

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: January 26, 2026

Agenda Item: K.1a

Board Goal: Student Achievement

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

Administrator Responsible/Position: Dr. Eric Wright, Superintendent
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
DP – Personnel Positions DP – Personnel Positions
DC – Employment Practices DC – Employment Practices
- C. Goal or Need Addressed: Request approval of the following administrator positions:
 - Principal – DAEP (Impact Center)
 - Principal – McCormick Middle School (hiring timeline permitting)
 - Directors of Finance
- D. Summary:
☐ Previous board action relating to this item
☐ Future action anticipated -
☒ Background information - In accordance with 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.
- E. Comments Received:
☒ Cabinet ☒ Other -Campus-Level Interview Committee and District-Level Committee
- F. Administrative Recommendation: Administration recommends the Board of Trustees approve the Superintendent's recommendations regarding the employment of administrative professional personnel.
- G. Fiscal Impact and Cost: Included in 25/26 Budget
☒ Budget ☐ Bond ☐ Grant/Special Funds ☐ Other
- H. Monitoring and Reporting Timeline:
Person responsible for evaluating this decision or action — Christina Courson, CHRO
Evaluation method and timeline – 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 Principals at DAEP Impact Center, McCormick Middle School, and Directors of Finance, as discussed.