

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: October 26, 2026

Agenda Item: L.1

Board Goal: Finance

Subject: Consideration and possible adoption of the Proposed Revisions to the Hays CISD Employee Compensation Plan for the 2026-2027 School Year

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:
DEA – Compensation and Benefits: Compensation Plan
DEAA – Compensation Plan: Incentives and Stipends
DEAB – Compensation Plan: Wage and Hour Laws

C. Goal or Need Addressed: Revise the Compensation Plan for the 2026-2027 School Year

D. Summary:

☒ Previous board action relating to this item: The 2026-2027 Employee Compensation Plan was approved at the June 2027 Board meeting.
☐ Future action anticipated: No anticipated updates
☒ Background information: These updates reflect adjustment of position title and calendar work days for future staff hired for the referenced positions.

E. Comments Received:

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

F. Administrative Recommendation: Administration recommends adoption of the revised compensation plan, as presented.

Advantages and benefits of this proposal: This enables the district to move forward with needed changes in personnel.

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: N/A

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 revisions to the Hays CISD Employee Compensation Plan for the 2026-2027 School Year, as presented.