

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

Date: April 27, 2026

Agenda Item: K.3

Board Goal: Board/Staff/Community Relations

Subject: Consideration and possible adoption of the Compensation Plan for the 2026-2027 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:**

Legal and Local Policy                       Law or Rule                       N/A  
DEA/DEAA/DEAB

**C. Goal or Need Addressed:**

Consideration and possible approval of Hays CISD Employee Compensation Plan for the 2026-2027 school year.

**D. Summary:**

Previous board action relating to this item -  
 Future action anticipated -  
 Background information – The Board of Trustees has been provided with a side-by-side comparison of changes made to the compensation plan.

**E. Comments Received:**

Cabinet       DLT       FBOC       Teacher Org. Reps.       Other

**F. Administrative Recommendation:**

Administration recommends adoption of the compensation plan, as presented.

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

**Person responsible for evaluating this decision or action –** Christina Courson, Chief Human Resources Officer

**Evaluation method and time line –**

**Next report to the board -**

**H. Suggested Motion:**

I move that the Hays CISD Board of Trustees approve the Hays CISD Employee Compensation Plan for the 2026-2027 school year, as presented.