

Email From Superintendent Dr. Eric Wright to All Hays CISD Contacts

Thursday, March 26, 2026

Important Hays CISD 2026-2027 Budget Reduction Information

Dear Hays CISD Family,

I believe it is among the most important callings a person can undertake – to work in a school district and share with parents the joys of education. School districts play pivotal roles as centerpieces of communities – both here and elsewhere across Texas. As a public school district, Hays CISD is owned and operated by the people who live within its vast 220-square-mile borders. Funding for our district, however, is allotted at the pleasure of the state.

The post-pandemic years have been difficult economically for Texas public schools with inflation outpacing the state's school funding. Because we must live within our means, and because we respect the will of voters and taxpayers who are understandably facing cost-of-living pressures of their own; we have arrived at a place of difficult decisions. The largest single part of district spending is applied directly to instructional services. And, overwhelmingly - nearly 90% of the entire district budget - is in staff salaries and personnel costs. Because of this, it's impossible to make the significant, necessary budget cuts without affecting jobs, and to a lesser degree, direct instruction.

Using a careful and systemic approach, rather than one-size-fits-all reductions, district leadership has prepared a proposed \$12.25 million package of cuts for next school year to present to the Board of Trustees for consideration on Monday, March 30, 2026. This will directly affect 125 current positions in the district through staff attrition, reclassification of job duties, reassignments, reductions in work days, and, regrettably, some direct layoffs. Another 970 employees will see certain stipends suspended for next school year and until funding conditions for Texas public schools improve.

There is no easy way to make cuts in our district. We are proposing these changes based on where we believe the system can best handle the additional stress – not for any adverse reasons caused by individuals. Every single position in our district is important for the education of children. And, we must remember that the affected positions do indeed represent real and very dear people to our school district family. It is the people of our district who make the amazing things that benefit our students happen.

On Wednesday, I directed our district leadership team to notify in person the staff members who will be losing their jobs, having the number of their work days reduced, or who will be offered reassignments or reclassifications. We were not able to notify in person everyone who, under the proposal, will be losing stipends next school year. Full details of our proposed budget reduction package, including the stipends that are being suspended, are listed on a special webpage at: www.hayscisd.net/budgetcuts2026.

These cuts will, in varying degrees, affect all of us. Some will lose their jobs and the district will make every effort to help them quickly land on their feet. Others will lose money in their paychecks because of reclassifications, reductions in work days, or suspended stipends. Everyone will work harder to deliver the Hays CISD educational experience with a smaller staff. Though we will do our best to keep it from happening; I fear that because of school funding decisions beyond our control that have placed us in this position, a little bit of the Hays CISD magic for our students may suffer.

Eric