

# HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: June 24, 2025

Agenda Item: L.3

Board Goal: Board/Staff/Community Relations

Subject: Consideration and possible adoption of the Compensation Plan for the 2025-2026 School Year

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:  
☒ Legal and Local Policy DEA/DEAA/DEAB ☐ Law or Rule ☐ N/A
- C. Goal or Need Addressed:  
Consideration and possible approval of Hays CISD Employee Compensation Plan for the 2025-2026 school year.
- D. Summary:  
☐ Previous board action relating to this item -  
☐ Future action anticipated -  
☒ 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 Proposed Budget  
☒ Budget ☐ Bond ☐ Grant/Special Funds ☐ Other
- H. Monitoring and Reporting Time Line:  
Person responsible for evaluating this decision or action – 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 Hays CISD Employee Compensation Plan for the 2025-2026 school year, as presented.