

HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT  
BOARD OF TRUSTEES

Notice is hereby given that a meeting of the Board of Trustees of the Hays Consolidated Independent School District will be held on Monday, December 8, 2025 beginning at 5:00 PM at Hays CISD Merideth Keller Board Room, 21003 IH 35, Kyle, TX 78640.

If during the course of the meeting, discussion of any item on the agenda should be held in a closed session, the Board will adjourn to a closed session in accordance with the Texas Open Meetings Act, Texas Government Code Section 551, Subchapters D and E or Texas Government Code Section 418.183(f). Before any closed session is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions or decisions will be taken in open meeting. Policy BEC Legal attached.

The subjects to be discussed, considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

- A. CALL TO ORDER: Establish a quorum
- B. PLEDGE OF ALLEGIANCE TO UNITED STATES AND TEXAS FLAGS  
United States Flag Pledge:  
I pledge allegiance to the flag of the United States of America and to the republic for which it stands, one nation, under God, indivisible, with liberty and justice for all.  
Texas Flag Pledge:  
Honor the Texas flag, I pledge allegiance to thee, Texas, one state under God, one and indivisible.
- C. MISSION STATEMENT  
Hays CISD Makes it 100% Possible
- D. SOCIAL CONTRACT  
The Board will:
  - Trust Positive and Noble Intent
  - Engage with Respect, Professionalism, and Purpose
  - Act with Accountability and a Growth Mindset
  - Model Unity as District Ambassadors
- E. PUBLIC FORUM 6  
It is the policy of the Board that, if members of the public wish to address the Board in Public Forum, they must complete and submit the Request to Address the Board of Trustees form (green sheet). This form may be obtained at the entrance to the Boardroom and must be submitted to Tim Savoy, Chief Information Officer, at the entrance prior to the start of the meeting. Public participation in Board meetings is limited to the Public Forum portion of the meeting agenda, as is provided in Board policy.  
*Please be aware that the audio and video of Public Forum are recorded as part of the recording of the entire meeting and is published on the District's website without alteration. A person who chooses to speak in Public Forum consents to the online publication of their comments.*
- F. CLOSED SESSION
  - 1. Deliberation regarding safety and security, including security personnel, systems, infrastructure, and/or devices, pursuant to Tx. Gov't Code Section 551.076
  - 2. Discussion of the purchase, exchange, lease, or value of real property as pursuant to Tx. Gov't Code Section 551.072
  - 3. Consideration regarding the Superintendent's recommendations for employment, resignations, extended leave, and other personnel matters, pursuant to Tx. Gov't Code Section 551.071
- G. RECONVENE IN OPEN SESSION - immediately following Closed Session
- H. SUPERINTENDENT REPORT 7

Dr. Eric Wright	
I. ANNUAL DEMOGRAPHICS REPORT - Population and Survey Analysts	8
Max Cleaver	
J. CONSENT AGENDA	9
Per Board Policy BE all items listed as consent items are considered to be routine by the Board and shall be enacted with one motion. There shall be no separate discussion unless a Board member so requests, in which event the item shall be removed as a consent item and considered as an individual item on the regular agenda.	
1. Minutes of Board of Trustees Meetings	10
2. Budget Amendments	16
3. Consideration and possible adoption of the Joint Election Agreement with the City of Hays for the upcoming May 2026 Trustee Election	18
Tim Savoy	
K. ACTION ITEMS	
1. Consideration and possible action, if any, resulting from closed session	
a. Consideration and possible approval of a Resolution Authorizing the Sale of Surplus Real Property	19
Max Cleaver	
2. Consideration and possible approval of the 2024-2025 Annual Comprehensive Financial Audit Report	20
Deborah Ottmers	
3. Consideration and possible acceptance of the Certified Property Tax Levy Roll for the 2025 Tax Year	21
Deborah Ottmers	
4. Consideration and possible adoption of a Resolution to Elect to Discontinue Participation in TRS ActiveCare Health Program	22
Christina Courson, Deborah Ottmers	
5. Consideration and possible approval of the Design-to-Date for 2025 Bond Additions and Renovations at Fuentes Elementary School	25
Max Cleaver, Nathan Wensowitch	
6. Consideration and possible approval of the Design-to-Date for 2025 Bond Additions and Renovations at Wallace Middle School	28
Max Cleaver, Nathan Wensowitch	
7. Consideration and possible adoption of Hays CISD District of Innovation Plan - Amendment #7	31
Christina Courson	
8. Consideration and possible approval to purchase Network Switches and Licensing for Non-Instructional Facilities - Solid IT Networks	34
Alan Duerr	
9. Consideration and possible approval of the purchase and associated installation of Security Fencing at Hays High School - The Anchor Group	39
Jeri Skrocki, Max Cleaver	
10. Consideration and possible approval of the purchase and associated installation of Security Fencing at Johnson High School - The Anchor Group	41
Jeri Skrocki, Max Cleaver	
11. Consideration and possible approval of the 2025 Bond-funded purchase of Equipment for Weight Rooms at Johnson High School, Lehman High School, McCormick Middle School, Wallace Middle School and Simon Middle School	43
Max Cleaver, Nathan Wensowitch, Lance Moffett	
12. Consideration and possible approval of the 2025 Bond-funded purchase of Furniture, Fixtures, and Equipment for Renovations and Additions at Hemphill Elementary School and Simon Middle School	46
Max Cleaver, Nathan Wensowitch	

13.	Consideration and possible approval of Offsite Infrastructure and Utility Joint Development Agreement, Cost Allocation, and Escrow Agreement for 2025 Bond Comprehensive High School #4 Max Cleaver, Nathan Wensowitch	49
L.	INFORMATION ITEMS	
1.	Discussion of Districtwide Intruder Detection Audit Report Findings Jeri Skrocki	52
2.	Update on District Safety & Security Initiatives Jeri Skrocki	53
3.	Update on District Bond, Construction, and Renovation Projects Max Cleaver	54
4.	Financial Statements Deborah Ottmers	55
M.	REQUESTS FOR INFORMATION FROM THE BOARD OF TRUSTEES	57
N.	Upcoming Board Meetings	58
	<b>TUESDAY</b> , January 20, 2026 - 5:30 pm	
	January 26, 2026 - 5:30 pm	
	<b>TUESDAY</b> , February 17, 2026 - 5:30 pm	
	February 23, 2026 - 5:30 pm	
	March 30, 2026 - 5:30 pm	
	April 20, 2026 - 5:30 pm	
	April 27, 2026 - 5:30 pm	
	May 11, 2026 - <b>5:00 pm</b>	
	May 18, 2026 - 5:30 pm	
	June 22, 2026 - 5:30 pm	
	June 29, 2026 - 5:30 pm	
	July 27, 2026 - 5:30 pm - <i>Special Meeting: Superintendent Evaluation</i>	
	<i>Official Board of Trustees information may be obtained at <a href="http://www.hayscisd.net">www.hayscisd.net</a></i>	
O.	ADJOURN	

This notice was posted in compliance with the Texas Open Meetings act on: Tuesday, December 2, 2025 at 4:30PM

### Exceptions for Closed Meetings

A board may conduct a closed meeting for the purposes described in the following provisions.

#### Attorney Consultation

A board may conduct a private consultation with its attorney only when it seeks the attorney's advice about pending or contemplated litigation or a settlement offer or on a matter in which the duty of the attorney to the board under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the requirement for open meetings. *Gov't Code 551.071* [See BE for permissible methods of communication for attorney consultations]

#### Real Property

A board may conduct a closed meeting to deliberate the purchase, exchange, lease, or value of real property if deliberation in an open meeting would have a detrimental effect on the board's position in negotiations with a third person. *Gov't Code 551.072*

#### Prospective Gift

A board may conduct a closed meeting to deliberate a negotiated contract for a prospective gift or donation to a district if deliberation in an open meeting would have a detrimental effect on the board's position in negotiations with a third person. *Gov't Code 551.073*

#### Personnel Matters

A board is not required to conduct an open meeting to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee or to hear a complaint or charge against an officer or employee. However, a board may not conduct a closed meeting for these purposes if the officer or employee who is the subject of the deliberation or hearing requests a public hearing. *Gov't Code 551.074*

The closed meeting exception for personnel matters does not apply when a board discusses an independent contractor who is not a school employee, such as an engineering, architectural, or consultant firm, or when a board discusses a class or group of employees, not a particular employee. *Atty. Gen. Op. MW-129 (1980), Atty. Gen. Op. H-496 (1975)*

*Employee-Employee Complaints* A board is not required to conduct an open meeting to deliberate in a case in which a complaint or charge is brought against a district employee by another employee and the complaint or charge directly results in the need for a hearing. However, a board may not conduct a closed meeting for this purpose if the employee against whom the complaint or charge is brought makes a written request for an open hearing. *Gov't Code 551.082*

*Student Discipline* A board is not required to conduct an open meeting to deliberate in a case in which a complaint or charge is brought against a district employee by another employee and the complaint or charge directly results in the need for a hearing. However, a board may not conduct a closed meeting for this purpose if the employee against whom the complaint or charge is brought makes a written request for an open hearing. *Gov't Code 551.082*

#### Personally Identifiable Student Information

A board is not required to conduct an open meeting to deliberate a matter regarding a student if personally identifiable information about the student will necessarily be revealed by the deliberation.

Directory information about a public school student is considered to be personally identifiable information about the student for this purpose only if a parent or guardian of the student, or the student if the student has attained 18 years of age, has informed a district that the directory information should not be released without prior consent. [See FL]

This exception does not apply if an open meeting about the matter is requested in writing by a parent or guardian of the student or by the student if the student has attained 18 years of age.

*Gov't Code 551.0821*

#### Medical or Psychiatric Records

A board that administers a public insurance, health, or retirement plan is not required to conduct an open meeting to deliberate

1. The medical records or psychiatric records of an individual applicant for a benefit from the plan; or
2. A matter that includes a consideration of information in the medical or psychiatric records of an individual applicant for a benefit from the plan.

*Gov't Code 551.0785*

#### Security

A board is not required to conduct an open meeting to deliberate:

1. The deployment, or specific occasions for implementation, of security personnel or devices, or
2. A security audit

*Gov't Code 551.076*

A board is not required to conduct an open meeting to deliberate:

1. Security assessments or deployments relating to information resources technology;
2. Network security information as described by Government Code 2059.055(b); or
3. The deployment, or specific occasions for implementation, of security personnel, critical infrastructure, or security devices.

*Gov't Code 551.089*

#### Assessment Instruments

A board shall conduct a closed meeting to discuss or adopt individual assessment instruments or assessment instrument items. *Education Code 39.030(a)*

#### Emergency Management

A board is not required to conduct an open meeting to deliberate information confidential under Government Code 418.175–418.182, Management relating to Homeland Security. However, a board must make a tape recording of the proceedings of a closed meeting held to deliberate the information. *Gov't Code 418.183(f)*

#### Economic Development Negotiations

A board is not required to conduct an open meeting:

1. To discuss or deliberate regarding commercial or financial information that the board has received from a business prospect that the board seeks to have locate, stay, or expand in or near a district and with which the board is conducting economic development negotiations; or
2. To deliberate the offer of a financial or other incentive to such a business prospect.

**Procedures for Closed Meetings**

If a closed meeting is allowed, a board shall not conduct the closed meeting unless a quorum of the board first convenes in an open meeting for which proper notice has been given [see BE] and the presiding officer has publicly announced that a closed meeting will be held and has identified the section or sections of the Open Meetings Act or other applicable law under which the closed meeting is held. *Gov't Code 551.101*

**Vote or Final Action**

A final action, decision, or vote on a matter deliberated in a closed meeting shall be made only in an open meeting for which proper notice has been given. *Gov't Code 551.102* [See BE]

**Certified Agenda or Recording**

A board shall either keep a certified agenda or make a recording of the proceedings of each closed meeting, except for private consultation with a district's attorney. The certified agenda must include a statement of the subject matter of each deliberation, a record of any further action taken, and an announcement by the presiding officer at the beginning and end of the closed meeting indicating the date and time. A presiding officer shall certify that a certified agenda is a true and correct record of the proceedings. If a recording is made, it must include announcements by the presiding officer at the beginning and end of the meeting indicating the date and time. *Gov't Code 551.103*

"Recording" means a tangible medium on which audio or a combination of audio and video is recorded, including a disc, tape, wire, film, electronic storage drive, or other medium now existing or later developed. *Gov't Code 551.001(7)*

Closed meetings may not be recorded by an individual trustee against the wishes of a majority of a board. *Zamora v. Edgewood Indep. Sch. Dist., 592 S.W.2d 649 (Tex. App.—San Antonio, 1979, writ ref'd n.r.e.)*

**Preservation**

A board shall preserve the certified agenda or recording of a closed meeting for at least two years after the date of the meeting. If a legal action involving the meeting is brought within that period, the board shall preserve the certified agenda or recording while the action is pending. *Gov't Code 551.104(a)*

**Public Access**

A certified agenda or recording of a closed meeting is available for public inspection and copying only under a court order issued as a result of litigation involving an alleged violation of the Open Meetings Act. *Gov't Code 551.104(b), (c)*

**Prohibitions**

No board member shall participate in a closed meeting knowing that neither a certified agenda nor a recording of the closed meeting is being made. *Gov't Code 551.145*

No individual, corporation, or partnership shall without lawful authority disclose to a member of the public the certified agenda or recording of a meeting that was lawfully closed to the public. *Gov't Code 551.146*

No board member shall knowingly call or aid in calling or organizing a closed meeting that is not permitted under the Open Meetings Act, close or aid in closing a regular meeting to the public except as permitted under the Open Meetings Act, or participate in a closed meeting that is not permitted under the Open Meetings Act. *Gov't Code 551.144(a)*

**Affirmative Defense**

It is an affirmative defense to prosecution under Subsection 551.144(a) that a board member acted in reasonable reliance on a court order or a written interpretation of the open meetings law contained in an opinion of a court of record, the attorney general, or the board's attorney. *Gov't Code 551.144(c)*

DATE ISSUED: 11/16/2017

UPDATE 109

BEC(LEGAL)-P

# HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT BOARD OF TRUSTEES

Date: December 8, 2025

Agenda Item: E

Board Goal: Community Relations

Subject: Public Forum

Administrator Responsible/Position: Dr. Eric Wright, Superintendent

**A. Purpose of Agenda Item**

Action needed

Information only

Receive input

**B. Authority for This Action:**

Local Policy BED

Law or Rule

N/A

The Board encourages comments from citizens of the District and from District employees.

Policy BED local states that audience participation at a Board Meeting is limited to the public comment portion of the meeting designated for that purpose. At all other times during a Board Meeting, the audience shall not enter into discussion or debate on matters being considered by the Board, unless requested by the presiding officer. An open forum will be conducted at each meeting. The Board shall allot approximately 30 minutes for comments from members of the public about school district concerns.

Any member of the public who wishes to address the Board in Public Forum must complete and submit the Request to Address the Board of Trustees form (green sheet). This form may be obtained and at the entrance to the Board room and must be submitted to Tim Savoy, Chief Information Officer, at the entrance prior to the start of the meeting. Public participation in Board meetings is limited to the Public Forum portion of the meeting agenda, as is provided in Board policy.

Board Policy DEC (LOCAL) sets the maximum time for any individual presentation as 5 minutes, unless decreased by the Board President prior to the start of public comment. In order to ensure efficiency in all meetings, our standard practice is to afford 3 minutes for speakers covering current agenda items and 2 minutes for speakers covering non-agenda items. Speakers with comments on posted agenda items will be called to speak first. Speakers with comments on items not posted for tonight's agenda will then be called to speak, if time permits.

*Please be aware that the audio and video of Public Forum is recorded as part of the recording of the entire meeting and is published on the District's website without alteration. A person who chooses to speak in Public Forum consents to the online publication of their comments.*

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

**Date:** December 8, 2025

**Agenda Item:** H

**Board Goal:** Community Relations

**Subject:** Superintendent's Report

**Administrator Responsible/Position:** Dr. Eric Wright, Superintendent of Schools

**A. Purpose of Agenda Item:**

Action Needed

Information Only

Receive Input

**B. Authority for This Action**

Local Policy

Law or Rule

N/A

**C. Goal or Need Addressed:**

Share with Board and Community information regarding current events in the district.

**D. Administrative Recommendation:** N/A

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

Date: December 8, 2025

Agenda Item: I

Board Goal: Student Achievement / Community Relations

Subject: Presentation of Hays CISD 2025 Demographic Report by Population and Survey Analysts

Administrator Responsible/Position: Max Cleaver, Chief Operations Officer  
Nathan Wensowitch, Exec Dir of Facilities/Construction/Bond

**A. Purpose of Agenda Item:**

Action needed                       Information only                       Receive input

**B. Authority for This Action:**

Local Policy:                       Law or Rule                       N/A

**C. Goal or Need Addressed:** Develop accurate and reliable student projections.

**D. Summary:**

- Previous board action relating to this item:** The Board approved PASA to provide demographic and planning services on August 28, 2022. This is a one-year contract with up to four one-year extensions.
- Future action anticipated:** Hays CISD receives an annual demographic update.
- Background information:** PASA's services include geocoding all students, projecting student population, providing grade-level projects, and providing a long-range plan. In completing their work, they commit to spending an extensive amount of time in District gathering information in person.

PASA staff will present current demographic data and long-range plan information.

**E. Comments Received:**

Cabinet     DLT                       FBOC                       Teacher Org. Reps.     Other:

**F. Administrative Recommendation:** No recommendation is necessary as this item is presented for information only.

**G. Fiscal Impact and Cost:** N/A – Information only

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

Person responsible for evaluating this decision or action: Max Cleaver

Evaluation method and timeline: N/A

Next report to the Board: December 2026

**I. Suggested Motion:**

I move that the Hays CISD Board of Trustees

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

Date: December 8, 2025

Agenda Item: J

Board Goal: Community Relations

Subject: Consideration and Possible Approval of Consent Agenda

Administrator Responsible/Position: Dr. Eric Wright, Superintendent

**A. Purpose of Agenda Item:**

- Action needed                       Information only                       Receive input

**B. Authority for This Action:**

- Local Policy BE                       Law or Rule                       N/A

Board Policy BE states that the consent agenda shall include items of a routine and/or recurring nature grouped together under one action item. For each item listed as part of a consent agenda, the Board shall be furnished with background material. All such items shall be acted upon by one vote without separate discussion, unless a Board member requests that an item be withdrawn for individual consideration. The remaining items shall be adopted under a single motion and vote

**C. Goal or Need Addressed:** As listed on attached pages

**D. Summary:**

- Previous board action relating to this item - Ongoing  
 Future action anticipated - Monthly  
 Background information – The following items are presented for approval
1. Minutes of Board of Trustees Meetings
  2. Budget Amendments
  3. Consideration and possible adoption of the Joint Election Agreement with the City of Hays for the upcoming May 2026 Trustee Election

**E. Comments Received:**

- Cabinet             DLT             FBOC             Teacher Org. Reps.             Other

**F. Administrative Recommendation:**

The Superintendent recommends the Board approve consent agenda items as presented.

**G. Fiscal Impact and Cost:** Per individual items attached

**H. Suggested Motion:**

I move that the Hays CISD Board of Trustees approve the consent agenda, as presented.

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

Date: December 8, 2025

Agenda Item: J.1

Board Goal: Community Relations

Subject: Consideration and possible approval of meeting minutes

Administrator Responsible/Position: Dr. Eric Wright, Superintendent

**A. Purpose of Agenda Item:**

Action needed                       Information only                       Receive input

**B. Authority for This Action:**

Local Policy                       Law or Rule                       N/A

Policy BE local states that Board action shall be carefully recorded by the Board Secretary or clerk; when approved, these minutes shall serve as the legal record of official Board actions. The written minutes of all meetings shall be approved by vote of the Board and signed by the Board President and the Board Secretary

**C. Goal or Need Addressed: N/A**

**D. Summary:**

- Previous board action relating to this item - Ongoing
- Future action anticipated - Monthly
- Background information – Minutes from the November 17, 2025 Special Meeting – Election Canvassing, and November 17, 2025 Business meetings are presented for approval

**E. Comments Received:**

Cabinet       DLT                       FBOC                       Teacher Org. Reps.       Other

**F. Administrative Recommendation:**

The Superintendent recommends the Board approve minutes, as presented.

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

**H. Suggested Motion:**

I move that the Hays CISD Board of Trustees approve minutes from November 17, 2025 Special Meeting – Election Canvassing, and the November 17, 2025 Business meetings, as presented.

# Minutes of Special Meeting November 17, 2025

## Hays CISD Board of Trustees

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These minutes are a record of the actions taken by the Hays CISD Board of Trustees in the meeting held on the above date. The complete video of the meeting is accessible at [www.hayscisid.net](http://www.hayscisid.net) for those who wish to hear the specific details of the discussions on the agenda topics presented.

A Special Meeting of the Board of Trustees of Hays CISD was held on Monday, November 17, 2025 beginning at 5:00 PM in the Merideth Keller Board Room at the Hays CISD Academic Support Center, located at 21003 Interstate 35, Kyle, TX 78640.

### CALL TO ORDER: Establish a quorum

Board President Byron Severance called the meeting to order at 5:00 PM. All members of the Board were present with the exception of Trustees Vanessa Petrea and Esperanza Orosco. President Severance asked if anyone was present for public comment. Executive Assistant to the Superintendent and Board of Trustees Barbara Gloria responded, No.

### CANVASS ELECTION RESULTS

President Severance introduced the agenda item. Tim Savoy, Chief Communication Officer, addressed the Board to provide a summary of the election documents. Trustee Orosco arrived at 5:01 PM. President Severance moved that the Hays CISD Board of Trustees adopt the Order Canvassing Returns and Declaring Results of the November 4, 2025, Voter-Approved Tax Ratification Election, as presented. Board Vice President Johnny Flores seconded the motion. There was no further discussion, and the motion passed by a vote of 6-0 where Courtney Runkle, Raul Vela, Byron Severance, Johnny Flores, Esperanza Orosco, and Geoff Seibel all voted YES. Trustee Vanessa Petrea was not present to cast a vote.

### ADJOURN

Board President Byron Severance noted that the next Board meeting is scheduled for Monday, November 17, 2025 at 5:30pm. No further business was conducted, and President Severance announced that the meeting was adjourned at 5:03 PM.

# Minutes of Regular Meeting November 17, 2025

## Hays CISD Board of Trustees

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These minutes are a record of the actions taken by the Hays CISD Board of Trustees in the meeting held on the above date. The complete video of the meeting is accessible at [www.hayscisd.net](http://www.hayscisd.net) for those who wish to hear the specific details of the discussions on the agenda topics presented.

A Regular Meeting of the Board of Trustees of Hays CISD was held on Monday, November 17, 2025 beginning at 5:30 PM in the Merideth Keller Board Room at the Hays CISD Academic Support Center, located at 21003 Interstate 35, Kyle, TX 78640.

### CALL TO ORDER: Establish a quorum

Board Vice President Johnny Flores called the meeting to order at 5:30 PM. All members of the Board were present with the exception of Trustee Vanessa Petrea.

### PLEDGE OF ALLEGIANCE TO THE UNITED STATES AND TEXAS FLAGS

Board Secretary Geoff Seibel led the Board in the Pledge of Allegiance to the US and Texas flags.

### MISSION STATEMENT

Board Vice President Johnny Flores read the Hays CISD Board of Trustees Mission Statement.

### SOCIAL CONTRACT

Trustee Esperanza Orosco read the Hays CISD Board of Trustees Social Contract.

### PUBLIC FORUM

There were four people present requesting to address the Board. Bonnie Wallace addressed the Board regarding library content. Helen Sue Carter addressed the Board regarding SB 13 and SB 412. John Carter addressed the Board regarding library books. Dee Ann Anderson addressed the Board regarding challenged books.

### CLOSED SESSION

The Board adjourned to Closed Session at 5:52 PM to deliberate regarding safety and security, including security personnel, systems, infrastructure, and/or devices, pursuant to Tx. Gov't Code Section 551.076, and to deliberate regarding the Superintendent's recommendations for employment, resignations, extended leave, and other personnel matters, pursuant to Tx. Gov't Code Section 551.071.

### RECONVENE IN OPEN SESSION

Board Vice President Johnny Flores called the Board back to order to reconvene in open session at 7:16 PM.

### SUPERINTENDENT REPORT

Superintendent Dr. Eric Wright provided an update on enrollment of 25,082 students with an average daily attendance of 94.5%. Dr. Wright stated that information relating to the District's action after the failed tax ratification election would be announced at the March 30, 2025 Board meeting. Dr. Wright presented slides to note accolades, achievements, and activities around the District. There were no questions from the Board regarding Dr. Wright's report. Board President Byron Severance spoke to honor Coach Bob Shelton and his multiple contributions to Hays CISD and our community over his lifetime.

## STUDENT ACHIEVEMENT REPORT

President Byron Severance introduced the agenda item. Derek McDaniel, Executive Officer of Curriculum & Instruction, addressed the Board and presented slides. Mr. McDaniel responded to feedback and questions from Board Secretary Geoff Seibel, Trustee Raul Vela, and President Byron Severance.

## ACTION ITEMS

Consideration and possible action, if any, resulting from closed session

Board President Byron Severance moved that the Hays CISD Board of Trustees approve the Superintendent's recommendation to contractually employ the Principal of Lehman High School, as discussed. Trustee Esperanza Orosco seconded the motion. There was no further discussion, and the motion passed by a vote of 6-0 where trustees Courtney Runkle, Raul Vela, Byron Severance, Johnny Flores, Esperanza Orosco, and Geoff Seibel all voted YES. Trustee Vanessa Petrea was not present to cast a vote. Dr. Eric Wright, Superintendent, introduced James Cruz as the new Principal of Lehman High School. Mr. Cruz joined trustees at the dais for a photo.

## CONSENT AGENDA

Board President Byron Severance introduced each agenda item, noting that Item J.2a would be pulled from the agenda, taking no action, possibly being brought back to the Board for consideration at a later date.

Consideration and possible approval of meeting minutes

There were no questions from the Board, so no discussion was had regarding this agenda item.

Procurements

President Severance noted that the consent procurement for Consideration and possible approval of the purchase of library books was pulled from the agenda, taking no action, possibly being brought back to the Board for consideration at a later date.

Consideration and possible approval of Campus Improvement Plans containing Student Performance Objectives and Strategies

President Severance introduced the agenda item. There were no questions from the Board, so no discussion was had.

Consideration and possible approval of New Course Offerings for the 2026-2027 School Year

President Severance introduced the agenda item. Dr. Michael Watson, Deputy Academic Officer, responded to inquiries from Board Secretary Geoff Seibel, and received statements from Board Vice President Johnny Flores.

Consideration and possible adoption of the 2026-2027 and 2027-2028 Hays CISD Academic Calendars

President Severance introduced the agenda item. Tim Savoy, Chief Communication Officer, addressed the Board and responded to feedback and questions from Board Vice President Johnny Flores, Trustee Raul Vela, Trustee Courtney Runkle, Trustee Esperanza Orosco, and Board Secretary Geoff Seibel.

Budget Amendments

President Severance introduced this agenda item. There were no questions from the Board and no discussion.

Board President Byron Severance moved that the Hays CISD Board of Trustees approve consent items J.1, J.3, J.4, J.5, and J.6, as presented. Board Vice President Johnny Flores seconded the motion. There was no further discussion, and the motion passed by a vote of 6-0 where Trustees Courtney Runkle, Raul Vela, Byron Severance, Johnny Flores, Esperanza Orosco, and Geoff Seibel all voted YES. Trustee Vanessa Petrea was no present to cast a vote.

## ACTION ITEMS

Consideration and possible adoption of a Resolution that will revise the prior August 2025 adopted rate and set the Rollback Property Tax Rate for Tax Year 2025 and Fiscal Year 2025-2026

Board President Byron Severance introduced the agenda item. Chief Financial Officer Deborah Ottmers addressed the Board to provide detail. President Severance moved that the Hays CISD Board of Trustees adopt a resolution to set the rollback property tax rate for tax year 2025 and fiscal year 2025-2026, as presented. The tax rate will raise more taxes for maintenance and operations than last year's rate. The tax rate will effectively be raised by 4.25 percent and will raise taxes for maintenance and operations on a \$100,000 home by approximately \$0 annually. Trustee Raul Vela seconded the motion. There was no further discussion, and the motion passed by a vote of 6-0 where Trustees Courtney Runkle, Raul Vela, Byron Severance, Johnny Flores, Esperanza Orosco, and Geoff Seibel all voted YES. Trustee Vanessa Petrea was not present to cast a vote.

Trustee Raul Vela left the meeting at 8:28 PM.

Consideration and possible approval of the Upgrade of Hays CISD Telecom hardware, Software, and Licensing – Affiliated Communications

Board President Byron Severance introduced the agenda item. Chief Technology Officer Alan Duerr addressed the Board to provide summary. Mr. Duerr responded to questions from Board Secretary Geoff Seibel. President Severance moved that the Hays CISD Board of Trustees approve the upgrade of the Hays CISD telecom hardware, software, and licensing with Affiliated Communications for a 2025 Bond-funded amount not to exceed \$1,279,156.08, as presented. Board Vice President Johnny Flores seconded the motion. There was no further discussion, and the motion passed by a vote of 5-0 where Trustees Courtney Runkle, Byron Severance, Johnny Flores, Esperanza Orosco, and Geoff Seibel all voted YES. Trustees Vanessa Petrea and Raul Vela were not present to cast a vote.

Consideration and possible approval of a Non-Standard Water Service Agreement with Goforth Special Utility District at Tom Green Elementary School

Board President Byron Severance introduced the agenda item. Chief Operations Officer Max Cleaver addressed the Board to provide a summary and update. Mr. Cleaver responded to questions from Trustee Courtney Runkle. President Severance moved that the Hays CISD Board approve the non-standard water service agreement with Goforth Special Utility District at Tom Green Elementary School for an amount not to exceed \$147,066.50, and authorize the Superintendent and/or Board President to execute documents necessary and convenient to complete the transaction, as presented. Trustee Courtney Runkle seconded the motion. There was no further discussion, and the motion passed by a vote of 5-0 where Trustees Courtney Runkle, Byron Severance, Johnny Flores, Esperanza Orosco and Geoff Seibel all voted YES. Trustees Vanessa Petrea and Raul Vela were not present to cast a vote.

## INFORMATION ITEM

Update on District Safety & Security Initiatives

There was no report for this agenda item.

Update on District Bond, Construction, and Renovation Projects

Nathan Wensowitch, Executive Director of Facilities, Construction, and Bond Programs, addressed the Board and provided a document to update construction projects around the district. Board President Byron Severance, Trustee Courtney Runkle, Board Vice President Johnny Flores, and Board Secretary Geoff Seibel expressed their gratitude for a comprehensive document.

Financial Statements

There were no questions from the Board regarding this agenda item.

REQUESTS FOR INFORMATION FROM THE BOARD OF TRUSTEES

Board Vice President Johnny Flores requested information regarding accommodations being made for students at the Hays High School Welding shop. There were no further requests for information.

ADJOURN

Board Vice President Johnny Flores noted that the next Board meeting is scheduled for Monday, December 8, 2025 at 5:00PM. No further business was conducted, and Vice President Flores announced that the meeting was adjourned at 8:42 PM.

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

Date: December 8, 2025

Agenda Item: J.2

Board Goal: Finance

Subject: Budget Amendments

Administrator Responsible/Position: Deborah Ottmers, Chief Financial Officer

**A. Purpose of Agenda Item:**

Action needed                       Information only                       Receive input

**B. Authority for This Action:**

Local Policy                       Law or Rule                       N/A

**C. Summary:**

Previous board action relating to this item - Monthly

Background information – The 2025-2026 budget has been approved by the Board of Trustees. Amendments to the budget must also be approved by the Board.

**D. Comments Received:**

Cabinet       DLT       FBOC       Teacher Org. Reps.       Other

**E. Administrative Recommendation:**

The administration recommends approval of the retro-active budget amendment, as presented.

**F. Fiscal Impact and Cost:    Amount:**

Budget (See attached detail)     Bond                       Grant/Special Funds                       Other

**G. Monitoring and Reporting Timeline:**

Person responsible for evaluating this decision: Deborah Ottmers

**H. Suggested Motion:**

I move that the Hays CISD Board of Trustees approve the budget amendment, as presented.

**Hays CISD**  
**Budget Amendment #4**  
**As of 12/1/2025**  
**2025/2026**



**GENERAL FUND**

**REVENUES:**

5700 - Local Revenue	\$ 130,793,536
5800 - State Revenue	128,945,967
5900 - Federal Revenue	2,050,000
7000 - Other Sources	6,000,000
<b>Total Estimated Revenues</b>	<b>\$ 267,789,503</b>

**EXPENDITURES:**

Function 11 - Instructional Services:	\$ 164,923,680
Function 12 - Instructional Resources & Media Services:	3,566,830
Function 13 - Instructional Staff Development:	2,655,114
Function 21 - Instructional Administration:	5,243,906
Function 23 - School Leadership:	14,895,770
Function 31 - Counseling Services:	8,681,490
Function 32 - Social Work Services:	379,983
Function 33 - Health Services:	2,840,553
Function 34 - Student Transportation:	12,188,080
Function 35 - Food Service:	-
Function 36 - Cocurricular/Extracurricular Activities:	6,775,032
Function 41 - General Administration:	6,910,522
Function 51 - Plant Maintenance & Operations:	25,928,986
Function 52 - Security & Monitoring Services:	5,385,419
Function 53 - Data Processing Services:	5,513,968
Function 61 - Community Service:	25,170
Function 71 - Debt Service:	-
Function 81 - Facilities:	-
Function 93 - Payments to Fiscal Agents:	375,000
Function 99 - Other Intergovernmental Charges:	1,500,000
Function 00 - Other Expenditures Object 8000:	-
<b>Total Expenditures</b>	<b>\$ 267,789,503</b>

**PROPOSED NET CHANGES IN FUND BALANCE**

7/1/2025 Adopted General Fund Budget	Sept 2025 Amendment #1 General Fund Budget	Oct 2025 Amendment #2 General Fund Budget	Nov 2025 Amendment #3 General Fund Budget	Dec 2025 Amendment #4 General Fund Budget	Proposed Amended General Fund Budget
\$ 130,793,536	\$ -	\$ 27,700,000	#####	\$ 5,000,000	\$ 137,493,536
128,945,967	-	500,000	-	-	129,445,967
2,050,000	-	25,000	-	-	2,075,000
6,000,000	-	800,000	-	-	6,800,000
<b>\$ 267,789,503</b>	<b>\$ -</b>	<b>\$ 29,025,000</b>	<b>\$ (26,000,000)</b>	<b>\$ 5,000,000</b>	<b>\$ 275,814,503</b>

Detail
Amendment #4

\$ 5,000,000 TASB & Foundation & Day Care & Print Shop

\$ 5,000,000

1,600,000 TASB hail damage insurance

700,000 Print shop expenditures

2,700,000 \$200k Foundation salaries & \$2.5m Day Care expenses

\$ 5,000,000 NO NET CHANGE

Note: TASB provided insurance to repair hail damaged vehicles  
 Note: Day Care and Print Shop were in 7xx funds; now in 1xx fund  
 Note: Foundation salaries were never included in budget

**CHILD NUTRITION FUND**

**REVENUES:**

5700 - Local Revenue	\$ 4,309,289
5800 - State Revenue	379,662
5900 - Federal Revenue	9,331,000
7000 - Other Sources	-
<b>Total Estimated Revenues</b>	<b>\$ 14,019,951</b>

**EXPENDITURES:**

Function 35 - Food Service	\$ 14,019,951
<b>Total Expenditures</b>	<b>\$ 14,019,951</b>

**PROPOSED NET CHANGES IN FUND BALANCE**

2025/2026 Adopted Child Nutrition Budget	2025/2026 Amendment #1 Child Nutrition Budget	2025/2026 Amendment #2 Child Nutrition Budget	2025/2026 Amendment #3 Child Nutrition Budget	2025/2026 Amendment #4 Child Nutrition Budget	Proposed Amended Child Nutrition Budget
\$ 4,309,289	\$ -	\$ -	\$ -	\$ -	\$ 4,309,289
379,662	-	-	-	-	379,662
9,331,000	-	-	-	-	9,331,000
-	-	-	-	-	-
<b>\$ 14,019,951</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 14,019,951</b>

NO CHANGE

**DEBT SERVICE**

**REVENUES:**

5700 - Local Revenue	\$ 95,692,661
5800 - State Revenue	-
5900 - Federal Revenue	-
7000 - Other Sources	-
<b>Total Estimated Revenues</b>	<b>\$ 95,692,661</b>

**EXPENDITURES:**

Function 71 - Debt Service:	\$ 95,692,661
<b>Total Expenditures</b>	<b>\$ 95,692,661</b>

**PROPOSED NET CHANGES IN FUND BALANCE**

2025/2026 Adopted Debt Service Budget	2025/2026 Amendment #1 Debt Service Budget	2025/2026 Amendment #2 Debt Service Budget	2025/2026 Amendment #3 Debt Service Budget	2025/2026 Amendment #4 Debt Service Budget	Proposed Amended Debt Service Budget
\$ 95,692,661	\$ -	\$ -	\$ -	\$ -	\$ 95,692,661
-	-	-	-	-	-
-	-	-	-	-	-
-	-	-	-	-	-
<b>\$ 95,692,661</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 95,692,661</b>

NO CHANGE

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

Date: December 8, 2025

Agenda Item: J.3

Board Goal: Community Relations

Subject: Consideration and possible adoption of the annual Joint Election Agreement with the City of Hays for the upcoming May 2026 Trustee Election

Administrator Responsible/Position: Tim Savoy, Chief Communication Officer

**A. Purpose of Agenda Item:**

- Action needed                       Information only                       Receive input

**B. Authority for This Action:**

- Local Policy:                       Law or Rule  
BBB – Board Members: Elections  
Texas Election Code 271  
Texas Education Code 11.0581

**C. Goal or Need Addressed:** Comply with state election law.

**D. Summary:**

- Previous board action relating to this item:** This is an annual joint election agreement.  
 **Future action anticipated:** Annually, for each trustee election.  
 **Background information:** Election laws require school districts to enter into joint election agreements with various entities including a city within the school district in order to conduct trustee elections. One joint election partner satisfies the law - in this case the City of Hays. This does not preclude the district from entering into additional joint election agreements.

**E. Comments Received:**

- Cabinet     DLT     FBOC     Teacher Org. Reps.     Other:

**F. Administrative Recommendation:** Administration recommends approval of the agreement.

**Advantages and benefits of this proposal:** This agreement satisfies the provisions in the law required of the school district.

**Expected results in terms of student benefit/achievement:** This agreement allows the district to conduct trustee elections.

**Effect of this action on other parts of the system:** This action, given that it involves trustee elections, affects the entire system.

**Consequences of not approving this recommendation:** Not approving the agreement risks potential litigation and challenges to the legitimacy of the May 2026 election.

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

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

Person responsible for evaluating this decision or action: Tim Savoy

**I. Suggested Motion:**

I move that the Hays CISD Board of Trustees adopt the joint election agreement with the City of Hays for the May 2026 trustee election, as presented.

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

Date: December 8, 2025

Agenda Item: K.1a

Board Goal: Finance

Subject: Consideration and possible approval of a Resolution Authorizing the Sale of Surplus Real Property

Administrator Responsible/Position: Max Cleaver, Chief Operations Officer

**A. Purpose of Agenda Item:**

- Action needed                       Information only                       Receive input

**B. Authority for This Action:**

- Local Policy:                       Law or Rule  
CDB – Other Revenues: Sale, Lease, or Exchange of School-Owned Property

**C. Goal or Need Addressed:** Rebuild the District’s fund balance

**D. Summary:**

- Previous board action relating to this item: N/A  
 Future action anticipated: N/A  
 Background information: Hays CISD staff placed advertisements in the local newspaper on October 22 and 29, 2025 for the sale of approximately 88 acres north of Uhland Elementary School. Staff will review the offers received with Trustees.

**E. Comments Received:**

- Cabinet     DLT                       FBOC                       Teacher Org. Reps.     Other:

**F. Administrative Recommendation:** Administration recommends the sale of the 88-acre tract.  
**Advantages and benefits of this proposal:** Selling land is part of the plan to rebuild the District’s fund balance

**G. Fiscal Impact and Cost:** \$4,000,000-\$6,000,000 Revenue

**H. Monitoring and Reporting Time Line:**  
**Person responsible for evaluating this decision or action:** Max Cleaver, Anston Shockley

**I. Suggested Motion:**  
I move that the Hays CISD Board of Trustees approve a resolution authorizing the sale of surplus real property and authorize the Superintendent and/or Board President to negotiate and execute the purchase agreement and related documents necessary and convenient to close the transaction.

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

Date: December 8, 2025

Agenda Item: K.2

Board Goal: Finance

Subject: Consideration and possible approval of the 2024-2025 Annual Comprehensive Financial Audit Report

Administrator Responsible/Position: Deborah Ottmers, Chief Financial Officer

**A. Purpose of Agenda Item:**

- Action needed                       Information only                       Receive input

**B. Authority for This Action:**

- Local Policy:                       Law or Rule                       N/A  
CFC – Accounting: Audits  
TEC 44.008 (a)(b)

**C. Goal or Need Addressed:** Approval of the 2024-2025 Annual Comprehensive Financial Audit Report

**D. Summary:**

- Previous board action relating to this item:** The Board approved the prior year annual report
- Future action anticipated:** Annually
- Background information:** A district must file with the Texas Education Agency (TEA) an annual financial and compliance report. The report must be audited by an independent auditor, and the audit must be reviewed by TEA, including review of auditors' working papers, in accordance with the Financial Accountability System Resource Guide, as adopted by reference in 19 Administrative Code 109.41. The annual financial audit report is due 150 days after the end of the fiscal year. For the 24/25 year, the annual audit report is not in its final state due to unfinalized federal changes and it is not due to TEA until the end of February; due to reporting changes that are not finalized. We do not anticipate significant changes, however, should significant changes occur between this draft report and the final report, the report will be brought back to the board to review and approve.

**E. Comments Received:**

- Cabinet     DLT     FBOC     Teacher Org. Reps.     Other:

**F. Administrative Recommendation:** Administration recommends approval of the report.

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

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

Person responsible for evaluating this decision or action: Deborah Ottmers

**I. Suggested Motion:**

I move that the Hays CISD Board of Trustees approve the 2024-2025 Annual Comprehensive Financial Audit Report, as presented.

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

Date: December 8, 2025

Agenda Item: K.3

Board Goal: Finance

Subject: Consideration and possible Acceptance of Certified Property Tax Levy Roll for the 2025 Tax Year

Administrator Responsible/Position: Deborah Ottmers, Chief Financial Officer

**A. Purpose of Agenda Item:**

Action needed                       Information only                       Receive input

**B. Authority for This Action:**

Local Policy                       Law or Rule                       N/A

**C. Goal or Need Addressed:** Approval of the certified property tax levy roll for 2025 Tax Year

**D. Summary:**

- Previous board action relating to this item – unknown
- Future action anticipated – Presented for approval annually
- Background information –Certified Property Tax Values were received on July 24, 2025. The Board approved the certified values in August 2025. The levy roll is prepared by the Hays County Tax Assessor Collector by combining certified property values from all three County Appraisal Districts and applying the approved tax rate. Property taxes are calculated, and property tax bills are sent out to property owners.

**E. Comments Received:**

Cabinet       DLT                       FBOC                       Teacher Org. Reps.       Other

**F. Administrative Recommendation:**

The administration recommends acceptance of the certified property tax levy roll as presented.

**G. Fiscal Impact and Cost:    Amount:**

Budget                       Bond                       Grant/Special Funds                       Other

**H. Suggested Motion:**

I move that the Hays CISD Board of Trustees accept the certified property tax levy roll, as presented.



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

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

**Person responsible for evaluating this decision or action:** Christina Courson, Deborah Ottmers

**Evaluation method and timeline:** Ongoing as the District explores options

**Next report to the Board:** N/A

**I. Suggested Motion:**

I move that the Hays CISD Board of Trustees adopt a resolution to elect to discontinue participation in the TRS-ActiveCare Health Insurance Program, as presented.

**RESOLUTION OF THE BOARD OF TRUSTEES**

**HAYS CONSOLIDATED INDEPENDENT SCHOOL DISTRICT**

**SUBJECT: Election to Discontinue Participation in the TRS-ActiveCare Health Program**

WHEREAS, pursuant to Texas Insurance Code § 1579.155 and Texas Administrative Code Chapter 34 § 41.30, effective September 1, 2022, school districts are authorized to discontinue participation in, or "opt-out" of TRSActiveCare by following the process created by TRS; and

WHEREAS, pursuant to Texas Insurance Code § 1579.155, school districts must provide written notice of a district's desire to discontinue participation in TRSActiveCare no later than December 31st of the year preceding the first day of the plan year in which the election will be effective; and

WHEREAS, the Board of Trustees of Hays Consolidated Independent School District has evaluated the health insurance options available to its employees; and the Board has determined that it is in the best interest of the District to discontinue its participation in the TRSActiveCare health program, effective for the 2026-2027 plan year; and

WHEREAS, the Board understands that this election is a binding decision that requires a minimum five-year commitment to remain outside the TRSActiveCare program, as established by state law; and

WHEREAS, the Board acknowledges the requirement to submit a "Notice of Election to Discontinue" form to the Teacher Retirement System of Texas (TRS) by the December 31, 2025 deadline; and

WHEREAS, the Board has received the necessary documentation of support from its governing body for this decision, as required by Texas law;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF TRUSTEES OF Hays CISD:

1. The Superintendent is hereby authorized to initiate the process to discontinue Hays CISD's participation in the TRS-ActiveCare program.
2. The Superintendent, or their designee, is authorized to submit the official "Notice of Election to Discontinue" form to the Teacher Retirement System of Texas by the December 31, 2025 deadline, and to take all other necessary steps to complete the discontinuation process as required by TRS.
3. The Superintendent, or their designee, is authorized to execute all necessary documents on behalf of the District related to this discontinuation of participation.
4. The Superintendent, or their designee, is authorized to begin researching and securing other group health insurance and coverage options for eligible Hays CISD employees for the 2026-2027 plan year.

Adopted this \_\_\_\_\_ day of December, 2025, by the Hays CISD Board of Trustees.

Board President's signature: \_\_\_\_\_

Board Secretary's signature: \_\_\_\_\_

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

Date: December 8, 2025

Agenda Item: K.5

Board Goal: Community Relations

Subject: Consideration and possible approval of the Design-to-Date for 2025 Bond Additions and Renovations at Fuentes Elementary School

Administrator Responsible/Position: Max Cleaver, Chief Operations Officer  
Nathan Wensowitch, Exec Director of Facilities, Construction & Bond Programs

**A. Purpose of Agenda Item:**

Action needed                       Information only                       Receive input

**B. Authority for This Action:**

Local Policy:                       Law or Rule  
CVD – Facilities Construction: Construction Manager-at-Risk

**C. Goal or Need Addressed:** Provide safe, timely, cost-effective facilities.

**D. Summary:**

- Previous board action relating to this item:** On September 24, 2024, the Board reviewed the schematic designs for several potential 2025 Bond projects including Fuentes ES. In October 2025, the Board approved SD for further consideration.
- Future action anticipated:** Staff anticipates recommending a GMP for consideration in March 2026.
- Background information:** The 2025 Bond contains provisions for Additions and Renovations at Fuentes Elementary school including new classrooms, restrooms, art room and parking areas and renovated cafeteria, library and administrative areas.

**E. Comments Received:**

Cabinet     DLT     FBOC     Other: Campus and District Staff

**F. Administrative Recommendation:** Administration recommends approval of the design-to-date.

**G. Fiscal Impact and Cost:** \$16,675,567

Budget                       2025 Bond                       Grant/Special Funds:                       Other

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

**Person responsible for evaluating this decision or action:** Max Cleaver, Nate Wensowitch  
**Evaluation method and timeline:** N/A  
**Next report to the Board:** Staff anticipates recommending a GMP for consideration in March 2026

**I. Suggested Motion:**

I move that the Hays CISD Board of Trustees approve the design-to-date from Bartlett Cocke Contractors, as designed by O'Connell Robertson Architects, for 2025 Bond additions and renovations at Fuentes Elementary School, for an amount not to exceed \$16,675,567, as presented.



November 19, 2025

Mr. Max Cleaver
Hays Consolidated Independent School District
21003 Interstate 35
Kyle, Texas 78640

Re: 100CD Estimate for Fuentes Elementary School Additions and Renovations

Dear Mr. Cleaver:

Bartlett Cocke General Contractors received Subcontractor and Supplier budgetary input for the 100% Contract Documents set for the above-referenced project on November 4, 2025. Based on the receipt of those budgets and subsequent analysis, we have assembled an estimate for the work included in this budget package. We are pleased to offer the following estimate:

Sixteen Million, Six Hundred and Seventy-Five Thousand, Five Hundred and Sixty-Seven Dollars
(\$16,675,567)

Included In This Estimate:

- Owner Contingency..... \$333,511
Construction Manager Contingency..... \$333,511

Alternates Included In This Estimate:

- No Alternates included in this Estimate

CVO Items Included In This Estimate:

- No CVO included in this Estimate

Allowances Included In This Estimate:

- Temporary Road..... \$250,000
Queuing Road – Per OCR Sketch..... \$250,000
Construction Utility Consumption ..... \$30,000
Remove Suzie Fuentes Mural ..... \$20,000

Items Included In This Estimate:

- Payment and Performance Bond.
Construction Manager Fee
General Conditions Costs.
Cost-of-Work Items.
Payroll Taxes, Insurance, and other Costs.
Prevailing Wages and Benefits per Documents.
All construction work per Plans and Specifications, unless specifically noted or excluded below.

Items Excluded From This Estimate:

- Sales tax.
Testing and inspections.
Impact / Use / Development / Consultant / Jurisdictional / Agency fees.
Environmental surveys and hazardous material identification, handling and/or removal.

BARTLETT COCKE GENERAL CONTRACTORS

Building Better Lives

- Adjustments, removal, or relocations to existing utilities, unless specifically shown or specified.
- Sub-surface investigations, test probe holes, geo-technical testing, and hidden conditions costs.
- All items not shown or specified in the referenced Documents.

**Clarifications and Assumptions:**

- Per clarifications and assumptions log.

**100CD Documents:**

- Documents developed by O’Connell Robertson Architects:

100% Contract Documents Drawings & Specifications ..... October 9, 2025

**Construction Schedule Milestones:**

Notice-to-Proceed ..... March 30, 2026  
Milestone – Area A Addition ..... April 26, 2027  
Milestone – Areas B/C/D/E Renovations..... July 29, 2027  
Project Substantial Completion (16 Mos.) ..... August 2, 2027

We request that you review the report including the project estimate in the above amounts. If you have any questions, please do not hesitate to call.

Sincerely,  
BARTLETT COCKE GENERAL CONTRACTORS

*Stefan Doerr*

Stefan Doerr  
Senior Estimator

CC: Nathan Wensowitch – Hays CISD  
OCR – Doug Dawson  
BCGC – Derek Even  
BCGC – Zach Thompson

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

Date: December 8, 2025

Agenda Item: K.6

Board Goal: Community Relations

Subject: Consideration and possible approval of the Design-to-Date for 2025 Bond Additions and Renovations at Wallace Middle School

Administrator Responsible/Position: Max Cleaver, Chief Operations Officer  
Nathan Wensowitch, Exec Dir of Facilities, Construction & Bond Programs

**A. Purpose of Agenda Item:**

- Action needed                       Information only                       Receive input

**B. Authority for This Action:**

- Local Policy:                       Law or Rule  
CVD – Facilities Construction: Construction Manager-at-Risk

**C. Goal or Need Addressed:** Provide safe, timely, cost-effective facilities.

**D. Summary:**

- Previous board action relating to this item:** On September 24, 2024, the Board reviewed the schematic design (SD) for eleven potential 2025 Bond projects including Wallace MS. On October 28, 2024, the Board approved the SD for Wallace MS.
- Future action anticipated:** Staff anticipates GMP in May 2026
- Background information:** The 2025 Bond contains provisions for Additions and Renovations at Wallace Middle School including additional classrooms, restrooms, weight room, and parking.

**E. Comments Received:**

- Cabinet     DLT                       FBOC                       Teacher Org. Reps.     Other: Campus/District Staff

**F. Administrative Recommendation:** Administration recommends approval of the construction documents.

**G. Fiscal Impact and Cost:** \$18,685,551

- Budget                       2025 Bond                       Grant/Special Funds:                       Other  
 Budget Amendment Needed

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

**Person responsible for evaluating this decision or action:** Max Cleaver, Nate Wensowitch  
**Evaluation method and timeline:** N/A  
**Next report to the Board:** May 2026 - GMP

**I. Suggested Motion:**

I move that the Hays CISD Board of Trustees approve the design-to-date from Bartlett Cocke Contractors, as designed by O'Connell Robertson Architects, for 2025 Bond additions and renovations at Wallace Middle School for an amount not to exceed \$18,685,551, as presented.



November 19, 2025

Mr. Max Cleaver
Hays Consolidated Independent School District
21003 Interstate 35
Kyle, Texas 78640

Re: 100CD Estimate for Wallace Middle School Additions and Renovations

Dear Mr. Cleaver:

Bartlett Cocke General Contractors received Subcontractor and Supplier budgetary input for the 100% Contract Documents set for the above-referenced project on October 30, 2025. Based on the receipt of those budgets and subsequent analysis, we have assembled an estimate for the work included in this budget package. We are pleased to offer the following estimate:

Eighteen Million, Six Hundred and Eighty-Five Thousand, Five Hundred and Fifty-One Dollars
(\$18,685,551)

Included In This Estimate:

- Owner Contingency..... \$373,711
Construction Manager Contingency..... \$373,711

Alternates Included In This Estimate:

- No Alternates included in this Estimate

CVO Items Included In This Estimate:

- No CVO included in this Estimate

Allowances Included In This Estimate:

- Fire Pump Power ..... \$20,000
Temp Road During Construction ..... \$50,000
Window Film/Roof Access ..... \$30,000
Construction Utility Consumption ..... \$40,000

Items Included In This Estimate:

- Payment and Performance Bond.
Construction Manager Fee
General Conditions Costs.
Cost-of-Work Items.
Payroll Taxes, Insurance, and other Costs.
Prevailing Wages and Benefits per Documents.
All construction work per Plans and Specifications, unless specifically noted or excluded below.

Items Excluded From This Estimate:

- Sales tax.
Testing and inspections.
Impact / Use / Development / Consultant / Jurisdictional / Agency fees.
Environmental surveys and hazardous material identification, handling and/or removal.

BARTLETT COCKE GENERAL CONTRACTORS

Building Better Lives

- Adjustments, removal, or relocations to existing utilities, unless specifically shown or specified.
- Sub-surface investigations, test probe holes, geo-technical testing, and hidden conditions costs.
- All items not shown or specified in the referenced Documents.

**Clarifications and Assumptions:**

- Per clarifications and assumptions log.

**100CD Documents:**

- Documents developed by O’Connell Robertson Architects:

100% Contract Documents Drawings & Specifications .....	September 17, 2025
100% Contract Documents Drawings & Specifications – Addendum 01 .....	October 9, 2025

**Construction Schedule Milestones:**

Notice-to-Proceed .....	April 13, 2026
Milestone – Driveway .....	August 12, 2026
Milestone – Weight Room .....	March 31, 2027
Milestone – Classroom Addition Area D2 .....	April 2, 2027
Milestone – Classroom Addition Area E2 .....	July 30, 2027
Project Substantial Completion (16 Mos.) .....	July 30, 2027

We request that you review the report including the project estimate in the above amounts. If you have any questions, please do not hesitate to call.

Sincerely,  
BARTLETT COCKE GENERAL CONTRACTORS

*Stefan Doerr*

Stefan Doerr  
Senior Estimator

CC: Nathan Wensowitch – Hays CISD  
OCR – Doug Dawson  
BCGC – Hans Schneider  
BCGC – Jake Hogan

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

Date: December 8, 2025

Agenda Item: K.7

Board Goal: N/A

Subject: Consideration and possible adoption of Hays CISD District of Innovation Plan – Amendment #7

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  
DBA – Employment Requirements & Restrictions: Credentials & Records  
DK – Assignment and Schedules  
HB 12

**C. Goal or Need Addressed:** DOI Amendment #7 will align with expectations of HB 12

**D. Summary:**

- Previous board action relating to this item:** Board last approved an amendment to the DOI plan on March 25, 2024.
- Future action anticipated:** N/A
- Background information:** HB2: Prohibits the hiring of uncertified teachers for foundational courses through DOI. Hays CISD does not hire uncertified teachers for foundational courses. However, our DOI plan currently allows us to hire teachers certified out-of-state to teach foundational courses. To align with HB2, the District recommends the addition of “for non-foundational courses” to the current Amendment 7. Amendment 7 Expand the current certification exemption to include highly qualified out-of-state applicants for non-foundational courses. This option would be exercised by the Superintendent or designee when a highly qualified individual is coming from out of state and has yet to be certified by the State of Texas. Related Statute: TEC §21.003 - Requires that a person may not be employed as a teacher by a district unless the person holds an appropriate certification or permit issued by the State Board of Educator Certification. Related Board Policies: DBA, DK Innovation for HaysCISD: This innovation allows flexibility in hiring qualified out of state teachers to teach in their certified area while working on earning their Texas State Board of Education Certification.

**E. Comments Received:**

- Cabinet                       DLT                       Teacher Org. Reps.

**F. Administrative Recommendation:** Administration recommends the approval of revisions to Amendment 7 of the Hays CISD DOI plan to comply with HB 12.

**Advantages and benefits of this proposal:** Aligned with law

**Expected results in terms of student benefit/achievement:** Requires out of state certified teachers to seek Texas certification before being hired.

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

**Consequences of not approving this recommendation:** Non-compliance with HB 12

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

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

**Person responsible for evaluating this decision or action:** Christina Courson

**I. Suggested Motion:**

I move that the Hays CISD Board of Trustees adopt the Hays CISD District of Innovation Plan - Amendment #7, as presented.

## **Amendment 7 Proposed Revision**

### **Christina Courson**

HB2: Prohibits the hiring of uncertified teachers for foundational courses through DOI

Hays CISD does not hire uncertified teachers for foundational courses. However, our DOI plan currently allows us to hire teachers *certified out-of-state* to teach foundational courses.

To align with HB2, the District recommends the addition of “**for non-foundational courses**” to the current Amendment 7.

**Amendment 7** Expand the current certification exemption to include highly qualified out-of-state applicants **for non-foundational courses**. This option would be exercised by the Superintendent or designee when a highly qualified individual is coming from out of state and has yet to be certified by the State of Texas. Related Statute: TEC §21.003 - Requires that a person may not be employed as a teacher by a district unless the person holds an appropriate certification or permit issued by the State Board of Educator Certification. Related Board Policies: DBA, DK Innovation for HaysCISD: This innovation allows flexibility in hiring qualified out of state teachers to teach in their certified area while working on earning their Texas State Board of Education Certification.

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

Date: December 8, 2025

Agenda Item: K.8

Board Goal: N/A

Subject: Consideration and possible approval to purchase Network Switches and Licensing for Non-Instructional Facilities – Solid IT Networks

Administrator Responsible/Position: Alan Duerr, Chief Technology Officer  
Ray Gonzales, Deputy Technology Officer

**A. Purpose of Agenda Item:**

- Action needed                       Information only                       Receive input

**B. Authority for This Action:**

- Local Policy:                       Law or Rule                       N/A  
CH – Purchasing and Acquisition

**C. Goal or Need Addressed:** The goal of approving the agenda item to purchase Extreme Network switches for non-instructional sites to provide a modern, agile, and reliable network infrastructure that meets the current and future technological needs for faculty, and school operations.

**D. Summary:**

- Previous board action relating to this item:** The Board previously approved these upgrades and purchases of Extreme Network, formally Avaya hardware in May of 2014.
- Future action anticipated:** Following board approval, the Technology department will move forward with the implementation of upgrading network switches and routers at all non-instructional sites in the district.
- Background information:** The district’s current network equipment is more than 10 years old. This aging equipment no longer meets operational needs and is becoming increasingly difficult to meet cybersecurity standards in 2025. Upgrading to a modern network will enhance reliability, boost security, and lay a stronger foundation for future technologies and learning initiatives.

**E. Comments Received:**

- Cabinet     DLT     FBOC     Teacher Org. Reps.     Other:

**F. Administrative Recommendation:** Administration recommends approval of the purchase of extreme network hardware, software, and licensing, as presented.

**Advantages and benefits of this proposal:** Upgrading the network will enhance school connectivity, making it faster, more reliable, and more secure, while supporting digital learning and reducing IT maintenance needs. This will benefit the students, teachers, and staff. We will experience better performance efficiency and uninterrupted access to school resources.

**Expected results in terms of student benefit/achievement:** Approving this purchase ensures the Hays CISD will have access to a reliable network. Educators and Administrators can then focus on instruction and support of our staff/students.

**Effect of this action on other parts of the system:** Upgrading the network will enhance performance, reliability, and security across all schools, providing improved access to digital resources for students and staff.

**Consequences of not approving this recommendation:** Not approving this recommendation would leave the district with outdated network equipment, resulting in more frequent disruptions to teaching and operations, increased cybersecurity risks, slower connectivity, higher maintenance costs, and difficulties in supporting digital learning and new technologies.

**G. Fiscal Impact and Cost: \$212,922.92**

Budget       2025 Bond       Grant/Special Funds:       Other

Budget Amendment Needed

Prior Year Spending for this item/service: New Vendor

Bid / Contract Information: TIPS #230105

Reasons for rejecting alternatives: N/A

Future/Ongoing: N/A

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

Person responsible for evaluating this decision or action: Alan Duerr, Ray Gonzales, Jose Parra

Evaluation method and timeline: Competitive quotes received

Next report to the Board: N/A

**I. Suggested Motion:**

I move that the Hays CISD Board of Trustees approve the purchase of network hardware and licensing from Solid ID Networks for an amount not to exceed \$212,922.92, as presented.



**Contact:** Janet Phillips  
**Phone:** 346-229-2434  
**Email:** [jphillips@soliditnetworks.com](mailto:jphillips@soliditnetworks.com)  
**Web:** <http://www.solidit.com>

PREPARED FOR:
Hays Consolidated Independent School District Jose Parra 21003 Interstate 35 Frontage Road Kyle, TX 78640-4745 jose.parra@hayscisd.net (512) 268-2141

DATE	NUMBER	VER
11/10/2025	022259	1

PROJECT
Network Refresh with third Party Optics

## Extreme

ITEM	DESCRIPTION	LIST	PRICE	QTY	TOTAL
5420M-48W-4YE	ExtremeSwitching 5420M 48 10/100/1000BASET FDX/HDX 802.3bt 90W PoE 2 Stacking/SFP-DD 4 10/25G Unpopulated SFP28 MACsec Capable includes Fan Module 2 Unpopulated Modular PSU Slots	\$12,171.00	\$4,856.38	6	\$29,138.28
7520-48Y-8C-AC-F	Extreme 7520-48Y Switch with Front-Back Airflow; Ships with Two AC Power Supplies Six Fans One 4-Post Rack Mount Kit; Supports 48x25/10/1G and 8x100/40G Ports	\$36,358.00	\$14,507.29	2	\$29,014.58
4220-4MW-8P-4X	4220 12-Port Cloud-Managed Stackable Multi-Gigabit Switch (240W PoE) with 4x1G/2.5G/ 5GBaseT 90W PoE Ports 8x10/100/1000BaseT 30W PoE Ports 4x1G/10G SFP + Ports Includes Fans (Silent Mode up to 35oC	\$3,895.00	\$1,554.16	2	\$3,108.32
5420M-16MW-32P-4YE	ExtremeSwitching 5420M 16 100Mb/1Gb/2.5Gb 802.3bt 90W PoE 32 10/100/1000BASET FDX/HDX PoE+ 2 Stacking/SFP-DD 4 10/25G Un-Pop SFP28 MACsec Capable includes Fan Module 2 Un-Pop Modular PSU Slots	\$15,140.00	\$6,041.05	14	\$84,574.70
4220-4MW-20P-4X	4220 24-Port Cloud-Managed Stackable Multi-Gigabit Switch (370W PoE) with 4x1G/2.5G/5GBaseT 90W PoE Ports 20x10/100/1000BaseT 30W PoE Ports 4x1G/10G SFP + Ports Includes Fans 1 Fixed AC PSU with Op	\$5,495.00	\$2,192.58	1	\$2,192.58
XN-ACPWR-1200W-FB	1200W AC Power Supply Front to Back Airflow	\$1,706.00	\$680.71	40	\$27,228.40
10138	Power Cord NEMA 13A 5-15P C13 ST	\$27.00	\$10.78	40	\$431.20
10061	900701-10 Power Cord 10A NEMA 5-15P IEC320-C13	\$19.00	\$7.58	3	\$22.74
10061	900701-10 Power Cord 10A NEMA 5-15P IEC320-C13	\$19.00	\$7.58	4	\$30.32
ESTS01	USB Thermal Sensors used to Augment the Thermal Reporting Capabilities of Switches Which Do Not Have Inlet or Outlet Temperatures	\$390.00	\$155.62	20	\$3,112.40
USK12-STD-A-S-C-EW-5Y	Extreme Platform One Standard Networking for Tier A includes ExtremeWorks Right-to-Use Subscription and TAC OS for One Tier A Device for 5 Years (US K-12)	\$627.00	\$326.04	3	\$978.12
USK12-STD-D-S-C-EW-5Y	Extreme Platform One Standard Networking for Tier D includes ExtremeWorks Right-to-Use Subscription and TAC OS for One Tier D Device for 5 Years (US K-12)	\$4,496.00	\$2,337.92	2	\$4,675.84
USK12-STD-B-S-C-EW-5Y	Extreme Platform One Standard Networking for Tier B includes ExtremeWorks Right-to-Use Subscription and TAC OS for One Tier B Device for 5 Years (US K-12)	\$1,832.00	\$952.64	20	\$19,052.80



**Contact:** Janet Phillips  
**Phone:** 346-229-2434  
**Email:** [jphillips@soliditnetworks.com](mailto:jphillips@soliditnetworks.com)  
**Web:** <http://www.solidit.com>

### Extreme

ITEM	DESCRIPTION	LIST	PRICE	QTY	TOTAL
20G-DACP-SFPDD1M	20G Passive DAC SFPDD 1m	\$524.00	\$209.08	3	\$627.24
20G-DACP-SFPDDZ5M	SFPDD to SFPDD 20G DAC 0.5M	\$475.00	\$189.53	14	\$2,653.42
TR-EVENT-PASS-USER-CONF	Extreme Connect User Conf Event Pass	\$1,325.00	\$0.00	8	\$0.00
<b>Extreme Subtotal</b>					<b>\$206,840.94</b>

### Third Party Optics

ITEM	DESCRIPTION	LIST	PRICE	QTY	TOTAL
10503-EXT	Customized 25GBASE-ESR SFP28 850nm 300m DOM Duplex LC/UPC MMF Optical Transceiver Module Compatible Brands:Extreme	\$2,498.00	\$87.88	6	\$527.28
10522-EXT	Customized 25G SFP28 Passive Direct Attach Copper Twinax Cable Compatible Brands:Extreme Cable Length:5m (16ft)	\$620.00	\$85.20	8	\$681.60
25G-LR-SFP10KM	Extreme 25G-LR-SFP10KM Compatible 25GBASE-LR SFP28 1310nm 10km Duplex LC/UPC SMF DOM Optical Transceiver Module	\$2,059.00	\$87.88	8	\$703.04
25G-SR-SFP100M	Extreme 25G-SR-SFP100M Compatible 25GBASE-SR SFP28 850nm 100m DOM Duplex LC/UPC MMF Optical Transceiver Module	\$1,198.00	\$58.19	16	\$931.04
10437	20m (66ft) Extreme Networks Compatible 100G QSFP28 Active Optical Cable	\$7,368.00	\$292.12	1	\$292.12
SRWALLBRKT2U	Eaton Tripp Lite Series SmartRack 2U Vertical Wall-Mount Rack Bracket - Provides open, unrestricted access to equipment and cabling	\$116.16	\$71.15	6	\$426.90
<b>Third Party Optics Subtotal</b>					<b>\$3,561.98</b>

### Block of 12 Hours

ITEM	DESCRIPTION	LIST	PRICE	QTY	TOTAL
SRV-SIT-B4	Solid IT Network Installation Block of 12 Hours for misc. Services	\$3,150.00	\$2,520.00	1	\$2,520.00
<b>Block of 12 Hours Subtotal</b>					<b>\$2,520.00</b>



Contact: Janet Phillips  
 Phone: 346-229-2434  
 Email: [jphillips@soliditnetworks.com](mailto:jphillips@soliditnetworks.com)  
 Web: <http://www.solidit.com>

**Quote Totals**

SECTION	TOTAL
Extreme	\$206,840.94
Third Party Optics	\$3,561.98
Block of 12 Hours	\$2,520.00
<b>Total</b>	<b>\$212,922.92</b>

- 1) AGREEMENT - By ordering or accepting the goods described herein, Buyer agrees to the terms and conditions set forth herein and in any attachments hereto, none of which may be added to, modified, superseded or otherwise altered except by a written instrument signed by an authorized representative of Seller and delivered to Buyer.
- 2) TERMS OF PAYMENT/PENALTY. Invoices are issued as of the date of delivery covering deliveries from our stocks and as of the date of shipment covering direct shipments and are due and payable in lawful money of the United States of America upon the issuance thereof unless otherwise specifically agreed in writing. All unpaid items will be charged a 10% late penalty beginning the 10th day the invoice is deemed late, such charges not to exceed the maximum charge permitted by law.
- 3) BUYER'S DUTY TO INSPECT. Buyer must immediately inspect all material for shortages, conformity with order and defects. If goods appear not to conform to the contract between Buyer and Seller, Buyer shall discontinue their use and immediately notify Seller of such condition and afford Seller a reasonable opportunity to inspect the same. Claims for shortage or deductions for erroneous charges must be presented within fifteen (15) days after receipt of the goods or they will not be allowed. No material will be taken back and credited or replaced unless arrangements for return have been made with Seller. Seller may, at its option, replace those products proven defective or allow credit for an amount not exceeding the sum of the original purchase price thereof. Manufacturer and Distribution warranty, cancellation, and return policies will apply.
- 4) PRICES, TAXES & LCP PRICING – Unless otherwise indicated, prices are exclusive of all city, state and federal taxes. Any taxes which Seller may be required to collect under any existing law upon or with respect to the sale, purchase delivery, storage, processing, use or consumption of any of the material covered hereby, including taxes upon or measured by the receipts from the sale, thereof, shall be for the account of Buyer and Buyer shall promptly pay the amount thereof to Seller upon request. Product, inventory, and pricing data are updated frequently and subject to change without notice. Please consult your Solid IT Networks sales representative for timely, updated pricing prior to placing an order.
- 5) SHIPPING AND CREDIT CARD CHARGES - Additional shipping charges may apply. Payments by credit card will be subject to an additional 4% processing fee.
- 6) CONFIDENTIALITY - Solid IT Networks, Inc. asserts the information submitted in connection with this quotation is confidential, and if released, may give advantage to a competitor, and therefore should not be disclosed to third parties. In addition, Solid IT asserts the information submitted contains internal proprietary methods in preparing the network configuration and implementation of the work and also may constitute trade secrets which should not be disclosed.
- 7) Due to the ongoing tariff volatility, pricing is subject to change without notice. All pricing and quotes provided are valid for 7 days after issue and must be reconfirmed at the time of purchase.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

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

Date: December 8, 2025

Agenda Item: K.9

Board Goal: Safety & Security

Subject: Consideration and possible approval of the purchase and associated installation of Security Fencing at Hays High School – The Anchor Group

Administrator Responsible/Position: Jeri Skrocki, Chief Safety & Security Officer  
Max Cleaver, Chief Operations Officer

**A. Purpose of Agenda Item:**

- Action needed                       Information only                       Receive input

**B. Authority for This Action:**

- Local Policy:                       Law or Rule  
CSA – Facility Standards: Safety and Security  
Texas Education Code 37.351

**C. Goal or Need Addressed:** Continue to provide safe facilities

**D. Summary:**

- Previous board action relating to this item: N/A  
 Future action anticipated: N/A  
 Background information: The Safety & Security Team engaged Huckabee Architects to produce construction drawings for Perimeter Fencing at Hays High School. The Purchasing Department tallied the results and provided cost information for The Anchor Group as the apparent best value.

**E. Comments Received:**

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

**F. Administrative Recommendation:** The administration recommends approval of this work at Hays High School by The Anchor Group

**Advantages and benefits of this proposal:** Safe facilities  
**Expected results in terms of student benefit/achievement:** Safe facilities  
**Effect of this action on other parts of the system:** Safe facilities  
**Consequences of not approving this recommendation:** Safe facilities

**G. Fiscal Impact and Cost:** \$143,653

- Budget                       Bond                       Grant/Special Funds                       Other

Budget Amendment Needed  
**Prior Year Spending for this item/service:** N/A  
**Bid / Contract Information:** RFP #24-102503AS  
**Reasons for rejecting alternatives:** Best Value  
**Future/Ongoing:** N/A

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

**Person responsible for evaluating this decision or action:** Jeri Skrocki

**I. Suggested Motion:**

I move that the Hays CISD Board of Trustees approve the purchase and associated installation services of security fencing at Hays High School from The Anchor Group for an amount not to exceed \$143,653, as presented.

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

Date: December 8, 2025

Agenda Item: K.10

Board Goal: Safety & Security

Subject: Consideration and possible approval of the purchase and associated installation of Security Fencing at Johnson High School – The Anchor Group

Administrator Responsible/Position: Jeri Skrocki, Chief Safety & Security Officer  
Max Cleaver, Chief Operations Officer

**A. Purpose of Agenda Item:**

- Action needed                       Information only                       Receive input

**B. Authority for This Action:**

- Local Policy:                       Law or Rule  
CSA – Facility Standards: Safety and Security  
Texas Education Code 37.351

**C. Goal or Need Addressed:** Continue to provide safe facilities

**D. Summary:**

- Previous board action relating to this item: N/A  
 Future action anticipated: N/A  
 Background information: The Safety & Security Team engaged Huckabee Architects to produce construction drawings for Perimeter Fencing at Johnson High School. The Purchasing Department tallied the results and provided cost information for The Anchor Group as the apparent best value.

**E. Comments Received:**

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

**F. Administrative Recommendation:** The administration recommends approval of this work at Johnson High School by The Anchor Group

**Advantages and benefits of this proposal:** Safe facilities  
**Expected results in terms of student benefit/achievement:** Safe facilities  
**Effect of this action on other parts of the system:** Safe facilities  
**Consequences of not approving this recommendation:** Safe facilities

**G. Fiscal Impact and Cost:** \$231,194

- Budget                       Bond                       Grant/Special Funds                       Other

Budget Amendment Needed  
**Prior Year Spending for this item/service:** N/A  
**Bid / Contract Information:** RFP #24-102502AS  
**Reasons for rejecting alternatives:** Best Value  
**Future/Ongoing:** N/A

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

**Person responsible for evaluating this decision or action:** Jeri Skrocki

**I. Suggested Motion:**

I move that the Hays CISD Board of Trustees approve the purchase and associated installation services of security fencing at Johnson High School from The Anchor Group for an amount not to exceed \$231,194, as presented.

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

Date: December 8, 2025

Agenda Item: K.11

Board Goal: Student Achievement / Community Relations

Subject: Consideration and possible approval of the 2025 Bond-funded Purchase of Equipment for Weight Rooms Johnson High School, Lehman High School, McCormick Middle School, Simon Middle School, and Wallace Middle School

Administrator Responsible/Position: Max Cleaver, Chief Operations Officer  
Nathan Wensowitch, Exec Dir of Facilities/Construction/Bond  
Lance Moffett, Director of Athletics

**A. Purpose of Agenda Item:**

- Action needed                       Information only                       Receive input

**B. Authority for This Action:**

- Local Policy:                       Law or Rule                       N/A  
CH – Purchasing & Acquisition

**C. Goal or Need Addressed:** Equip new facilities

**D. Summary:**

- Previous board action relating to this item: N/A  
 Future action anticipated: N/A  
 Background information: Staff received competitive quotes from multiple vendors as detailed in the attached tabulation. Staff recommends Powerlift Brand for Lehman and Johnson High School, and Dynamic Fitness for the three middle schools.

**E. Comments Received:**

- Cabinet       DLT                       FBOC                       Teacher Org. Reps.       Other: Athletic Coaches

**F. Administrative Recommendation:** Administration recommends approval of procurements from selected vendors.

**Advantages and benefits of this proposal:** Students will be able to properly utilize weight room facilities

**Expected results in terms of student benefit/achievement:** More students will be able to participate in strength and conditioning activities

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

**Consequences of not approving this recommendation:** N/A

**G. Fiscal Impact and Cost:** \$2,191,685

- Budget                       2025 Bond                       Grant/Special Funds:                       Other

Budget Amendment Needed

**Prior Year Spending for this item/service:** N/A

**Bid / Contract Information:** Buyboard 764-25

**Reasons for rejecting alternatives:** Staff is recommending best value.

**Future/Ongoing:** N/A

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

**Person responsible for evaluating this decision or action:** Max Cleaver, Nate Wensowitch, Lance Moffett, Dusty Gibbs

**Evaluation method and timeline:** N/A

**Next report to the Board:** Staff will report when the weight room projects are complete and equipped

**I. Suggested Motion:**

I move that the Hays CISD Board of Trustees approve the 2025 Bond-funded purchase of weight room equipment from Powerlift Equipment for an amount not to exceed \$1,579,733 and from Dynamic Fitness for an amount not to exceed \$611,952, for a total project expenditure not to exceed \$2,191,685, as presented.

2025 Bond - Weight Rooms  
 Johnson HS, Lehman HS, McCormick MS, Simon MS, Wallace MS

High Schools	
Johnson High School	
Sorinex Exercise Equipment	\$ 785,347.30
Dynamic Fitness	\$ 773,616.00
<b>Powerlift</b>	<b>\$ 789,858.93</b>
Lehman High School	
<b>Powerlift</b>	<b>\$ 789,873.74</b>
Sorienx	\$ 635,426.00
Matrix	\$ 774,993.52
Dynamic	\$ 745,673.46

Middle Schools	
McCormick Middle School	
Elev8 Equipment	\$ 180,477.00
<b>Dynamic Fitness</b>	<b>\$ 203,984.00</b>
Power Lift	\$ 197,890.37
Sorinex	\$ 207,190.85
BSN	\$ 105,283.00
Simon Middle School	
Elev8 Equipment	\$ 180,477.00
<b>Dynamic</b>	<b>\$ 203,984.00</b>
Power Lift	\$ 197,890.37
Sorinex	\$ 209,358.71
BSN Sport	\$ 105,283.00
Wallace Middle School	
Elev8 Equipment	\$ 180,477.00
<b>Dynamic</b>	<b>\$ 203,984.00</b>
Power Lift	\$ 210,989.87
Sorinex	\$ 185,909.45
BSN Sport	\$ 125,733.00

Powerlift	\$1,579,733	Cooperative: Buyboard 764-25
Dynamic Fitness	\$611,952	
<b>Total</b>	<b>\$2,191,685</b>	

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

Date: December 8, 2025

Agenda Item: K.12

Board Goal: N/A

Subject: Consideration and possible approval of the 2025 Bond-funded purchase of Furniture, Fixtures, and Equipment for Renovations and Additions at Hemphill Elementary School and Simon Middle School

Administrator Responsible/Position: Max Cleaver, Chief Operations Officer  
Nathan Wensowitch, Exec Dir of Facilities, Construction and Bond Programs

**A. Purpose of Agenda Item:**

- Action needed                       Information only                       Receive input

**B. Authority for This Action:**

- Local Policy:                       Law or Rule                       N/A  
CH – Purchasing & Acquisition

**C. Goal or Need Addressed:** Provide timely, cost-effective, properly-equipped facilities

**D. Summary:**

- Previous board action relating to this item:** On August 25, 2025 the Board approved budgets and vendors for 2025 Bond projects with the exception of comprehensive high school 4 and the weight room projects which would be brought forward separately. Those vendors included School Specialty LLC, School Outfitters, and Worthington Contract Furniture. Staff presented budget figures which only contained the “movable fixtures” line item, representing a portion of the total budget.
- Future action anticipated:** N/A
- Background information:** The attached document contains details to support the purpose of this agenda item. The document shows total FFE budgets for the Hemphill ES (Table A) and Simon MS (Table B). Staff recommends School Specialty and Worthington Contract Furniture for the purchases at Hemphill ES and School Specialty for Simon MS as shown in Tables C and D.

**E. Comments Received:**

- Cabinet       DLT       FBOC       Teacher Org. Reps.       Other: Purchasing Dept

**F. Administrative Recommendation:** Administration requests approval of the purchase request.

**G. Fiscal Impact and Cost:** \$951,590

- Budget                       2025 Bond                       Grant/Special Funds:                       Other  
 Budget Amendment Needed

**Prior Year Spending for this item/service:**

**Bid / Contract Information:** RFQ #21-052201AS Furniture Fixtures and Equipment Districtwide.

**Expiration Date:** This is a one-year contract with two (2) options to renew through 10/2027

**Reasons for rejecting alternatives:**

**Future/Ongoing:**

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

**Person responsible for evaluating this decision or action:** Max Cleaver, Nate Wensowitch, Dr. Michael Watson

**Evaluation method and timeline:**

**Next report to the Board:**

**I. Suggested Motion:**

I move that the Hays CISD Board of Trustees approve the 2025 Bond-funded purchase of FF&E for renovations and additions at Hemphill Elementary School and Simon Middle School from School Specialty and Worthington Contract Furniture for an amount not to exceed \$951,590, and authorize the Superintendent to execute satisfactory contracts, as presented.

**2025 BOND FFE Purchase at HES and SMS  
December 8, 2025**

<b>Table A 2025 Bond FFE Budget Hemphill ES</b>	
Total Budget	\$1,042,051
Movable Furnishings	\$323,036
Security Cameras / Card Readers / Licenses	\$72,944
Voice/Data	\$166,728
Security - Keyshop	\$15,631
Custodial	\$31,262
Instructional Technology	\$135,467
Other Misc. Services	\$15,631
C&I (includes F.A./CTE/Athletics)	\$260,513
Subtotal	\$1,021,210
Contingency	\$20,841
Total	\$1,042,051

<b>Table B 2025 Bond FFE Budget Simon MS</b>	
Total Budget	\$843,045
Movable Furnishings	\$261,344
Security Cameras / Card Readers / Licenses	\$59,013
Voice/Data	\$134,887
Security - Keyshop	\$12,646
Custodial	\$25,291
Instructional Technology	\$109,596
Other Misc. Services	\$12,646
C&I (includes F.A./CTE/Athletics)	\$210,761
Subtotal	\$826,184
Contingency	\$16,861
Total	\$843,045

<b>Table C Hemphill ES FFE</b>		
School Specialty		\$601,749
Worthington		\$1,175
	Total	<b>\$602,924</b>

<b>Table D Simon MS FFE</b>		
Worthington		<b>\$348,666</b>

**Grand Total FFE HES and SMS \$951,590**

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

Date: December 8, 2025

Agenda Item: K.13

Board Goal: N/A

**Subject: Consideration and possible approval of Offsite Infrastructure and Utility Joint Development Agreement, Cost Allocation, and Escrow Agreement for 2025 Bond Comprehensive High School #4**

**Administrator Responsible/Position: Max Cleaver, Chief Operations Officer  
Nathan Wensowitch, Exec Dir of Facilities, Construction and Bond Programs**

**A. Purpose of Agenda Item:**

- Action needed                       Information only                       Receive input

**B. Authority for This Action:**

- Local Policy:                       Law or Rule                       N/A  
CH – Purchasing and Acquisition

**C. Goal or Need Addressed:** Provide timely, cost-effective facilities

**D. Summary:**

- Previous board action relating to this item:** The Board approved Schematic Design (SD) for this project in October 2024 and design development (DD) in April 2025.
- Future action anticipated:** Staff anticipates recommending a GMP for this project in January 2026.
- Background information:** The 2025 Bond contains provisions for offsite roads and utilities for Comprehensive HS 4 as shown on the attached document in the Infrastructure and Fees line in Table A Comprehensive High School 4 Budget. The engineers have prepared a Sunfield Cost Share Exhibit detailing the various elements. The onsite utilities will be paid from funds contained within the guaranteed maximum price in the construction line item in Table A.

The Hays Project Team, Sunfield Development LLC Staff, Austin Water Staff, consultants, and attorneys have prepared a draft Joint Development, Cost Allocation, and Escrow Agreement which details the specific provisions and timing of this transaction. We have shared a draft version for your review and comment. The cost estimates are detailed in Table B Cost Estimates for Off Site Utilities for Comprehensive High School 4.

**E. Comments Received:**

- Cabinet     DLT     FBOC     Other: Design Team, Developer, Attorneys

**F. Administrative Recommendation:** Administration recommends approval of the escrow cost estimate for offsite utilities and authorization to negotiate and execute a final development agreement.

**G. Fiscal Impact and Cost:** \$7,340,444

- Budget                       2025 Bond                       Grant/Special Funds:                       Other

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

**Person responsible for evaluating this decision or action:** Max Cleaver, Nate Wensowitch, Mariana Evans (Attorney)

**Evaluation method and timeline:** N/A

**Next report to the Board:** We anticipate recommending a guaranteed maximum price to the Board in January 2026.

**I. Suggested Motion:**

I move that the Hays CISD Board of Trustees approve the Offsite Infrastructure and Utility Joint Development Agreement, Cost Allocation, and Escrow Agreement with Sunfield Development LLS, fund the escrow for the specified work for an amount not to exceed \$7,340,444, and authorize the Superintendent and/or Board President to execute documents necessary and convenient to complete the transaction, as presented.

## Hays CISD Comprehensive High School 4 Off Site Utilities December 8, 2025

Table A: Comprehensive High School 4 Budget

Item	MAC HS 4	Comp HS 4 REV	Total
Construction	\$8,588,847	\$340,354,401	\$348,943,248
Architect	\$751,524	\$11,462,622	\$12,214,146
FFE	\$322,082	\$23,824,808	\$24,146,890
Infr and Fees	\$322,082	\$10,210,632	\$10,532,714
Contingency	\$733,528	\$10,210,632	\$10,944,160
Total	\$10,718,063	\$396,063,095	\$406,781,158

Table B: Cost Estimate for Off Site Utilities For Comprehensive High School 4

	Totals	Hays 11.4%	Sunfield 88.6%
<b>Waterlines (Segments A, B, C, D) minus City of Austin cost share</b>	\$28,568,826	\$3,243,182	\$25,325,644
<b>Road (Main Street Extension)</b>	\$6,350,124	\$3,583,528	\$2,766,596
<b>Turn Lane at HS 4</b>	\$163,735	\$163,735	-
<b>Traffic Signal @ HS 4 (Estimated)</b>	\$350,000	\$350,000	-
<b>Totals</b>	<b>\$35,432,685</b>	<b>\$7,340,444</b>	<b>\$28,092,241</b>

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

Date: December 8, 2025

Agenda Item: L.1

Board Goal: Safety & Security

Subject: Discussion of Districtwide Intruder Detection Audit Report Findings

Administrator Responsible/Position: Jeri Skrocki, Chief Safety and Security Officer

- A. Purpose of Agenda Item:**  
 Action needed                       Information only                       Receive input
- B. Authority for This Action:**  
 Local Policy                       Law or Rule                       N/A
- C. Summary:**  
 Previous board action relating to this item -  
 Future action anticipated – As needed  
 Background information – Discussion of the Districtwide Intruder Detection Audit Report Findings.
- D. Comments Received:**  
 Cabinet     DLT                       FBOC                       Teacher Org. Reps.     Other  
All agenda items are reviewed by Superintendent's Cabinet.
- E. Suggested Motion**  
No action needed. This item is presented as information only.



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

Date: December 8, 2025

Agenda Item: L.3

Board Goal: Community Relations

Subject: Update on District Bond, Construction, and Renovation Projects

Administrator Responsible/Position: Max Cleaver, Chief Operations Officer

**A. Purpose of Agenda Item:**

Action needed                       Information only                       Receive input

**B. Authority for This Action:**

Local Policy – CV(LOCAL)                       Law or Rule                       N/A

**C. Summary:**

Previous board action relating to this item -  
 Future action anticipated – As needed  
 Background information - The board needs to monitor the progress of the bond projects and other construction projects to ensure the contract with the community is fulfilled.

**D. Comments Received:**

Cabinet       DLT                       FBOC                       Teacher Org. Reps.       Other

**E. Suggested Motion**

No action needed. This item is presented as information only.

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

Date: December 8, 2025

Agenda Item: L.4

Board Goal: Finance

Subject: Financial Statements

Administrator Responsible/Position: Chief Financial Officer

**A. Purpose of Agenda Item:**

Action needed                       Information only                       Receive input

**B. Authority for This Action:**

Local Policy                       Law or Rule                       N/A

**C. Summary:**

Previous board action relating to this item - Monthly  
 Background information – A separate summary is attached with the financials.

**D. Comments Received:**

Cabinet     DLT     FBOC     Teacher Org. Reps.     Other

**E. Administrative Recommendation:**

There is no board action necessary. The monthly financial statements are presented as an information item.

**F. Fiscal Impact and Cost:    Amount: N/A – Information only**

Budget                       Bond                       Grant/Special Funds                       Other

**G. Suggested Motion:**

No action needed. This item is presented as information only.

**Hays CISD**  
**Financial Statements**  
**Estimated as of 11/30/2025**  
**2025/2026**



**REVENUES**

5700	Local and Intermediate
5800	State
5900	Federal
7000	Other Sources
<b>Total - All Revenues</b>	

GENERAL FUND			CHILD NUTRITION FUND			DEBT SERVICE FUND		
AMENDED BUDGET	ACTUAL	AVAILABLE	AMENDED BUDGET	ACTUAL	AVAILABLE	AMENDED BUDGET	ACTUAL	AVAILABLE
11/30/2025	Est as of 11/30/2025	Estimated 11/30/2025	11/30/2025	Est as of 11/30/2025	Estimated 11/30/2025	11/30/2025	Est as of 11/30/2025	Estimated 11/30/2025
\$ 132,493,536	\$ 3,794,174	\$ 128,699,362	\$ 4,309,289	\$ 1,637,580	\$ 2,671,709	\$ 95,692,661	\$ 714,714	\$ 94,977,947
129,445,967	33,329,088	96,116,879	379,662	-	379,662	-	-	-
2,075,000	266,587	1,808,413	9,331,000	661,147	8,669,853	-	-	-
6,800,000	243,403	6,556,597	-	-	-	-	-	-
<b>\$ 270,814,503</b>	<b>\$ 37,633,252</b>	<b>\$ 233,181,251</b>	<b>\$ 14,019,951</b>	<b>\$ 2,298,727</b>	<b>\$ 11,721,224</b>	<b>\$ 95,692,661</b>	<b>\$ 714,714</b>	<b>\$ 94,977,947</b>

**EXPENDITURES by FUNCTION**

11	Instruction
12	Instructional Resources and Media Services
13	Curriculum and Staff Development
21	Instructional Leadership
23	School Leadership
31	Guidance, Counseling and Evaluation Services
32	Social Work Services
33	Health Services
34	Student Transportation
35	Food Services
36	Co/Extra Curricular Activities
41	General Administration
41	Plant Maintenance and Operations
52	Security and Monitoring Services
53	Data Processing Services
61	Community Services
71	Debt Services
81	Facilities Acquisition and Construction
93	Payments to Fiscal Agents
99	Intergovernmental Charges
00	Other Uses
<b>Total - All Expenditures</b>	

\$ 164,713,376	\$ 65,867,929	\$ 98,845,447	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
3,565,830	1,367,027	2,198,803	-	-	-	-	-	-
2,784,793	984,405	1,800,388	-	-	-	-	-	-
5,243,906	2,059,770	3,184,136	-	-	-	-	-	-
14,929,770	5,809,565	9,120,205	-	-	-	-	-	-
8,835,490	3,502,565	5,332,925	-	-	-	-	-	-
379,983	157,552	222,431	-	-	-	-	-	-
2,990,553	1,124,512	1,866,041	-	-	-	-	-	-
12,474,914	4,961,095	7,513,819	-	-	-	-	-	-
375,000	128,065	-	14,019,951	4,294,972	9,724,979	-	-	-
6,771,032	2,974,927	3,796,105	-	-	-	-	-	-
8,093,022	3,543,503	4,549,519	-	-	-	-	-	-
25,992,152	10,248,708	15,743,444	-	-	-	-	-	-
5,385,419	1,228,476	4,156,943	-	-	-	-	-	-
5,513,968	2,716,568	2,797,400	-	-	-	-	-	-
47,795	627,664	(579,869)	-	-	-	-	-	-
817,500	656,505	160,995	-	-	-	95,692,661	20,526,960	75,165,701
25,000	5,358	19,642	-	-	-	-	-	-
375,000	-	375,000	-	-	-	-	-	-
1,500,000	414,763	1,085,237	-	-	-	-	-	-
-	-	-	-	-	-	-	-	-
<b>\$ 270,814,503</b>	<b>\$ 108,378,956</b>	<b>\$ 162,188,612</b>	<b>\$ 14,019,951</b>	<b>\$ 4,294,972</b>	<b>\$ 9,724,979</b>	<b>\$ 95,692,661</b>	<b>\$ 20,526,960</b>	<b>\$ 75,165,701</b>

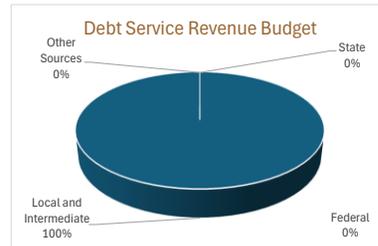
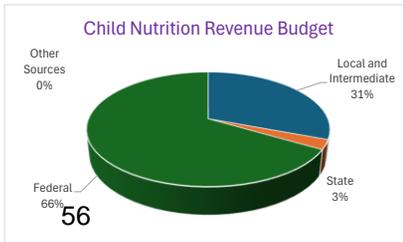
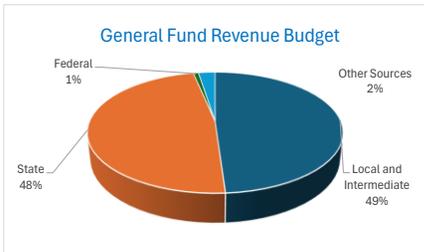
	Fund Balance Beginning 7/1/25 (Audited)	\$ 25,135,775
	Fund Balance Change (during fiscal year)	* -
3000	Fund Balance Ending 6/30/26 (Estimated)	<b>\$ 25,135,775</b>

\$ 6,591,509	\$ 40,355,518
\$ 6,591,509	\$ 40,355,518

**EXPENDITURES by OBJECT**

6100	Payroll Costs
6200	Purchased/Contracted Services
6300	Supplies and Materials
6400	Other Operating Expenses
6500	Debt Service
6600	Capital Outlay
<b>Total - All Expenditures</b>	

\$ 94,671,459	\$ 2,870,712	\$ -
6,160,948	1,269,751	-
4,491,952	118,890	-
2,023,770	11,590	-
656,505	24,030	20,526,960
374,323	-	-
<b>\$ 108,378,956</b>	<b>\$ 4,294,972</b>	<b>\$ 20,526,960</b>



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

Date: December 8, 2025

Agenda Item: M

Board Goal: N/A

Subject: Requests for Information from the Board of Trustees

Administrator Responsible/Position:

A. Purpose of Agenda Item:

Action Needed

Information Only

Receive Input

B. Authority for This Action

Local Policy

Law or Rule

N/A

C. Goal or Need Addressed: The Board shall request information as needed.

D. Administrative Recommendation: N/A

## 2025-2026 Hays CISD Board of Trustees Meeting Schedule



Hays CISD Board meetings are held at the Hays CISD Academic Support Center in the Merideth Keller Board Room located at 21003 Interstate 35, Kyle, TX 78640

Monday, July 21, 2025 - 5:30 pm

Friday, August 8, 2025 - 8:00 am – Special Meeting: Team Building  
Monday, August 25, 2025 - 5:30 pm

Monday, September 15, 2025 - 5:30 pm  
Monday, September 22, 2025 - 5:30 pm

Monday, October 20, 2025 - 5:30 pm  
Monday, October 27, 2025 - 5:30 pm

Monday, November 17, 2025 - **5:00 pm**

Monday, December 8, 2025 - **5:00 pm**

**TUESDAY**, January 20, 2026 - 5:30 pm  
Monday, January 26, 2026 - 5:30 pm

**TUESDAY**, February 17, 2026 - 5:30 pm  
Monday, February 23, 2026 - 5:30 pm

Monday, March 30, 2026 - 5:30 pm

Monday, April 20, 2026 - 5:30 pm  
Monday, April 27, 2026 - 5:30 pm

Monday, May 11, 2026 - **5:00 pm**  
Monday, May 18, 2026 - 5:30 pm

Monday, June 22, 2026 - 5:30 pm  
Monday, June 29, 2026 - 5:30 pm

Monday, July 27, 2026 – 5:30 pm – Special Meeting: Superintendent Evaluation