL)

**CONTACT PERSON:**

Dr. Darryl J. Henson, Superintendent  
Patrick Faour, Director of Human Resources

**FUNDING SOURCE:**

N/A

**ENCLOSURES:**

Resolution Board Policy DC(LOCAL)