

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: August 24, 2026

Agenda Item: J.1a

Board Goal: Student Achievement

Subject: Consideration and possible approval of the Superintendent's recommendations to contractually employ Administrative Personnel

Administrator Responsible/Position: Dr. Eric Wright, Superintendent
Christina Courson, Chief Human Resources Officer

A. Purpose of Agenda Item:

☒ Action needed ☐ Information only ☐ Receive input

B. Authority for This Action:

☒ Local Policy: ☒ Law or Rule ☐ N/A
DC – Employment Practices DC – Employment Practices
DP – Personnel Positions DP – Personnel Positions

C. Goal or Need Addressed: Request approval of the hire of recommended positions.

D. Summary:

☐ Previous board action relating to this item: N/A
☐ Future action anticipated: N/A
☒ Background information: In accordance with policy DC (Local), the Superintendent has sole authority to recommend the employment of contractual personnel who serve as administrators and the Board of Trustees retains final authority to approve such personnel.

E. Comments Received:

☒ Cabinet ☒ Other: Campus-Level Interview Committee and District-Level Committee

F. Administrative Recommendation: Administration recommends the Board of Trustees approve the Superintendent's recommendations regarding the employment of administrative professional personnel.

G. Fiscal Impact and Cost: Included in 2026-2027 Budget

H. Monitoring and Reporting Time Line:

Person responsible for evaluating this decision or action: Christina Courson

Evaluation method and timeline: The contractual personnel who serve as administrators undergo an annual performance appraisal.

Next report to the Board: N/A

I. Suggested Motion:

I move that the Hays CISD Board of Trustees approve the Superintendent's recommendation to contractually employ administrative personnel, as discussed.