

2025-2026 Budget Workshop

July 21, 2025



Dr. Saul Hinojosa, School Superintendent
Tony Kingman, Chief Financial Officer

Vision: To empower all students in SSAISD to achieve academic excellence and personal success by providing equitable access to high-quality education, resources, and opportunities.
Mission: Inspiring, educating, and preparing all SSAISD students for success beyond the classroom, by providing a safe, nurturing and challenging learning environment, empowering students to reach their full potential, and engaging the community in our shared commitment to excellence.

Agenda



- General Information and 2024-25 Financial Recap
- 2025-2026 Proposed Budget
 - Overview
 - Trends & Analysis
 - Proposed Budgets
 - Fund Balance Analysis
 - Financial Highlights



Texas School Funding

South San Antonio ISD Fiscal Year: September 1 - August 31

Board Approved Funds

- General Fund (199) - the District's primary operating fund. It accounts for all financial resources of the general government, except those required to be accounted for in another fund
- Child Nutrition Fund (240) - to be used for programs using federal reimbursement revenues originating from the United States Department of Agriculture
- Debt Service Fund (599) - accounts for the resources accumulated and payments made for principal and interest on long-term general obligation debt of governmental funds

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2024-25 Financial Recap



- FIRST – Financial Integrity Rating System of Texas – Superior Rating
- No Material weaknesses for prior year financial audit
- Reduced the \$8.5M deficit to \$2M
- Texas Comptroller of Public Accounts Awards Traditional Finances Star



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2025-2026 Proposed Budget



Funding Sources

General Fund's source of revenue

- Local tax revenue from local property taxes
- Miscellaneous Local Revenue Sources: Athletics events, reimbursements, donations, etc...
- State Revenue: Different allotments: State compensatory education, bilingual education, CTE, early education, etc...
- **Mainly based on Average Daily Attendance (ADA)**
- Federal Revenue: Programs mainly based on information from the Special Education department - SHARS

Child Nutrition Fund's source of revenue

- Federal reimbursement revenues from the USDA
- Local revenue from sales

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Funding Sources

Debt Services Funds' source of revenue

- Local tax revenue from local property taxes
- Due to the rise in local property values, South San Antonio ISD will no longer qualify for state aid under the Existing Debt Allotment (EDA) and Instructional Facilities Allotment (IFA) programs. Instead, the district will receive 'hold harmless' funding from the state to offset the financial impact of the proposed increase in the Homestead Exemption—from \$25,000 in 2021 to \$140,000 in 2025.



Expenditure

General Fund Expenditure

- 84% is salaries and benefits
- 14.5% is non payroll operational items
- 1% is debt service payments and fees
- 0.5% is capital improvement

Child Nutrition Fund Expenditure

- 47% is salaries and benefits
- 40% is food related items
- 13% is other non payroll items

Debt Services Fund Expenditure

- 100% is debt service payments and fees



Planning Calendar – Budget 2025-26

Board Meetings

Budget Presentation	July 21, 2025
Public Hearing on Budget and Proposed Tax Rate	August 18, 2025

Board Actions

Adoption of 2025-26 Compensation Plan	August 18, 2025
Adoption of 2024-25 Final Budget Amendment	August 18, 2025
Adoption of 2025-26 Budget	August 18, 2025
Adoption of 2025-26 Fiscal Year Tax Rates	August 18, 2025

Financial Services Tasks

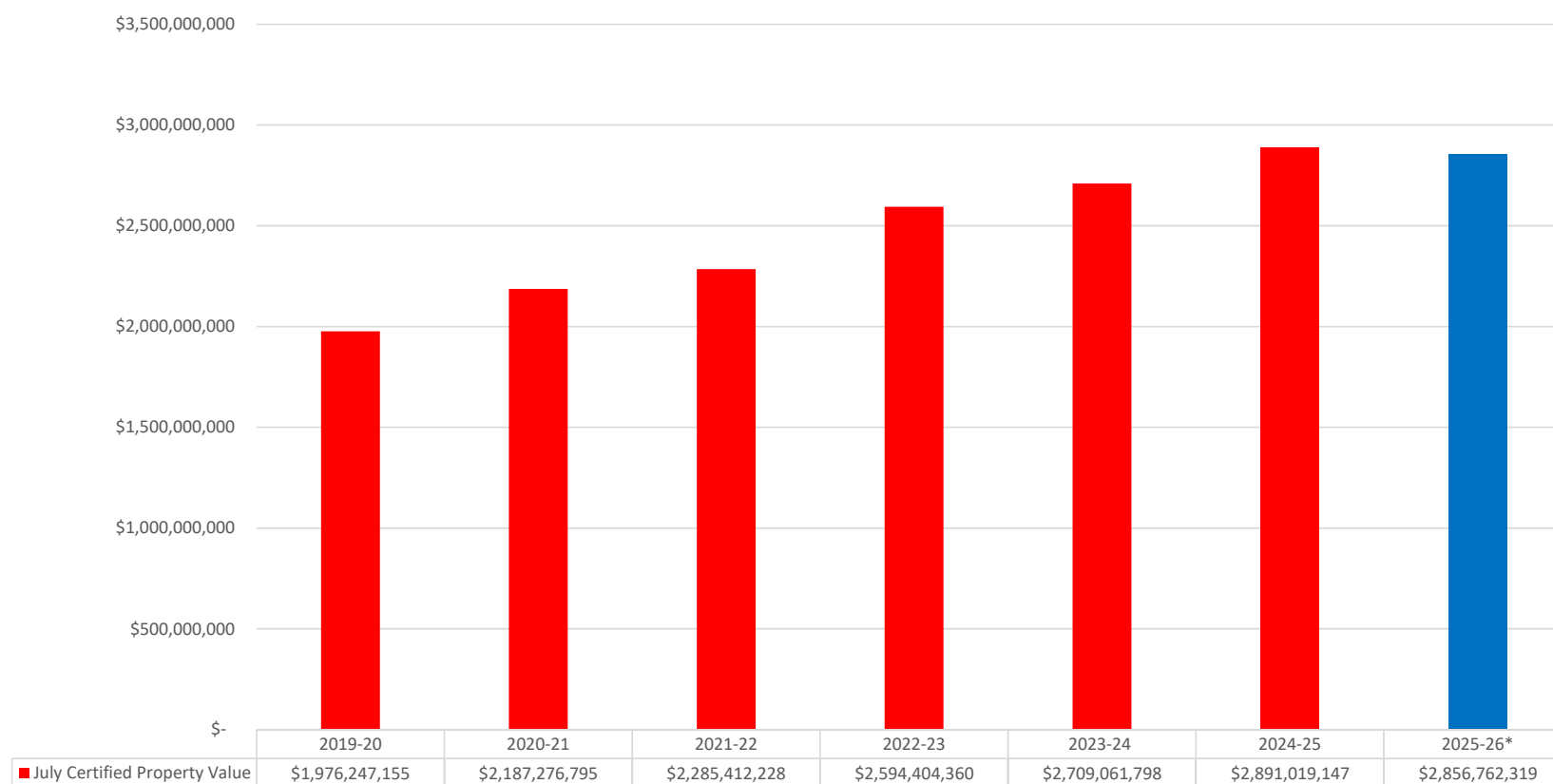
Issue Budget Materials to Campuses & Departments	April, 2025
Campuses & Departments One-on-One Budget Meeting	May, 2025
Receipt of Certified Value from Bexar CAD	July 25, 2025
Update State Funding Projections based on Certified Estimates	July, 2025
Publish Budget and Tax Rate Notice in Newspaper	August 8, 2025
Post a Summary of the proposed budget	August 8, 2025

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Taxable Property Value Trend



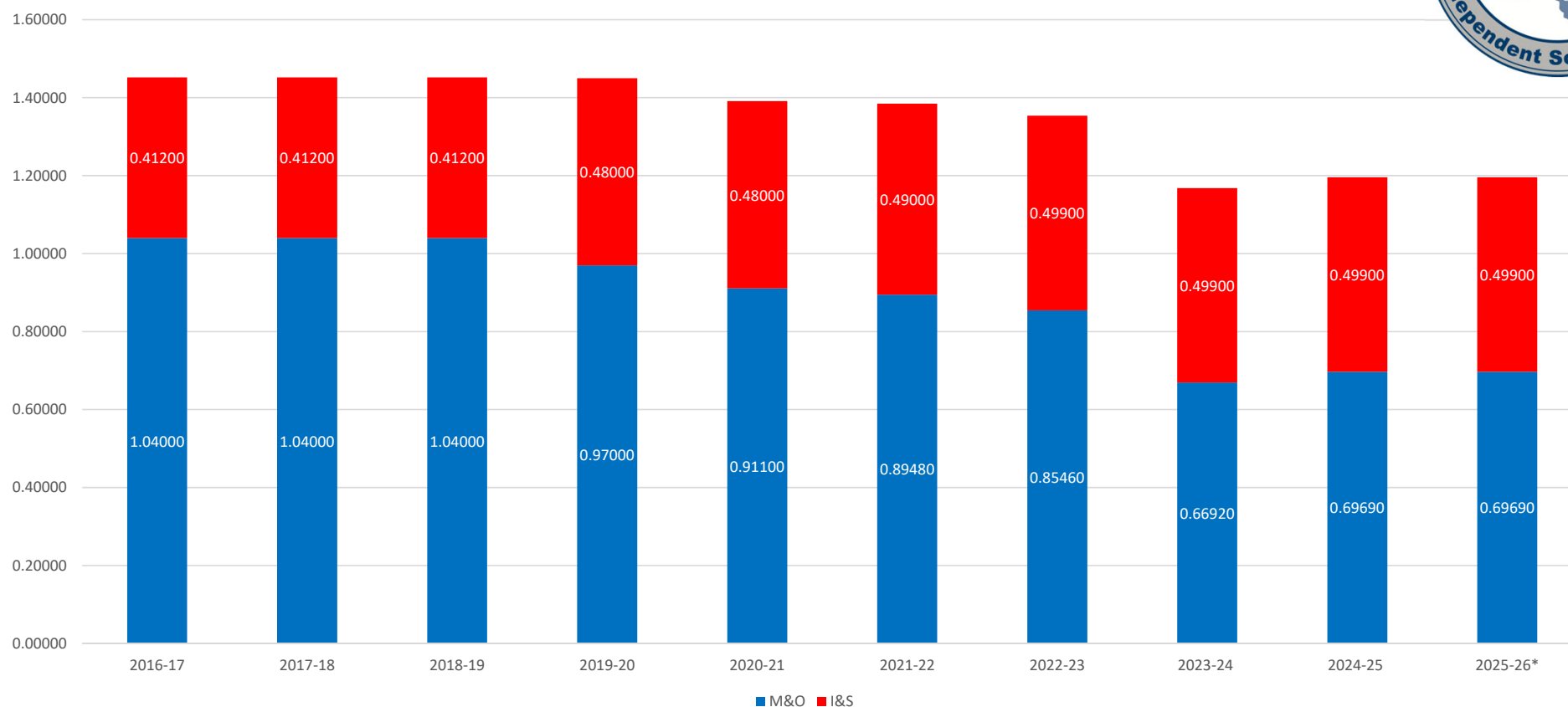
* July 8 Preliminary Property Value – with current law \$100,000 homestead exemption

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Tax Rate Trend

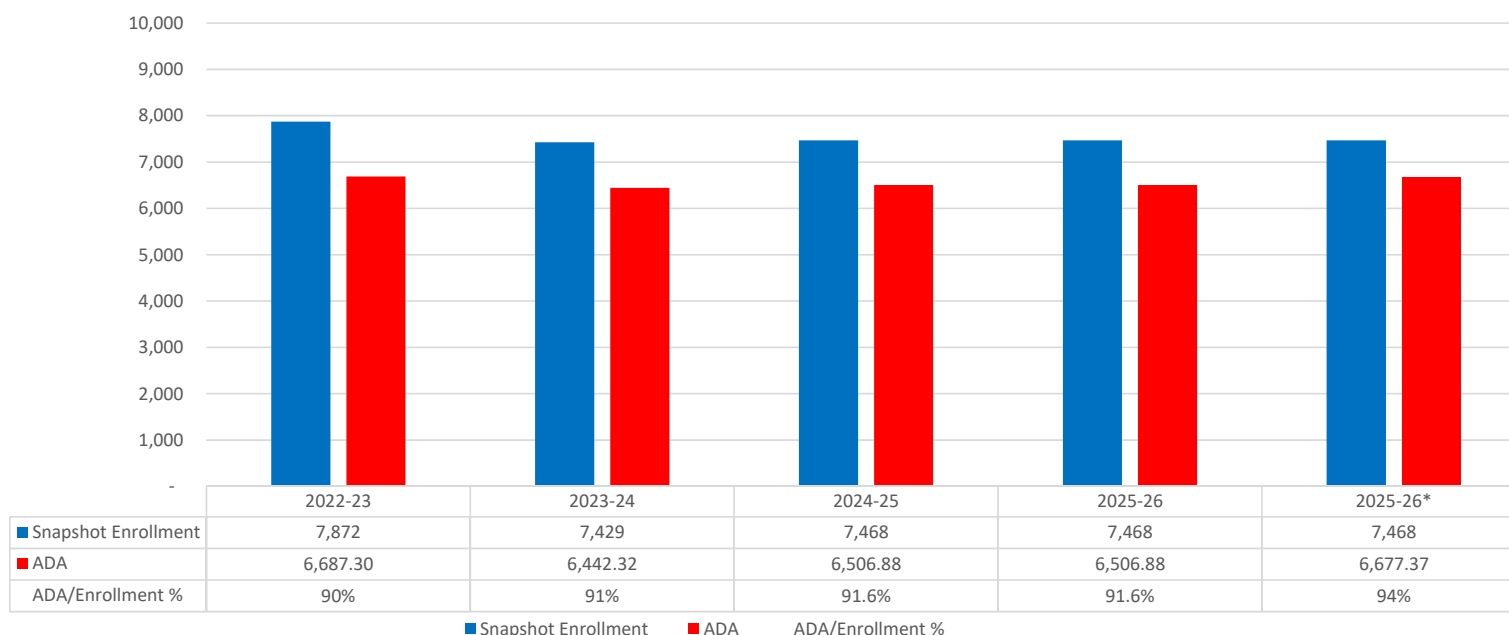


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Average Daily Attendance Analysis



Note: 2025-2026 – Proposed Budget Amount Figures

*2025–2026 Target: Raise the district’s Average Daily Attendance (ADA) rate to 94% to support improved student outcomes and maximize funding

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2025-26 Proposed Budget Assumption

Categories	2024-25 Budget	2025-26 Proposed Budget*
Maintenance & Operation (M&O)	\$ 0.6969	\$ 0.6969
Interest & Sinking (I&S)	\$ 0.4990	\$ 0.4990
Total	\$ 1.1959	\$ 1.1959
Student Membership	7,468	7,468
Assumed Average Daily Attendance (ADA)	6,506.88	6,506.88
Certified Property Value (Old Law @ \$100k HS Exemption)	\$ 2,891,019,147	\$ 2,856,762,319
Decrease in Property Value		1.185%

Assumption:

- *M&O Tax Rate – General Fund: July 11 Preliminary Property Tax Value, 98% collection rate and Average Daily Attendance Rate of 91.6%. Student population remain the same compare to 2024-25 (based on projection)*
- *I&S Tax Rate – Debt Service Fund: July 11 Preliminary Property Tax Value, 98% collection rate*



2025–2026 Budget Summary & Outlook

Category	Amount
Combined Local/State/Federal Revenue	\$ 76,551,380
New State Aid (HB2)	1,687,337
HB2 funding increase will be used to offset the increased cost of benefits associated with salary adjustments	249,677
Disaster Pennies	2,975,273
Total Revenue	81,463,667
Salaries & Benefits	66,730,035
TIA (Teacher Incentive Allotment)	1,600,000
Non-Salaries & Benefits	12,900,073
Total Expenditures	81,230,559
Net Budget Surplus	\$ 233,559

Note: The final estimation for the teacher retention allotment has not been included.

LASO Grant – Strong Foundations Grant	\$ 485,000
SAFE Grant Cycle II	294,229
Grant Total	\$ 779,229

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Compensation Plan Discussion

Teacher Retention Allotment:

1. \$2,500 for each classroom teacher with at least 3 years and less than 5 years of experience.
2. \$5,000 for each classroom teacher with five or more years of experience.

Cost of Salary Increases:

- Base Salary Increases: \$1,874,278.00
- Related Benefit Costs: \$219,290.53

Total Compensation Impact: \$2,093,568.53

Market Analysis



Teacher Pay 2024-25 FY



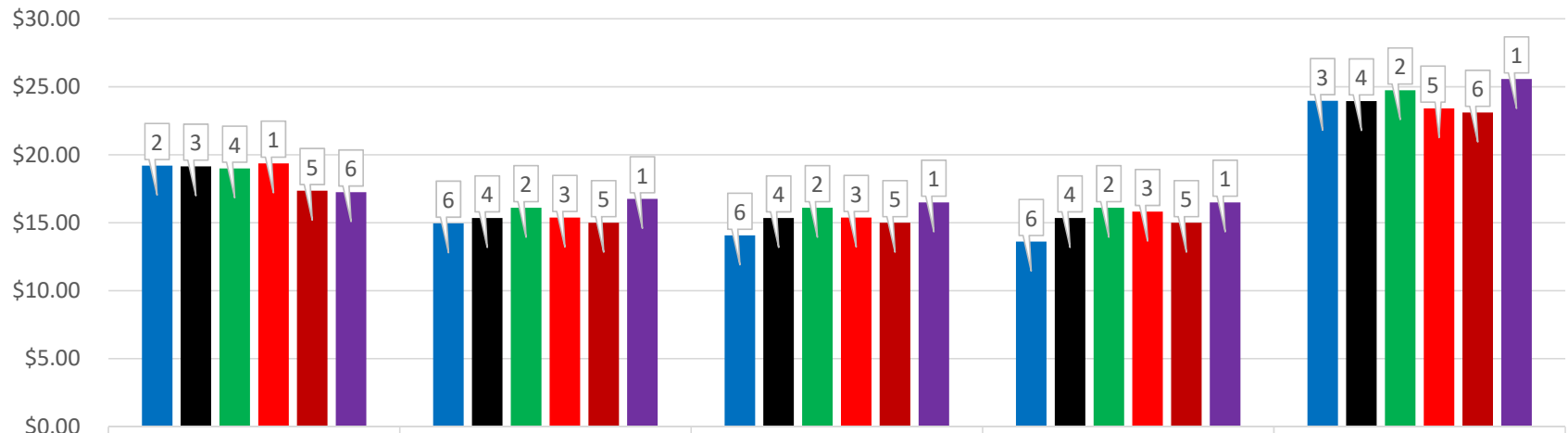
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Market Analysis



Auxiliary Minimum Hourly Payrate 2024-25 FY



	Bus Driver	Cafeteria Worker	Custodian	Teacher Aide	Police Officer
■ South San ISD	\$19.20	\$14.96	\$14.07	\$13.61	\$23.97
■ South San ISD Harlandale ISD	\$19.15	\$15.35	\$15.35	\$15.35	\$23.95
■ Southwest ISD	\$19.00	\$16.10	\$16.10	\$16.10	\$24.75
■ Southside ISD	\$19.37	\$15.38	\$15.38	\$15.82	\$23.42
■ Edgewood ISD	\$17.36	\$15.00	\$15.00	\$15.00	\$23.11
■ San Antonio ISD	\$17.25	\$16.75	\$16.50	\$16.50	\$25.57

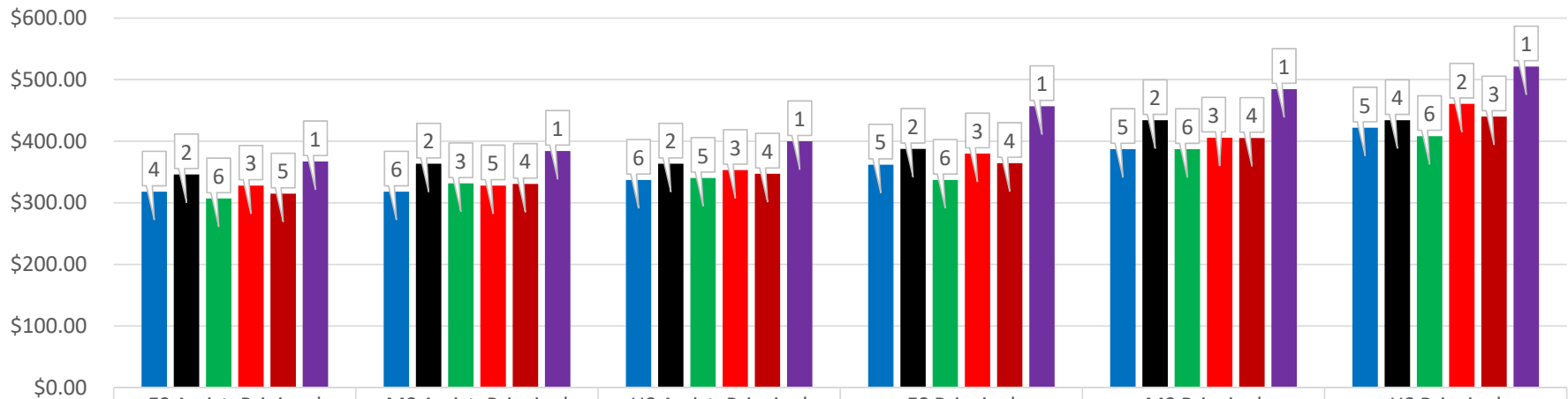
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Market Analysis



Asst. Principal/Principal Minimum Daily Payrate 2024-25 FY



	ES Asst. Prinicipal	MS Asst. Principal	HS Asst. Principal	ES Principal	MS Principal	HS Principal
■ South San ISD	\$318.24	\$318.24	\$337.33	\$361.99	\$387.33	\$422.19
■ South San ISD Harlandale ISD	\$346.27	\$363.58	\$363.58	\$387.70	\$434.23	\$434.23
■ Southwest ISD	\$307.12	\$331.70	\$340.55	\$337.25	\$387.26	\$408.41
■ Southside ISD	\$328.18	\$328.18	\$353.36	\$380.06	\$405.80	\$460.80
■ Edgewood ISD	\$315.00	\$330.75	\$347.29	\$364.65	\$405.28	\$440.20
■ San Antonio ISD	\$367.40	\$384.35	\$400.00	\$456.96	\$484.79	\$521.39

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SSAISD Historical Pay Increase Information



Pay Plan/Group	2022-2023	2023-2024	2024-2025
Teacher & Others Matrix	3% and step	4%	2% of market median (\$1,265)
Administrative/ Professional	2%	4%	2% of midpoint
Technology	3%	4%	2% of midpoint
Police	3%	4%	2% of midpoint
Clerical	3%	4%	2% of midpoint
Instructional Aide	3%	4%	5-8% (\$1.00/hour)

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SSAISD Historical Pay Increase Information



Pay Plan/Group	2022-2023	2023-2024	2024-2025
Custodian & Others within PG1-2	6%	7%	4-7% (\$1.00/hour)
Auxiliary PG 3-8	3%	4%	2% of midpoint
Bus Driver	9%	4%	3-5% (\$1.00/hour)
Cafeteria Workers	6%	10-14%	10% of midpoint
Child Nutrition PG 2-7	3%	10-14%	2% of midpoint

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Compensation Plan Discussion

Support Staff Retention Allotment

The allotment would be calculated by multiplying: \$45 per ADA

The allotment must be used to increase the salaries of non administrative staff. The allotment defines non administrative staff to include:

- Teachers not eligible for the teacher retention allotment, counselors, librarians, nurses, teacher's assistants, custodial staff, food service staff, bus driver, administrative assistant, and other support staff.

Non-administrative staff do not include:

- Superintendents or other administrator service as educational leader and CEO, assistant superintendent or equivalent, principal or assistant principal, or employee in a centralized supervisory role.



Compensation Plan Discussion

Estimated allotment for support staff salary increases: \$259,713

Scenario	Base Salary Increases	Surplus / Deficit	Related Benefit Costs	Total Compensation Impact
1% Raise	\$170k	\$90k	\$20k	\$190k
1.53% Raise	\$260k	\$0	\$31k	\$291k
1.6% Raise	\$272k	(\$12k)	\$32k	\$304k
2% Raise	\$340k	(\$80k)	\$40k	\$380k



Compensation Plan Discussion

Teachers with less than three years of experience will have their starting salary increased to \$60,000

Cost of Salary Increases:

- Base Salary Increases: \$14k
- Related Benefit Costs: \$2k

Total Compensation Impact: \$16k

Administrative Raises Scenarios

Scenario	Base Salary Increases	Related Benefit Costs	Total Compensation Impact
1% Raise	\$49k	\$6k	\$55k
1.53% Raise	\$75k	\$8.7k	\$84k
1.6% Raise	\$79k	\$9k	\$88k
2% Raise	\$98k	\$12k	\$109k



Fund Balance Analysis

Fund Balance:

2023-24 Unobligated – Operating Fund Balance: \$25,148,343

- Total Fund Balance \$ 27,038,572 (including \$746,261 is obligated for maintenance tax notes, \$42,059 prepaid items and \$1,101,909 tax subsidies projects)

2024- 25 Unobligated – Operating Fund Balance: \$23M

2025- 26 Unobligated – Operating Fund Balance: \$23M



2025-26 General Fund Challenges

- Overall expenditure is higher than revenue due to:
 - Lack of state funding
 - Competitive salaries & benefits compared to other districts in the area
 - General economic factors
 - Debt Service for Maintenance Tax Notes
- Structural Deficits
- The fund balance is lower than that of surrounding districts
- Maximum FIRST Rating with the current debt structure is 92/100 points

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2025-26 Food Service Fund Highlights

- Restructured Staffing Model
- Ongoing Upgrades to Kitchen Equipment
- Balanced Operating Budget
- Fully Self-Sustaining Program

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2025-26 Debt Service Fund Highlights

- Due to increase in property value, the district no longer needs to rely on ADA to receive additional revenue from the state
- Propose to maintain the I&S Tax Rate at \$0.4990 to create opportunity to pay-off debt early or increase fund balance for the debt service fund

Thank you



Additional Link

<https://www.southsanisd.net/Finance>



Question?

Please ask question



Discussion

Wrap-up Discussion



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