

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: October 26, 2026

Agenda Item: L.7

Board Goal: N/A

Subject: Consideration and possible approval of a Staff Augmentation Contract for Project Management at 2025 Bond High School #4 – O'Connell Robertson Architects

**Administrator Responsible/Position: Max Cleaver, Chief Operations Officer
Nathan Wensowitch, Exec Dir of Facilities, Construction & Bond Programs**

A. Purpose of Agenda Item:

☒ Action needed ☐ Information only ☐ Receive input

B. Authority for This Action:

☒ Local Policy: CH – Purchasing & Acquisition ☐ Law or Rule: ☐ N/A

C. Goal or Need Addressed: Provide safe, cost-effective facilities.

D. Summary:

☐ Previous board action relating to this item: N/A

☐ Future action anticipated: N/A

☒ **Background information:** The Hays CISD Director of Construction and two Project Manager III positions continue to be vacant after two rounds of interviews. These staff members would be responsible for the project management of HS 4. In their absence, in order to fill the immediate need for the project management of High School 4, staff contracted with OCR for assistance. Staff issued a Board memo on this topic this past summer. Their contract began in mid-June and was originally scheduled to run through mid-October. The two parties met last week and determined that the hourly burn rate for staff time is slower than originally anticipated and the service contract will take us into November 2026. We are working with a four-person team from OCR, so there is no single point of failure. During this initial contract period, we have continued to advertise and seek to fill the positions internally. We have broadcast these positions on job boards and have personally attempted to recruit, unsuccessfully. At this time, we are bringing forward a request to continue this arrangement with OCR through September 2027. At the end of Summer 2027, we are projecting that the 2025 Bond workload will ease up so that Hays CISD personnel can take over the project management of HS 4 from OCR. The agreement contains a four week "opt-out" clause in case we are able to hire the people internally or conditions change. Staff discussed this at the September 2026 FBOC meeting with unanimous support. Several committee members provided real-world examples of successful staff augmentation in their own work

E. Comments Received:

☒ Cabinet ☐ DLT ☒ FBOC ☐ Teacher Org. Reps. ☒ Other: Project Team

F. Administrative Recommendation: Administration recommends approval of a staff augmentation contract with OCR
Advantages and benefits of this proposal: There is no employee training period required. The agreement contains a thirty-day cancellation clause in case things change. We get the staff right now, when we need them most, to get the project started strong.

Expected results in terms of student benefit/achievement: N/A

Effect of this action on other parts of the system: N/A

Consequences of not approving this recommendation: Less oversight of the construction manager and sub-contractors

G. Fiscal Impact and Cost: \$240,500

☐ Budget ☒ 2025 Bond ☒ Other: 2025 Bond Proceeds ☐ Grant/Special Funds:

☐ Budget Amendment Needed

Prior Year Spending for this item/service: \$0

Bid / Contract Information: RFP #28-012401AS

Reasons for rejecting alternatives: N/A

Future/Ongoing: N/A

H. Monitoring and Reporting Time Line:

Person responsible for evaluating this decision or action: Max Cleaver, Nate Wensowitch

Evaluation method and timeline: N/A

Next report to the Board: Staff provides a monthly construction report to the Board, which includes 2025 Bond HS #4

I. Suggested Motion:

I move that the Hays CISD Board of Trustees approve a staff augmentation contract with O'Connell Robertson Architects for project management services for 2025 Bond High School #4 for an amount not to exceed \$240,500, and authorize the Superintendent to negotiate and execute a satisfactory contract, as presented and discussed.