



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: March 16, 2026

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 four-day summer work week during the months of June and July to support energy efficiency and operational cost savings. Employees classified as exempt under the Fair Labor Standards Act (FLSA) receive their full salary regardless of the number of hours worked in a given week. Non-exempt employees, however, are typically compensated based on actual hours worked.

This resolution authorizes the District to compensate non-exempt employees at their regular weekly rate during the four-day summer schedule, ensuring equitable and consistent compensation practices across all employee groups.

Historical Data: SSAISD has implemented a four-day summer work schedule since 2022. The modified schedule has supported energy efficiency efforts and reduced operational costs while maintaining essential district services.

Recommendation: Approve the South San Antonio ISD Resolution to pay non-exempt employees during the four-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 Managers of the South San Independent School District present and voting at an open meeting of the Board on the 16th day of March 2026, at which a quorum was present:

President

Secretary