

# HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: February 21, 2023

Agenda Item: M.4

Board Goal: Board/Staff/Community Relations

Subject: Amendment of Compensation Plan 2022-2023 – Summer School Compensation

Administrator Responsible/Position: Fernando Medina, Chief Human Resources Officer  
Marivel Sedillo, Deputy Superintendent / Chief Academic Officer

- A. Purpose of Agenda Item:  
☒ Action needed ☐ Information only ☐ Receive input
- B. Authority for This Action:  
☐ Local Policy ☐ Law or Rule ☒ N/A
- C. Goal or Need Addressed: Consideration and possible approval to amend the 2022-2023 Hays CISD Employee Compensation Plan to address summer school compensation.
- D. Summary:  
☐ Previous board action relating to this item -  
☐ Future action anticipated -  
☒ Background information – This amended compensation plan will assist with recruiting staff this spring for our 2023 Summer School Program.
- E. Comments Received:  
☒ Cabinet ☐ DLT ☐ FBOC ☐ Teacher Org. Reps.
- F. Administrative Recommendation:  
Administration recommends that the Board approve the compensation plan adjustments, as presented.  
☒ Consequences of not approving recommendation – The existing compensation plan will reflect the rates offered in 2021-2022.
- G. Fiscal Impact and Cost: Amount: Approximately  
☒ Budget ☐ Bond ☒ Grant/Special Funds ☐ Other
- H. Monitoring and Reporting Time Line:  
Person responsible for evaluating this decision or action— Fernando Medina, CHRO  
Evaluation method and time line – We will assess the ability to recruit for our summer school programs.  
Next report to the board – As needed.
- I. Suggested Motion:  
I move that the Hays CISD Board of Trustees approve the amended 2022-2023 Employee Compensation Plan to update Summer School Compensation, as presented.