



**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, July 20, 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 Alexis LaFosse, Director of Communications

CITIZENS TO BE HEARD

Tom Cummins, AFT Representative, addressed the Board regarding consideration of increasing salaries to a livable wage for the paraprofessionals.

TEA REMARKS

Diana Sayavedra, TEA: Good evening Board President Tijerina, Superintendent Hinojosa, and the rest of the Board. It's a pleasure and an honor to be here with you this evening. Really, I have very brief remarks for you this evening. As you know yall will be engaging in a self-assessment in the Lone Star Governance Integrity Tool. And so, as I went back to look at the rubric and I looked at the progress that the Board is making there is some significant progress reflected as I see it from my perspective. Specifically, in the areas of progress and accountability, the systems, processes, advocacy and engagement and synergy and teamwork. So I know that the board has been working very hard over the course of the year to really meet the elements of the rubric so I applaud you and thank you for the work and the dedication to the community of South San Antonio ISD. I also know that the administrative team is working very hard to gear up for the new school year. Last board meeting we celebrated the work from the previous school year but the team has done a wonderful job. Your administrative academy will start next week. There is plans in the works for convocation, orientation for new teachers. Welcoming close to 120+ new employees to the school district. So, very exciting time to be in South San Antonio ISD. So again, I think that we are gearing up for a very successful 26-27 school year. Thank you so much.

SUPERINTENDENT'S REMARKS (NO ACTION / REPORT ONLY)

Dr. Saul Hinojosa, Superintendent of Schools: Thank you Mr. Tijerina. Boy it's been a busy summer to say the least. We've has so many things happening. It seems that kids were just crossing the stage and we are back for another year. Its an exciting time to be part of the district as we heard, over 120 new teachers. I mean it's, I can't stress the phenomenal job our HR department did and many of our curriculum staff in order to go out there and get high quality individuals. I know there was a period of time there we were short on bilingual teachers and we put a little carrot out there with a stipend/sign on bonus and we had more bilingual teachers. Actually, I had extra right to draw from. We are really excited, I think we are down to about 14 teachers. We had an ELT meeting this morning and there is like 7 at the high school. Only a few on the instructional or

curriculum side so we are much more prepared this year as far as having top tier certified teachers. Since we came in 11 of 13 campuses have new Principals. So again, a lot of change. When you look, even with all the change we saw some substantial improvement in the district and we will know on August 11th our rating but we do anticipate it will go up. I don't want to give a number because you know we still haven't received the files to decide where we land at right. But several campuses made substantial improvements, there were a few that regressed but over all we're excited about the trajectory. As far as our budget, it is ongoing. We do have a compensation plan but those are just some added positions this is not the official budget presentation. What I am gonna say is that we are probably one of the only districts to be in a situation where we can look at compensation of course I know the step raise is something's that's almost, we already factoring that in for next year. We are looking at additional possibilities for teachers. We're looking at performance pay for admin under the enhance TIA proposal. Our teachers are probably gonna get a biggest pay bump than any other district being that we put that money in savings for performance-based pay. So, our top tier teachers are gonna see maybe 5% if not more. So again its much more than many of the other districts so kudos to Mr. Osborne and his staff for putting us in the situation that we are in. We had to make some tough decisions. Of course, we cut 51 positions but that's due to the loss of enrollment but that's only gonna go back to our teachers in order to make sure that we compensate them accordingly. I do want to state that registration is open for new students. That opened up officially today. And as of today, we have 319 new students to the district. So, we are on track, you know, do the math we lost about 500 students, the seniors, so hopefully the input is gonna out pace the output which will you know as we budget we are budgeting about 200-300 less students than we have now. So if we get close to where we are now that's just gonna be a reward. Like icing on the cake for us. I do want to say that we did have a break in at Kazen MS where 5 AC units were taken over the weekend. If anyone in the community has any information regarding those units please contact South San police Department as we are investigating that matter. We are taking some extra precautionary measures in order to secure the remaining AC units that we have. I know the copper is the main thing that people are after. One of the things we will continue to push for is the VATRE which we know we want to add compensation to our paraprofessionals but most importantly is our facilities. We had several leaks you know over the last week or two probably about 6 buildings. Towards the end of the year we had to redirect some of our students due to the amount of water that was coming into some of our classrooms. So, we know that we need to do something and we hope that the community supports us in this VATRE in order to really start investing in our buildings. If we don't do anything they're going to continue to deteriorate as we know because of deferred maintenance but if we pass this then we don't have to use some of our general budget items towards these facilities. So that's the whole gist and I myself am gonna continue to reach out to community leaders to get this going. I do want to say that today the election for place 1, 4 and 6 is now open so anybody in the community who wants to apply to be an elected Trustee can do so. Of course, they do not take the dais until the commissioner makes that decision at any time. But we are having the election and that's for single member districts 1, 4, and 6. So anybody who does want to apply to be on the Board can do so. I do want to congratulate one of our Board of Managers who is not here, Mr. Jesus Rendon and his wife Judith. We now have a Jesus Rendon IV. So, congratulations go out to him and his family. I did talk to him today and he was very happy. I know he is with us in spirit. I do want to say we do have a new Technology Director comes from us from Aldine ISD, Mr. Armando Ontiveros, who's back there so welcome to South San ISD and I know you're gonna do a good job keeping the momentum in the district moving forward. Dr. Hinojosa invited him to say a few words about himself, which he did. Dr. Hinojosa continued: Last but not least tomorrow we will start our admin academy. This is where our administrative team will be in session. This is a learning opportunity for all of us. I know the Board received a book, Jim Collins, Good to Great, which is the theme this year. All of our admin was expected to read and basically focuses on 5 different parameters of how to go from good to great. We've made some advancements right but we are not done yet. And now that we know if we want to get to the next level, we know that there is still a lot of room for improvement it's about hiring the right people, you know being invested, being disciplined, focusing where all the things come together to eventually that the system is all working in one direction and going in an upward trajectory. So, we're on track, we're excited for the community so the next couple of days admin will not be on campus but they will be returning on Friday as we are back on a 5-day work week. The Board should have received an invitation to our Convocation which is going to be next week on Friday at 1pm. Should be a great way to launch the school year with over 1,000 employees at Tech Port. A big thank you goes out to Frost Bank who made a substantial donation for us to have the event there. This is the second year that they have provided the resources in order for us to have the event there. Again, we are excited to launch 2026 and really keep the district moving in a positive trajectory.

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

None

PRESENTATIONS / REPORTS AND POSSIBLE ACTION

1. Goal Progress Monitoring: Early Math

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

Mrs. Sanchez moved to accept 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		
Darrell Balderrama	X		
Aurelina Prado	X		
Adrian Guerra	X		
Dr. Kelly Murguia	X		

2. Goal Progress Monitoring: Early Reading

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

Mr. Guerra moved to accept the item as presented, Dr. Murguia seconded, and the Board of Managers voted 6/0. Motion passed.

Vote:	Yes	No	Abstained
Raymond Tijerina	X		
Karla Gomez Sanchez	X		
Darrell Balderrama	X		
Aurelina Prado	X		
Adrian Guerra	X		
Dr. Kelly Murguia	X		

3. Constraint Progress Monitoring: Educator Support

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

Dr. Murguia moved to accept the item as presented, Mr. Balderrama seconded, and the Board of Managers voted 6/0. Motion passed.

Vote:	Yes	No	Abstained
Raymond Tijerina	X		
Karla Gomez Sanchez	X		
Darrell Balderrama	X		
Aurelina Prado	X		
Adrian Guerra	X		
Dr. Kelly Murguia	X		

4. June 2026 Financials

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

5. 2026-2027 Budget Workshop Presentation

Stanley Osborne, Chief Financial 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. June 15, 2026 Regular Called

2. EIC Local Policy Update Academic Achievement: Class Ranking

3. Grading Policies and Procedures

4. Innovative College Transition course for the 2026-2027 school year
 5. McGraw Hill Tx Social Studies Text and Student Learning Center
 6. i-Ready
 7. South San Antonio ISD 2026-2027 Student Code of Conduct
 8. 2026-2027 South San Antonio ISD Appraisal Calendar
 9. Summit K12 - TX Connect to Literacy ELD
 10. Frontline ELL/LPAC eStar & IEP eStar v3 Management System
 11. San Antonio Council on Alcohol and Drug Awareness (SACADA)
 12. Character Strong
 13. Children's Bereavement Center
 14. Juvenile Outreach Vocational Educational Network (JOVEN)
 15. ChildSafe
 16. San Antonio Education Partnership (SAEP)
 17. Bullseye Walkthrough and Coaching Platform
 18. City Education Partners - School Empowerment Network Aspiring Leaders Program
 19. Annual Review of Investment Policy CDA (Local)
 20. CFB Local Policy Update
 21. Approval of Partnership and Host School Agreement with USA Employment
 22. 2026-2027 South San Antonio ISD Pay and Compensation Plan
 23. Approval of Contract with the Robinson Brokerage Firm for Attentive/Next Level Prime
- Mrs. Prado made a motion: I have a motion to approve items 1-22 and removing 23 for discussion or not discussion, for validation, Mr. Guerra 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		
Darrell Balderrama	X		
Aurelina Prado	X		
Adrian Guerra	X		
Dr. Kelly Murguia	X		

Item 23

Legal counsel advised Board

Shauna Robinson from Attentive was called to present and answer questions related to this item.

Mrs. Sanchez made a motion: I move that we approve the contract subject to legal review and authorize Dr. Hinojosa to finalize contract with the Robinson Brokerage Firm for Attentive/Next Level Prime, Dr. Murguia 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		
Darrell Balderrama	X		
Aurelina Prado	X		
Adrian Guerra	X		
Dr. Kelly Murguia	X		

DISCUSSION AND POSSIBLE ACTION

1. Board Policy Committee B-Policy Recommendations

Dr. Murguia, Policy Committee Chair, was called to present and answer questions related to this item.

No action taken.

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 recommendation of contract renewal, staffing issues, campus principals and district administrators.

Start time: 7:55 PM.

End time: 8:33 PM.

OPEN SESSION

1. Reconvene from Executive Session for action relative to items considered during Executive Session
2. Lone Star Governance Self-Evaluation Q2 2026

Ben Mackey, Lone Star Governance Coach, was called to lead the Board in the self-evaluation.

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

Vote:	Yes	No	Abstained
Raymond Tijerina	X		
Karla Gomez Sanchez	X		
Darrell Balderrama	X		
Aurelina Prado	X		
Adrian Guerra	X		
Dr. Kelly Murguia	X		

ADJOURNMENT

Dr. Murguia moved to adjourn the meeting, Mr. Guerra seconded, and the Board of Managers voted unanimously to adjourn the meeting at 9:33 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.

DRAFT