

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

**RESOLUTION DECLARING FINANCIAL EXIGENCY**

**WHEREAS**, the South San Antonio Independent School District (“District”) Board of Trustees (“Board”) recognizes that it must grapple with a dire financial exigency resulting from declining enrollment and excessive debt.

**WHEREAS**, the financial position of the District as a whole is such that the financial resources of the District are insufficient to support existing academic programs or the District is unable to finance the full compensation of staff for the current or succeeding fiscal year;

**WHEREAS**, the District has closed one (1) high school, one (1) middle school, and two (2) elementary schools over the past year.

**WHEREAS**, the District currently employs more employees than it needs as a result of the school closures.

**WHEREAS**, the Board may adopt a resolution declaring a financial exigency for the District citing certain conditions Texas Education Code §44.011.

**WHEREAS**, the District has suffered a decrease of more than 20 percent in unassigned General Fund Balance per student in weighted average daily attendance over the past two years or a projected reduction of 20 percent compared to the current year.

**WHEREAS**, the District has suffered a decline in enrollment by more than ten percent over the past 5 years.

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD THAT:**

1. Based upon the District’s dire financial condition, the Board hereby declares a financial exigency as defined by Board Policy DFFA and Texas state law.
2. The Board hereby directs the Superintendent, in consultation with the Board, to develop a plan for reducing costs that may include options identified in Board Policy DFFA.
3. The Board authorizes the Superintendent to implement the reduction in force as set forth in Board Policy DFFA.
4. The Superintendent shall apply the following criteria to the employees within an affected employment area when a reduction in force will not result in the nonrenewal or discharge of all staff in the employment area. The criteria are listed in the order of importance and shall be applied sequentially to the extent necessary to identify the employees who least satisfy the criteria and therefore are subject to the reduction in force. For example, if all necessary reductions can be

accomplished by applying the first criterion, it is not necessary to apply the second criterion, and so forth.

- Qualifications for Current or Projected Assignment: Certification, multiple or composite certifications, bilingual certification, licensure, endorsement, and/or specialized or advanced content-specific training or skills for the current or projected assignment.
- Performance: Effectiveness, as reflected by the most recent formal appraisal and, if available, consecutive formal appraisals from more than one year [see DNA] and any other written evaluative information, including disciplinary information, from the last 36 months. If the Superintendent at his or her discretion decides that the documented performance differences between two or more employees are too insubstantial to rely upon, he or she may proceed to apply the remaining criteria in the order listed below.
- Extra Duties: Currently performing an extra-duty assignment, such as department or grade-level chair, band director, athletic coach, or activity sponsor.
- Professional Background: Professional education and work experience related to the current or projected assignment.
- Seniority: Length of service in the District, as measured from the employee's most recent date of hire.

5. The Superintendent shall recommend to the Board the nonrenewal or discharge of the identified employees within the affected employment areas.

**ADOPTED** by the 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 \_\_\_\_\_ day of January 2024, at which a quorum was present.

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**MANUEL LOPEZ**

President of the Board of Trustees

ATTEST:

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**SHIRLEY IBARRA**

Secretary of the Board of Trustees