

# 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.