



TORNILLO INDEPENDENT SCHOOL DISTRICT

INNOVATING – EMPOWERING – THRIVING

MEMORANDUM

To: Board of Trustees
From: Marisela Ramos
Subject: Consideration and Approval of Behavior Intervention Class/Unit Staffing
Date: September 25, 2026

HISTORY:

Current student data document behavioral needs that interfere with instruction and require frequent adult intervention and coordinated staff support. Behavioral and instructional interventions are currently being implemented and monitored, including individualized adult support, prompting and redirection, structured breaks, task modification, visual supports, reinforcement, coping strategies, and behavior tracking.

RATIONALE:

The level of behavioral and instructional support currently required involves multiple staff members who also have other assigned responsibilities. A dedicated Behavior Intervention Class/Unit would provide a consistent, structured setting with personnel specifically assigned to behavioral and academic support, implementation of interventions, and continued data collection. It would also reduce the need to pull multiple staff members from their assigned responsibilities when behavioral needs escalate.

BUDGET IMPACT:

Finance Department estimates, including benefits, identify an annual teacher cost of approximately \$68,462 for a teacher with approximately three years of experience or \$73,767 for a teacher with approximately five to eight years of experience. If an instructional aide is determined necessary based on final program and student needs, the estimated annual cost is \$33,743.

ADMINISTRATIVE RECOMMENDATION:

Administration recommends Board approval of a teacher position and the associated personnel allocation to establish a Behavior Intervention Class/Unit. An instructional aide may be considered based on final program and student needs. Individual student placement and services will continue to be determined through the appropriate student process and documented student needs.