



Administrative Committee Meeting

Wednesday, May 6, 2026 at Immediately following Curriculum Committee Meeting
John F. Barron Administration Building - Board Room
240 N. Crockett Street
San Benito, Texas 78586

1. Call to Order
2. Public Comment
 - 2.1. Public comments shall be limited to items on the agenda posted with notice of the meeting.
3. Review and Discussion of Revision(s) to the 2025-2026 Compensation Plan
4. Review and Discussion of Renewal of Frontline for the 2026-2027 School Year
5. Review and Discussion of Hiring Resolution for Contractual Personnel for the 2026-2027 School Year
6. Committee Concerns
7. Adjournment

This notice for this meeting was posted in compliance with the Texas Open Meeting Act.



Request Approval of the Revision(s) to the 2025-2026 Compensation Plan

Superintendent's Recommendation:

The Superintendent recommends to the Board of Trustees to approve the Revision(s) to the 2025-2026 Compensation Plan.

Rationale:

Revision(s) to the compensation plan:

- See attached.

Paperwork Impact:

N/A

Budgetary Information:

N/A

Resource Personnel:

Alfredo Perez, Superintendent of Schools

Erika Echarte, Executive Director of Administrative Services

Board Policy Reference and Compliance:

2025-2026 Administrative/Professional Pay Plan
San Benito CISD

Pay Grade	Job Title	Calendars
G1		
	ASP Family Engagement Coordinator, ASP	226
	Manager, ADSY Project (Grant Funded)	226
1		
	Coordinator, Drop Out Prevention	226
	Specialist, Social Media/Communications	226
	Specialist, Curriculum	226
2		
	Accountant	226
	Assistant, Speech Language Pathologist	187
	Coordinator, Safety	226
	Manager, Tech Services	226
3		
	Athletic Trainer	207
	Coordinator, Gear Up/CCMR	197
	Counselor (ES, MS)	207
	Dyslexia (Part Time)	187
	Asst. Director, ASP	226
	Coordinator, Insurance	226
	Coordinator, Television Media	226
	Generalist, HR	226
	Instructional Technologist	226
	Manager, Construction	226
	Manager, Network	226
	Specialist, Student Success	197
	Systems Administrator	226
4		
	Speech Language Pathologist - Intern	187
	Assistant Principal, ES	207
	Counselor (HS, SPED, Transition, CTE)	207
	Licensed Professional Counselor	226
5		
	Assistant Principal, MS	207
	Dean of Instruction	226
	Coordinator, Migrant Academic	226
	Coordinator, Title 1	226
	Diagnostician	187
	Occupational Therapist	187
	Physical Therapist	187
	Psychologist	187
	Speech Language Pathologist	187
	Generalist, SPED	187

		Minimum	Midpoint	Maximum
Daily		194.99	234.89	274.79
226	Days	44,068	53,085	62,103

Daily		231.00	278.27	325.54
226	Days	52,206	62,890	73,571

Daily		\$272.57	\$328.35	\$384.13
187	Days	50,971	61,402	71,833
226	Days	61,602	74,208	86,814

Daily		\$297.11	\$357.91	\$418.71
187	Days	55,559	66,929	78,298
197	Days	58,530	70,508	82,486
207	Days	61,501	74,087	86,673
226	Days	67,146	80,887	94,628

Daily		\$323.85	\$390.12	\$456.39
187	Days	\$60,561	\$72,953	\$85,346
207	Days	67,038	80,756	94,474
226	Days	73,191	88,168	103,145

Daily		\$346.52	\$417.43	\$488.34
187	Days	64,800	78,060	91,320
207	Days	71,730	86,409	101,087
226	Days	78,314	94,340	110,366

6		
Assistant Principal, HS	207	
Chief of Police	226	
Coordinator, 504	226	
Coordinator, Athletics	226	
Coordinator, CTE (NEW)	226	
Coordinator, Health	226	
Coordinator, Higher Education	226	
Coordinator, HR	226	
Coordinator, Payroll	226	
Coordinator, RTI	226	
Instructional Coach	207	
Lead Assessment	207	

Daily		\$363.85	\$438.31	\$512.77
207	Days	75,317	90,730	106,143
226	Days	82,230	99,058	115,886

7		
Director, ASP	226	
Director, Accounting	226	
Director, Band	226	
Director, CNP	226	
Director, CTE	226	
Director, Counseling/Advance Academics	226	
Director, Energy Management	226	
Director, FACE	226	
Director, Maintenance	226	
Director, PEIMS	226	
Director, Purchasing	226	
Director, Transportation	226	
Director, Assessment, Research, Evaluation	226	
Director, Safety & Security	226	
Principal, ES	207	
Principal, DAEP	226	

Daily		\$382.04	\$460.22	\$538.40
207	Days	79,083	95,266	111,450
226	Days	86,342	104,011	121,679

8		
Director, Athletics	226	
Director, Bilingual	226	
Director, Communications	226	
Director, Elementary Instruction	226	
Director, Federal Programs	226	
Director, Fine Arts	226	
Director, Professional Development	226	
Director, Secondary Instruction	226	
Director, SPED	226	
Director, CCMR	226	
Director, Technology	226	
Principal (MS, VMA, GO Academy/Collegiate)	226	

Daily		\$401.14	\$483.23	\$565.32
226	Days	90,658	109,210	127,763

9		
Executive Director, Administrative Services		226
Principal, HS		226

10		
Assistant Superintendent of Academics		226
Assistant Superintendent of Finance & Operations		226

Daily		\$421.20	\$507.39	\$593.58
226	Days	95,191	114,670	134,149

Daily		\$522.28	\$629.16	\$736.04
226	Days	118,036	142,191	166,346

2025-2026 Clerical/Technical Pay Plan

San Benito CISD

Pay Grade	Job Title	Calendars
1		
	Aide, 3 yr Program	187
	Aide, ESL Bilingual	187
	Aide, Fine Arts	187
	Aide, Instructional	187
	Aide, Kinder	187
	Aide, Nurse	187
	Aide, Pre,K	187
	Aide, SPED Inclusion	187
	Aide, Band	187
	Aide, General (PE)	187

2		
	Aide, ISS	187
	Aide, CNA	187
	Aide, STEM Lab	187
	Aide, Cosmetology	187
	Aide, EMT	187
	Aide, Library	187
	Aide, SPED (ACU, BMU, ECSE)	187
	Clerk, Mail	260
	Clerk, Office	226
	Clerk, Printer	226

3		
	Aide, Braille	187
	Attendance Officer	187
	Clerk, Attendance (MS, HS)	197
	Clerk, PEIMS ES	207
	Helper, PRIM	226
	Lead Printer	226
	Migrant Recruiter	226
	Secretary, AP HS	226
	Secretary, AP MS	187, 197
	Secretary, Band Director	215
	Secretary, Choir	197
	Secretary, Higher Education	226
	Secretary, MS	226
	Secretary, ASP (TCLAS)/Program Assistant (Contingent on Grant Funding)	226
	Technician, Production	226

		Minimum	Midpoint	Maximum
Hourly		\$12.68	\$15.49	\$18.30
187	Days	18,969	23,173	27,377

Hourly		\$13.55	\$16.56	\$19.57
187	Days	20,268	24,771	29,274
226	Days	24,495	29,938	35,380
260	Days	28,181	34,441	40,702

Hourly		\$15.19	\$18.56	\$21.93
187	Days	22,718	27,760	32,801
197	Days	23,933	29,244	34,555
207	Days	25,148	30,729	36,310
215	Days	26,120	31,916	37,713
226	Days	27,456	33,549	39,642

4	
Lead, Parental Specialist	187
Clerk	197, 226
Clerk, Career Awareness	207
Clerk, CNP (Bookkeeper, Inventory)	226
Clerk, ESL	207
Clerk, Human Resources	226
Clerk, NGS	226
Clerk, PEIMS (MS, HS)	226
Clerk, Police	226
Clerk, Purchasing Inventory	226
Clerk, Registrar Assistant, HS	226
Clerk, SPED	215
Clerk, Textbooks	226
Clerk, Transportation	226
Graphic Artist	226
Secretary, Gateway	226
Secretary, Principal ES	207
Secretary, Principal MS	226

Hourly		\$16.24	\$19.85	\$23.46
187	Days	24,300	29,701	35,101
197	Days	25,600	31,289	36,978
207	Days	26,899	32,877	38,856
215	Days	27,939	34,148	40,357
226	Days	29,368	35,895	42,422

5	
Aide, PRC Behavior	207
Bookkeeper, HS	215
Bookkeeper, Finance	226
Clerk, SPED SHARS/PEIMS	226
Clerk, CNP (Purchasing/Commodity)	226
Registrar, HS	226
Secretary, ASP	226
Secretary, Athletics	226
Secretary, CNP	226
Secretary, Construction Manager	260
Secretary, Counseling	226
Secretary, CTE	226
Secretary, FACE	226
Secretary, Maintenance	260
Secretary, Migrant	226
Secretary, Principal HS	226
Secretary, Testing	226
Secretary, TIA (NEW)	226
Secretary, Transportation	226

Hourly		\$17.72	\$21.65	\$25.58
207	Days	29,336	35,844	42,352
215	Days	30,470	37,230	43,989
226	Days	32,029	39,134	46,240
260	Days	36,847	45,022	53,196

6	
Clerk, Accounts Payable	226
Clerk, District PEIMS	226
Clerk, Payroll	226
Secretary, Academics	226
Secretary, Athletics Dir	226
Secretary, Bilingual/Counseling	226
Secretary, Instructional Implementation	226
Secretary, Police	226
Secretary, Prof Dev/Testing	226
Secretary, Public Relations	226
Secretary, Purchasing	226
Secretary, SPED	226
Secretary, Technology	226

Hourly		\$18.95	\$23.16	\$27.37
226	Days	34,260	41,871	49,483

Secretary, Health Services

226

7	
Nurse, LVN	187
Secretary, Executive Director	226
Secretary, Chief	226
Specialist, Accounting	226
Specialist, Federal Programs	226
Specialist, Human Resources	226
Specialist, Insurance	226
Specialist, Payroll	226
Technician, Computer	226
Web Master	226

8	
Technician, Network	226
Secretary, Superintendent	226

Hourly		\$20.47	\$25.01	\$29.55
187	Days	30,627	37,419	44,210
226	Days	37,014	45,222	53,431

Hourly		\$25.38	\$31.02	\$36.66
226	Days	45,879	56,076	66,274

San Benito CISD - Human Resources

Grants

All payments are contingent on Grant Funding

Project L.E.A.D. (Grant Ending 07.2028)	Stipend	Frequency
L.E.A.D. Coordinator	\$ 3,000	Bi-Annual

Texas Sensory Support Network (Open)	Stipend	Frequency
Cooperating TVI's, COMS, and TDB's	\$ 500	Annual

Academies - TEA (Open)	Stipend	Frequency
Math	\$ 350	One Time
Reading	\$ 350	One Time

Stronger Connections Grant	Hourly Rate	Frequency
Extra Duty - Student Success Specialist & School Counselors	\$ 40	Monthly

Educate Texas (NEW)	Stipend	Frequency
Data Capacity Advocate	\$ 4,500	One Time



Request Approval of Frontline Time & Attendance

Superintendent's Recommendation:

The Superintendent recommends to the Board of Trustees to approve Frontline Time & Attendance.

Rationale:

Time & Attendance, unlimited usage for internal employees.

Paperwork Impact:

N/A

Budgetary Information:

199 e 41 6397 01 727 0 99 000

Resource Personnel:

Alfredo Perez, Superintendent of Schools

Erika Echarte, Executive Director of Administrative Services

Board Policy Reference and Compliance:

Attn: San Benito Consolidated Independent School District

At Frontline Education, we remain committed to delivering value and growth for your district. We are building for your future and remain focused on:

- Delivering industry-leading solutions and technology for K-12
- Investing in research and innovation to enhance your experience
- 150+ new hires to strengthen the client success organization
- Driving an AI-powered transformation
- Backed by Roper Technologies for sustainable growth

Frontline Education Renewal Quote: Q-252004

Description	Start Date	End Date	Qty	Rate	Amount
Applicant Tracking with Proactive Recruiting, unlimited usage for internal employees	7/01/2026	6/30/2027	1	\$64,101.33	\$64,101.33
Absence & Substitute Management Subscription	7/01/2026	6/30/2027	1	\$22,711.37	\$22,711.37
Frontline Central	7/01/2026	6/30/2027	1	\$35,531.56	\$35,531.56
Total					\$122,344.26

Please confirm [receipt](#) of your quote

Any questions?

Please contact your dedicated Client Value Partner, Daniel Alvisi at dalvisi@frontlineed.com or check out our new [Renewal FAQ](#) Resource Center.



Request Approval of Hiring Resolution for Contractual Personnel for the 2026-2027 School Year

Superintendent's Recommendation:

The Superintendent recommends to the Board of Trustees to approve of the Hiring Resolution for Contractual Personnel for the 2026-2027 School Year

Rationale:

Please see attached resolution.

Paperwork Impact:

N/A

Budgetary Information:

N/A

Resource Personnel:

Alfredo Perez, Superintendent of Schools

Erika Echarte, Executive Director of Administrative Services

Board Policy Reference and Compliance:

RESOLUTION

Granting the Superintendent Hiring Authority for the 2026–2027 School Year

WHEREAS, the employment of contractual and noncontractual employees of the San Benito CISD is governed by DC (Legal) and DC (Local) policies;

WHEREAS, the employment of contractual personnel, denoted in DC (Local), currently delegates the authority to the Superintendent of Schools to employ teachers;

WHEREAS, the Board of Trustees of San Benito CISD recognizes the importance of timely hiring decisions to secure high-quality candidates for leadership and specialized positions; and

WHEREAS, the recruitment and selection of principals, assistant principals, deans, and athletic trainers are critical to the successful operation of the district and the achievement of its educational mission; and

WHEREAS, providing the Superintendent with the authority to hire for these positions will expedite the process, ensure the district remains competitive in attracting top talent, and support the effective and efficient operation of the district;

NOW, THEREFORE, BE IT RESOLVED that the Board of Trustees of San Benito CISD in accordance with Board Policy DC (Local), Texas Education Code 21.002, Texas Education Code 11.1513, Texas Education Code 11.051 Texas Education Code 11.151, and applicable laws, hereby authorizes the Superintendent to hire principals, assistant principals, deans, and athletic trainers for the 2026–2027 school year without requiring prior Board approval for each appointment and/or employment of said personnel subject to satisfactory credentialing and background checks for said individuals in accordance with District policy.

BE IT FURTHER RESOLVED that the Superintendent shall report all such hires to the Board of Trustees at the next regularly scheduled board meeting following the employment of said staff.

Adopted this ____ day of _____, 2026, by the Board of Trustees of San Benito CISD.

Dr. Ariel Cruz - Vela
Board President

Israel Villarreal III
Board Secretary