

# HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: December 8, 2025

Agenda Item: K.7

Board Goal: N/A

Subject: Consideration and possible adoption of Hays CISD District of Innovation Plan – Amendment #7

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  
DBA – Employment Requirements & Restrictions: Credentials & Records  
DK – Assignment and Schedules  
HB 12

**C. Goal or Need Addressed:** DOI Amendment #7 will align with expectations of HB 12

**D. Summary:**

- ☒ **Previous board action relating to this item:** Board last approved an amendment to the DOI plan on March 25, 2024.
- ☒ **Future action anticipated:** N/A
- ☒ **Background information:** HB2: Prohibits the hiring of uncertified teachers for foundational courses through DOI. Hays CISD does not hire uncertified teachers for foundational courses. However, our DOI plan currently allows us to hire teachers certified out-of-state to teach foundational courses. To align with HB2, the District recommends the addition of “for non-foundational courses” to the current Amendment 7. Amendment 7 Expand the current certification exemption to include highly qualified out-of-state applicants for non-foundational courses. This option would be exercised by the Superintendent or designee when a highly qualified individual is coming from out of state and has yet to be certified by the State of Texas. Related Statute: TEC §21.003 - Requires that a person may not be employed as a teacher by a district unless the person holds an appropriate certification or permit issued by the State Board of Educator Certification. Related Board Policies: DBA, DK  
Innovation for HaysCISD: This innovation allows flexibility in hiring qualified out of state teachers to teach in their certified area while working on earning their Texas State Board of Education Certification.

**E. Comments Received:**

☒ Cabinet      ☒ DLT      ☒ Teacher Org. Reps.

**F. Administrative Recommendation:** Administration recommends the approval of revisions to Amendment 7 of the Hays CISD DOI plan to comply with HB 12.

**Advantages and benefits of this proposal:** Aligned with law

**Expected results in terms of student benefit/achievement:** Requires out of state certified teachers to seek Texas certification before being hired.

**Effect of this action on other parts of the system:** N/A

**Consequences of not approving this recommendation:** Non-compliance with HB 12

**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 Hays CISD District of Innovation Plan - Amendment #7, as presented.