

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

Date: January 26, 2026

Agenda Item: K.2

Board Goal: Finance

Subject: Consideration and possible adoption of the Proposed Revisions to the Hays CISD Employee Compensation Plan for the 2025-2026 School Year

**Administrator Responsible/Position: Christina Courson, Chief Human Resources Officer
Deborah Ottmers, Chief Financial Officer**

- A. Purpose of Agenda Item:**
☒ Action needed ☐ Information only ☐ Receive input
- B. Authority for This Action:**
☒ Legal and Local Policy
DEA – Compensation and Benefits: Compensation Plan
DEAA – Compensation Plan: Incentives and Stipends
DEAB – Compensation Plan: Wage and Hour Laws
- C. Goal or Need Addressed:**
Establish a complete employee compensation plan for the 2025-2026 school year.
- D. Summary:**
☒ Previous board action relating to this item – Annual Adoption. The Board adopted a teacher compensation plan for teachers with 3 years of experience or greater at the June 24, 2025 Board meeting.
☐ Future action anticipated - NA
☒ Background information – The Board of Trustees has been provided with a side-by-side comparison of changes made to the compensation plan.
- E. Comments Received:**
☒ Cabinet ☐ DLT ☐ FBOC ☐ Teacher Org. Reps. ☐ Other
- F. Administrative Recommendation:**
Administration recommends adoption of the compensation plan, as presented.
- G. Fiscal Impact and Cost: Amount:** See 2025-2026 Budget
☒ Budget ☐ Bond ☐ Grant/Special Funds ☐ Other
- H. Monitoring and Reporting Time Line:**
Person responsible for evaluating this decision or action – Ms. Christina Courson, Chief Human Resources Officer
Evaluation method and time line –
Next report to the board -
- I. Suggested Motion:**
I move that the Hays CISD Board of Trustees approve the proposed revisions to the Hays CISD Employee Compensation Plan for the 2025-2026 school year, as presented.