

# HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: June 29, 2026

Agenda Item: L.4

Board Goal: Student Achievement

Subject: Consideration and possible approval of the submission of the application for the Texas Education Agency waiver for Staff Development for the 2026-2027 School Year

Administrator Responsible/Position: Marivel Sedillo, Deputy Superintendent / Chief Academic Officer  
Stephanie Norris, Director of Grants and Federal Programs

**A. Purpose of Agenda Item:**

Action needed                       Information only                       Receive input

**B. Authority for This Action:**

Local Policy:                       Law or Rule                       N/A  
FB – Equal Educational                      TEC §25.081(e)  
Opportunity

**C. Goal or Need Addressed:** This waiver allows the district to train staff on various educational strategies designed to improve student performance in lieu of a maximum of 2,100 minutes of student instructions for districts that provide operational and instructional minutes; or 5 days of instruction for districts that provide 180 days of operation.

**D. Summary:**

**Previous board action relating to this item:** In February 2024, the Hays CISD Board of Trustees approved a similar TEA waiver. This TEA waiver filed in March 2024 only applied to the 2023-2024 and 2024-2025 school years. In the Spring of 2025, the TEA waiver application only allowed LEAs to request the waiver for the 2025-2026 school year.

**Future action anticipated:** This item will need to be reviewed in 2026-2027 for future school years.

**Background information:** Effective with the 2018-2019 school year, the Staff Development Minutes Waiver provides for a maximum of 2,100 total waiver minutes to use for professional development for districts and charter schools that provide operational and instructional minutes. Each district and open-enrollment charter school may choose how to apply their approved Staff Development Minutes Waiver. For instance, schools may choose to offer early release, late start, all day staff development, or a combination. However, the total waiver minutes for staff development shall not exceed 2,100 minutes per year. This waiver is for staff development in place of student instruction; therefore, the waiver minutes are only applicable to staff development provided instead of student instruction during the school year. (2024-2025 Student Attendance Accounting Handbook (Adopted), 3.8.1.4)

**E. Comments Received:**

Cabinet       DLT       FBOC       Teacher Org. Reps.       Other:

**F. Administrative Recommendation:** Administration recommends approval to allow the district to request a staff development waiver from TEA for the 26/27 school year.

**Advantages and benefits of this proposal:** Approving this waiver will allow our teachers to participate in staff development during the 26/27 school year.

**Expected results in terms of student benefit/achievement:** The district expects student achievement to continue to increase as a result of the additional staff development learning opportunities provided to campus staff.

**Effect of this action on other parts of the system:** This waiver provides embedded professional development days during the regular work day as part of the Hays CISD academic calendar.

**Consequences of not approving this recommendation:** Teachers and Administrators would be required to participate in professional development activities outside of the regular work calendar or in addition to the required instructional minutes.

**G. Fiscal Impact and Cost:** N/A

**H. Monitoring and Reporting Time Line:**

**Person responsible for evaluating this decision or action:** Marivel Sedillo

**Evaluation method and time line:** The district will provide the time and space for teachers to participate in staff development. Administration will monitor the implementation and effectiveness of the staff development through staff surveys and student achievement data.

**Next report to the board:** June 2027

**I. Suggested Motion:**

I move that the Hays CISD Board of Trustees approve the submission of the application for the Texas Education Agency waiver for Staff Development for the 2026-2027 school year, as presented.