

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

Date: February 24, 2025

Agenda Item: K.3a

Board Goal: Student Achievement

Subject: Consideration and possible approval of Staff Development Waivers for the 2025-2026 and 2026-2027 School Years

Administrator Responsible/Position: 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:**

This waiver allows the district to train staff on various educational strategies designed to improve student performance in lieu of student instruction during the school year.

**D. Summary:**

Previous board action relating to this item -

Future action anticipated -

**Background information** – Effective with the 2018-2019 school year, the *Staff Development Minutes Waiver* provides for a maximum of 2,100 total waiver minutes to use for professional development for districts and charter schools that provide operational and instructional minutes. Each district and open-enrollment charter school may choose how to apply their approved *Staff Development Minutes Waiver*. For instance, schools may choose to offer early release, late start, all day staff development, or a combination. However, the total waiver minutes for staff development shall not exceed 2,100 minutes per year. This waiver is for staff development in place of student instruction; therefore, the waiver minutes are only applicable to staff development provided instead of student instruction during the school year.

**E. Comments Received:**

Cabinet       DLT       FBOC       Teacher Org. Reps.       Other

**F. Administrative Recommendation:**

**Advantages/benefits of this proposal** - Approving this waiver will allow our teachers to participate in staff development during the 2025-2026 and 2026-2027 school years.

**G. Monitoring and Reporting Time Line:**

**Person responsible for evaluating this decision or action** – Marivel Sedillo

**Evaluation method and time line** – The district will provide the time and space for teachers to participate in staff development. Administration will monitor the implementation and effectiveness of the staff development.

**Next report to the board** –

**H. Suggested Motion:**

I move that the Hays CISD Board of Trustees approve the Staff Development Waivers for the 2025-2026 and 2026-2027 school years, as presented.