

# HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: August 25, 2025

Agenda Item: K.1a

Board Goal: Community Relations

Subject: Consideration and possible approval of the Superintendent's Recommendations to contractually employ  
Administrative Personnel

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 ☐ N/A  
DC – Employment Practices  
DP – Personnel Positions

**C. Goal or Need Addressed:** Grant approval for the hire of administrative staff

**D. Summary:**

☐ Previous board action relating to this item:  
☐ Future action anticipated:  
☐ 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

- Lehman High School Assistant Principal
- Directors of Special Education

**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 2025-2026 budget

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

☐ Budget Amendment Needed

**Prior Year Spending for this item/service:** 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 timeline:**

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

**I. Suggested Motion:**

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