

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

Date: April 27, 2026

Agenda Item: L.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.