

**THE BOARD OF TRUSTEES OF THE  
HITCHCOCK INDEPENDENT SCHOOL DISTRICT  
RESOLUTION DECLARING REDUCTION IN FORCE  
DUE TO A CHANGE IN PROGRAM AREAS**

**February 2, 2026**

WHEREAS, based on preliminary estimates, the Hitchcock Independent School District (Hitchcock ISD) projects a budget deficit of approximately \$ 1.5 million for the 2026-2027 school year and beyond; and

WHEREAS, Hitchcock ISD anticipates it will lose discretionary grants in the amount of \$ 0; and

WHEREAS, the Hitchcock ISD must cut administrative costs as well as other personnel costs in order to increase efficiency; and

WHEREAS, Hitchcock ISD has no assurance of additional revenue; and

WHEREAS, the Hitchcock ISD currently imposes a maintenance tax rate of \$1.09573 per \$100 valuation of taxable property; and

WHEREAS, any state legislative fiscal relief is uncertain; and

WHEREAS, the Hitchcock ISD needs to redirect financial resources to meet the educational needs of the students; and

WHEREAS, the Hitchcock ISD needs to reorganize curriculum offerings due to a lack of response to certain course offerings;

WHEREAS, in secondary grades, Hitchcock ISD needs to increase student-teacher ratios from 24:1 to at least 29:1.

WHEREAS, \$1,500,000 plus in savings will be achieved from a reduction in force.

IT IS THEREFORE:

RESOLVED, That the Board of Trustees of the Hitchcock ISD hereby declares that it is implementing a Reduction in Force due to Change in Program Areas.

RESOLVED, That a Reduction in Force requires the need for program changes that will result in the discharge of employees.

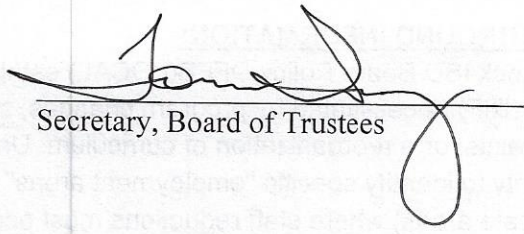
RESOVLED, That the Hitchcock ISD Board of Trustees determines that this Reduction in Force due to a program change constitutes sufficient cause for the proposed termination or nonrenewal of employment contracts.

### CERTIFICATE FOR RESOLUTION

I hereby certify that the foregoing resolution was presented to the Board of Trustees of the Hitchcock Independent School District during a public meeting on February 9, 2026. A quorum of the Board of Trustees being then present, it was then duly moved and seconded that the resolution be adopted, and such resolution was then adopted according to the following vote:

Ayes: 4  
Nays: \_\_\_\_\_  
Abstentions: \_\_\_\_\_

To certify which, witness my hand and the official seal of the District this 9th day of February 2026.

  
Secretary, Board of Trustees