HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES

Notice is hereby given that a meeting of the Board of Trustees of the Hays Consolidated Independent School District will be held on Tuesday, October 6, 2026 beginning at 6:30 PM at Hays CISD Merideth Keller Board Room, 21003 IH 35, Kyle, TX 78640.

If during the course of the meeting, discussion of any item on the agenda should be held in a closed session, the Board will adjourn to a closed session in accordance with the Texas Open Meetings Act, Texas Government Code Section 551, Subchapters D and E or Texas Government Code Section 418.183(f). Before any closed session is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions or decisions will be taken in open meeting. Policy BEC Legal attached.

The subjects to be discussed, considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

A. CALL TO ORDER: Establish a quorum
B. PUBLIC FORUM 5
   It is the policy of the Board that, if members of the public wish to address the Board in Public Forum, they must complete and submit the Request to Address the Board of Trustees form (green sheet). This form may be obtained at the entrance to the Boardroom and must be submitted to Tim Savoy, Chief Communication Officer, at the entrance prior to the start of the meeting. Public participation in Board meetings is limited to the Public Forum portion of the meeting agenda, as is provided in Board policy.
   Please be aware that the audio and video of Public Forum are recorded as part of the recording of the entire meeting and is published on the District's website without alteration. A person who chooses to speak in Public Forum consents to the online publication of their comments.
C. CLOSED SESSION
   1. Discussion regarding potential candidates for the position of Superintendent of Schools pursuant to Tx. Gov't Code Section 551.074
D. RECONVENE IN OPEN SESSION - immediately following closed session
E. Discussion of Superintendent Search Matters with Thompson & Horton LLP 6
F. REQUESTS FOR INFORMATION FROM THE BOARD OF TRUSTEES 7
G. Upcoming Board Meetings 8
   October 19, 2026 @ 5:30PM
   October 26, 2026 @ 5:30PM
   November 16, 2026 @ **5:00PM**
   December 7, 2026 @ **5:00PM**
   TUESDAY, January 19, 2027 @ 5:30PM
   January 25, 2027 @ 5:30PM
   TUESDAY, February 16, 2027 @ 5:30PM
   February 22, 2027 @ 5:30PM
   March 29, 2027 @ **5:00PM**
   April 19, 2027 @ 5:30PM
   April 26, 2027 @ 5:30PM
   TUESDAY, May 11, 2027 @ 5:30PM
   May 17, 2027 @ 5:30PM
   June 21, 2027 @ 5:30PM
   June 28, 2027 @ 5:30PM
   July 26, 2027 @ **5:00PM** - *Special Meeting: Superintendent Evaluation*

H. ADJOURN

This notice was posted in compliance with the Texas Open Meetings act on: Wednesday, September 30, 2026 @ 2:30PM

Exceptions for Closed Meetings

A board may conduct a closed meeting for the purposes described in the following provisions.

Attorney Consultation

A board may conduct a private consultation with its attorney only when it seeks the attorney's advice about pending or contemplated litigation or a settlement offer or on a matter in which the duty of the attorney to the board under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the requirement for open meetings. *Gov't Code 551.071* [See BE for permissible methods of communication for attorney consultations]

Real Property

A board may conduct a closed meeting to deliberate the purchase, exchange, lease, or value of real property if deliberation in an open meeting would have a detrimental effect on the board's position in negotiations with a third person. *Gov't Code 551.072*

Prospective Gift

A board may conduct a closed meeting to deliberate a negotiated contract for a prospective gift or donation to a district if deliberation in an open meeting would have a detrimental effect on the board's position in negotiations with a third person. *Gov't Code 551.073*

Personnel Matters

A board is not required to conduct an open meeting to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee or to hear a complaint or charge against an officer or employee. However, a board may not conduct a closed meeting for these purposes if the officer or employee who is the subject of the deliberation or hearing requests a public hearing. *Gov't Code 551.074*

The closed meeting exception for personnel matters does not apply when a board discusses an independent contractor who is not a school employee, such as an engineering, architectural, or consultant firm, or when a board discusses a class or group of employees, not a particular employee. *Atty. Gen. Op. MW-129 (1980), Atty. Gen. Op. H-496 (1975)*

Note: For restrictions on attendance by student trustees at closed meetings, see AIC

Employee-Employee Complaints

A board is not required to conduct an open meeting to deliberate in a case in which a complaint or charge is brought against a district employee by another employee and the complaint or charge directly results in the need for a hearing. However, a board may not conduct a closed meeting for this purpose if the employee against whom the complaint or charge is brought makes a written request for an open hearing. *Gov't Code 551.082*

Student Discipline

A board is not required to conduct an open meeting to deliberate in a case involving discipline of a public-school child. However, a board may not conduct a closed meeting for this purpose if the child's parent or guardian makes a written request for an open hearing. *Gov't Code 551.082*

Personally Identifiable Student Information

A board is not required to conduct an open meeting to deliberate a matter regarding a student if personally identifiable information about the student will necessarily be revealed by the deliberation.

Directory information about a public-school student is considered to be personally identifiable information about the student for this purpose only if a parent or guardian of the student, or the student if the student has attained 18 years of age, has informed a district that the directory information should not be released without prior consent. [See FL] This exception does not apply if an open meeting about the matter is requested in writing by a parent or guardian of the student or by the student if the student has attained 18 years of age.

Gov't Code 551.0821

Medical or Psychiatric Records

A board that administers a public insurance, health, or retirement plan is not required to conduct an open meeting to deliberate: 1. The medical records or psychiatric records of an individual applicant for a benefit from the plan; or 2. A matter that includes a consideration of information in the medical or psychiatric records of an individual applicant for a benefit from the plan. Gov't Code 551.0785Security

A board is not required to conduct an open meeting to deliberate:

1. The deployment, or specific occasions for implementation, of security personnel or devices, or
2. A security audit

Gov't Code 551.076

Security

A board is not required to conduct an open meeting to deliberate:

1. The deployment, or specific occasions for implementation, of security personnel or devices; or
2. A security audit

Gov't Code 551.076

A board is not required to conduct an open meeting to deliberate:

1. Security assessments or deployments relating to information resources technology;
2. Network security information as described by Government Code 2059.055(b); or
3. The deployment, or specific occasions for implementation, of security personnel, critical infrastructure, or security devices.

Gov't Code 551.089

Cybersecurity

A board is not required to conduct an open meeting to deliberate a cybersecurity measure or policy. "Cybersecurity" means the measures taken to protect a computer, computer network, a computer system, or other technology infrastructure against unauthorized use or access. *Gov't Code 551.0761*

Critical Infrastructure Facility

A board is not required to conduct an open meeting to deliberate a contract solely intended to protect a critical infrastructure facility located in the jurisdiction of the district. "Critical infrastructure facility" means a communication infrastructure system, cybersecurity system, electric grid, electrical power generating facility, substation, switching station, electrical control center, dam, natural gas and natural gas liquids gathering, processing, and storage transmission and distribution system, hazardous waste treatment system, water treatment facility, water intake structure, wastewater treatment plant, pump station, or water pipeline and related support facility, equipment, and property. *Gov't Code 551.0761*

Assessment Instruments

A board shall conduct a closed meeting to discuss or adopt individual assessment instruments or assessment instrument items. *Education Code 39.030(a)*

Emergency Management

A board is not required to conduct an open meeting to deliberate information confidential under Government Code 418.175– 418.182, relating to Homeland Security. However, a board must make a tape recording of the proceedings of a closed meeting held to deliberate the information. *Gov't Code 418.183(f)*

Economic Development Negotiations

A board is not required to conduct an open meeting:

1. To discuss or deliberate regarding commercial or financial information that the board has received from a business prospect that the board seeks to have locate, stay, or expand in or near a district and with which the board is conducting economic development negotiations; or
2. To deliberate the offer of a financial or other incentive to such a business prospect.

Gov't Code 551.087

Procedures for Closed Meetings

If a closed meeting is allowed, a board shall not conduct the closed meeting unless a quorum of the board first convenes in an open meeting for which proper notice has been given [see BE] and the presiding officer has publicly announced that a closed meeting will be held and has identified the section or sections of Government Code Chapter 551 (Open Meetings Act) or other applicable law under which the closed meeting is held. *Gov't Code 551.101*

Vote or Final Action

A final action, decision, or vote on a matter deliberated in a closed meeting shall be made only in an open meeting for which proper notice has been given. Gov't Code 551.102 [See BE]

Certified Agenda or Recording

A board shall either keep a certified agenda or make a recording of the proceedings of each closed meeting, except for private consultation with a district's attorney. The certified agenda must include a statement of the subject matter of each deliberation, a record of any further action taken, and an announcement by the presiding officer at the beginning and end of the closed meeting indicating the date and time. A presiding officer shall certify that a certified agenda is a true and correct record of the proceedings. If a recording is made, it must include announcements by the presiding officer at the beginning and end of the meeting indicating the date and time. *Gov't Code 551.103*

"Recording" means a tangible medium on which audio or a combination of audio and video is recorded, including a disc, tape, wire, film, electronic storage drive, or other medium now existing or later developed. *Gov't Code 551.001(7)*

Closed meetings may not be recorded by an individual trustee against the wishes of a majority of a board. *Zamora v. Edgewood Indep. Sch. Dist., 592 S.W.2d 649 (Tex. App.—San Antonio, 1979, writ ref'd n.r.e.)*

Preservation

A board shall preserve the certified agenda or recording of a closed meeting for at least two years after the date of the meeting. If a legal action involving the meeting is brought within that period, the board shall preserve the certified agenda or recording while the action is pending. *Gov't Code 551.104(a)*

Public Access

A certified agenda or recording of a closed meeting is available for public inspection and copying only under a court order issued as a result of litigation involving an alleged violation of the Open Meetings Act. *Gov't Code 551.104(b), (c)*

Prohibitions

No board member shall participate in a closed meeting knowing that neither a certified agenda nor a recording of the closed meeting is being made. *Gov't Code 551.145*

No individual, corporation, or partnership shall without lawful authority disclose to a member of the public the certified agenda or recording of a meeting that was lawfully closed to the public. *Gov't Code 551.146*

No board member shall knowingly call or aid in calling or organizing a closed meeting that is not permitted under the Open Meetings Act, close or aid in closing a regular meeting to the public except as permitted under the Open Meetings Act, or participate in a closed meeting that is not permitted under the Open Meetings Act. *Gov't Code 551.144(a)*

Affirmative Defense

It is an affirmative defense to prosecution under Subsection 551.144(a) that a board member acted in reasonable reliance on a court order or a written interpretation of the open meetings law contained in an opinion of a court of record, the attorney general, or the board's attorney. *Gov't Code 551.144(c)*

DATE ISSUED: 11/11/2025
UPDATE 126
BEC(LEGAL)-P

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES

Date: October 6, 2026

Agenda Item: B

Board Goal: N/A

Subject: Public Forum

Administrator Responsible/Position: Board Matter

A. Purpose of Agenda Item

☐ **Action needed** ☐ **Information only** ☒ **Receive input**

B. Authority for This Action:

☒ **Local Policy BED** ☒ **Law or Rule** ☐ **N/A**

The Board encourages comments from citizens of the District and from District employees.

Policy BED local states that audience participation at a Board Meeting is limited to the public comment portion of the meeting designated for that purpose. At all other times during a Board Meeting, the audience shall not enter into discussion or debate on matters being considered by the Board, unless requested by the presiding officer. An open forum will be conducted at each meeting. The Board shall allot approximately 30 minutes for comments from members of the public about school district concerns.

Any member of the public who wishes to address the Board in Public Forum must complete and submit the Request to Address the Board of Trustees form (green sheet). This form may be obtained and at the entrance to the Board room and must be submitted to Tim Savoy, Chief Communication Officer, at the entrance prior to the start of the meeting. Public participation in Board meetings is limited to the Public Forum portion of the meeting agenda, as is provided in Board policy.

Board Policy DEC (LOCAL) sets the maximum time for any individual presentation as 5 minutes, unless decreased by the Board President prior to the start of public comment. In order to ensure efficiency in all meetings, our standard practice is to afford 3 minutes for speakers covering current agenda items and 2 minutes for speakers covering non-agenda items. Speakers with comments on posted agenda items will be called to speak first. Speakers with comments on items not posted for tonight's agenda will then be called to speak, if time permits.

Please be aware that the audio and video of Public Forum is recorded as part of the recording of the entire meeting and is published on the District's website without alteration. A person who chooses to speak in Public Forum consents to the online publication of their comments.

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES

Date: October 6, 2026

Agenda Item: C

Board Goal: N/A

Subject: Discussion of Superintendent Search Matters with Thompson & Horton, LLP

Administrator Responsible/Position: Board Matter

A. Purpose of Agenda Item:

☐ **Action needed** ☐ **Information only** ☒ **Receive input**

B. Authority for This Action:

☒ **Local Policy:** ☐ **Law or Rule:** ☐ **N/A**

BJA – Superintendent: Qualifications and Duties
DC – Employment Practices

C. Goal or Need Addressed: Discussion of Superintendent Search Matters with Thompson & Horton, LLP

D. Administrative Recommendation: No administrative recommendation. Board discussion.

E. Fiscal Impact and Cost: N/A

F. Suggested Motion:

There is no suggested motion for this agenda item as it is presented for discussion only.

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES

Date: October 6, 2026

Agenda Item: D

Board Goal: N/A

Subject: Requests for Information from the Board of Trustees

Administrator Responsible/Position: Board Matter

A. Purpose of Agenda Item:

☐ **Action Needed** ☒ **Information Only** ☐ **Receive Input**

B. Authority for This Action

☐ **Local Policy** ☐ **Law or Rule** ☒ **N/A**

C. Goal or Need Addressed: The Board shall request information as needed.

D. Administrative Recommendation: N/A

2026-2027 Hays CISD Board of Trustees Meeting Schedule

Hays CISD Board meetings are held at the Hays CISD Academic Support Center in the Merideth Keller Board Room located at 21003 Interstate 35, Kyle, TX 78640

Monday, July 27, 2026 @ 5:30 pm – Special Meeting: Superintendent Evaluation

Monday, August 17, 2026 @ 5:30pm – Special Meeting: Team Building
Monday, August 24, 2026 @ 5:00 pm

Monday, September 21, 2026 @ 5:30 pm
Monday, September 28, 2026 @ 5:30 pm

Monday, October 19, 2026 @ 5:30 pm
Monday, October 26, 2026 @ 5:30 pm

Monday, November 16, 2026 @ 5:00 pm

Monday, December 7, 2026 @ 5:00 pm

TUESDAY, January 19, 2027 @ 5:30 pm
Monday, January 25, 2027 @ 5:30 pm

TUESDAY, February 16, 2027 @ 5:30 pm
Monday, February 22, 2027 @ 5:30 pm

Monday, March 29, 2027 @ 5:00 pm

Monday, April 19, 2027 @ 5:30 pm
Monday, April 26, 2027 @ 5:30 pm

TUESDAY, May 11, 2027 - **5:00 pm**
Monday, May 17, 2027 - 5:30 pm

Monday, June 21, 2027 @ 5:30 pm
Monday, June 28, 2027 @ 5:30 pm

Monday, July 26, 2027 @ 5:00 pm – Special Meeting: Superintendent Evaluation