

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: November 17, 2025

Agenda Item: K.1a

Board Goal: Student Achievement

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
DC – Employment Practices
DP – Personnel Positions

C. Goal or Need Addressed: The goal of this agenda item is to grant approval for the hire of administrative staff.

D. Summary:

☐ Previous board action relating to this item: N/A
☐ Future action anticipated: N/A
☒ 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.

- Principal – Lehman High School

E. Comments Received:

☒ Cabinet ☐ DLT ☐ FBOC ☐ Teacher Org. Reps. ☐ Other:

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: Included in 25/26 Budget

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

H. Monitoring and Reporting Time Line:

Person responsible for evaluating this decision or action: Christina Courson

Evaluation method and timeline: N/A

Next report to the Board: The contractual personnel who serve as administrators undergo an annual performance evaluation.

I. Suggested Motion:

I move that the Hays CISD Board of Trustees approve the Superintendent's recommendation to contractually employ the Principal of Lehman High School, as discussed.