

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: July 21, 2025

Agenda Item: J.1a

Board Goal: Community Relations

Subject: Consideration and possible approval of the Superintendent's recommendation to contractually employ
Administrative Personnel

Administrator Responsible/Position: Dr. Eric Wright, Superintendent
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
DP and DC (Legal) and (Local)

C. Goal or Need Addressed: Request approval of the following administrator positions:

- Assistant Principal – Johnson HS
- Assistant Principal – Dahlstrom MS
- Assistant Principal – Wallace MS
- Directors of Special Education
- Director of Student Services

D. Summary:

☐ Previous board action relating to this item:
☐ Future action anticipated:
☒ Background information: In accordance with the policy DC (Local), the Superintendent has sole authority to recommend the employment of contractual personnel who serve as administrators and the Board of Trustees retains final authority to approve such personnel.

E. Comments Received:

☒ Cabinet ☐ DLT ☐ FBOC ☐ Teacher Org. Reps.
☒ Other: Campus-Level Interview Committee & District-Level Committee

F. Administrative Recommendation: Administration recommends the Board of Trustees approve the Superintendent's recommendations regarding the employment of administrative professional personnel.

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: Supervising and supporting campus-level and district-level operations will be adversely affected without administrative leadership.

G. Fiscal Impact and Cost:

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

☐ Budget Amendment Needed

Prior Year Spending for this item/service:

Reasons for rejecting alternatives:

Future/Ongoing:

H. Monitoring and Reporting Time Line:

Person responsible for evaluating this decision or action: Christina Courson

Evaluation method and timeline: Contractual personnel who serve as administrators undergo an annual performance appraisal.

Next report to the Board: N/A

I. Suggested Motion:

I move that the Hays CISD Board of Trustees approve the Superintendent's recommendation to contractually employ Assistant Principals at Johnson High School, Dahlstrom Middle School and Wallace Middle School, the Directors of Special Education, and the Director of Student Services, as discussed.