

**HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
BOARD OF TRUSTEES**

Date: January 26, 2026

Agenda Item: K.2

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  
Deborah Ottmers, Chief Financial Officer

- A. Purpose of Agenda Item:  
☒ Action needed                      ☐ Information only                      ☐ Receive input
- B. Authority for This Action:  
☒ Legal and 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:  
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 - NA  
☒ Background information – The Board of Trustees has been provided with 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, as presented.
- G. Fiscal Impact and Cost: Amount: See 2025-2026 Budget  
☒ Budget      ☐ Bond      ☐ Grant/Special Funds      ☐ Other
- H. Monitoring and Reporting Time Line:  
Person responsible for evaluating this decision or action – Ms. Christina Courson, Chief Human Resources Officer  
Evaluation method and time line –  
Next report to the board -
- I. Suggested Motion:  
I move that the Hays CISD Board of Trustees approve the proposed revisions to the Hays CISD Employee Compensation Plan for the 2025-2026 school year, as presented.