

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

Date: October 28, 2024

Agenda Item: N.3

Board Goal: Student Achievement

Subject: Consideration and possible approval of Class Size Waiver(s) for K4 Capacity Incentive

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: FB (Legal) Law or Rule N/A

C. Goal or Need Addressed:

A school district must submit a request for a class size exception for any classroom in PreK–Grade 4 exceeding 22 students (Texas Education Code (TEC) §25.112). The class size requirement applies throughout the school year except during any 12-week period selected by the district with a significant percentage of migratory students or the last 12 weeks of any school year.

To apply for an exception, the class size limit must create an undue hardship on the district. The following factors are considered by the commissioner:

- Unanticipated enrollment growth
- Lack of facilities
- Lack of teachers
- Financial hardships

In June 2023, the Hays CISD Board approved the K-4 Capacity Supplemental Pay in the 2023-2024 Compensation Plan.

The district must now apply for a class size exception for this class and first seeks approval from the Board before the application to the Texas Education Agency.

D. Summary:

Previous board action relating to this item: N/A

Future action anticipated: N/A

Background information: The approval of these class size waivers is for the following teachers:

- Elm Grove ES – Grade 2: Cathleen Madden, 23:1
- Elm Grove ES – Grade 2: Sarah Marshall, 23:1
- Camino Real ES – Grade 1: Nancy Maquera Lupaca, 23:1
- Camino Real ES – Grade 1: Diana Rendon, 24:1

E. Comments Received:

- Cabinet DLT FBOC Teacher Org. Reps. Other:

F. Administrative Recommendation:

Administration recommends approval of the waivers presented.

Advantages and benefits of this proposal: This prevents having to disrupt students in other classes within a grade level in order to form a brand-new class with a newly hired teacher for cases in which a grade level is over by just one or two students. Also, last year, the K-4 Capacity program saved the district \$1.2 million. As we continue to face growth, this solely-voluntary option for teachers provides one of many tools we have to support our students during rapid growth.

Expected results in terms of student benefit/achievement: Classes will not have to be split to form a new class in cases where only one or two students arrive in a grade level above ratio. This protects the relationships already built with teachers and classmates and ensures stability.

Effect of this action on other parts of the system: By saving money on staff for cases in which there are just a few students, we are able to support other critical areas in the system when the district is already facing revenue shortfall this year.

Consequences of not approving this recommendation: We would have to hire four new teachers mid-year and disrupt classes who would have to split up to form a new class in the grade level.

G. Fiscal Impact and Cost: \$15,000 for the year (5 extra students x \$3,000)

Budget **Bond** **Grant/Special Funds:** **Other**

Budget Amendment Needed

Prior Year Spending – not applicable

Reasons for rejecting alternatives: Disruption to current classes and our revenue shortfall

Future/Ongoing – not applicable

H. Monitoring and Reporting Time Line:

Person responsible for evaluating this decision or action: Christina Courson

Evaluation method and time line: Quarterly reviews of numbers for accuracy of student count for payment

Next report to the board:

I. Suggested Motion:

I move the Hays CISD Board of Trustees approval Class Size Waiver(s) for K4 Capacity Incentive, as presented.