

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

Date: April 27, 2026

Agenda Item: L.1c

Board Goal: Finance / Student Achievement

Subject: Consideration and possible approval of Good Cause Teacher Termination

Administrator Responsible/Position: Christian Courson, Chief Human Resources Officer

A. Purpose of Agenda Item:

- Action needed Information only Receive input

B. Authority for This Action:

- | | |
|--|---|
| <input checked="" type="checkbox"/> Local Policy:
DFBA – Probationary Contracts: Termination at End of Year
DFD – Termination of Employment: Hearings Before Hearing Examiner | <input checked="" type="checkbox"/> Law or Rule
Texas Education Code 21.221
Texas Education Code 21.251
Texas Education Code 21.259 |
|--|---|

C. Goal or Need Addressed: The goal of this request is to exercise the authority provided in law and policy to terminate the employment of a term contract teacher currently serving a multiple year contract, expiring on June 1, 2027.

D. Summary:

- Previous board action relating to this item: N/A
- Future action anticipated:
- i. If the Board approves, they will act to “propose termination” of the multiple year term contract of [NAME REDACTED]. Written notice will be provided to the employee. The notice letter will outline the due process entitlements owed a term contract employee proposed for mid-year contract termination.
 - ii. The educator will have 15 days to request a hearing before an independent hearing examiner (IHE) appointed by the Commissioner of Education. A hearing must be held and a decision issued by the IHE within 60 days of assignment. The decision of the IHE must include findings of fact and conclusions of law, inclusive of a recommendation whether good cause for termination exists, as well as a proposal for granting relief. The Board must act on the recommendation of the IHE within 20 days of receipt.
 - iii. In the event the educator does not request a hearing, the Board must act to terminate (or not) within 30 days of the proposed termination.
- Background information: Reserved for Closed Session

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

E. Comments Received:

- Cabinet DLT FBOC Teacher Org. Reps. Other:

F. Administrative Recommendation: The Administration recommends that the Board act to propose the termination of the multiple-year-term contract employee as recommended by the Superintendent.

Advantages and benefits of this proposal: Reserved for closed meeting.

Expected results in terms of student benefit/achievement: N/A

Effect of this action on other parts of the system: N/A

Consequences of not approving this recommendation: Reserved for Closed Session

G. Fiscal Impact and Cost: TBA: Should the educator request a hearing, the District pays the cost of the IHE (TEC 21.255(e)), as well as the attorney representing the Administration. The District will also bear the attorney fees for counsel advising the Board when reviewing the recommendation of the IHE. The hearing itself will likely last only one day. However, discovery, including production, interrogatories and depositions, attach to the IHE process. Cost could reach \$10,000+

Budget

Bond

Grant/Special Funds:

Other

H. Monitoring and Reporting Time Line:

Person responsible for evaluating this decision or action: Christina Courson

Evaluation method and timeline: A request for hearing is due within 15 days of the employee's receipt of the notice of proposed termination letter. The request is to go directly to the Commissioner of Education, with a copy provided to the Board President.

Next report to the Board: The Board will be advised of whether a request for hearing has been submitted following the expiration of the 15 days allotted by statute. Communication will occur via electronic communication.

I. Suggested Motion:

I move that the Hays CISD Board of Trustees accept the Superintendent's recommendation and propose the termination of the employment of the following term contract teachers and direct that the Superintendent provide written notice to the employee consistent with law and policy, as presented and discussed.

(Names to be provided).