

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

Date: April 27, 2026

Agenda Item: K.2

Board Goal: Finance

Subject: Consideration and possible adoption of the Proposed Revisions to the Hays CISD Employee 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:

- Local Policy:
DEA – Compensation and Benefits: Compensation Plan
DEAA – Compensation Plan: Incentives and Stipends
DEAB – Compensation Plan: Wage and Hour Laws

C. Goal or Need Addressed: Establish an updated employee compensation plan for 2025-2026

D. Summary:

- Previous board action relating to this item: Originally approved August 25, 2025; Revised January 26, 2026
 Future action anticipated:
 Background information: These updates reflect changes for the current 2025-2026 Compensation Plan due to recent adjustments related to district budget cuts.

E. Comments Received:

- Cabinet DLT FBOC Teacher Org. Reps. Other:

F. Administrative Recommendation: Administration recommends adoption of the revised compensation plan, as presented.

Advantages and benefits of this proposal: This enables the district to move forward with needed changes in personnel.
Expected results in terms of student benefit/achievement: N/A
Effect of this action on other parts of the system: Reductions districtwide may impact level of service previously enjoyed.
Consequences of not approving this recommendation: The district would have difficulty moving forward with hiring and placing individuals in new roles.

G. Fiscal Impact and Cost: N/A

H. Monitoring and Reporting Time Line:

Person responsible for evaluating this decision or action: Christina Courson

I. Suggested Motion:

I move that the Hays CISD Board of Trustees adopt the proposed revisions to the Hays CISD Employee Compensation Plan for the 2025-2026 School Year, as presented.