

Terrell Independent School District

Executive Summary Report

Date	District Guiding Pillar
May 18, 2026	<p>Goal 1: Student Achievement: Accelerate student learning to dramatically increase the number of students who perform on or above grade level.</p> <p>Goal 2: School Culture: Create safe and secure learning environments that focus on the social, emotional, and cultural needs of every student.</p> <p>Goal 3: Human Capital and Resources: Develop the capacity of every teacher and staff member to deliver rigorous, enriching learning experiences to every student and ensure safety of all.</p> <p>Goal 4: Organizational Efficiency: Develop a resource allocation plan and long-term facilities plan that supports and maintains the financial stability of the district, is aligned with identified priorities, addresses future growth and facility improvement needs, and represents being good stewards of taxpayer funds.</p> <p>Goal 5: Community Engagement and Outreach: Elevate district pride by strengthening partnerships with families, community, and the business community.</p>

Agenda Item: Consider Approval of Revisions to DC (LOCAL) Regarding Delegation of Hiring Authority for Contractual and Non-Contractual Personnel

Summary:

Currently, Board Policy DC (LOCAL) outlines the authority of the Board of Trustees and Superintendent regarding employment recommendations and hiring practices for District personnel.

Administration is recommending revisions to the policy to delegate authority to the Superintendent for the employment of both contractual and non-contractual personnel, consistent with governance best practices that distinguish the Board's policy-making and oversight responsibilities from the administration's operational responsibilities.

The proposed revision would authorize the Superintendent to:

- Employ contractual personnel on behalf of the District;
- Employ all non-contractual personnel;
- Recommend employment practices aligned with District staffing needs and operational efficiency; and
- Provide periodic personnel reports to the Board for informational purposes and transparency.

The proposed changes are intended to:

- Increase efficiency and timeliness in staffing decisions;
- Improve the District's ability to recruit and retain highly qualified personnel in a competitive labor market;
- Streamline human resources operations;
- Clarify governance and administrative roles;
- Allow the Board to maintain focus on strategic governance, policy oversight, student outcomes, and fiduciary responsibilities.

The delegation of hiring authority would remain subject to:

- Applicable state and federal law;
- Board-adopted compensation plans and staffing allocations;
- Budgetary appropriations approved by the Board;
- Required certification and employment qualifications;
- Superintendent accountability and evaluation processes.

Attachments:

DC (LOCAL) — Employment Practices (Current and Proposed)

Administrative Recommendation:

Administration recommends approval of the proposed revisions to Board Policy DC (LOCAL) as presented.

Budget/Funding

N/A