HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES

Date: November 16, 2026

Agenda Item: K.1

Board Goal: N/A

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:** ☐ **Law or Rule:** ☐ **N/A**

DEA – Compensation and Benefits: Compensation Plan

C. Goal or Need Addressed: Revise the compensation plan for the 2026-2027 school year

D. Summary:

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

☐ **Future action anticipated:** N/A

☒ **Background information:** This revision removes Deputy Superintendent/Chief Academic Officer from Pay Grade 11 and places Chief Academic Officer on Pay Grade 10 of the Academic/Professional Compensation Plan.

E. Comments Received:

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

F. Administrative Recommendation: Administration recommends adoption of the revised compensation plan.
Advantages and benefits of this proposal: Implements the intended change from the identified budget cuts.

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.