



## SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

### Agenda Item Summary

Meeting Date: April 14, 2025

Agenda Section: Consent

Agenda Item Title: Approve the bonus and equity-based salary enhancement for the 2025-2026 school year

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

Description: South San Antonio Independent School District (ISD) is entering its crucial hiring and recruiting season for the 2025-2026 school year. This period marks a significant opportunity to align with the district's long-term vision and strategic goals. The newly implemented pay structure is a pivotal step in supporting the district's commitment to recruiting and retaining highly qualified educators and staff. By offering competitive and attractive compensation packages, the district aims to address staffing challenges and create an environment where educators feel valued and supported. This initiative is designed not only to attract top talent but also to foster a workforce dedicated to student achievement, ensuring that all students receive high-quality education.

Historical Data: Across the nation, and within South San Antonio ISD, the educational system is currently grappling with a significant teacher shortage. South San Antonio ISD, like many districts, faces particular difficulties in filling positions in specialized areas such as special education, bilingual education, and STEM (science, technology, engineering, and mathematics) subjects. In response to this issue, South San Antonio ISD is proactively adjusting its compensation and recruitment strategies to better meet these needs.

Recommendation: Approve the bonus and equity-based salary enhancement for the 2025-2026 school year

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.



# **SOUTH SAN ANTONIO ISD IS HIRING!**

**SIGN ON BONUS  
\$5,000**

**Special Education,  
6-12 Math/Science  
and Dual Language  
Teachers**

**SIGN ON BONUS  
\$2,000**

**6-12 ELAR  
and  
EC-6 Teachers**

**\$5,000**

**Equity-based salary enhancement**

**Special Education and  
6-12 Math/Science  
Teachers**

**\$4,000**

**Equity-based salary enhancement**

**Dual Language  
Teachers**



**SCAN THE QR CODE TO SEE ALL AVAILABLE POSITIONS!**