



San Elizario ISD
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MEMORANDUM

To: Members of the Board of Trustees
From: Gina Ramirez, Executive Director of Human Resources
Subject: FY 2027 Teacher Staffing Information
Date: March 4, 2026

HISTORY:

The district conducts an annual teacher staffing review as part of its workforce planning and budget cycle to align enrollment, instructional programming, and staffing resources. This process ensures continued compliance with the Texas Education Agency's certification requirements and supports proactive recruitment and staffing in high-need areas.

RATIONALE:

In alignment with district strategic priorities and ongoing efforts to ensure high-quality instruction for all students, the Human Resources Department has conducted a teacher staffing review for the 2026–2027 school year. The purpose of this review is to evaluate current staffing levels, certification status, projected enrollment trends, and anticipated vacancies to proactively address instructional needs across campuses.

The review included analysis of:

- Current certified teacher assignments and areas of certification
- Enrollment projections and student-teacher ratios
- Vacancies (ongoing)
- Retention and attrition data (ongoing)
- Compliance with state certification requirements

Preliminary findings indicate that the district maintains overall compliance with state certification standards. Additionally, continued focus on grow-your-own initiatives, mentorship supports, and strategic workforce partnerships will support long-term staffing stability.

The mission of the San Elizario Independent School District is to graduate students with innovative skills for 21st-century careers by focusing on academic and social skills, fostering transformative practices, and building community support through positive relationships between home and school.



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This review allows the district to:

- Ensure equitable distribution of qualified teachers at district campuses
- Maintain compliance with state and federal requirements
- Anticipate budget implications related to staffing
- Implement early recruitment strategies for high-need areas
- Support student academic achievement through stable instructional staffing

A summary of the teacher staffing findings is shared below.

- Teacher counts are based on the FY 2026 staff projected to return for FY 2027.
- Student counts are based on FY 2026. Cohort counts were moved up to the projected grade level for FY 2027.
 - Elementary PK 3 enrollment is estimated based on historical data
- FTE= Full time employee
- Athletic periods are not accounted for in the FTE calculation when a teacher is assigned an athletic roster (s)/period(s).
- The FTE count shows "ideal/perfect world" number and does not account for non-graduation required sections such as intervention sections or SPED section needs
 - Interventions to meet board growth goals (ELAR/MATH)
 - CO-Teach or Support Facilitation for SPED
 - Language Development Courses
 - College hours (EDU 1300) strategically planned, TBD
- CTE FTE count total is the current number of CTE teachers, but does not show campus need per program, as the course request counts are in motion.
 - HS Only
- Teachers who do not have an assigned roster are not factored into FTE.
 - At-risk teachers (at some campuses)
 - Athletic Trainer

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Campus	FTE Summary	FTE Type	Campus Teacher Counts with SPED and non-rostered	Student Enrollment Projection	Teacher Student Ratios Used
Loya	-2(over)	1 monolingual 1 bilingual	12	187	22:1
Sambrano	-2 (over)	1 monolingual 1 bilingual	30	417	24:1
Alarcon	-2 (over)	1 3rd grade 1 6th grade	22	281	24:1 (3rd & 4th Grade) 30:1 (5th & 6th Grade)
Borrego	-1 (over)	1 4th grade	33	505	24:1 (3rd & 4th Grade) 30:1 (5th & 6th Grade)
GEMS	-11 (over)	3 ELAR 1 Science 3 Math 2 Social Studies 2 other	30.5	394	30:1
SEHS	-10 (over) without CTE teachers	2 ELAR 2 Science 2 Math 1 Social Studies 3 other	43.5	899	30:1
Total	-28 (without CTE)		171	2683	

Human Resources will continue to monitor staffing trends throughout the spring and summer staffing season and will provide updates to the Board as needed.

BUDGET IMPACT: There is no budget impact for this item.

ADMINISTRATIVE RECOMMENDATION: This presentation is for informational purposes only.

For Approval? Yes No

If no, please check one: Presentation Report Information

Please check if applicable: Attachment Included

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