

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: August 25, 2025

Agenda Item: ____

Board Goal: Community Relations

Subject: Consideration and possible adoption of the proposed revisions to the Hays CISD Employee Compensation Plan for the 2025-2026 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

DEA – Compensation and Benefits: Compensation Plan

DEAA – Compensation Plan: Incentives and Stipends

DEAB – Compensation Plan: Wage and Hour Laws

C. Goal or Need Addressed: Establish a complete employee compensation plan for the 2025-2026 school year

D. Summary:

☒ **Previous board action relating to this item:** Annual Adoption. The Board adopted a teacher compensation plan for teachers with 3 years of experience or greater at the June 24, 2025 Board meeting.

☐ **Future action anticipated:** N/A

☒ **Background information:** The Board of Trustees has been provided a side-by-side comparison of changes made to the compensation plan.

E. Comments Received:

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

F. Administrative Recommendation: Administration recommends adoption of the compensation plan.

Advantages and benefits of this proposal: N/A

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:

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

☐ Budget Amendment Needed

Prior Year Spending for this item/service: N/A

Reasons for rejecting alternatives: N/A

Future/Ongoing: N/A

H. Monitoring and Reporting Time Line:

Person responsible for evaluating this decision or action: Christina Courson

Evaluation method and timeline: N/A

Next report to the Board: N/A

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 2025-2026 school year, as presented.