



TORNILLO INDEPENDENT SCHOOL DISTRICT

INNOVATING – EMPOWERING – THRIVING

MEMORANDUM

To: Board of Trustees
From: Rosa Vega-Barrio, Superintendent
Subject: Non-Renewal of Term Contracts for 2026-2027 School Year under Policy DFFB
Date: April 29, 2026

HISTORY:

On February 25, 2026, the Board of Trustees approved a Reduction in Force (RIF) plan in response to district enrollment changes. As part of this approved plan, administration conducted a comprehensive review of staffing needs across all campuses and departments. Following this review, four term contract positions were identified for non-renewal for the 2026-2027 school year in accordance with Board Policy DFFB, which governs the non-renewal of term contracts for district employees.

RATIONALE:

The following individuals have been recommended for non-renewal of their term contracts for the 2026-2027 school year based on the approved Reduction in Force plan:

1. R. Bonilla, Blended Learning Instructional Specialist (Programming Changes)
2. M. Ayala, High School Fine Arts Teacher (Enrollment Projections)
3. A. Pinon, High School Social Studies Teacher (Enrollment Projections)
4. M. Palafox, 7th-8th Math Teacher (Enrollment Projections & Programming Changes)

These positions were identified based on district-wide staffing needs, enrollment projections, and programmatic changes. The decision aligns with the previously approved RIF plan and follows all applicable policies and procedures.

BUDGET IMPACT:

Approximate savings of over \$200,000

ADMINISTRATIVE RECOMMENDATION:

Administration recommends that the Board of Trustees approve the non-renewal of the term contracts for the four individuals listed above as presented, in accordance with Board Policy DFFB and the Reduction in Force plan approved on February 25, 2026.