

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: June 24, 2025

Agenda Item: N.1a

Board Goal: Student Achievement / Community Relations

Subject: Consideration and possible approval of the Superintendent's Recommendations for Employment
Contracts for Administrators, Certified Professionals, and Professionals for the 2025-2026 and 2026-2027
School Years

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
DC Legal and Local
DCA Legal and Local
DCB Legal and Local
DCE Legal and Local
- C. Goal or Need Addressed: Consider and take possible action regarding approval of employment contracts for administrators, certified professionals, and professionals for the 2025-2026 and 2026-2027 school years. Note: Some administrators are eligible for a multi-year (2-year) contract based on district-level criteria.
- D. Summary:
☐ Previous board action relating to this item: Annual contract renewal
☐ Future action anticipated: Presented to the Board for approval, annually
☐ Background information: As in prior years, administrator contracted are presented to the Board of Trustees in accordance with policy DC (Local), the Superintendent has sole authority to make recommendations to the Board regarding the selection of contractual personnel for the following positions: high school head football coach/athletic coordinators, high school band directors/fine arts coordinators, assistant principals, academic deans, principals, directors, executive officers, deputy officers, chief officers, and deputy superintendent. The Board retains final authority for employment of such personnel.
- E. Comments Received:
☒ Cabinet ☐ DLT ☐ FBOC ☐ Teacher Org. Reps.
☒ Other: Campus and district-level feedback
- F. Administrative Recommendation: Administration recommends approval of contract recommendations, as presented.
Advantages and benefits of this proposal: Retain the district's quality leadership.
Expected results in terms of student benefit/achievement: Retaining quality leadership benefits our students and staff.
Effect of this action on other parts of the system: Retaining quality leadership provides stability throughout our fast-growth district.
Consequences of not approving this recommendation: The district would potentially lose quality leaders to other districts.

- G. Fiscal Impact and Cost:** Included in the Budget for the Upcoming Fiscal Year
☒ **Budget** ☐ **Bond** ☐ **Grant/Special Funds:** ☐ **Other**
☐ **Budget Amendment Needed**
Prior Year Spending: N/A
Reasons for rejecting alternatives: N/A
Future/Ongoing: Annual contract renewal is anticipated
- H. Monitoring and Reporting Time Line:**
Person responsible for evaluating this decision or action: Christina Courson
Evaluation method and time line: An annual performance appraisal will be conducted in accordance with policy.
Next report to the board: June 2026
- I. Suggested Motion:**
I move that the Hays CISD Board of Trustees approve the Superintendent's recommendations for employment contracts for administrators, certified professionals, and professionals for the 2025-2026 and 2026-2027 school years, as discussed.