SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: November 16, 2026

Agenda Section: Consent

Agenda Item Title: 2026-2027 South San Antonio ISD Pay and Compensation Plan Amendments

From/Presenters: Rita Uresti, Executive Director of Human Resources

Description: The 2026–2027 South San Antonio ISD Pay and Compensation Plan outlines the salary schedules, pay ranges, and stipends for all district positions. The proposed amendments support the District's strategic efforts to recruit, retain, and compensate highly qualified employees who contribute to improved student achievement and organizational success.

Historical Data: On July 20, 2026, the South San Antonio ISD Board of Trustees approved the initial 2026–2027 Pay and Compensation Plan. On August 17, 2026, the South San Antonio ISD Board of Trustees approved the 2026–2027 Pay and Compensation Plan amendments. On September 21, 2026, the South San Antonio ISD Board of Trustees approved the 2026–2027 Pay and Compensation Plan amendments. The proposed amendments reflect updates to that plan for the 2026–2027 school year.

Recommendation: Approve the 2026-2027 South San Antonio ISD Pay and Compensation Plan Amendments as presented.

Purchasing Director and Approval Date: Not applicable

Funding Budget Code and Amount: Not Applicable

Goal: 2. SSAISD will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.