

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

Date: April 27, 2026

Agenda Item: K.1b

Board Goal: Finance / Student Achievement

Subject: Consideration and possible approval of the Termination of Probationary Teacher Contracts

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: Law or Rule N/A
DFAB – Probationary Contracts: Texas Education Code 21.103
Termination at End of Year

C. Goal or Need Addressed: Consider and take possible action to exercise the authority provided in law and policy to terminate the employment of various probationary contract teachers at the end of their contract term to serve the best interests of the District, namely to eliminate the costs associated with the identified positions.

D. Summary:

- Previous board action relating to this item: N/A
 Future action anticipated: N/A
 Background information:

- i. Probationary contracts are issued for one-year terms and may be renewed for as many as three additional one-year periods. DCA (LOCAL). Probationary contracts may be terminated at the conclusion of the then contract year “if in the board’s judgment the best interests of the district will be served.” TEC 21.103; DFAB (LOCAL). Board action is required, therefore, to effectuate a probationary contract termination. Board action must be taken and written notice provided to the employee no later than the 10th day prior to the last day of instruction in any given school year. Id. This date is May 8, 2026, for Hays CISD probationary contract teachers.
- ii. In this instance, it is the Superintendent’s recommendation that the best interests of the District will be served by terminating the probationary contracts of the identified employees. The terminations will be effective at the conclusion of the employees’ last workday of their current contract. These positions will not be filled; therefore, resulting in a cost savings to the District.
 - 1. Once identified for elimination, the probationary contract teachers were notified. They were advised that the Superintendent would be providing his recommendation to the Board on April 27, 2026. Should they wish to avoid such negative action of the Board, the employees were advised that they could submit a resignation effective at the conclusion of their current contract year. Employees were encouraged to seek support and guidance from their teacher organizations and to make a choice in their personal best interests.
 - 2. The individuals presented this evening did not resign, requiring board action to terminate. Those individuals include:

*(**Names to be provided prior to April 27, 2026 Board Meeting).*

E. Comments Received:

- Cabinet DLT FBOC Teacher Org. Reps. Other: Campus Principals

F. Administrative Recommendation: Administration recommends that the Board act to terminate of the probationary contracts as recommended by the Superintendent effective at the end of the contract term to serve the best interests of the District.

Advantages and benefits of this proposal: Contributes to the required reductions due to financial constraints.

Expected results in terms of student benefit/achievement: Districtwide cuts are expected to negatively impact services to students.

Effect of this action on other parts of the system: Districtwide loss of teaching positions

Consequences of not approving this recommendation: Necessity to look elsewhere in personnel for cost savings

G. Fiscal Impact and Cost: N/A

H. Monitoring and Reporting Time Line:

Person responsible for evaluating this decision or action: Christina Courson

Evaluation method and timeline: District staff will continue to monitor both the budget as well as staffing levels

Next report to the Board: N/A

I. Suggested Motion:

I move that the Hays CISD Board of Trustees accept the Superintendent's recommendation and terminate the employment of the following probationary contract teachers at the end of the contract period to serve the best interests of the district and direct that the Superintendent provide written notice to the employees consistent with law and policy, as presented and discussed.

(Names to be provided)