



**SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT
OFFICE OF THE SUPERINTENDENT**

1450 Gillette Boulevard · San Antonio, Texas 78224 · (210) 977-7000 · Fax (210) 977-7017

**Minutes of Regular Meeting
The Board of Managers
South San Antonio ISD**

A Regular Meeting of the Board of Managers of South San Antonio ISD was held
Monday, April 14, 2025, beginning at 6:00 PM
in the ADMINISTRATION BUILDING 1450 Gillette Blvd. San Antonio, Texas 78224.

CALL TO ORDER AND DECLARE QUORUM

Managers	Present	Absent	Late Arrival
Raymond Tijerina	X		
Karla Gomez Sanchez	X		
Darrell Balderrama	X		6:02 PM
Aurelina Prado	X		
Jesus Rendon III	X		
Adrian Guerra	X		
Dr. Kelly Murguia	X		

Led by Michelle Martinez, Senior Executive Assistant

- PLEDGE OF ALLEGIANCE
- PLEDGE TO THE TEXAS FLAG
- PRAYER

Led by Alexis LaFosse, Director of Communications

Change order of the day by President Tijerina with no objections from the Board of Managers.

RECOGNITIONS

1. 2025 Elementary UIL A+ Academic Winners
Alexis LaFosse, Director of Communications, and Genesis Aguilar, Marketing Specialist, were called to recognize students for their achievements.
2. Campus Teacher of the Month
Alexis LaFosse, Director of Communications, was called to recognize teachers for their achievements.
3. SSAHS Robotics Team take 29 in State Competition
Alexis LaFosse, Director of Communications, and Genesis Aguilar, Marketing Specialist, were called to recognize students for their achievements.

CITIZENS TO BE HEARD

None

TEA REMARKS

Dr. Abe Saavedra, TEA: Thank you Mr. Tijerina. Good evening Board of Managers. At the end of this week, you would have been in place 2 months. I know for some of you feels maybe too fast, maybe not too slow; I can tell you things are moving fast at South San. I want to commend Dr. Hinojosa. I can tell you grass does not grow under his feet. He's moving very very fast, directing the District in the right direction and things are headed in a very positive way. I want to let you know that over the next several weeks, I will be conducting a Needs Assessment in the District working with Dr. Hinojosa and his staff. The end result of that Needs Assessment will be presented to the Board when it's completed, will be the identification of what TEA calls exit criteria goals. Specific goals that that based on the Need's Assessment will be identified, that the Board, the District, Dr. Hinojosa will be working toward that. Every month as I complete my progress report, we basically go through those and identify how much progress has been made towards those exit criteria goals. So that's part of the process, something that will be with us as we continue on this journey together. I'm here to tell you that things are going well, very well. I am very proud of the work that y'all have done as a Board of Managers and of course the work of Dr. Hinojosa and his staff has done as well. Thank you.

SUPERINTENDENT'S REMARKS (NO ACTION / REPORT ONLY)

Dr. Saul Hinojosa, Superintendent of Schools, addressed the Board and audience stating it's been 2 months and one of the challenges that's been bestowed on our staff is having high expectations. The Board agrees that we have to expect the best from teachers and students. He said our students expect the best and that there have been some hard decisions made. He informed that he restructured the staff by 51 positions, mainly at central office. He stated that this freed up 3 million dollars and that we are now able to execute agenda items tonight because of those decisions made. He stated that if we are going to elevate success then we need good teachers in front of students. He shared that we are making a valiant attempt to recruit the best, giving example; we had 22 temp teachers that were in front of students. He stated these are good people but they are not certified, and some do not have college degrees. He informed that due to recruiting issues, those individuals were teaching core content. He also stated that we have 14 underperforming teachers that we are not bringing back as recommended by our campus Principals. He said we restructured 11 of our coordinators and interventionists to now be going into the classroom. He added that we have offered 11 contracts and some are with TIA teachers, which are the best in the area. Dr. Hinojosa said wherever we are overstaffed, we are relocating teachers to other campuses. He said in all we have now hired 26 quality teachers, making our schools 100% staffed or close to it. He informed that the area we are short in are the life skills units and BAC units. He said we are going to cap these unit classes at 12, and allocating a \$7,500 stipend for anyone teaching a unit class. He calculated that someone with zero years teaching experience in this area will have a starting salary of about \$71,000. He stated that we could not have been doing these things without making the difficult recent changes. He informed that we have hired no less than 4 math teachers and that we have had over 400 applicants district wide. He said that people are getting the word and they want to come to South San ISD. He stressed that it was due to the work done making those difficult decisions. He informed that 1,875 classrooms have been visited by central office staff to support them. He said that he has visited each campus 6-7 times. He stated that this Thursday we will be at Dwight for a Community Meeting for any questions parents and the community may have. He said we have done home visits and we have a survey out currently. He stated that bullying is a big concern from parents and community. He said we will look at what we do can do to administer consequences for students that don't respect others. He informed that if the Board agrees, we will be purchasing 3 brand new buses soon. He said we have a contract with NIET on the agenda that will build capacity of teachers and City Education Partners will be paying for this. He stated that there are businesses and partnerships that do want to invest in South San. He shared his excitement about the momentum of the great things happening and that our goal is to be 100% staffed with all certified teachers by the end of the summer because that's what our kids deserve.

BOARD PRESIDENT'S REMARKS (NO ACTION / REPORT ONLY)

None

PRESENTATIONS / REPORTS

1. March 2025 Financials

Tony Kingman, Chief Financial Officer, was called to present and answer questions related to this item.

CONSENT

Policy BE (Local) states that the consent agenda shall include items of a routine and/or recurring nature grouped together under one action item. All such items shall be acted upon by one vote without separate discussion, unless a Board Member requests that an item be withdrawn for individual consideration. The remaining items shall be adopted under a single motion and vote.

1. Approve the Board Meeting Minutes

A. March 17, 2025 Regular Called

2. FNG Local Board Policy Update

3. Approve employment contract forms: term contract, probationary contract, non-certified term contract and supplemental duty agreement.

4. Approve the Memorandum of Understanding with Alamo Colleges - Community Work Study Program

5. Certification of Provision of Instructional Materials Survey

Dr. Murguia moved to approve the consent agenda items 1 – 5 as presented, Ms. Prado seconded, and the Board of Managers voted 7/0 to approve the item as presented. Motion passed.

Vote:	Yes	No	Abstained
Raymond Tijerina	X		
Karla Gomez Sanchez	X		
Darrell Balderrama	X		
Aurelina Prado	X		
Jesus Rendon III	X		

Adrian Guerra	X		
Dr. Kelly Murguia	X		

DISCUSSION AND POSSIBLE ACTION

1. Consider the approval of three (3) Thomas Bus Saf-T-Liner C2 341TS 71 passenger buses from Thomas Bus of Texas utilizing Buyboard Cooperative contract #722-23.

Andy Rocha, Executive Director of Operations, and Dr. Saul Hinojosa, Superintendent, were called to present and answer questions related to this item.

Ms. Prado moved to approve the item as presented, Mr. Guerra seconded, and the Board of Managers voted 7/0. Motion passed.

Vote:	Yes	No	Abstained
Raymond Tijerina	X		
Karla Gomez Sanchez	X		
Darrell Balderrama	X		
Aurelina Prado	X		
Jesus Rendon III	X		
Adrian Guerra	X		
Dr. Kelly Murguia	X		

2. National Institute for Excellence in Teaching (NIET) & South San Antonio ISD Partnership of the Teacher and Student Advancement (TAP) System Implementation

Dr. Saul Hinojosa, Superintendent, was called to present and answer questions related to this item.

Dr. Murguia moved to approve the item as presented, Mr. Rendon seconded, and the Board of Managers voted 7/0. Motion passed.

Vote:	Yes	No	Abstained
Raymond Tijerina	X		
Karla Gomez Sanchez	X		
Darrell Balderrama	X		
Aurelina Prado	X		
Jesus Rendon III	X		
Adrian Guerra	X		
Dr. Kelly Murguia	X		

3. Approve the bonus and equity-based salary enhancement for the 2025-2026 school year

Dr. Saul Hinojosa, Superintendent, was called to present and answer questions related to this item.

Ms. Prado moved to approve the item as presented, Ms. Sanchez seconded, and the Board of Managers voted 7/0. Motion passed.

Vote:	Yes	No	Abstained
Raymond Tijerina	X		
Karla Gomez Sanchez	X		
Darrell Balderrama	X		
Aurelina Prado	X		
Jesus Rendon III	X		
Adrian Guerra	X		
Dr. Kelly Murguia	X		

CLOSED / EXECUTIVE SESSION

*NOTICE: The Board of Trustees may elect to go into Closed Meeting any time during the meeting to discuss matters listed on the Agenda when authorized by the provisions of the Open Meetings Act, Chapter 551 of the Texas Government Code. In the event the Board of Trustees elects to go into Closed Meeting regarding an Agenda Item, the Board of Trustees will hold a Closed Meeting to discuss individual personnel matters including termination, litigation and other matters the Board deems necessary. Upon completion of Closed Meeting, the Board of Trustees may, in the open session, take such action as appropriate on items discussed in a Closed Meeting. If, during the course of the meeting, any discussion of any item listed on the agenda should be held in Closed Meeting, the Board will convene in such Closed Meeting in accordance with Texas Government Code Sections 551.001 - 551.088. The Board members may take action in the open portion of the meeting on items discussed in the Closed Meeting but no action will be taken in closed session. **The Board will return to open session and take appropriate action, if any, on items discussed in closed session. No Action will be taken in closed session. Further, Board Members are reminded that all items discussed in closed session must remain confidential so as to avoid liability to the district. The Board will consider and discuss, the following items: Closed Meeting pursuant to the Texas Open Meetings Act, Texas Government Code §§ 551.071, 551.072, 551.074, 551.076, 551.082, and 551.0821***

1. Personnel §551.074: deliberation on the appointment, employment, evaluation,

reassignment, duties, discipline, or dismissal of personnel.

2. Pursuant to Texas Government Code section 551.074 and 551.071 discussion and consultation with attorney regarding possible proposed non-renewal of term contract employees.

Start time: 7:17 PM.

End time: 8:20 PM.

OPEN SESSION

1. Reconvene from Executive Session for action relative to items considered during Executive Session
No Action
2. Discussion possible action regarding possible proposed non-renewal of term contract employees.

No Action

ADJOURNMENT

Ms. Prado moved to adjourn the meeting, Ms. Sanchez seconded, and the Board of Managers voted unanimously to adjourn the meeting at 8:21 PM.

ATTEST

Raymond Tijerina, Board President

Darrell Balderrama, Board Secretary

NOTICE: This meeting of the Board of Managers is authorized in accordance with the Texas Government Code, Sections 551.001 - 551.146. Verification of Notice of Meeting and Agenda are on file in the Office of the Superintendent. Closed meeting, if required and if authorized by the statute, will be conducted prior to the conclusion of the meeting for any item listed on this agenda.

NOTICE: The Board of Trustees may elect to go into Closed Meeting any time during the meeting to discuss matters listed on the Agenda when authorized by the provisions of the Open Meetings Act, Chapter 551 of the Texas Government Code. In the event the Board of Trustees elects to go into Closed Meeting regarding an Agenda Item, the Board of Trustees will hold a Closed Meeting to discuss individual personnel matters including termination, litigation and other matters the Board deems necessary. Upon completion of Closed Meeting, the Board of Trustees may, in the open session, take such action as appropriate on items discussed in a Closed Meeting.

If, during the course of the meeting, any discussion of any item listed on the agenda should be held in Closed Meeting, the Board will convene in such Closed Meeting in accordance with Texas Government Code Sections 551.001 - 551.088. The Board members may take action in the open portion of the meeting on items discussed in the Closed Meeting but no action will be taken in closed session.