



TORNILLO INDEPENDENT SCHOOL DISTRICT

INNOVATING – EMPOWERING – THRIVING

MEMORANDUM

To: Board of Trustees
From: Rosa Vega-Barrio, Superintendent
Subject: Reduction in Force under Policy DFFB(LOCAL)
Date: March 12, 2026

HISTORY:

The district faces ongoing challenges including declining enrollment (30–40 students annually), a shrinking local population, aging infrastructure, and a limited tax base. State-level pressures—such as the Texas Voucher Program and online schooling options—along with difficulty retaining staff and low community engagement in school funding, have intensified fiscal and operational constraints. These factors necessitate strategic staffing adjustments to ensure long-term sustainability.

RATIONALE:

The following position is recommended for elimination:

- Human Resources Director

These actions are consistent with Policy DFFB(LOCAL) and are not reflective of employee performance, which remains strong.

BUDGET IMPACT:

Approximate savings of over \$94,000

ADMINISTRATIVE RECOMMENDATION:

Administration is recommending the Board of Trustees approve the Reduction in Force, as presented.