



# TORNILLO INDEPENDENT SCHOOL DISTRICT

INNOVATING – EMPOWERING – THRIVING

## Agenda for Board of Trustees Meeting Tornillo Independent School District

**Meeting Date:** Friday, June 5, 2026

**Meeting Type:** Special

**Meeting Time:** 5:30 PM

**Meeting Location:** W.E. Neill Service Center

19210 Cobb

Tornillo, TX 79853

### Disclaimer

This meeting will be conducted in person at 19210 Cobb Ave., Tornillo, TX, by remote participation, or a combination of both with some board members participating in-person, and others participating remotely by videoconference. A quorum of the Board will be present at all times at the physical location identified in this notice.

This meeting will be conducted in accordance with the Texas Open Meetings Act; hence, the **public is welcomed and invited to attend**. When necessary, the Board may enter into ***closed session*** under the authority of Chapter 551 of the Texas Government Code.

Public comments related to the agenda items listed for this meeting shall be handled as follows: If you would like to sign up for public comment, please submit the following information to [aguilarr@tisd.us](mailto:aguilarr@tisd.us): (1) your name, (2) contact information, and (3) specify the item(s) you would like to comment upon prior to the board's deliberation. For more information about public comment, see Policy BED.

**All voting will be done in open session.**

**Items on the Agenda:** The subjects (order may be changed) to be discussed, considered, or upon which any formal action may be taken are listed below.

1. **(OTHER) First Order of Business**  
Ms. Marlene Bullard, Board President
  - A. Establish a quorum and call the meeting to order
  - B. Pledge of Allegiance to the United States
2. **(OTHER) Open Forum**  
Ms. Marlene Bullard, Board President
3. **(STRUCTURE) Board Items**
  - A. Budget Workshop
4. **Next Meeting Tentative Date:** June 17, 2026

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### Adjournment of the Meeting

Rosa Vega-Barrio





# Budget Workshop

2026-2027

# Mission & Vision Statement

► Mission Statement: Empowering our learning community to live their purpose by honoring values and beliefs for a holistic postsecondary journey.

► Vision Statement: Believe we can succeed; with pride we will achieve.



# District Priorities



PROVIDE NECESSARY  
RESOURCES AND  
MATERIALS TO MEET  
STUDENT OUTCOMES



BALANCED BUDGET



RETENTION AND  
RECRUITMENT

# District Goals

The percentage of all graduates that will meet criteria for CCMR will increase from 91% August 2024 to 100% by August 2029.

| 2024 | 2025 | 2026 | 2027 | 2028 | 2029 |
|------|------|------|------|------|------|
| 91%  | 90%  | 94%  | 96%  | 98%  | 100% |

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The percentage of 3rd grade students that score meets on STAAR Reading will increase from 25% to 60% by September 2029.

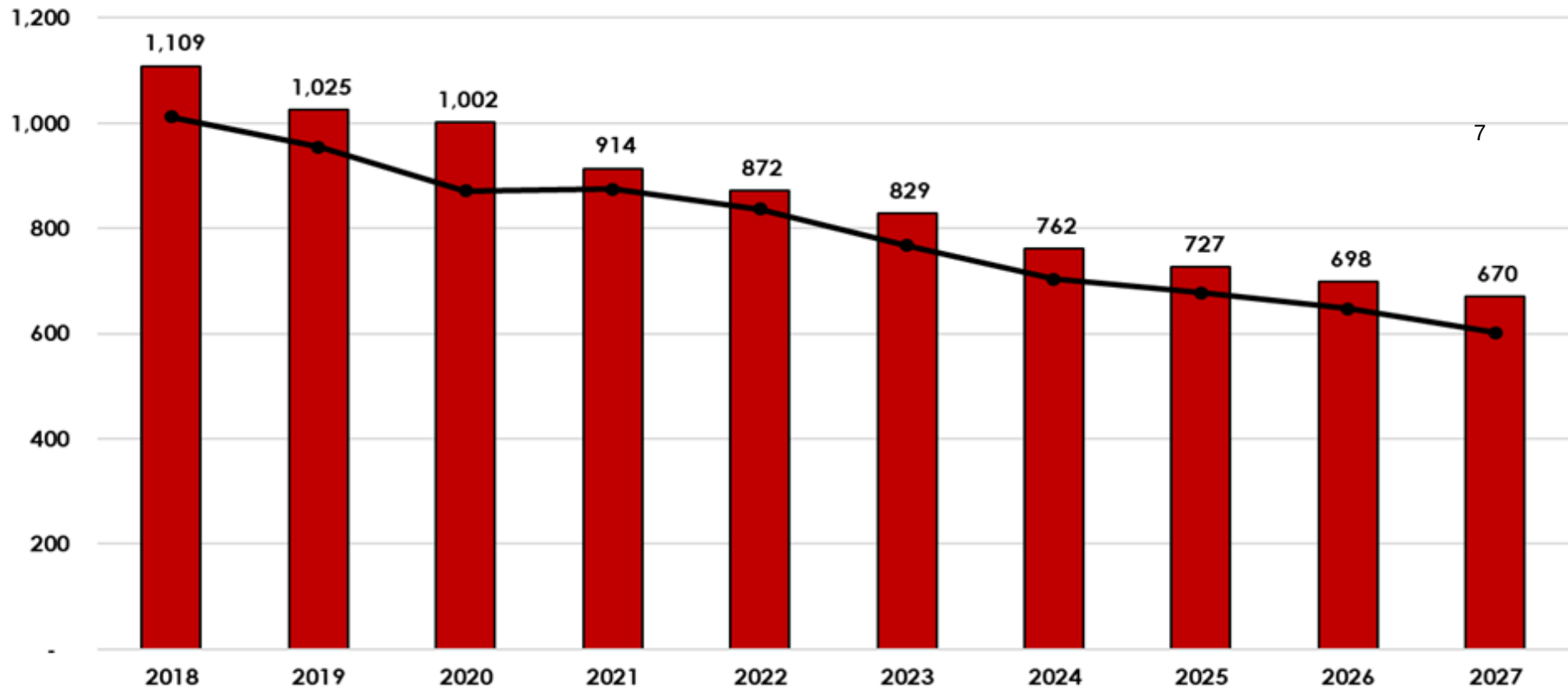
| 2024 | 2025 | 2026 | 2027 | 2028 | 2029 |
|------|------|------|------|------|------|
| 25%  | 33%  | 41%  | 49%  | 57%  | 60%  |

The percentage of 3rd grade students that score meets on STAAR Math will increase from 29% to 60% by September 2029.

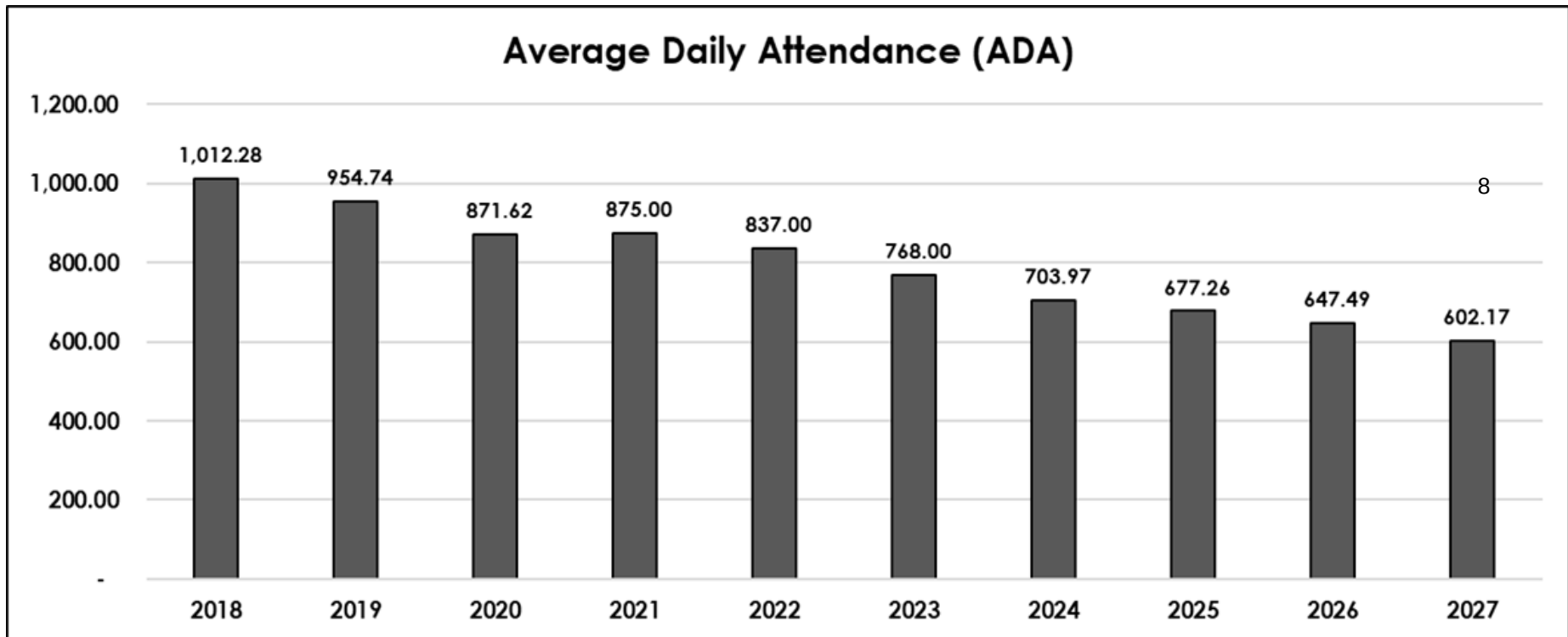
| 2024 | 2025 | 2026 | 2027 | 2028 | 2029 |
|------|------|------|------|------|------|
| 29%  | 36%  | 42%  | 48%  | 54%  | 60%  |

# Demographics & Future Projections

Enrollment & ADA



# Demographics & Future Projections



# TISD 10 Year Enrollment

| 2019-2020 | 2020-2021 | 2021-2022 | 2022-2023 | 2023-2024 | 2024-2025 | 2025-2026 | 2026-2027 | 2027-2028 | 2028-2029 |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1025      | 1002      | 914       | 872       | 829       | 762       | 698       | P670      | P630      | P602      |

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|                   | Tomillo, TX % of the Total Population |                                  |  | Texas  | U.S.   |
|-------------------|---------------------------------------|----------------------------------|--|--------|--------|
| Under 5 years     | 95                                    | 6.84%, <a href="#">see rank</a>  |  | 7.44%  | 5.36%  |
| 5 to 9 years      | 142                                   | 10.23%, <a href="#">see rank</a> |  | 7.58%  | 6.51%  |
| 10 to 14 years    | 80                                    | 5.76%, <a href="#">see rank</a>  |  | 7.42%  | 6.59%  |
| 15 to 19 years    | 177                                   | 12.75%, <a href="#">see rank</a> |  | 7.25%  | 6.85%  |
| 20 to 24 years    | 110                                   | 7.93%, <a href="#">see rank</a>  |  | 7.36%  | 7.13%  |
| 25 to 34 years    | 145                                   | 10.45%, <a href="#">see rank</a> |  | 14.44% | 13.47% |
| 35 to 44 years    | 214                                   | 15.42%, <a href="#">see rank</a> |  | 13.63% | 12.96% |
| 45 to 54 years    | 155                                   | 11.17%, <a href="#">see rank</a> |  | 13.23% | 14.09% |
| 55 to 64 years    | 94                                    | 6.77%, <a href="#">see rank</a>  |  | 10.74% | 12.29% |
| 65 to 74 years    | 110                                   | 7.93%, <a href="#">see rank</a>  |  | 6.32%  | 7.64%  |
| 75 to 84          | 66                                    | 4.76%, <a href="#">see rank</a>  |  | 3.33%  | 4.25%  |
| 85 years and over | 0                                     | 0.00%, <a href="#">see rank</a>  |  | 1.27%  | 1.85%  |

## Population Growth Since 2000, #1247





# Campus Capacity & Occupancy

|                      | Capacity | Projection | Projection |  |
|----------------------|----------|------------|------------|--|
| Tornillo High School | 674      | 309        | 46%        |  |
| Tornillo Junior High | 537      | 361        | 67%        |  |
|                      | 1211     | 670        | 55%        |  |

# Campus Reconfiguration Needs

- High School Campus occupancy is at 46% - expensive to run: Utilities, Staffing, & Cafeteria
- Serving 7th-8th students at the High School will allow for better services (Cafeteria Use, High School Teachers providing HS credit classes, eliminates travel time and lost instructional time, & need to reduce staff to serve low enrollment numbers, balance budget, continue to provide student services by reducing costs by reconfiguring)<sup>11</sup>
- All PK-6th Grade students will be served at the Jr. High Campus due to declining enrollment. Therefore, this is unavoidable and must make gradual changes to help maintain our fiscal responsibility so that student services are not interrupted.
- Within 3 to 4 years, all PK-12th grade students will be able to be served at the HS based on enrollment trends.

| Elementary Budget: PK-6 <sup>th</sup> Grade<br>2026-2027 (302 student projection)                                                                                                                                                                                                                                                                                                                 | Preliminary Budget Allocation |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------|
| 199-General Operating<br><b>302 student projection</b><br>-Instruction: \$29,535<br>-copiers: \$3,800<br>-Awards: \$3,500<br>-Afterschool Clubs (not on stipend): \$2,000<br>-Media: Library- \$1,000<br>-Professional Development: \$2,000<br>-Office- \$3,000<br>-Counselors- \$1,000<br>-Leadership R19: \$1,000<br>-R19 PD: \$1,500<br>-PD Mtls: \$2,000<br>-Parental Involvement (%) \$1,000 | \$50, 555                     |
| 199- Custodial                                                                                                                                                                                                                                                                                                                                                                                    | \$6,000                       |
| 181: Academic UIL<br>-competition materials<br>-registration fees/meal<br>-transportation<br>-hosting 2026-2027                                                                                                                                                                                                                                                                                   | \$2,200                       |
| 199: Gifted & Talented (PIC 21)<br><b>17 student projection</b><br>-Instructional Materials: \$340<br>-testing materials: \$400<br>-Fall & Spring Coordinator Camp Pay: \$960                                                                                                                                                                                                                     | \$1,700                       |
| 199: Special Education (PIC 23)<br><b>-64 students</b><br>-instructional materials / equipment: \$4,500<br>-Learning Excursions/Bus: \$500<br>-Professional Development (behavior, Life Skills): \$3,000                                                                                                                                                                                          | \$8,000                       |
| 199: SCE Allocation (PIC 30)<br><b>-225 students</b><br>- After School/After School /Fall & Spring<br>Intersession Tutoring<br>(teacher pay, \$30 p/ hour & bus transportation):<br>\$14,000<br>-Fall/Intersession Tutoring Bus: \$750<br>-Instructional Materials: \$1,000                                                                                                                       | \$15,750                      |
| 199: Bilingual (PIC 25)<br><b>126 students</b><br>-Fall, Spring Intersession/After school & Saturday<br>Tutoring<br>(teacher pay, \$30 p/hour): \$12,000<br>-Instructional Materials: \$1,980<br>-Reading/Math Academies: \$2,400                                                                                                                                                                 | \$16,380                      |
| 199 Early Childhood                                                                                                                                                                                                                                                                                                                                                                               | \$0                           |

Instruction: 12  
Elementary  
(PK-6)

# Instruction: Elementary (PK-6)

| PK-6 <sup>th</sup> Grade Instructional Needs                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"><li>• HB Reading Academies: (8 teachers-\$1,200 p/teacher) = \$8,400</li><li>• HB Math Academies: (10 teachers-\$1,200 p/teacher) = \$12,000</li><li>• Reading &amp; Math Tech Tools</li><li>• mClass Screener (Kinder-3<sup>rd</sup> Grade) / 4<sup>th</sup>-6<sup>th</sup> Grade</li><li>• Fall &amp; Spring Intersession Tutoring Pay for bilingual &amp; monolingual</li><li>• After school &amp; Saturday Teacher Tutoring Pay</li><li>• Enrichment Camps</li><li>• Fine Arts / PE</li><li>• Classroom Storage</li><li>• Library</li></ul> |
| Grant Funded                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <ul style="list-style-type: none"><li>• Canopy Shade areas<br/>(swing, playground, cement area)</li><li>• Outside Building Paint/ Classrooms Paint</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                      |

# THS-CTE Budget

## THS CTE BUDGET ALLOCATION

**TOTAL 26-27: \$165,000**

| Budget Description                   | Amount     | CTEFunds Description                         |
|--------------------------------------|------------|----------------------------------------------|
| Student Tuition - Other              | 140,070.00 | Western Tech Tuition                         |
| Testing Materials                    | 500        | Computer Science Test                        |
| Misc. Supplies                       | 6,900.00   | CR Program, OPEN ED                          |
| Staff Travel                         | 2,500.00   | TAFE, FBLA                                   |
| Student Travel                       | 2,000.00   | TAFE, FBLA                                   |
| Mileage                              | 530        | CTE Student Field Trips, Competitions        |
| Dues- CATE                           | 1,000.00   | Membership Dues: NTHS, FFA, FBLA             |
| Awards and Fees                      | 5,500.00   | IBC CERTIFICATIONS, LAW, COMPUTER SCIENCE,   |
| Staff Development ESC service center | 500        | Staff Development R19 - CTE Trainings        |
| Travel - Employee                    | 5,000.00   | CTE Conferences/CTAT Fall /Summer Conference |
| Miscellaneous Operating Costs        | 500        |                                              |
|                                      |            |                                              |
|                                      | 165,000.00 |                                              |

# THS-CCMR

**Allocated Amount \$21,000.00**

|           |           |
|-----------|-----------|
| Textbooks | 21,000.00 |
|-----------|-----------|



# THS-Bilingual

## Amount Allocated \$17,030.00

|            |          |
|------------|----------|
| Extra Duty | 2,000.00 |
| Devices    | 7,530.00 |
| Riveting   | 2,500.00 |
| Discovery  | 5,000.00 |

# THS-SCE

## **Amount Allocated \$17,920.00**

|                       |           |
|-----------------------|-----------|
| EY Tutoring           | 10,000.00 |
| After School Tutoring | 7,920.00  |

# THS-SPED

| Amount Allocated \$4,750.00 |          |
|-----------------------------|----------|
| Tutoring/Homebound          | 1,750.00 |
| Supplies                    | 3,000.00 |

# THS-GT

## Amount Allocated \$4,900.00

|                                |          |    |
|--------------------------------|----------|----|
| GT Travel                      | 4,900.00 |    |
| GT Stipends                    | 835.00   | 19 |
| Testing Supplies               | 500.00   |    |
| GT 30-Hour Modules (projected) | 1,000.00 |    |
| Miscellaneous Supplies         | 2,400.00 |    |

# THS-Misc. Expenses

| Amount Allocated \$84,808.00 |          |
|------------------------------|----------|
| UIL Travel                   | 4,500.00 |
| UIL Mileage                  | 1,000.00 |
| Copier                       | 6,000.00 |
| Awards                       | 4,400.00 |
| Office Copier                | 3,800.00 |
| Office Supplies              | 5,000.00 |
| Water                        | 900.00   |
| Attendance Incentives        | 2,000.00 |
| Custodial Supplies           | 9,000.00 |
| Campus Supplies              | 8,923.00 |

# THS-Misc. Expenses

| Continued              |          |
|------------------------|----------|
| IXL 7-12               | 6,337.50 |
| Sirius 7-11            | 5,815.00 |
| Wayground              | 2,273.70 |
| Classkick              | 2,298.00 |
| Maneuvering the Middle | 1,910.00 |
| Lowman (History)       | 4,000.00 |
| LYS                    | 5,000.00 |
| Alice 9                | 300.00   |
| Field trips            | 3,000.00 |
| Graduation Expenses    | 7,400.00 |





# Athletics

## 2026-2027 High School Athletic Budget Allocation

| 2026-2027 High School Athletic Budget Allocation                                  |          | STUDENT TRAVEL MEALS |                  |
|-----------------------------------------------------------------------------------|----------|----------------------|------------------|
|  |          | Football             | \$500            |
|                                                                                   |          | Volleyball           | \$1,500          |
|                                                                                   |          | Cross Country        | \$500            |
|                                                                                   |          | Boys Basketball      | \$1,500          |
|                                                                                   |          | Girls Basketball     | \$1,200          |
|                                                                                   |          | Baseball             | \$1,500          |
|                                                                                   |          | Softball             | \$800            |
|                                                                                   |          | Track                | \$1,000          |
|                                                                                   |          | Tennis               | \$750            |
|                                                                                   |          | Athletic Insurance   | \$13,975         |
| Discription                                                                       |          | FUEL Mileage         |                  |
| Allocation                                                                        |          | Football             | \$760            |
| Certified Coaching Stipend                                                        | \$95,530 | Volleyball           | \$2,060          |
| Non-Cert Coach Stipend                                                            | \$43,000 | Cross Country        | \$1,760          |
| FICA                                                                              | \$1,990  | Boys Basketball      | \$3,060          |
| Work Compensation                                                                 | \$600    | Girls Basketball     | \$2,460          |
| FUTA                                                                              | \$180    | Baseball             | \$1,960          |
| TRS                                                                               | \$3,900  | Softball             | \$1,960          |
| OASDI                                                                             | \$1,800  | Track                | \$960            |
| Contract Services                                                                 | \$40,000 | Tennis               | \$1,560          |
| TEAM Equipment/Supplies                                                           |          | Cheerleading         | \$300            |
| Football                                                                          | \$11,180 | Athletic Awards Fees |                  |
| Volleyball                                                                        | \$2,700  | Awards/Trophies      | \$7,155          |
| Cross Country                                                                     | \$2,200  |                      |                  |
| Boys Basketball                                                                   | \$4,298  |                      |                  |
| Girls Basketball                                                                  | \$3,400  |                      |                  |
| Softball                                                                          | \$2,700  |                      |                  |
| Baseball                                                                          | \$2,700  |                      |                  |
| Track                                                                             | \$2,200  |                      |                  |
| Tennis                                                                            | \$2,700  |                      |                  |
| Cheerleading                                                                      | \$1,700  |                      |                  |
| Playoff Fees                                                                      | \$20,000 |                      |                  |
|                                                                                   |          | <b>TOTAL</b>         | <b>\$289,998</b> |

# Gifted & Talented



The Tornillo ISD's goal for K-12 G/T students is to ensure that services are comprehensive, structured, sequenced, and appropriately challenging, including options in the four foundation curricular areas, arts, leadership, and creativity as outlined in TEC 29.121 and the Texas<sup>23</sup> State Plan for the Education of Gifted/Talented Students.

| Organization | Enrollment | Identified | Percentage |
|--------------|------------|------------|------------|
| District     | 696        | 67         | 10%        |
| Intermediate | 324        | 18         | 5%         |
| Junior High  | 142        | 28         | 20%        |
| High School  | 225        | 21         | 9%         |

# Migrant Program

Tornillo ISD is in a Shared Service Agreement with Region 19 to provide the Title 1, Part C services.

# McKinney Vento

Every year families are screened to be eligible to participate in the program. An average of 30 students receive services per year. Services range from instructional support, counseling, orientation for scholarships, clothing and school supplies, food donations, etc.

# Special Education

## Program Overview

VISION

To ensure every student receiving special education services achieves meaningful academic, behavioral, functional, and postsecondary outcomes through high-quality instruction, inclusive practices, and data-driven decision-making.

## Current Program Data

|                                                |                   |
|------------------------------------------------|-------------------|
| Total Special Education Enrollment             | 119 Students      |
| Percentage of District Enrollment              | 17%               |
| Students in Gen Ed 80%+ of the Day             | 97 Students (82%) |
| Students in Specialized Settings               | 22 Students (18%) |
| Annual ARDs Completed Within Timelines         | 100%              |
| Initial Evaluations Completed Within Timelines | 100%              |

✓ Result Driven Accountability (RDA) Determination: Meets Requirements — Distinction Level 1





# Special Education

## 2026–2027 Budget Overview

The \$57,000 budget supports the programs, services, and resources necessary to ensure students receiving special education services have access to high-quality instruction, individualized support, and opportunities for success.

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| Category                          | Amount   |
|-----------------------------------|----------|
| Contracted Services               | \$48,500 |
| Supplies & Technology             | \$3,300  |
| Legal & ESC Services              | \$1,800  |
| Professional Development & Travel | \$1,200  |
| Operating & Transportation Costs  | \$2,200  |
| Total                             | \$57,000 |



# Special Education

## 2026–2027 Department Goals



### Academic Achievement

Improve academic growth through high-quality instruction, access to grade-level curriculum, and targeted interventions tailored to individual student needs.



### Inclusive Practices

Expand opportunities for students to access instruction in the least restrictive environment and participate meaningfully in general education settings.



### Behavioral & Social-Emotional Supports

Strengthen supports that promote student engagement, attendance, and positive behavioral outcomes across all settings.



### Transition & Postsecondary Readiness

Enhance transition planning to prepare students for success in postsecondary education, employment, and independent living.



### Compliance & Program Quality

Maintain 100% compliance with state and federal special education requirements while ensuring high-quality, consistent service delivery.



# Human Resources

## Areas of Glows

- Tornillo ISD will begin the 2026-2027 school year fully staffed
- The Teacher Incentive Allotment generated a total income of 514,098<sup>29</sup> which represents 22% increase from last year
- Teacher Retention Rate is at 100%

## Areas of Growth

- TRS Active Care premiums continue rising. Current contribution has not increased for the last 7 years
- Continue working with teachers to complete/add certification in their teaching subject/area

# TRS Active Care Medical Insurance



## TRS ACTIVECARE COMPARISON 2026 - 2027

| 2026-2027<br>Plan<br>Year | Total Monthly Cost of Coverage |                                   |                              |                   |                                   |                              |                         |                                   |                              |                  |                                   |                              |
|---------------------------|--------------------------------|-----------------------------------|------------------------------|-------------------|-----------------------------------|------------------------------|-------------------------|-----------------------------------|------------------------------|------------------|-----------------------------------|------------------------------|
|                           | TRS-ActiveCare Primary         |                                   |                              | TRS-ActiveCare HD |                                   |                              | TRS-ActiveCare Primary+ |                                   |                              | TRS-ActiveCare 2 |                                   |                              |
|                           | Total Cost                     | District's Contribution (-275.00) | Employee's Semi-monthly cost | Total Cost        | District's Contribution (-275.00) | Employee's Semi-monthly cost | Total Cost              | District's Contribution (-275.00) | Employee's Semi-monthly cost | Total Cost       | District's Contribution (-275.00) | Employee's Semi-monthly cost |
| Employee Only             | \$475.00                       | \$200.00                          | \$100.00                     | \$495.00          | \$220.00                          | \$110.00                     | \$560.00                | \$285.00                          | \$142.50                     | \$1013.00        | \$738.00                          | \$369.00                     |
| Employee and Spouse       | \$1283.00                      | \$1008.00                         | \$504.00                     | \$1337.00         | \$1062.00                         | \$531.00                     | \$1456.00               | \$1181.00                         | \$590.50                     | \$2402.00        | \$2127.00                         | \$1063.50                    |
| Employee and Child(ren)   | \$808.00                       | \$533.00                          | \$266.50                     | \$842.00          | \$567.00                          | \$283.50                     | \$952.00                | \$677.00                          | \$338.50                     | \$1507.00        | \$1232.00                         | \$616.00                     |
| Employee and Family       | \$1615.00                      | \$1340.00                         | \$670.00                     | \$1683.00         | \$1408.00                         | \$704.00                     | \$1848.00               | \$1573.00                         | \$786.50                     | \$2841.00        | \$2566.00                         | \$1283.00                    |

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| 2025-2026<br>Plan<br>Year | Total Monthly Cost of Coverage |                                   |                              |                   |                                   |                              |                         |                                   |                              |                  |                                   |                              |
|---------------------------|--------------------------------|-----------------------------------|------------------------------|-------------------|-----------------------------------|------------------------------|-------------------------|-----------------------------------|------------------------------|------------------|-----------------------------------|------------------------------|
|                           | TRS-ActiveCare Primary         |                                   |                              | TRS-ActiveCare HD |                                   |                              | TRS-ActiveCare Primary+ |                                   |                              | TRS-ActiveCare 2 |                                   |                              |
|                           | Total Cost                     | District's Contribution (-275.00) | Employee's Semi monthly cost | Total Cost        | District's Contribution (-275.00) | Employee's Semi monthly cost | Total Cost              | District's Contribution (-275.00) | Employee's Semi monthly cost | Total Cost       | District's Contribution (-275.00) | Employee's Semi monthly cost |
| Employee Only             | \$452.00                       | \$177.00                          | \$88.50                      | \$470.00          | \$195.00                          | \$97.50                      | \$530.00                | \$255.00                          | \$127.50                     | \$1013.00        | \$738.00                          | \$369.00                     |
| Employee and Spouse       | \$1221.00                      | \$946.00                          | \$473.00                     | \$1269.00         | \$994.00                          | \$497.00                     | \$1378.00               | \$1103.00                         | \$551.50                     | \$2402.00        | \$2127.00                         | \$1063.50                    |
| Employee and Child(ren)   | \$769.00                       | \$494.00                          | \$247.00                     | \$799.00          | \$524.00                          | \$262.00                     | \$901.00                | \$626.00                          | \$313.00                     | \$1507.00        | \$1232.00                         | \$616.00                     |
| Employee and Family       | \$1537.00                      | \$1262.00                         | \$631.00                     | \$1598.00         | \$1323.00                         | \$661.50                     | \$1749.00               | \$1474.00                         | \$737.00                     | \$2841.00        | \$2566.00                         | \$1283.00                    |



TRS-ActiveCare  
**REGION 19**

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## LEARN THE TERMS

- **PREMIUM:** The monthly amount you pay for health care coverage.
- **DEDUCTIBLE:** The annual amount for medical expenses you're responsible to pay before your plan begins to pay.
- **COPAY:** The set amount you pay for a covered service at the time you receive it. The amount can vary based on the service.
- **COINSURANCE:** The portion you're required to pay for services after you meet your deductible. It's often a specified percentage of the costs; e.g., you pay 20% while the health care plan pays 80%.
- **TIERING:** Grouping doctors and facilities into tiers based on quality, cost and best practice clinical guidelines. This helps you compare choices. Tier 1 providers and facilities offer top performance and best value. You pay less when you choose Tier 1 and may pay more when you choose Tier 2.
- **OUT-OF-POCKET MAXIMUM:** The maximum amount you pay each year for medical costs. After reaching the out-of-pocket maximum, the plan pays 100% of allowable charges for covered services.

# 2026-27 TRS-ActiveCare Plan Highlights Sept. 1, 2026 – Aug. 31, 2027



All TRS-ActiveCare participants have **three plan options**. Each includes a wide range of wellness benefits.

## How to Calculate Your Monthly Premium

Total Monthly Premium

➔ Your Employer Contribution

➔ Your Premium

Ask your Benefits Administrator for your district's specific premiums.

## Being Healthy is Easy

- \$0 preventive services
- One-on-one health coaches
- Weight loss programs and nutrition
- TRS Virtual Health
- Member Rewards is even better. Now you'll get a check when you use Member Rewards and choose low-cost, high-quality doctors and facilities – up to \$599\* per tax year.
- Airosti Remote Recovery gives you in-home virtual physical therapy to relieve common aches and pains at no cost.\*

\*Eligibility rules may apply

See the Annual Enrollment Guide for more details.

## Mental Health

You have in-office and virtual benefits:

- TRS-ActiveCare Primary Plan: \$30 copay for office visits or \$0 with Teladoc
- TRS-ActiveCare Primary+ Plan: \$15 copay for office visits or \$0 with Teladoc
- TRS-ActiveCare HD Plan: 30% coinsurance after deductible or \$42 with Teladoc
- TRS-ActiveCare 2 Plan: \$20 copay for office visits or \$12 with Teladoc

|              | TRS-ActiveCare Primary                                                                                                                                                                                                                                                                                                                                                | TRS-ActiveCare Primary+                                                                                                                                                                                                                                                                                                                                                                                    | TRS-ActiveCare HD                                                                                                                                                                                                                                                                                                                                              |
|--------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Plan Summary | <ul style="list-style-type: none"> <li>• Lowest premium of the three available plans</li> <li>• Copays for doctor visits before you meet your deductible</li> <li>• Statewide network</li> <li>• Primary Care Provider referrals required to see specialists</li> <li>• Not compatible with a Health Savings Account</li> <li>• No out-of-network coverage</li> </ul> | <ul style="list-style-type: none"> <li>• Highest premium of the three available plans</li> <li>• Copays for many services and drugs</li> <li>• Lower deductible than the HD and Primary plans</li> <li>• Statewide network</li> <li>• Primary Care Provider referrals required to see specialists</li> <li>• Not compatible with a Health Savings Account</li> <li>• No out-of-network coverage</li> </ul> | <ul style="list-style-type: none"> <li>• Higher premium of the three available plans</li> <li>• Must meet your deductible before plan pays for non-preventive care</li> <li>• Nationwide network with out-of-network coverage</li> <li>• No requirement for Primary Care Providers or referrals</li> <li>• Compatible with a Health Savings Account</li> </ul> |

| Monthly Premiums      | Total Premium | Employer Contribution | Your Premium | Total Premium | Employer Contribution | Your Premium | Total Premium | Employer Contribution | Your Premium |
|-----------------------|---------------|-----------------------|--------------|---------------|-----------------------|--------------|---------------|-----------------------|--------------|
| Employee Only         | \$475         |                       |              | \$560         |                       |              | \$495         |                       |              |
| Employee and Spouse   | \$1,283       |                       |              | \$1,456       |                       |              | \$1,337       |                       |              |
| Employee and Children | \$908         |                       |              | \$952         |                       |              | \$842         |                       |              |
| Employee and Family   | \$1,615       |                       |              | \$1,848       |                       |              | \$1,683       |                       |              |

| Plan Features                           | In-Network Coverage Only     | In-Network Coverage Only     | In-Network                   | Out-of-Network               |
|-----------------------------------------|------------------------------|------------------------------|------------------------------|------------------------------|
| Individual/Family Deductible            | \$2,500/\$5,000              | \$1,200/\$2,400              | \$3,400/\$6,800              | \$6,800/\$13,600             |
| Coinsurance                             | You pay 30% after deductible | You pay 20% after deductible | You pay 30% after deductible | You pay 50% after deductible |
| Individual/Family Maximum Out of Pocket | \$8,050/\$16,100             | \$6,900/\$13,800             | \$8,300/\$16,600             | \$20,500/\$41,000            |
| PCP Required                            | Yes                          | Yes                          | No                           |                              |

| Doctor Visits |            |            |                              |                              |
|---------------|------------|------------|------------------------------|------------------------------|
| Primary Care  | \$30 copay | \$15 copay | You pay 30% after deductible | You pay 50% after deductible |
| Specialist    | \$70 copay | \$70 copay | You pay 30% after deductible | You pay 50% after deductible |

| Immediate Care               |                               |                               |                               |                              |
|------------------------------|-------------------------------|-------------------------------|-------------------------------|------------------------------|
| Urgent Care                  | \$50 copay                    | \$50 copay                    | You pay 30% after deductible  | You pay 50% after deductible |
| Emergency Care               | You pay 30% after deductible  | You pay 20% after deductible  | You pay 30% after deductible  |                              |
| TRS Virtual Health-RedMD™    | \$0 per medical consultation  | \$0 per medical consultation  | \$30 per medical consultation |                              |
| TRS Virtual Health- Teladoc® | \$12 per medical consultation | \$12 per medical consultation | \$42 per medical consultation |                              |

| Prescription Drugs                                                                                        |                                                                |                                                                                       |                                                                    |  |
|-----------------------------------------------------------------------------------------------------------|----------------------------------------------------------------|---------------------------------------------------------------------------------------|--------------------------------------------------------------------|--|
| Drug Deductible                                                                                           | Integrated with medical                                        | \$200 deductible per participant (brand drugs only)                                   | Integrated with medical                                            |  |
| Generics (31-Day Supply/90-Day Supply)                                                                    | \$15/\$45 copay; \$0 copay for certain generics                | \$15/\$45 copay                                                                       | You pay 20% after deductible; \$0 coinsurance for certain generics |  |
| Preferred (Max does not apply if brand is selected and generic is available)                              | You pay 30% after deductible                                   | You pay 25% after deductible (\$100 max)/<br>You pay 25% after deductible (\$265 max) | You pay 25% after deductible                                       |  |
| Non-preferred                                                                                             | You pay 50% after deductible                                   | You pay 50% after deductible                                                          | You pay 50% after deductible                                       |  |
| Specialty (31-Day Max)<br>Call 1-844-367-6108 to see if your specialty medication is covered by SaveOnSP. | You pay 30% after deductible;<br>\$0 if SaveOnSP eligible      | You pay 20% after deductible (\$500 max);<br>\$0 if SaveOnSP eligible                 | You pay 20% after deductible                                       |  |
| Insulin Out-of-Pocket Costs                                                                               | \$25 copay for 31-day supply;<br>\$75 for 61- to 90-day supply | \$25 copay for 31-day supply;<br>\$75 for 61- to 90-day supply                        | You pay 25% after deductible                                       |  |

This plan is closed to new enrollees. Current TRS-ActiveCare 2 participants can stay enrolled.

| TRS-ActiveCare 2                                                                                                                                                                                                                                                                                                                               |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>• Closed to new enrollees</li> <li>• Current enrollees can choose to stay in the plan</li> <li>• Lower deductible</li> <li>• Copays for many services and drugs</li> <li>• Nationwide network with out-of-network coverage</li> <li>• No requirement for Primary Care Providers or referrals</li> </ul> |

| Total Premium | Employer Contribution | Your Premium |
|---------------|-----------------------|--------------|
| \$1,013       |                       |              |
| \$2,402       |                       |              |
| \$1,507       |                       |              |
| \$2,841       |                       |              |

| In-Network                   | Out-of-Network               |
|------------------------------|------------------------------|
| \$1,000/\$3,000              | \$2,000/\$6,000              |
| You pay 20% after deductible | You pay 40% after deductible |
| \$7,900/\$15,800             | \$23,700/\$47,400            |
| No                           |                              |

|                                          |                              |
|------------------------------------------|------------------------------|
| Tier 1: \$20 copay<br>Tier 2: \$40 copay | You pay 40% after deductible |
| Tier 1: \$55 copay<br>Tier 2: \$85 copay | You pay 40% after deductible |

|                                                 |                              |
|-------------------------------------------------|------------------------------|
| \$50 copay                                      | You pay 40% after deductible |
| You pay a \$250 copay plus 20% after deductible |                              |
| \$0 per medical consultation                    |                              |
| \$12 per medical consultation                   |                              |

|                                                                                                           |
|-----------------------------------------------------------------------------------------------------------|
| \$200 brand deductible                                                                                    |
| \$20/\$45 copay                                                                                           |
| You pay 25% after deductible (\$40 min/\$80 max)/<br>You pay 25% after deductible (\$105 min/\$210 max)   |
| You pay 50% after deductible (\$100 min/\$200 max)/<br>You pay 50% after deductible (\$215 min/\$430 max) |
| You pay 30% after deductible (\$200 min/\$900 max);<br>\$0 if SaveOnSP eligible                           |
| \$25 copay for 31-day supply; \$75 for 61- to 90-day supply                                               |

# Technology/Security Projects

All major project expenses planned for 2026-2027 has been allocated through the general funding.

| DEPARTMENT      | PROJECT                                                           | TOTAL COST        | DISTRICT PORTION | FUNDING SOURCE <sup>34</sup>       |
|-----------------|-------------------------------------------------------------------|-------------------|------------------|------------------------------------|
| Technology      | E-rate Cyber Security Pilot Program                               | \$45,000          | \$6,750          | Local funds. FCDL 4/29/2026        |
| Technology      | E-rate Category 2 Network Upgrade                                 | \$122,676.86      | \$18,401.53      | Local funds. Board award 3/25/2026 |
| Security        | 1 SRO + School Guardian Program                                   | \$85,000+\$10,000 | \$95,000         | Local funds.                       |
| Child Nutrition | Walk-in Cooler (reallocated again since funds were used for Food) | \$10,000          | \$10,000         | Local funds.                       |
| Wellness        | No Major Project Expenses                                         | \$0               | \$0              | N/A                                |



| Program            | Rate   | Total Miles<br>25-26 SY | Total Cost<br>25-26 SY | Total Miles<br>26-27SY | Total Cost<br>26-27 SY |
|--------------------|--------|-------------------------|------------------------|------------------------|------------------------|
| Bus Routes         | \$1.11 | 8,640                   | \$9,590.40             | 8,500                  | \$9,435                |
| SPED Bus<br>Routes | \$1.08 | 1,800                   | \$1,944.00             | 1,800                  | \$1,944.00             |
| CTE                | \$3.54 | 23,090                  | \$81,738.60            | 23,000                 | \$81,420               |

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M & O - Transportation

# M & O -Transportation

| Buse Type    | Price        | Quantity |
|--------------|--------------|----------|
| Class C      | \$219,000.00 | 2        |
| Class A      | \$331,000.00 | 2        |
| Class B sped | \$153,000.00 | 1        |
|              |              |          |

# M & O – Projects

| THS Lighting                     |             |
|----------------------------------|-------------|
| Company                          | Amount      |
| Arusa Enterprises led conversion | \$35,091.51 |
| Exterior painting pre k 6        | \$10'500    |

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**Projects that need to completed within 2 yrs.**

| THS & Stadium HVAC                   |             |
|--------------------------------------|-------------|
| Company                              | Amount      |
| Control & Equipment Company software | \$57,707.52 |



## THS Roof

| Company                          | Amount    | Warranty |
|----------------------------------|-----------|----------|
| Foam Applications                | \$303,630 | 15 yrs.  |
| National waterproofing & roofing | \$186.770 | 20 yrs.  |
|                                  |           |          |



# Finance Budget Process & Requirements

## PROCESS

- Superintendent shall prepare the proposed budget on or before August 20.
- The President of the Board of Trustees must call a public meeting giving at least 10 days notice to the community but no more than 30 days *notice*.
- The board, at the meeting called for that purpose, shall adopt a budget to cover all expenditures for the succeeding fiscal year.

## REQUIREMENTS

- The District's budget shall be approved before September 1<sup>st</sup>.
- Funds must not be expending in any manner other than as provided for the adopted budget.
- Funds may not be expended prior to adoption of the budget.
- Budget must legally be adopted before the adoption on the tax rate
- Budget must be posted on the District's website and shall remain posted for three years.

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# Board Adopted Funds



**Child Nutrition Services  
Fund 101**



**General Fund  
Funds 181 & 199**



**Debt Service  
Fund 599**

# Budget Development & Timeline





# Budget Priorities

## **District Priorities**

- Provide necessary resources and materials to meet student outcomes
- Balanced Budget
- Retention and recruitment: Salary increase to non certified personnel
- VATRE to increase salaries to non- teachers and facilities upgrades  
Include # of homes what will be taxed

# District Analysis

## Strengths

- Unassigned Projected Fund Balance - \$5.625 million or 5.625 months of operating expenditures
- Staff engaged and willing to be part of Tornillo Family

# District Analysis

## Challenges

- Enrollment Decrease
  - 5 Year Average Decrease – 6% (Projected enrollment in 5 yrs. 496)
  - 10 Year Average Decrease – 5% (Projected enrollment in 10 yrs. 300)
- Low Attendance
- Increase in insurance costs
- Tax Compression
- No Community Infrastructures
- Over 56% of residents are retired
- Competitive Compensation
- Inflation, higher gas prices and utility costs
- Continue to offer Specialized Instructional Programming
- Tax Compression
- Constant changing in Technology
- Cybersecurity attacks
- Aging Facilities and vehicles upgrades needed

# District Analysis

## District Threats

- School Vouchers (Passed)
- Low Birth rate
- Local School Districts
- Governor privatizing Education
- Homeschooling
- Charter Schools
- Property Tax Reform/ Tax Compression
- Meeting student outcomes with less staff
- Increase in post-secondary tuition rates
- Higher cost of educational programs
- Higher per pupil costs
- High inflation
- Federal Government unable to adopt a budget
- Tariffs will raise costs on supplies, technology, and food
- Dismantling of the U.S Department of Education

# District Analysis

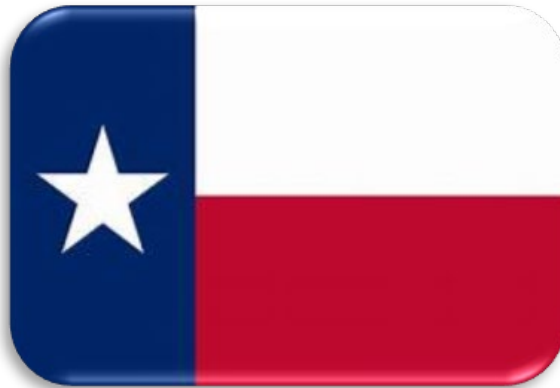
## District Opportunities

- Increase in state allotment of \$6,215
- Continue to increase student participation in college, military and career pathways 93%
- Provide PreK-12 aligned STEM-H learning with a focus on computer science
- Solar Farm in Tornillo ISD generating tax revenue

# Funding Elements



**LOCAL**



**STATE**



**FEDERAL**



# Local Funding Elements

## Local Tax Effort

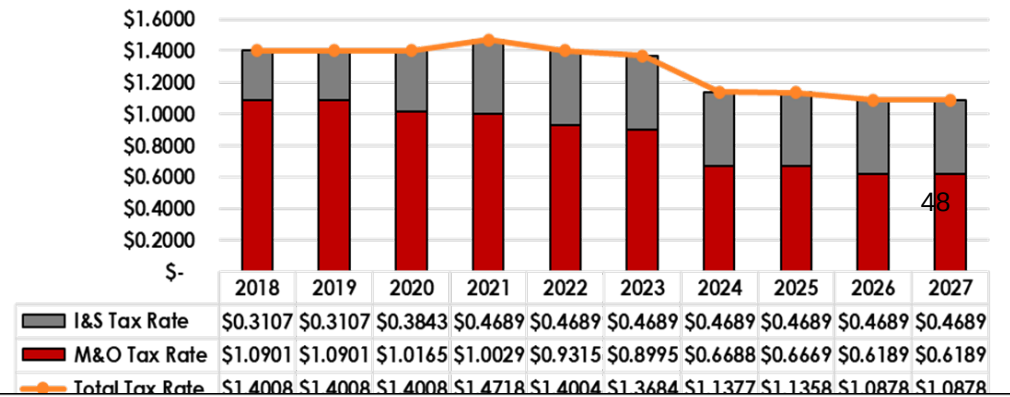
Property Tax Rate Assessed

- Maintenance & Operating (M&O)
- Interest & Sinking (I&S)

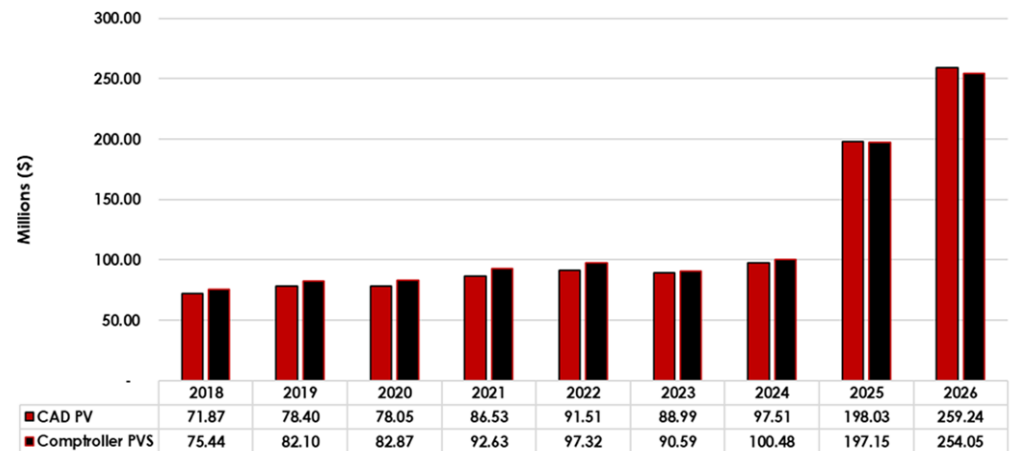
Assessed Property Value by Central Appraisal District (CAD)

Note: 2026– Preliminary Value from CAD

### Property Tax Rates

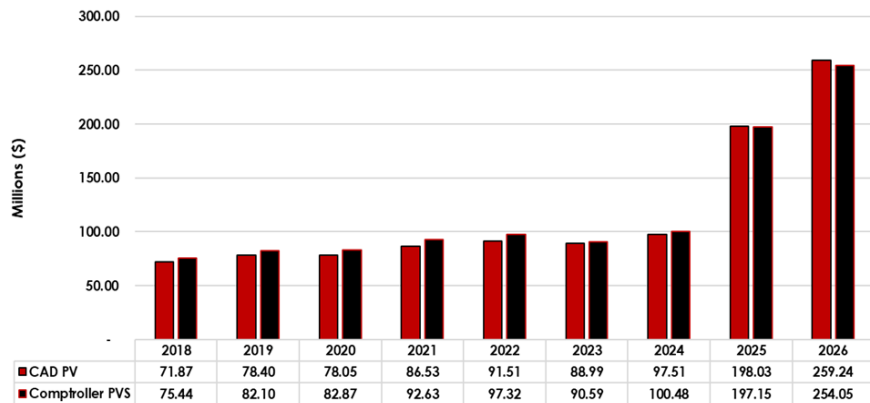


### Property Value Trends



# State Funding Elements

Property Value Trends



## State Funding

Average Daily Attendance (ADA)

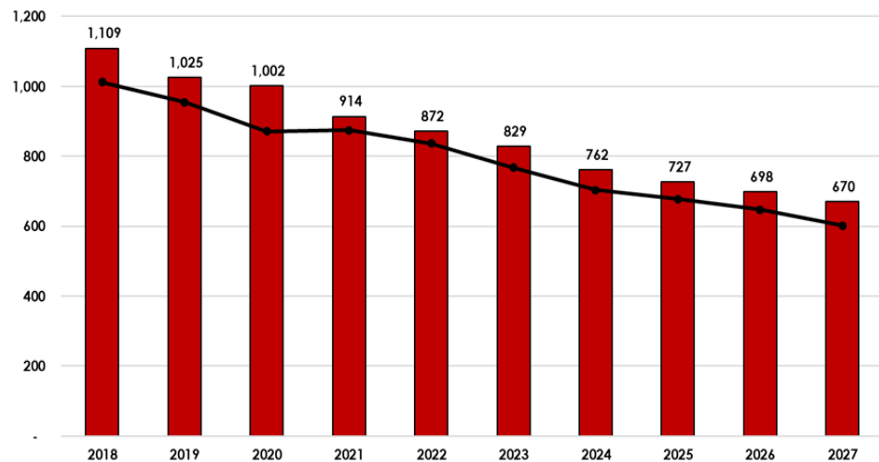
Tax Collections

Property Value Study (PVS) by State Comptroller's Value

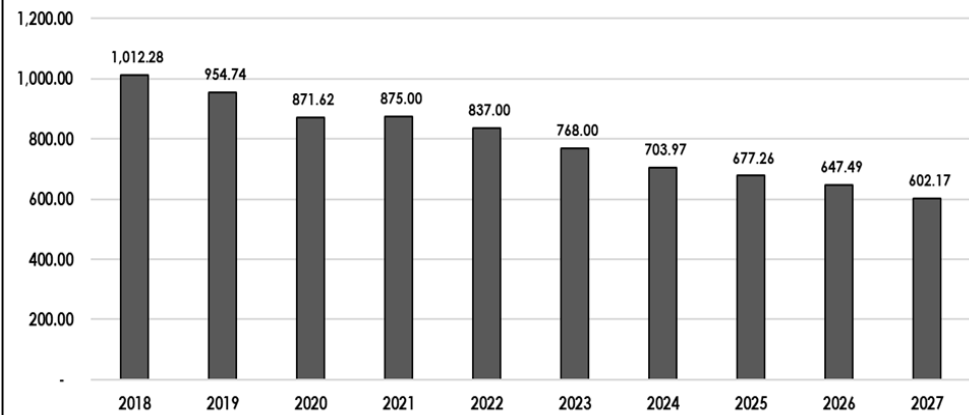
Property Tax Rate Assessed by District

49

Enrollment & ADA



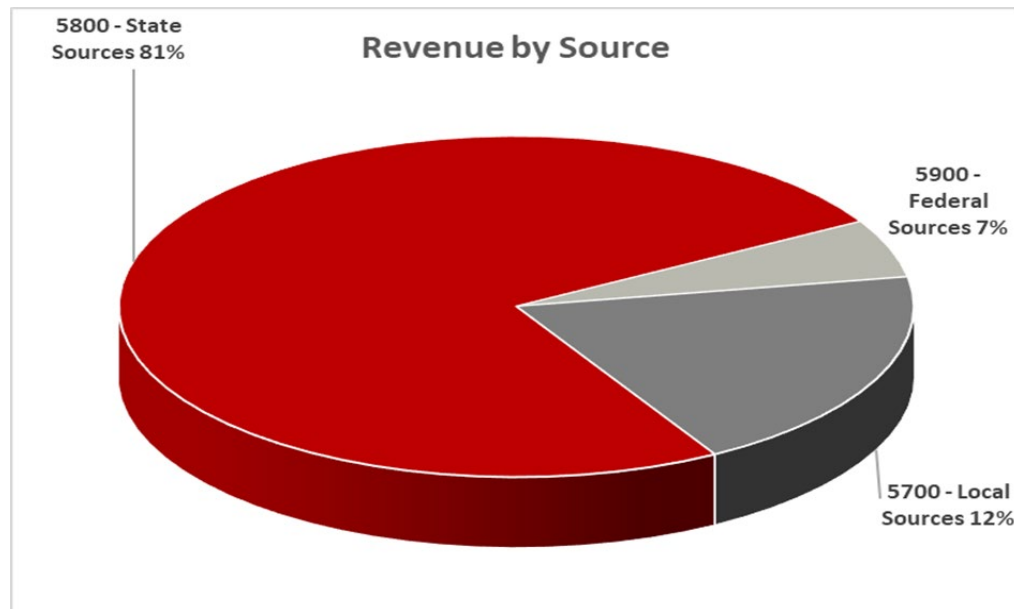
Average Daily Attendance (ADA)



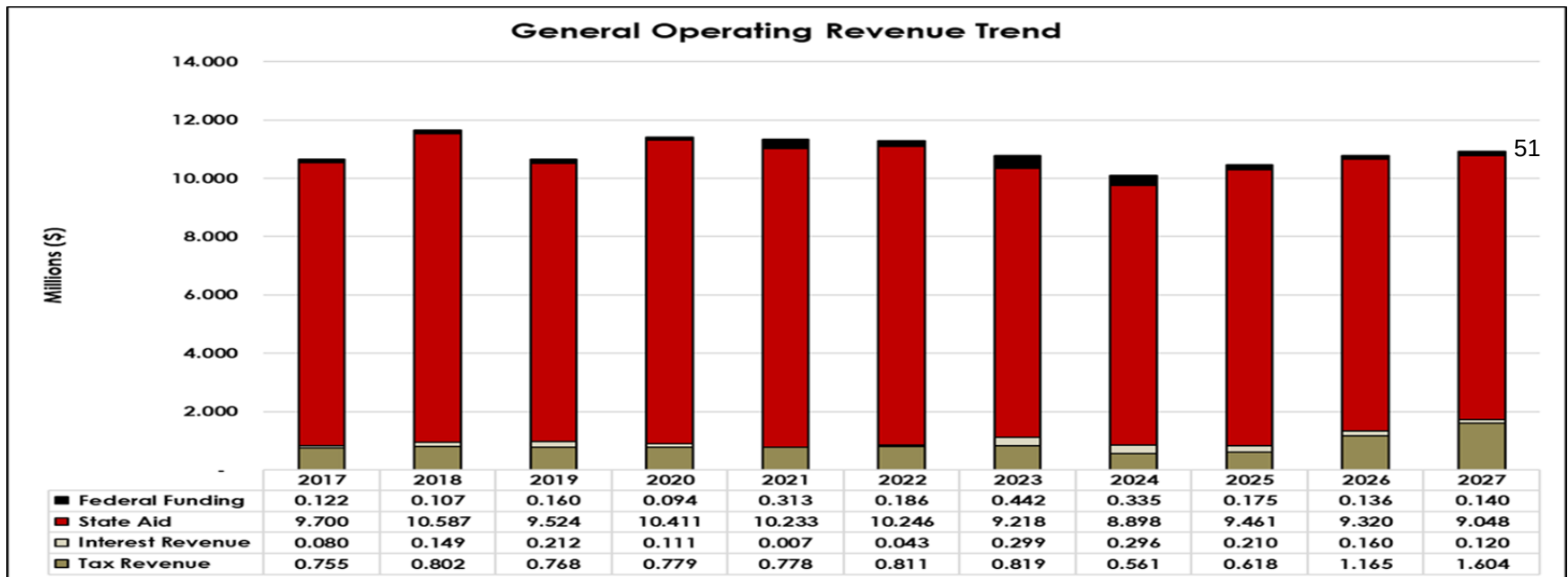
# 2026-2027 District Estimated Revenue

| Revenues               | 101<br>CNS     | 199<br>GO         | 599<br>DS        | Total             |
|------------------------|----------------|-------------------|------------------|-------------------|
| 5700 - Local Sources   | 100,500        | 1,409,000         | 1,215,557        | 2,725,057         |
| 5800 - State Sources   | 2,000          | 9,568,210         | 72,982           | 9,643,192         |
| 5900 - Federal Sources | 677,500        | 140,000           | -                | 817,500           |
| Fund Balance           | -              | -                 | -                | -                 |
| <b>Total Revenues</b>  | <b>780,000</b> | <b>11,117,210</b> | <b>1,288,539</b> | <b>13,185,749</b> |

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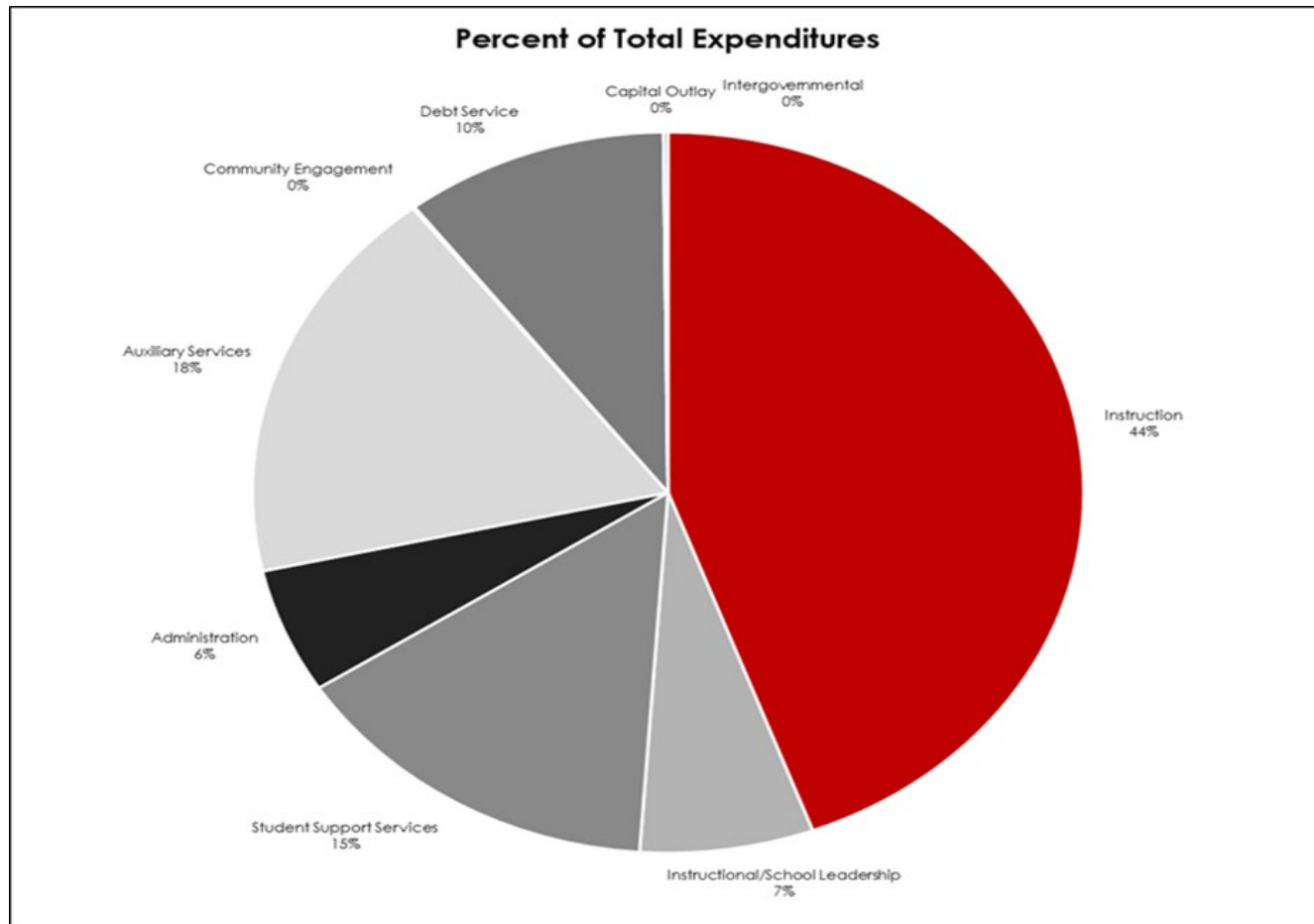
# Revenue Trend



# 2026-2027 District Estimated Expenditures

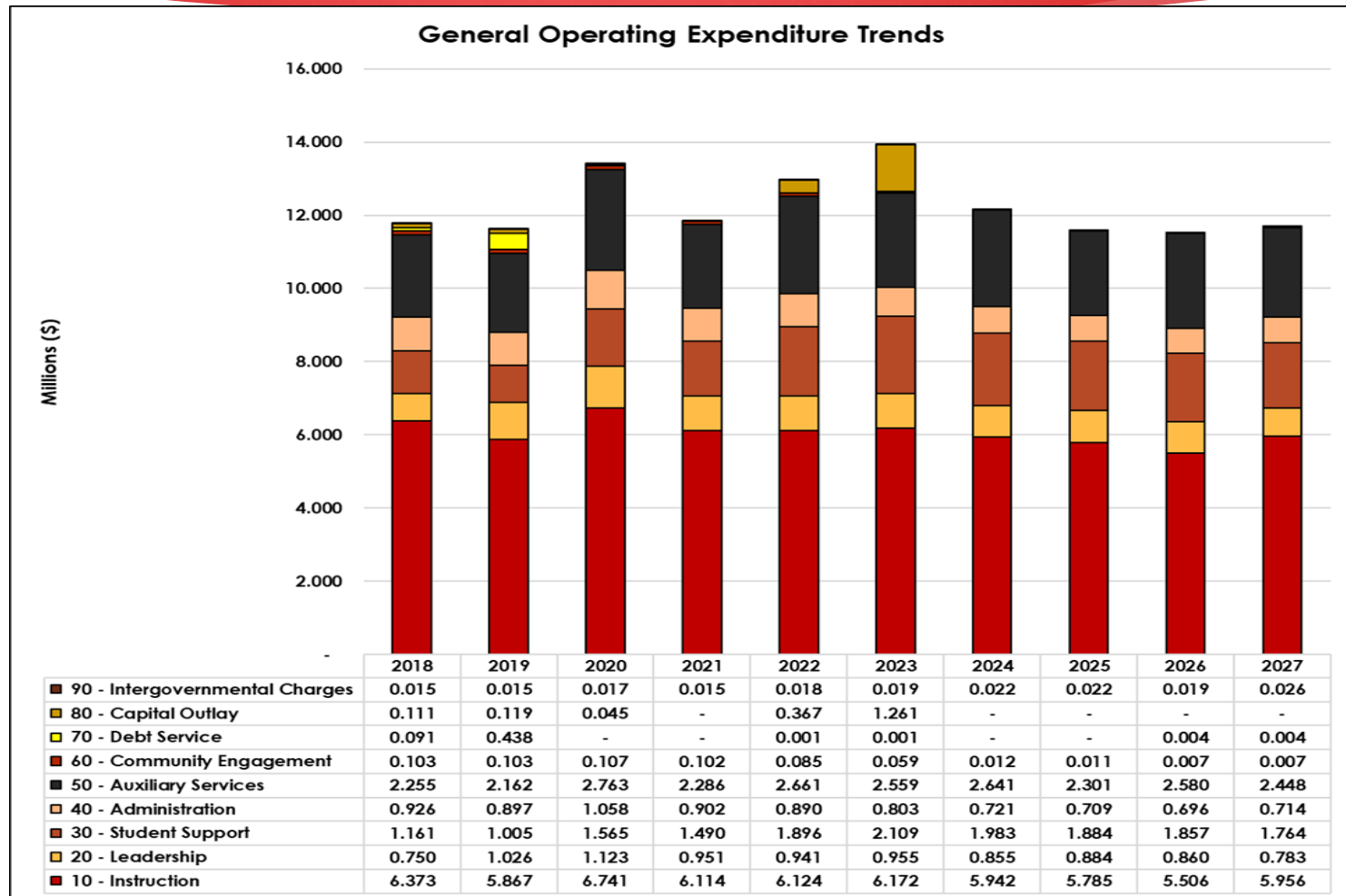
| Expenditures                    | 101<br>CNS     | 199<br>GO         | 599<br>DS        | Total             | %              |
|---------------------------------|----------------|-------------------|------------------|-------------------|----------------|
| Instruction                     | -              | 5,956,297         | -                | 5,956,297         | 45.86%         |
| Instructional/School Leadership | -              | 783,014           | -                | 783,014           | 6.03%          |
| Student Support Services        | 780,000        | 983,996           | -                | 1,763,996         | 13.58%         |
| Administration                  | -              | 714,002           | -                | 714,002           | 5.50%          |
| Auxiliary Services              | -              | 2,447,925         | -                | 2,447,925         | 18.85%         |
| Community Engagement            | -              | 6,800             | -                | 6,800             | 0.05%          |
| Debt Service                    | -              | 3,500             | 1,288,539        | 1,292,039         | 9.95%          |
| Capital Outlay                  | -              | -                 | -                | -                 | 0.00%          |
| Intergovernmental               | -              | 23,000            | -                | 23,000            | 0.18%          |
| <b>Total Expenditures</b>       | <b>780,000</b> | <b>10,918,534</b> | <b>1,288,539</b> | <b>12,987,073</b> | <b>100.00%</b> |
| <b>Surplus/(deficit)</b>        | <b>-</b>       | <b>198,676</b>    | <b>-</b>         | <b>198,676</b>    |                |

# 2026-2027 District Estimated Expenditures





# General Operating Expenditure Trend



# Surplus/Deficit

| Revenues               | 101<br>CNS     | 199<br>GO         | 599<br>DS        | Total             |
|------------------------|----------------|-------------------|------------------|-------------------|
| 5700 - Local Sources   | 100,500        | 1,409,000         | 1,215,557        | 2,725,057         |
| 5800 - State Sources   | 2,000          | 9,568,210         | 72,982           | 9,643,192         |
| 5900 - Federal Sources | 677,500        | 140,000           | -                | 817,500           |
| Fund Balance           | -              | -                 | -                | 55                |
| <b>Total Revenues</b>  | <b>780,000</b> | <b>11,117,210</b> | <b>1,288,539</b> | <b>13,185,749</b> |

| Expenditures              | 101<br>CNS     | 199<br>GO         | 599<br>DS        | Total             |
|---------------------------|----------------|-------------------|------------------|-------------------|
| Campus                    | -              | 6,270,149         | -                | 6,270,149         |
| Department                | 780,000        | 4,648,385         | 1,288,539        | 6,716,924         |
| <b>Total Expenditures</b> | <b>780,000</b> | <b>10,918,534</b> | <b>1,288,539</b> | <b>12,987,073</b> |
| <b>Surplus/(deficit)</b>  | <b>-</b>       | <b>198,676</b>    | <b>-</b>         | <b>198,676</b>    |

# Surplus Explanation

|                          |   |                |
|--------------------------|---|----------------|
| <b>Surplus/(deficit)</b> | - | <b>198,676</b> |
|--------------------------|---|----------------|

| <b>Position removed 199</b> | <b>Positions</b> |                |
|-----------------------------|------------------|----------------|
| Custodian                   | 1                | 24,887         |
| Instructional Aides         | 1                | 28,756         |
| Bus Driver                  | 1                | 44,876         |
| Maintenance Worker          | 2                | 89,901         |
| Teacher                     | 4                | 304,000        |
| <b>Savings</b>              | <b>9</b>         | <b>492,420</b> |

| <b>Position removed CNS</b> | <b>Positions</b> |        |
|-----------------------------|------------------|--------|
| Food Service Helper         | 1                | 17,483 |
| FoodService Campus Manager  | 1                | 32,500 |
|                             |                  | 49,983 |

# Budget Considerations

**Surplus/(deficit)**

-

**198,676**

Restructuring the weights of Special Education Commissioner will determine the intensity IEP based model funding provide to Special Education students by 2026-2027

Increased funding for CTE (weights have not been determined)

Teacher preparation and certification initiatives, as the bill requires that all teachers in foundation courses be certified by 2029-2030

Additional funding for Early Educations (weights have not been determined)

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## **Considerations 199**

|                              |    |         |
|------------------------------|----|---------|
| Auxiliary 10%                | 23 | 70,271  |
| Clerical Paraprofessional 5% | 19 | 30,224  |
| Professional 3%              | 16 | 39,670  |
| Teachers Step increase       | 59 | 43,683  |
|                              |    | <hr/>   |
|                              |    | 183,848 |

## **Considerations CNS**

|                 |   |        |
|-----------------|---|--------|
| Auxiliary 10%   | 9 | 19,650 |
| Professional 3% | 1 | 2,037  |
|                 |   | <hr/>  |
|                 |   | 21,687 |

# Budget Consideration Debt Service

The district is still in debt \$14,521,235. For fiscal year 2026, it has been anticipated that the fund was in deficit (\$134,659). The increase in property values have shifted the tax burden state to local. At this point in time the state has overpaid the district in the amount \$436,362.

The district will need to increase the tax rate from \$0.4689 to the maximum of \$0.50 which is a \$0.0311 increase. The expected revenue will be \$80,622.

Thank you!