



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: July 20, 2026

Agenda Section: Consent

Agenda Item Title: Approval of Partnership and Host School Agreement with USA Employment

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

Description: USA Employment is an authorized sponsor of the U.S. Department of State's J-1 Teacher Exchange Program and a Texas Education Agency (TEA)-approved Exchange Visitor Program sponsor.

Through this partnership, South San Antonio ISD will have the opportunity to recruit highly qualified international teachers to help address staffing needs for Bilingual classrooms while enriching the educational experience for students through cultural exchange. Participating teachers are eligible to teach in U.S. schools for up to three years, with the possibility of a one- or two-year extension, in accordance with U.S. Department of State and TEA program requirements.

The Host School Agreement outlines the District's responsibilities for supporting participating exchange teachers and ensuring compliance with all applicable federal program regulations.

Historical Data: This is the first year South San Antonio ISD will enter into a partnership with USA Employment. On March 17, 2025, the Board of Managers approved a similar agreement with Global Educational Concepts, another TEA-approved J-1 Teacher Exchange Program sponsor.

Recommendation: Approve the Partnership and Host School Agreement with USA Employment.

Purchasing Director and Approval Date: Not applicable

Goal: 2. SSAISD will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.



J-1 PROGRAM TERMS & CONDITION

Welcome to the J-1 Teacher Exchange Program!

The J-1 Teach program is a U.S. Department of State cultural exchange program with detailed regulations that can be found here: <https://j1visa.state.gov/programs/teacher#hostsemployers> The following requirements are outlined in the regulations. It is important that host schools read these carefully to ensure compliance with the regulations. In the event that the law or regulations change, the Host School agrees to comply with the new laws and regulations.

Purpose of the Teacher Exchange Program:

The Teacher Exchange Program promotes the interchange of U.S. and foreign teachers and enhances mutual understanding between the people of the United States and other countries. Exchange teachers teach full-time (K–12), including prekindergarten language immersion programs offered as regular courses of study by accredited primary schools. Exchange teachers sharpen their professional skills and participate in cross-cultural activities in schools and communities, and they return home after the exchange to share their experiences and increased knowledge of the United States and the U.S. educational system. Such exchanges enable foreign teachers to better understand U.S. culture, society and teaching practices at the primary and secondary levels, and enhance U.S. students' knowledge of foreign cultures, customs and teaching approaches.

Responsibilities of the Host School:

1. Provide Confirmation of Appointment Letter per USA EMPLOYMENT letter of intent.
2. Enter into an employment agreement with Exchange Teacher and fulfill all contractual agreements made with Exchange Teacher.
3. Pay Exchange Teacher at customary rate for similar proven experience.
4. Provide benefit information including health Insurance if applicable.
5. Provide customary and adequate training and/or orientation specifically designed for a new or international teacher as may be appropriate.
6. Provide signed contract of teacher to USAE every year.
7. Immediately notify USA EMPLOYMENT of any changes in Exchange Teacher employment status or any other problem that may arise.
8. Host Schools/Districts agree to abide by the U.S. Department of State regulations governing the J-1 Teacher Exchange Program. [BridgeUSAPrograms | BridgeUSA \(state.gov\)](#)
9. The Host School agrees to only assign USAE teachers to full-time teaching positions in K–12 classrooms, including prekindergarten language immersion programs offered as regular courses of study by accredited primary schools.

10. To the best of my knowledge, the participant(s) intends to enter the United States for a teaching program and does not intend to abandon his/her non-immigrant status. I will not encourage nor assist the exchange visitor participant to stay in the United States beyond his/her program end date, which is the end date shown on the DS-2019 document governing the participant's admission and stay in the United States. I certify that I will not assist in any way to help a participant change visa categories.
11. The Host School agrees to provide participants with at least the number of hours of paid employment annually as identified on their written job offer and pay participants eligible for overtime in accordance with applicable state or federal law.
12. The Host School agrees to embrace the cultural exchange spirit of the program and offer opportunities for exchange with U.S. citizens to all participants. The Host School also agrees to facilitate the cross-cultural activity component of the exchange, which is an explicit requirement of the Department of State. Participants are required to complete at least two cross-cultural activities per academic year.
13. If a Host School ends a J-1 teacher's employment, the Host School will provide USAE with written documentation detailing the circumstances thereof in a timely manner.
14. This agreement shall remain valid until the USAE decides to implement a new agreement

Host School understand and agree that no visa approval is guaranteed and that the decision to approve any visa application is made at the discretion of the US Embassy consular staff.

Authorized Signatures:

Host School Representative

Date: _____

Printed Name and Position

Host School/District Name