



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: August 04, 2025

Agenda Section: Consent

Agenda Item Title: South San Antonio ISD Resolution to pay non-exempt employees during the 4-day Summer Schedule

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

Description: Each year, South San Antonio ISD implements a Summer 4-day work week during the months of June and July to support energy efficiency and operational cost savings. Exempt employees, as defined under the Fair Labor Standards Act (FLSA), receive their full salary regardless of weekly work hours. However, non-exempt employees are typically compensated based on actual hours worked. This resolution allows for consistent compensation practices by authorizing the District to pay non-exempt employees their regular weekly wages during the 4-day summer schedule, ensuring equity across all employee groups.

Historical Data: SSAISD has adopted a Summer 4-day work schedule since 2022. The Summer 4-day work week allows the district to support energy efficiency and operational cost savings.

Recommendation: Approve the South San Antonio ISD Resolution to pay non-exempt employees during the 4-day Summer Schedule 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.

THE BOARD OF TRUSTEES OF THE
SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

RESOLUTION

WHEREAS, the South San Antonio Independent School District Board of Trustees approves a District calendar each year;

WHEREAS, each year the District adopts a summer 4-day work week calendar to allow the District to support energy efficiency and operational cost savings;

WHEREAS, employees who are exempt from the Fair Labor Standards Act are paid the same amount regardless of whether they work the same number of hours a week;

WHEREAS, employees who are non-exempt employees under the Fair Labor Standards Act are not paid for hours they do not work;

WHEREAS, The Board of the District find that employees whose schedules are adjusted to a 4-day work week, will still be compensated based on their existing 40-hour work schedule, so as to maintain consistency in compensation throughout the District's transition to a 4-day work week.

NOW THEREFORE BE IT RESOLVED BY THE BOARD THAT:

1. The Board finds that there is a legitimate public purpose and benefit in allowing non-exempt District employees to be paid for their normal working hours during days for which the District utilizes the 4-day work week calendar. The Board hereby authorizes the Superintendent to create regulations or procedures to facilitate this Resolution.

ADOPTED by a 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 4th day of August 2025, at which a quorum was present:

President

Secretary