

**THE BOARD OF TRUSTEES OF THE
HITCHCOCK INDEPENDENT SCHOOL DISTRICT**

**RESOLUTION IDENTIFYING THE EMPLOYMENT AREAS
TO BE AFFECTED AS PART OF THE REDUCTION IN FORCE**

February 2, 2026

WHEREAS, the Board of Trustees of the Hitchcock Independent School District has declared a need for a Reduction in Force exists in the school district; and

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of the Hitchcock ISD hereby declares the need for program changes that will result in the discharge of employees; and

BE IT FURTHER RESOLVED, as required by Board Policy DFFB (Local), the Board of Trustees hereby approves and adopts the identification of employment areas as follows:

1. Elementary Core Content: Grades 4 and 5 English, Mathematics, Science, and Social Studies
2. Secondary Core Content: Grades 6–12 English, Mathematics, Science, and Social Studies
3. Elementary Special Education: Special education programs and related services at the elementary level
4. Secondary Special Education: Special education programs and related services at the secondary level
5. Secondary Electives: Physical Education, Agriculture, CTE
6. District-Wide - Nursing and Other Health Services programs
7. District-Wide - Social Services programs
8. District-Wide - Police Department
9. District-Wide - Athletic Department
10. District-Wide - Instructional Leadership/Academics Department

and directs the Superintendent of School to follow Policy DFFB (Local) in implementing the Reduction in Force.

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 2, 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: _____

Nays: _____

Abstentions: _____

To certify which, witness my hand and the official seal of the District this 2nd day of February 2026.

Secretary, Board of Trustees