

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: September 28, 2026

Agenda Item: K.3

Board Goal: N/A

Subject: Consideration and possible adoption of Proposed Amendments to the Hays CISD District of Innovation Plan

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:

☐ Law or Rule:

☒ N/A

C. Goal or Need Addressed: The goal of this agenda item is to seek approval for DOI amendments, as presented.

D. Summary:

☒ **Previous board action relating to this item:** Current DOI Plan was adopted June 2026

☐ **Future action anticipated:** N/A

☒ **Background information:** The extended timelines and added layers of governance mandated under TEC Chapter 26A in the most recent legislative session significantly inhibit the district's ability to resolve conflicts promptly, efficiently, and at the lowest possible administrative level. The state-mandated 60-to-90-day filing window delays the resolution of disputes, taxes administrative capacity, and potentially compromises the accuracy of information or witness testimonies due to the passage of time. Furthermore, a singular state-dictated protocol removes the district's capacity to tailor its timelines to local operational realities. The district will maintain complete local control over its grievance and complaint policies, procedures, and timelines. Rather than adopting the state framework contemplated under TEC Chapter 26A, the district will continue to utilize and enforce its long-standing, locally approved grievance processes. This exemption will apply uniformly to all grievances submitted by employees, parents, students, and community members.

E. Comments Received:

☒ Cabinet

☒ DLT

☐ FBOC

☒ Teacher Org. Reps.

☐ Other:

F. Administrative Recommendation: Administration recommends the approval of the proposed amendment.

Advantages and benefits of this proposal: Complaints are filed and addressed swiftly, ensuring faster outcomes for parents, students and staff.

G. Fiscal Impact and Cost: N/A

H. Monitoring and Reporting Time Line:

Person responsible for evaluating this decision or action: Christina Courson

I. Suggested Motion:

I move that the Hays CISD Board of Trustees adopt the proposed amendments to the Hays CISD District of Innovation Plan, as presented.