



**SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT
OFFICE OF THE SUPERINTENDENT**

5622 Ray Ellison Blvd. · San Antonio, Texas 78242 · (210) 977-7000 · Fax (210) 334-6704

**Minutes of Regular Meeting
The Board of Managers
South San Antonio ISD**

A Regular Meeting of the Board of Managers of South San Antonio ISD was held Monday, February 23, 2026, beginning at 6:00 PM in the ADMINISTRATION BUILDING 5622 Ray Ellison Blvd. San Antonio, Texas 78242.

CALL TO ORDER AND DECLARE QUORUM

Managers	Present	Absent	Late Arrival/Departed Early
Raymond Tijerina	X		
Karla Gomez Sanchez	X		
Darrell Balderrama		X	
Aurelina Prado	X		
Jesus Rendon III	X		
Adrian Guerra	X		
Dr. Kelly Murguia	X		

Led by Michelle Martinez, Senior Executive Assistant

- PLEDGE OF ALLEGIANCE
- PLEDGE TO THE TEXAS FLAG
- PRAYER

Led by Shepard Middle School students

RECOGNITIONS

1. District Auxiliary Employee of the Month
Alexis LaFosse, Director of Communications, was called to recognize an employee for their achievements.
2. SSAISD Student Highlight: Lola Gonzalez, 7th Grade Shepard Middle School
Alexis LaFosse, Director of Communications, was called to recognize a student for their achievements.
3. Campus Teacher of the Month
Alexis LaFosse, Director of Communications, was called to recognize teachers for their achievements.

PUBLIC HEARING

1. Public Hearing of 2024-2025 Texas Academic Performance Report (TAPR)
Dr. Jennifer Gutierrez, Deputy Superintendent, was called to present and answer questions related to this item.

CITIZENS TO BE HEARD

Tom Cummins, AFT Representative, addressed the Board regarding the AFT survey results and informed that some South San High School teachers are considering leaving.

Cheyenne Rendon, parent, addressed the Board regarding the Head Start Waiver for Facilitator Caseload agenda item.

Alexa Lopez, parent, addressed the Board regarding the Head Start Waiver for Facilitator Caseload agenda item.

TEA REMARKS

Dr. Abe Saavedra, TEA: Good evening ladies and gentlemen. As TEA Conservator, my responsibility is to provide oversight, monitor activities, decisions made, action taken by the Board of Managers, actions taken by the Superintendent and correct anything that needs to be corrected. And thus far, since last February, I have not issued one directive to correct anything and I point that out because last week there was some sensational journalism that appeared online and that I felt was very unfair to the district and to the work not only that the staff is doing but the faculty as well as the administration and the Board of Managers but really everyone here at South San. I've had the opportunity to review your local innovation plan that was originally approved by a previous Board in January of 2023 and amended by this Board in November of 2025. I also have reviewed minutes and agendas of recent District Education Improvement Council meetings where actions were taken. Everything's going well. Change is difficult and as you can tell by the report, the TAPR report presented by Dr. Gutierrez, there's still a lot of challenges out there. There's still a lot of improvement needed in the district, but you've had a lot of wins as well. The teachers that spoke before me gave an example of that of the many wins they're having in their classroom. I'm gonna ask Mike to put up one slide, it's a slide that I think this Board of Managers has seen, but I want to speak to it, because this is sensational. If someone wants to do sensational journalism this is the kind of journalism that needs to appear. These are the results of the December re-testers, and this happens to be a slide that I also presented to TEA last month in January because the re-testers are the hardest to teach. These are the young people, this is their last chance to pass their state test, the very last chance. They've taken it I believe three times prior to this point and this is their last chance. Well, I want to compare South San's performance to the region and to the state. Just for starters in Biology and Algebra I South San out performs, not just improves better but out performs the state average and the region average. The economic disadvantage percentages for South San is about 90-92% for the state its 60%. So, we're comparing a group of young people, a group of families, students, a community that has 50% more economically disadvantaged students to the state average, and still out performs the state in Biology and Algebra I. The other data point that I'll point out is the yellow highlights. This is how much gain or how much improvement occurred from 2024-2025. In English I 100% improvement from 16%-32%. In English II 100% improvement, from 15%-30%. In Biology a 34% improvement while the region drops 5% and the state drops 4%. In Algebra I the improvement is 77% while the state and region gains 19%, the state gains 21% and in US History the improvement for South San is 58% to a -4% for the region and -2% for the state. I point these out because I know change has been said several times this evening is difficult and when things get publicized the way they did last week sometimes people start to wonder, are we doing the right thing. Let me tell you folks, you're doing the right thing and we're just getting started, this is only your first year. Stick with it, you're doing it for the students and you're doing it for the right reasons. Thank you.

SUPERINTENDENT'S REMARKS (NO ACTION / REPORT ONLY)

Dr. Saul Hinojosa, Superintendent of Schools: Thank you Mr. Tijerina. I have several things to point out but I do just want to say and I know I've said this many times and kinda echo some of the sentiments that Dr. Saavedra has said that you know we are expecting more from our teachers, I don't deny that as to what was expected before. Without a doubt we are expecting more, again, the reason is because we want to do what's best for kids. There's no way that you can have an effective teacher to grade papers, do lesson plans, and do all the things you sign up for in 40 hours. It's almost impossible I don't know anywhere where you can do it. Fortunately, we have passionate teachers as we heard who are willing really to go the extra mile to make a difference in our students and our community, because that's what our kids deserve. We do have some teachers that did not meet that criteria as far as the goals and objectives and they did move on. Because again our administrators who are out here are ensuring every day, going into those classrooms, and they know that's an expectation to make sure that students receive that quality education. I'm really proud of where we are today, the direction that we are headed and the results that we've achieved and I know that we're gonna achieve. So again, a big thank you for the hard work to our admin and for the teachers who are not here but again were really we have some great teachers, very passionate, who want to do the best for our kids. Again, a big thank you to all of you out there. I do want to just add some tidbits here that I must put in my remarks one of them is that, of course we have security audits that we did have a failed security audit at one of our campuses, I'm not gonna say where but what I can tell you it was due to a faulty door. And it was addressed immediately as we found out. It was of course a failed audit, we informed Mr. Rocha, he went out there with his maintenance crew and that door has been tested and it is secure. So I do say that because that is one of the mandates when you do fail a security audit that we do have to inform the public and the board. Of course, if the Board wants more information on that we can definitely disclose that or discuss that in closed session. I do know that, that door is functional now and that issue has been addressed. Really good news as far as the athletics part our girls' basketball team made it to the area round. I was there at the bi-district game and I know they played a state ranked team. Mr. Guerra was there present and the girls did really fought really hard and came up short. But very respectable game and we are really proud of Coach Roberts and the girls for an outstanding season. And then the boys will be playing tomorrow in a bi-district match up and again congratulations goes out to first year coach Mike Martinez who's done a phenomenal job already has 21 wins and the boys will be playing at Highlands High School tomorrow at 6pm so we invite everybody if you have some time to go out there and support our teams. I have been going out meeting with former Trustees in the community to discuss VATRE. I know the Board wanted me to kind of get a feel and the temperament from the community as we well know our facilities need some upgrades. Especially our HVAC and our roofs which are deficient and some of them our HVAC units are over 20 years old. So, we are looking a price tag over upwards of 20 million. The only way we can accomplish that is with a VATRE. So, I have been going out again spoken with a minimum of 20 Trustees and they've all been very receptive. I will continue to meet with more groups, cafecitos at campuses, until we really have a good solid idea of how our community is going to react to the VATRE which is basically 0% tax increase from what individuals are paying now but it will generate anywhere from 5-7 million dollars yearly. So again, we want to take advantage of that if that's the wishes of the community. I will continue to do that work. A big thank you, you saw some gift cards being delivered today. We did have, now that its official, Toyota manufacturing donate \$25,000 to the foundation for STEM education and HEB donated \$5,000 as well for STEM education so again \$30,000 and kudos to the curriculum team who wrote those grants in order to achieve those funds. Our culinary team continues to shine in district. They participated in the Vaquero cookoff at the rodeo and they won grand prize first place and brought \$20,000 of scholarships, so they were recognized at the rodeo. So, I got to go congratulate Chef Chavez and she mentioned we were always second or third and this time we won the whole deal. Again, they were put in the spotlight right in the middle of the rodeo arena I'm sure as the bulls were cleared out right and made it safe for our kids but congratulations to Chef Chavez and the crew. Also, the digital marquees are up and running. I believe at Benavidez and Carrillo Elementary, which again alerts our parents to all the things that are ongoing and is a lot safer as well right as they can manipulate the messages instead of having to climb a ladder in order to put the information and we'll continue to add more marquees as we go and we plan ahead. So, we're thinking about the next ones, where are those

gonna go so we'll keep everybody updated. And then the big thing as community listens is one of the things is we are somewhat deficient on is attendance. And we really need everybody, you know kids can't learn if they're not in school. We have phenomenal teachers, they do a great job but we need parents to send their kids to school. Especially at the elementary level when kids don't have a choice they are dependent on the parents. Right? To wake them up or to transport them to get them on those buses. Again, we want to make sure that we reach our goal, our goal is 94% and that obviously has been lagging since we've come back from the holiday. So, to all the parents out there please advise your kid, the last thing we want is to retain a child because they haven't met the attendance requirement that are required by the state so we do need our parents to send their kids to school. Again, great things going on, we have benchmark testing. I know we have some on Wednesday in the area of Science and then the following week we will have Mathematics which will be our last one. And then we will be reporting to the board in March the results of our benchmark scores so that you can see the growth first hand of how our kids are doing and performing. So right now, I know in Language Arts for the most part our campuses are ahead of schedule with the exception of maybe 1 or 2, as compared to where they were last year so we're really excited in what the possibilities are. Again, it couldn't be done without the hard work of our teachers who are tutoring after school some are coming in on Saturdays in order to tutor kids because they know that's what's needed in order to get our kids in a position to be successful so again we appreciate the work that is being done on every campus in order to increase student performance.

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

None

DISCUSSION AND POSSIBLE ACTION

1. Fiscal Year 2024-2025 Annual Financial Report

Stanley Osborne, Chief Financial Officer, Rebecca Darling and Joey Hernandez from Weaver Tidwell, were called to present and answer questions related to this item.

Dr. Murguia moved to approve the item as presented, Mrs. Prado seconded, and the Board of Managers voted 6/0. Motion passed.

Vote:	Yes	No	Abstained
Raymond Tijerina	X		
Karla Gomez Sanchez	X		
Aurelina Prado	X		
Jesus Rendon III	X		
Adrian Guerra	X		
Dr. Kelly Murguia	X		

2. Resolution for Inclement Weather

Stanley Osborne, Chief Financial Officer, and Dr. Saul Hinojosa, Superintendent were called to present and answer questions related to this item.

Mr. Prado moved to approve the item as presented, Mrs. Sanchez seconded, and the Board of Managers voted 6/0. Motion passed.

Vote:	Yes	No	Abstained
Raymond Tijerina	X		
Karla Gomez Sanchez	X		
Aurelina Prado	X		
Jesus Rendon III	X		
Adrian Guerra	X		
Dr. Kelly Murguia	X		

PRESENTATIONS / REPORTS

1. 2026-2027 Nita M. Lowey 21st Century Community Learning Centers, Cycle 13, Year 1 Grant

Dr. Jennifer Gutierrez, Deputy Superintendent, was called to present and answer questions related to this item.

2. Constraint Progress Monitoring: Educator Support

Dr. Jennifer Gutierrez, Deputy Superintendent, was called to present and answer questions related to this item.

3. District Goal Progress Monitoring: Early Literacy & Math

Dr. Jennifer Gutierrez, Deputy Superintendent, was called to present and answer questions related to this item.

4. January 2026 Financials

Stanley Osborne, Chief Financial Officer, was called to present and answer questions related to this item.

5. Quarterly Delinquent Tax Collection Summary Report October 2025 -December 2025
Stanley Osborne, Chief Financial Officer, and Ronald Rocha, Linebarger representative, were 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. January 26, 2026 Regular
 - B. February 2, 2026 Special
2. City of San Antonio (Convention & Sports Facilities/Alamodome)
3. Boys & Girls Club Young Achievers Program
4. Head Start Waiver for Facilitator Caseload
5. 2026-2027 Head Start Transportation Waiver
6. 2025-2026 South San Antonio ISD Pay and Compensation Plan Amendments
7. TASB Board Policy update to DBD (Local)
8. Employment Requirements and Restrictions - Conflict of Interest Report
9. TASB Board Policy update to CKE (Local)

Mrs. Prado moved to approve the consent agenda items 1,2,3,7,8, and 9 as presented, Mr. seconded and the Board of Managers voted 6/0 to approve the item as presented. Motion passed.

Vote:	Yes	No	Abstained
Raymond Tijerina	X		
Karla Gomez Sanchez	X		
Aurelina Prado	X		
Jesus Rendon III	X		
Adrian Guerra	X		
Dr. Kelly Murguia	X		

CONSENT Items pulled

Item #- 4

Head Start Waiver for Facilitator Caseload

Rebecca Herrera, Head Start Program Administrator, was called to present and answer questions related to this item.

Mrs. Prado moved to approve the consent agenda item 4 as presented, Mrs. Sanchez seconded, and the Board of Managers voted 4/1/1 to approve the item as presented. Motion passed.

Vote:	Yes	No	Abstained
Raymond Tijerina	X		
Karla Gomez Sanchez	X		
Aurelina Prado	X		
Jesus Rendon III			X
Adrian Guerra	X		
Dr. Kelly Murguia		X	

Item #- 5

2026-2027 Head Start Transportation Waiver

Rebecca Herrera, Head Start Program Administrator, Dr. Saul Hinojosa, Superintendent, and Andy Rocha, Executive Director of Operations were called to present and answer questions related to this item.

Mrs. Sanchez moved to approve the consent agenda item 5 as presented, Mrs. Prado seconded and the

Board of Managers voted 6/0 to approve the item as presented. Motion passed.

Vote:	Yes	No	Abstained
Raymond Tijerina	X		
Karla Gomez Sanchez	X		
Aurelina Prado	X		
Jesus Rendon III	X		
Adrian Guerra	X		
Dr. Kelly Murguia	X		

Item #- 6

2025-2026 South San Antonio ISD Pay and Compensation Plan Amendments

Rita Uresti, Executive Director of Human Resources, and Dr. Saul Hinojosa, Superintendent, were called to present and answer questions related to this item.

Mrs. Prado moved to approve the consent agenda item 6 as presented, Mr. Guerra seconded and the Board of Managers voted 5/0/1 to approve the item as presented. Motion passed.

Vote:	Yes	No	Abstained
Raymond Tijerina	X		
Karla Gomez Sanchez	X		
Aurelina Prado	X		
Jesus Rendon III			X
Adrian Guerra	X		
Dr. Kelly Murguia	X		

DISCUSSION AND POSSIBLE ACTION

1. Board Committees, Membership & Deliverables (Discussion Only/No Action)
 - A. Community Engagement Committee Sanchez Prado Rendon
 - B. Board Policy Committee Rendon Murguia Guerra

Mr. Tijerina, Board President, led the Board in discussion regarding items A and B.

2. Prayer Resolution

Dr. Saul Hinojosa, Superintendent, was called to present and answer questions related to this item.

Dr. Murguia moved to approve the item as presented, Mrs. Sanchez seconded, and the Board of Managers voted 6/0. Motion passed.

Vote:	Yes	No	Abstained
Raymond Tijerina	X		
Karla Gomez Sanchez	X		
Aurelina Prado	X		
Jesus Rendon III	X		
Adrian Guerra	X		
Dr. Kelly Murguia	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 so 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. Personnel §551.074: deliberation on the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of personnel, including staffing issues, campus

- principals and district administrators.
2. Intruder Detection Audit Findings Report
 3. Superintendent Summative Evaluation

Start time: 9:12 PM.

End time: 9:53 PM.

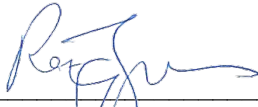
OPEN SESSION

1. Reconvene from Executive Session for action relative to items considered during Executive Session

ADJOURNMENT

Mr. Guerra moved to adjourn the meeting, Mr. Rendon seconded, and the Board of Managers voted unanimously to adjourn the meeting at 9:53 PM.

ATTEST



Raymond Tijerina, Board President



Darrell Balderrama, Board Secretary

NOTICE: This meeting of the Board of Managers 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.