

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

Date: January 27, 2025

Agenda Item: K.3

Board Goal: Student Achievement

Subject: Consideration and possible approval of a Master Lease Agreement for Employee Affordable Housing – Upward Communities

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

C. Goal or Need Addressed: As an unrivaled employee-friendly school district, Hays CISD continues to explore ways it can better support its staff

D. Summary:

Previous board action relating to this item: N/A

Future action anticipated: N/A

Background information: Hays CISD continues to look for ways in which it can better take care of our staff. Already a leader in compensation in the region, the district is also looking for ways to enhance the quality of our employees' lives. As we anticipate doubling student enrollment in the next 10 years, Hays CISD must be proactive to ensure we retain the employees we have even as we compete for future employees to serve the students rapidly moving into our school district. In the face of inflation and difficulties in accessing affordable housing, many people are struggling. This agenda item presents a potential opportunity for affordable single-family homes for our staff, lowering employees' monthly expenditures so they can leverage their hard-earned income to support themselves and their families in other ways. Information was provided to the Board at the meeting on December 16, 2024. The current agenda item is the consideration and approval of the Master Lease Agreement to make the opportunity possible for our staff.

E. Comments Received:

Cabinet

DLT

FBOC

Teacher Org. Reps.

Other:

F. Administrative Recommendation: Administration recommends the Hays CISD Board of Trustees approve the Master Lease Agreement with Upwards Communities as presented and discussed and authorize Dr. Wright to execute the agreement on behalf of the Board.

Advantages and benefits of this proposal: This proposal enables our staff to access affordable single-family homes for lease to improve the quality of their lives and provide a decrease in their living expenditures.

Expected results in terms of student benefit/achievement: With rapid growth ahead, the partnership and master lease would enable the district to retain and recruit staff to serve our students with appropriate staffing.

Effect of this action on other parts of the system: With stability in retention and success in recruitment, students benefit from the stability and support, ensuring continued academic growth and learning opportunities.

Consequences of not approving this recommendation: The district will face the very real possibility of having difficulties recruiting and retaining staff to serve students if employees leave for other places to work or areas to live which may have lower rental options. In Hays County, as well as across Texas, housing costs and the cost of living continue to increase.

G. Fiscal Impact and Cost: N/A

Budget Bond

Grant/Special Funds:

Other

Budget Amendment Needed

Prior Year Spending – N/A

Reasons for rejecting alternatives: We want to help our staff save on expenditures to help their hard-earned dollars stretch as far as possible.

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: Ongoing communication with Upward Communities

Next report to the board: N/A

I. Suggested Motion:

I move that the Hays CISD Board of Trustees approve the master lease agreement for employee affordable housing with Upwards Communities, and authorize the Superintendent to execute the agreement on the Board behalf, as presented and discussed.