

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: June 24, 2025

Agenda Item: N.1b

Board Goal: Community Relations

Subject: Consideration and possible approval of the Superintendent's recommendation to contractually employ Assistant Principals at Hays High School, Johnson High School, and Sunfield Elementary School and Principal of Camino Real Elementary School

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:

DC (Legal) and (Local)

DP (Legal) and (Local)

☐ Law or Rule

☐ N/A

C. Goal or Need Addressed: Consider and approve the Superintendent's recommendation for contractual employment of Assistant Principals at Hays High School, Johnson High School, and Sunfield Elementary School and Principal of Camino Real Elementary School

D. Summary:

☐ Previous board action relating to this item: N/A

☐ Future action anticipated: N/A

☒ **Background information:** In accordance with 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.

E. Comments Received:

☒ Cabinet

☐ DLT

☐ **Other:** Campus and District-Level Interview Committees

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: The district is able to ensure quality leadership to serve students and staff.

Expected results in terms of student benefit/achievement: With quality leadership comes quality experiences for students and staff.

Effect of this action on other parts of the system: Being prepared for 25-26 as soon as possible provides everyone a better chance for a successful school year next year.

Consequences of not approving this recommendation: Without appropriate quality leadership, campus operations and student achievement could be adversely affected.

G. Fiscal Impact and Cost: Already included in the budget

☒ Budget

☐ Bond

☐ Grant/Special Funds:

☐ Other

☐ Budget Amendment Needed

Prior Year Spending: N/A

Reasons for rejecting alternatives: N/A

Future/Ongoing: N/A

H. Monitoring and Reporting Time Line:

Person responsible for evaluating this decision or action: Christina Courson

Evaluation method and time line: The contractual personnel who serve as administrators undergo an annual performance appraisal.

Next report to the board: N/A

I. Suggested Motion:

I move that the Hays CISD Board of Trustees approve the Superintendent's recommendation to contractually employ Assistant Principals at Hays High School, Johnson High School, and Sunfield Elementary School and Principal of Camino Real Elementary School, as discussed.