



Hitchcock Independent School District

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Resolution of the Board of Trustees Hitchcock Independent School District

WHEREAS, the Hitchcock ISD Board of Trustees (the "Board") maintains Policy DC(LOCAL), which currently stipulates that the Board retains final authority for the employment of contractual personnel, except during the months of June, July, August, and September; and

WHEREAS, the Board recognizes that the months of April and May represent the height of the educator recruitment and hiring season; and

WHEREAS, the Board acknowledges that highly qualified teacher candidates often receive multiple employment offers and may be unable to wait for a scheduled Board meeting to secure a contract for the 2026-2027 school year; and

WHEREAS, the Board desires to ensure that Hitchcock ISD remains competitive in recruiting the best possible candidates to serve its students;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF HITCHCOCK INDEPENDENT SCHOOL DISTRICT:

1. **Temporary Amendment of Authority:** The Board hereby grants a temporary amendment to the provisions of Policy DC(LOCAL) regarding the employment of contractual personnel.
2. **Superintendent Authority:** From **April 28, 2026, through May 31, 2026**, the Superintendent is delegated final authority to employ contractual personnel for positions below the level of Principal.
3. **Excluded Positions:** Final authority for the employment of any personnel at the level of Principal or above (e.g., Principal or Central Office administrators) shall remain with the Board. Such recommendations must be presented for approval at the **May 18, 2026, Regular School Board Meeting**.
4. **Compliance:** All hiring under this temporary authority must continue to adhere to the District's commitment to equal opportunity employment and the verification of applicant information and qualifications.
5. **Expiration:** This temporary delegation of authority shall expire on **June 1, 2026**, at which time the standard provisions for summer hiring authority under DC(LOCAL) shall resume.

Adopted this _____ day of _____, 2026.

President, Board of Trustees

Secretary, Board of Trustees