



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT  
OFFICE OF THE SUPERINTENDENT

1450 Gillette Boulevard · San Antonio, Texas 78224 · (210) 977-7000 · Fax (210) 977-7017

Minutes of Regular Meeting

The Board of Trustees  
South San Antonio ISD

A Regular Meeting of the Board of Trustees of South San Antonio ISD was held Wednesday, January 24, 2024, beginning at 6:00 PM in the ADMINISTRATION BUILDING 1450 Gillette Blvd. San Antonio, Texas 78224.

CALL TO ORDER AND ROLL CALL

| Trustee               | Present | Absent | Late Arrival/Departed Early |
|-----------------------|---------|--------|-----------------------------|
| Ernesto Arrellano Jr. | X       |        |                             |
| Cyndi Ramirez         | X       |        |                             |
| Shirley Ibarra        | X       |        |                             |
| Joe Araiza            | X       |        |                             |
| Abel Martinez Jr.     | X       |        |                             |
| Homer Flores Jr.      |         | X      |                             |
| Manuel Lopez          | X       |        |                             |

Led by Michelle Martinez, Senior Executive Assistant

- PLEDGE OF ALLEGIANCE
- TEXAS PLEDGE
- PRAYER

Led by Alexis LaFosse, Director of Communications

CITIZENS TO BE HEARD

Tom Cummins, AFT Representative, addressed the Board regarding the Reduction in Force agenda item.

TEA REMARKS

Dr. Abe Saavedra, TEA: Good evening members of the Board. As Mr. Cummins stated, this evening you are going to be asked to take a very difficult vote. Actually, you are going to be asked to take 2 votes as it pertains to your finances. And a positive vote on each of the 2 items will help this district get out of the deficit they are in. For anyone that doubts that this district is in deficit, all you have to do is listen to Mr. Kingman’s report in a few minutes as he puts up on his screen the financials for the district. You’re gonna see that for this year the revenue that is scheduled to come in is about 78.5 million dollars. Your expenditures as of right now are 85.5 million. In addition to that, you’ve moved 2 and half million in the self-insured insurance fund to balance it out. That means that’s a total of 88 million dollars that you are scheduled to spend this year with revenue of only 78.5. It’s a very real 9 and a half million-dollar deficit. I would like for y’all to keep that in mind as these items come up. Thank you.

SUPERINTENDENT'S REMARKS (NO ACTION / REPORT ONLY)

Henry Yzaguirre, Superintendent of Schools, addressed the Board and audience welcoming the attending South San community to the meeting. He informed that we have seen a slight dip in our attendance this month and he encouraged parents to send their kids to school. He recognized the maintenance department for the outstanding job they did before and during the recent winter storms to include Moses Gutierrez, Facilities Coordinator, and the entire Maintenance Department.

BOARD PRESIDENT'S REMARKS (NO ACTION / REPORT ONLY)

Manuel Lopez, Board President, addressed the Board and audience welcoming all to the first board meeting of 2024. He stated that we have done a lot to get back on track and we continue to work hard. He recommended that all board members attend board meetings as much as they possibly can. He stated that they are needed to be present to help make hard decisions because that is what they got elected for and they have to sacrifice time sometimes. He recommended that all board members stay on top of their education, their hours. He stated there is one Board member that has 7 hours and one that has 67 hours, and said that’s a big gap. He said this is a new

year and they have hard decisions coming up, not very popular decisions, but that have to be made. He highly recommended that all Board members make the best possible way of getting to a Board meeting. He said if it's a medical issue, he understood and understands emergencies. He stated that missing 13 meetings in one year then there is no reason for you to be here if you're not being effective and you are not representing your constituents. He said at the end of the day the Board members that are there are the ones that take the big hits on the big votes.

**RECOGNITIONS**

1. SSAISD School Board Appreciation Month  
Alexis LaFosse, Director of Communications, was called to recognize Board members for their dedication and thanked the South San HS Culinary Class for the dessert they made.
2. SSAISD Spanish Spelling Bee Winners  
Adriana Farias, Bilingual Department, was called to recognize students for their achievements.

**PRESENTATIONS / REPORTS**

1. December 2023 Financials  
Tony Kingman, Chief Financial Officer, and Henry Yzaguirre, Superintendent, were called to present and answer questions related to this item.
2. Academic Health Report  
Millicent Marcha, Chief Academic Officer, was called to present and answer questions related to this item.

**CONSENT**

*Policy BE (Local) states that the consent agenda shall include items of a routine and/or recurring nature grouped together under one action item. All such items shall be acted upon by one vote without separate discussion, unless a Board Member requests that an item be withdrawn for individual consideration. The remaining items shall be adopted under a single motion and vote.*

1. Approve the Board Meeting Minutes
  - A. December 20, 2023 Regular
  - B. January 17, 2024 Workshop
2. EIC(Local) Board Policy Update
3. Approval of RFP 2023-16 Nursing Staff Services
4. Approve the agreement between Bexar County Municipal, County Police, and Fire Agencies and SSAISD.
5. Approve the training agreement between Our Lady of the Lake University and SSAISD.
6. Approve the affiliation agreement between South San Antonio ISD and Stephen F. Austin State University to place field residency, internship, practicum and clinical teachers.

Mr. Yzaguirre made a comment on item #2 EIC Local Policy: He stated that the version in Boardbook had an error in it and reads the calculation shall not include failing grades but the proper language should read the calculation shall include failing grades. His recommendation was to approve items 1-6 with that adjustment to #2.

Mr. Arrellano moved to approve the consent agenda items 1– 6 as presented, Mrs. Ramirez seconded and the Board of Trustees voted 6/0 to approve the item as presented. Motion passed.

| Vote:                 | Yes | No | Abstained |
|-----------------------|-----|----|-----------|
| Ernesto Arrellano Jr. | X   |    |           |
| Cyndi Ramirez         | X   |    |           |
| Shirley Ibarra        | X   |    |           |
| Joe Araiza            | X   |    |           |
| Abel Martinez Jr.     | X   |    |           |
| Manuel Lopez          | X   |    |           |

**DISCUSSION AND POSSIBLE ACTION**

1. Fiscal Year 2022-2023 Annual Financial Report  
Tony Kingman, Chief Financial Officer, and Rebecca Goldstein, partner at Weaver and Tidwell, were called to present and answer questions related to this item.  
Mr. Yzaguirre made a recommendation: I would like to recommend that we approve the 2022-2023 annual financial report as presented by Weaver and Tidwell demonstrating no material weaknesses.  
Mrs. Ramirez moved to approve the item as presented, Mr. Arrellano seconded, and the Board of Trustees voted 6/0. Motion passed.

| Vote:                 | Yes | No | Abstained |
|-----------------------|-----|----|-----------|
| Ernesto Arrellano Jr. | X   |    |           |

|                   |   |  |  |
|-------------------|---|--|--|
| Cyndi Ramirez     | X |  |  |
| Shirley Ibarra    | X |  |  |
| Joe Araiza        | X |  |  |
| Abel Martinez Jr. | X |  |  |
| Manuel Lopez      | X |  |  |

2. Consideration and approval of a resolution by the board of trustees of the South San Antonio Independent School District providing for the defeasance of certain currently outstanding obligations; authorizing the execution of an escrow agreement; delegating to certain district officials and staff the authority to effectuate matters herein resolved

Henry Yzaguirre, Superintendent, and Tony Kingman, Chief Financial Officer, were called to present and answer questions related to this item.

Mr. Arrellano moved to approve the item as presented, Mrs. Ramirez seconded, and the Board of Trustees voted 6/0. Motion passed.

| Vote:                 | Yes | No | Abstained |
|-----------------------|-----|----|-----------|
| Ernesto Arrellano Jr. | X   |    |           |
| Cyndi Ramirez         | X   |    |           |
| Shirley Ibarra        | X   |    |           |
| Joe Araiza            | X   |    |           |
| Abel Martinez Jr.     | X   |    |           |
| Manuel Lopez          | X   |    |           |

3. Resolution of the Board to Employ or Accept as Volunteers Chaplains

Henry Yzaguirre, Superintendent, was called to present and answer questions related to this item.

The Administrations recommendation was to select Option 3 – Our district will not permit Chaplains to serve these functions in the district.

Mrs. Ramirez moved to approve the item as presented, Mr. Araiza seconded, and the Board of Trustees voted 4/1/1. Motion passed.

| Vote:                 | Yes | No | Abstained |
|-----------------------|-----|----|-----------|
| Ernesto Arrellano Jr. | X   |    |           |
| Cyndi Ramirez         | X   |    |           |
| Shirley Ibarra        |     |    | X         |
| Joe Araiza            | X   |    |           |
| Abel Martinez Jr.     |     | X  |           |
| Manuel Lopez          | X   |    |           |

4. Approve the South San Antonio ISD Instructional Calendar -2024/2025/2025-2026.

Henry Yzaguirre, Superintendent, and Millicent Marcha were called to present and answer questions related to this item and recommended to approve option A.

Mr. Lopez made a motion: I make a motion that we accept the Superintendents recommendation for option A for the instructional calendar 2024-25 and 25-26, Mrs. Ramirez seconded, and the Board of Trustees voted 6/0. Motion passed.

| Vote:                 | Yes | No | Abstained |
|-----------------------|-----|----|-----------|
| Ernesto Arrellano Jr. | X   |    |           |
| Cyndi Ramirez         | X   |    |           |
| Shirley Ibarra        | X   |    |           |
| Joe Araiza            | X   |    |           |
| Abel Martinez Jr.     | X   |    |           |
| Manuel Lopez          | X   |    |           |

**CLOSED / EXECUTIVE SESSION**

*NOTICE: The Board of Trustees may elect to go into Closed Meeting any time during the meeting to discuss matters listed on the Agenda when authorized by the provisions of the Open Meetings Act, Chapter 551 of the Texas Government Code. In the event the Board of Trustees elects to go into Closed Meeting regarding an Agenda Item, the Board of Trustees will hold a Closed Meeting to discuss individual personnel matters including termination, litigation and other matters the Board deems necessary. Upon completion of Closed Meeting, the Board of Trustees may, in the open session, take such action as appropriate on items discussed in a Closed Meeting. If, during the course of the meeting, any discussion of any item listed on the agenda should be held in Closed Meeting, the Board will convene in such Closed Meeting in accordance with Texas Government Code Sections 551.001 - 551.088. The Board members may take action in the open portion of the meeting on items discussed in the Closed Meeting but no action will be taken in closed session. **The Board will return to open session and take appropriate action, if any, on items discussed in closed session. No Action will be taken in closed session. Further, Board Members are reminded that all items discussed in closed session must remain confidential also as to avoid liability to the district. The Board will consider and discuss, the following items: Closed Meeting pursuant to the Texas Open Meetings Act, Texas Government Code §§ 551.071, 551.072, 551.074, 551.076,***

551.082, and 551.0821

1. Discussion concerning personnel matters pursuant to Texas Government Code Section 551.074.
2. Consultation with attorney re: declaration of a financial exigency and implementation of a reduction in force pursuant to Board Policy DFFA.
3. Consultation with attorney regarding Superintendent Evaluation Instrument  
Start time: 8:14 PM.  
End time: 8:51 PM.

**OPEN SESSION**

1. Reconvene from Executive Session for action relative to items considered during Executive Session
2. Discussion and possible action to adopt a resolution declaring a financial exigency and implementing a District-wide reduction in force.  
Henry Yzaguirre, Superintendent, was called to present and answer questions related to this item.  
Mr. Araiza moved to approve the item as presented, Mr. Lopez seconded, and the Board of Trustees voted 6/0.  
Motion passed.

| Vote:                 | Yes | No | Abstained |
|-----------------------|-----|----|-----------|
| Ernesto Arrellano Jr. | X   |    |           |
| Cyndi Ramirez         | X   |    |           |
| Shirley Ibarra        | X   |    |           |
| Joe Araiza            | X   |    |           |
| Abel Martinez Jr.     | X   |    |           |
| Manuel Lopez          | X   |    |           |

Mr. Lopez read aloud the resolution:

**THE BOARD OF TRUSTEES OF THE  
SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT  
RESOLUTION DECLARING FINANCIAL EXIGENCY**

**WHEREAS**, the South San Antonio Independent School District (“District”) Board of Trustees (“Board”) recognizes that it must grapple with a dire financial exigency resulting from declining enrollment and excessive debt.

**WHEREAS**, the financial position of the District as a whole is such that the financial resources of the District are insufficient to support existing academic programs or the District is unable to finance the full compensation of staff for the current or succeeding fiscal year;

**WHEREAS**, the District has closed one (1) high school, one (1) middle school, and two (2) elementary schools over the past year.

**WHEREAS**, the District currently employs more employees than it needs as a result of the school closures.

**WHEREAS**, the Board may adopt a resolution declaring a financial exigency for the District citing certain conditions Texas Education Code §44.011.

**WHEREAS**, the District has suffered a decrease of more than 20 percent in unassigned General Fund Balance per student in weighted average daily attendance over the past two years or a projected reduction of 20 percent compared to the current year.

**WHEREAS**, the District has suffered a decline in enrollment by more than ten percent over the past 5 years.

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD THAT:**

1. Based upon the District’s dire financial condition, the Board hereby declares a financial exigency as defined by Board Policy DFFA and Texas state law.
2. The Board hereby directs the Superintendent, in consultation with the Board, to develop a plan for reducing costs that may include options identified in Board Policy DFFA.
3. The Board authorizes the Superintendent to implement the reduction in force as set forth in Board Policy DFFA.
4. The Superintendent shall apply the following criteria to the employees within an affected employment area when a reduction in force will not result in the nonrenewal or discharge of all staff in the employment area. The criteria are listed in the order of importance and shall be applied sequentially to the extent necessary to identify the employees who least satisfy the criteria and therefore are subject to the reduction in force. For example, if all necessary reductions can be accomplished by applying the first criterion, it is not necessary to apply the second criterion, and so forth.
  - Qualifications for Current or Projected Assignment: Certification, multiple or composite certifications, bilingual certification, licensure, endorsement, and/or specialized or advanced content-specific training or skills for the current or projected assignment.
  - Performance: Effectiveness, as reflected by the most recent formal appraisal and, if available, consecutive formal appraisals from more than one year [see DNA] and any other written evaluative information, including disciplinary information, from the last 36 months. If the Superintendent at his or her discretion decides that the documented performance differences between two or more employees are too insubstantial to rely upon, he or she may proceed to apply the remaining criteria in the order listed below.
  - Extra Duties: Currently performing an extra-duty assignment, such as department or grade-level chair, band director, athletic coach, or activity sponsor.
  - Professional Background: Professional education and work experience related to the current or projected assignment.
  - Seniority: Length of service in the District, as measured from the employee's most recent date of hire.
5. The Superintendent shall recommend to the Board the nonrenewal or discharge of the identified employees within the affected employment areas.

**ADOPTED** by the vote of the majority of members of the Board of Trustees of the South San Independent School District present and voting at an open meeting of the Board on the 24<sup>th</sup> day of January 2024, at which a quorum was present.

**ADJOURNMENT**

The meeting adjourned at 9:09 PM.

**ATTEST**



Manuel Lopez, Board President



Shirley Ibarra, Board Secretary

*NOTICE: This meeting of the Board of Trustees is authorized in accordance with the Texas Government Code, Sections 551.001 - 551.146. Verification of Notice of Meeting and Agenda are on file in the Office of the Superintendent. Closed meeting, if required and if authorized by the statute, will be conducted prior to the conclusion of the meeting for any item listed on this agenda.*

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