



Administrative Committee Meeting

Tuesday, June 16, 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 Revisions to the Organizational Chart
4. Review and Discussion of Revisions to the Board Operating Procedures
5. Review and Discussion of Revision(s) to the 2025-2026 Compensation Plan
6. Review and Discussion of the 2026-2027 Compensation Plan
7. Review and Discussion of Auxiliary Holidays
8. Review and Discussion of Region One Personnel Support Services Cooperative 2026-2027 School Year
9. Committee Concerns
10. Adjournment

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



Request for Approval of Revisions to the San Benito CISD Organizational Chart

Superintendent's Recommendation:

That the Board of Trustees approve the San Benito CISD Organizational Chart as presented.

Rationale:

The proposed revisions to the San Benito CISD Organizational Chart are intended to enhance organizational clarity, improve operational efficiency, and ensure alignment with current district priorities and functions.

- Migrant Department moved under Assistant Superintendent of Academics
- Federal Programs moved under Assistant Superintendent of Finance & Operations

Paperwork Impact:

Minimal

Budgetary Information:

N/A

Resource Personnel:

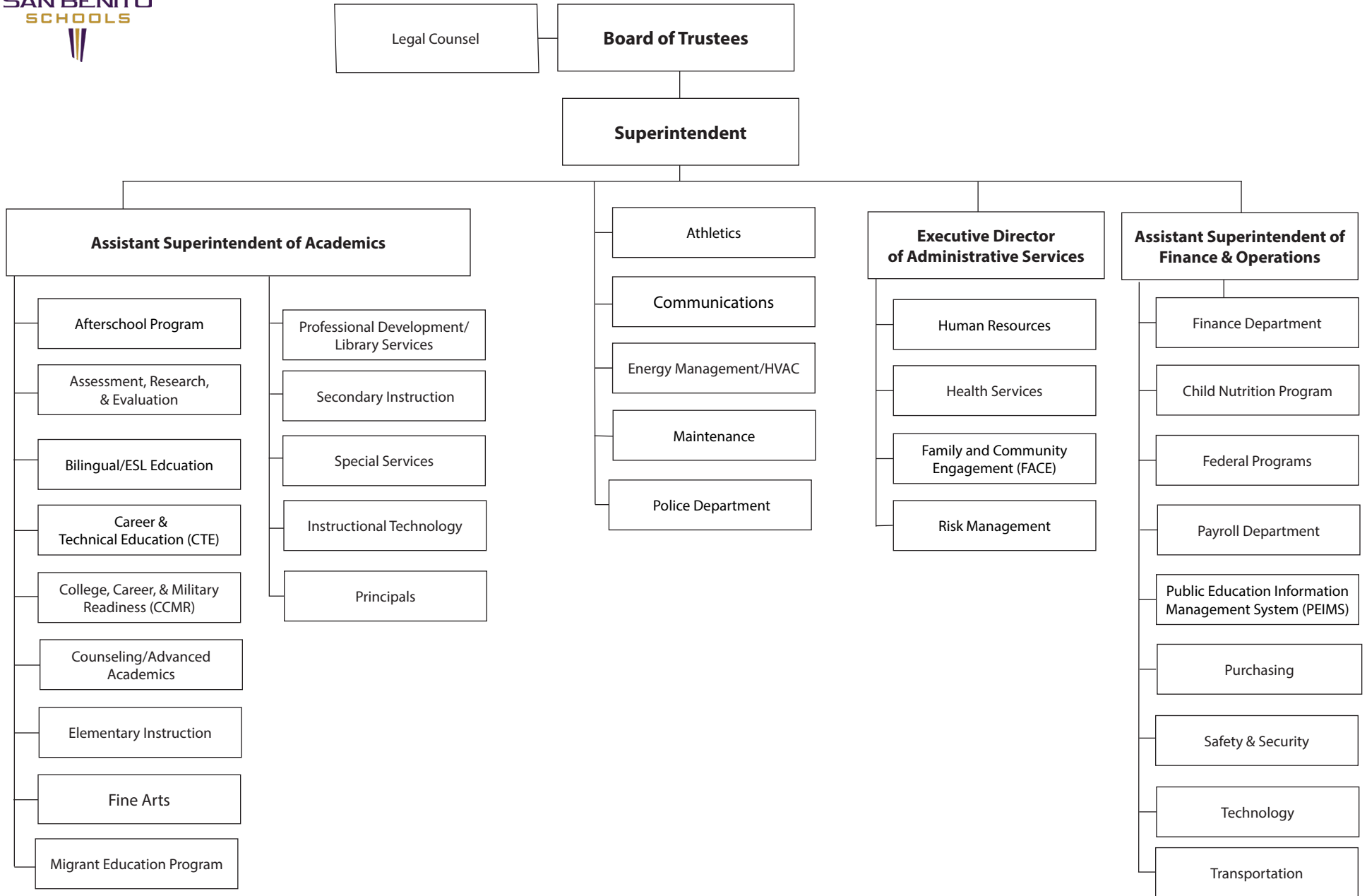
Alfredo Perez, Superintendent of Schools

Board Policy Reference and Compliance:

N/A



San Benito Consolidated Independent School District 2025-2026 Superintendent's Organizational Chart





Request for Approval of Revisions to the Board Operating Procedures

Rationale:

The Board Operating Procedures has been updated to reflect revisions as follows:

- Special Committees: Added Academics and Finance
- Update Board of Trustees: Board Officers and new board members

Paperwork Impact:

Minimal

Budgetary Information:

N/A

Resource Personnel:

Alfredo Perez, Superintendent of Schools

Board Policy Reference and Compliance:

SAN BENITO CISD BOARD OF TRUSTEES

Board Operating Procedures

The San Benito CISD Board of Trustees welcomes public participation in the school district. The information in this brochure is designed to define some of the policies and procedures used during the meetings as well as to provide a review of several practices of the SBCISD Board of Trustees.

1. Developing the Board Agenda

The Board meeting agenda is finalized three business days prior to a Board meeting. Any Board member may make an agenda request at least four days prior to a Board meeting. In accordance with the Texas Open Meetings Act, the Board agenda must be posted no less than 72 hours prior to a Board meeting, except in an emergency. All agendas are posted at the front entrance of SBCISD Administration building and on District's website.

The Superintendent will provide Board members with Board packets three business days prior to a Board meeting. The Superintendent will provide the Board with a contact person for each agenda item. Board members are encouraged to contact the designated staff member for questions.

Information in response to a Board member's question will be provided to all Board members.

The Board and Superintendent will maintain a continuous calendar for the year but may add agenda items as appropriate.

2. Board Agenda Format

Placement of items on the agenda [Ref Policy BE (LOCAL)]:

- Tentative agendas are created by the District administration & President and presented to the Board in advance for discussion and modification.
- Board members must request to the Board President, in writing, any item(s) they wish to have considered for placement on the agenda.
- Items may be placed on the agenda by the Superintendent, the Board President, or through a request by any Board member.
- In accordance with the Texas Open Meetings Act, no person can place an item on the agenda less than 72 hours in advance of the meeting, except in an emergency as per Texas Government Code.

Items which cannot be placed on the agenda for open discussion and/or action (i.e., these must be discussed in Executive Session):

- All personnel issues unless specifically required by the Texas Open Meetings Act.
- Any item that violates the right to privacy as defined by the Texas Open Meetings Act and Public Information Act.

Proper use of the consent agenda:

The School Board may consider the following items as part of its consent agenda, including, but not limited to, the following:

Routine items;
Annual renewals and TEA items;
Budget amendments;
Tax refunds for more than \$500;
Gifts, donations, and bequests;
Financial information;
Minutes of regular and special Board Meetings;
Minutes of joint meetings;
Updates of board policy;
Routine personnel items;
Routine bid recommendations; and/or
Contracts.

3. Special Committees

The SBCISD Board of Trustees operates using ~~two~~-three standing committees: **Academics**, **Administrative**, and **Finance Building**.

- Per Policy BDB (LOCAL), the function of committees shall be fact-finding, deliberative, and advisory, but not administrative.
- The President of the Board and the Superintendent shall be ex officio members of all Board committees.
- Committees may transact business only within the specific authority granted by the Board. To be binding, all such business must be reported to the Board at the next regular or special meeting for approval and entry into the minutes as public record.

4. Public Addressing the Board

Audience participation at a Board meeting is limited to the portion of the meeting designated to receive public comment in accordance with this policy. At all other times during a Board meeting, the audience shall not enter into discussion or debate on matters being considered by the Board, unless requested by the presiding officer.

At regular Board meetings, the Board shall permit public comment, regardless of whether the topic is an item on the agenda posted with notice of the meeting. At all other Board meetings, public comment shall be limited to items on the agenda posted with notice of the meeting.

Individuals who wish to participate during the portion of the meeting designated for public comment shall sign up with the presiding officer or designee before the meeting begins as specified in the Board's procedures on public comment and shall indicate the agenda item or topic on which they wish to address the Board. Except as permitted by this policy and the Board's procedures on public comment, an individual's comments to the Board shall not exceed five minutes per meeting. When necessary for effective meeting management or to accommodate large numbers of individuals wishing to address the Board, the presiding officer may make adjustments to public comment procedures, including adjusting when public comment will occur during the meeting, reordering

agenda items, deferring public comment on non-agenda items, continuing agenda items to a later meeting, providing expanded opportunity for public comment, or establishing an overall time limit for public comment and adjusting the time allotted to each speaker. However, no individual shall be given less than one minute to make comments.

Specific factual information or recitation of existing policy may be furnished in response to inquiries, but the Board shall not deliberate or decide regarding any subject that is not included on the agenda posted with notice of the meeting.

5. Meeting Procedures and Information

The Board shall observe *Robert's Rules of Order* parliamentary procedures. The Board President will preside at all meetings and recognize each Board member prior to any questions or discussion on agenda topics.

In case of a tie vote, the motion fails. Once a vote is taken, all Board members are expected to support the majority decision.

No Board member has authority outside of a Board meeting. The Board's authority is as a "Body Corporate."

6. Communications

The Superintendent will communicate with all Board members weekly or more often, as the need arises. In addition, the Superintendent shall provide access to all agenda items and the corresponding supporting material at least seven (7) days prior to a Regular Board Meeting.

Board members will be advised of any urgent or crisis situations within 24 hours.

Board members should keep the Board President apprised of issues they have referred to the Superintendent.

The Board President and Superintendent are the official spokespersons of the Board.

To avoid any perception of a violation of the Texas Open Meetings Act, emails or correspondence from individual Board members in response to public comments or inquiries will not be sent or copied to the remaining Board members.

7. Procedures for Patron or Employee Request or Complaint to an Individual Board Member

The Board member shall hear the patron or employee's request or complaint for a full understanding of the persons involved, date and place. Then, the Board member should:

1. Describe the chain of command to the patron or employee.
2. Refer the patron or employee to the appropriate person or to the Superintendent.
3. Remind the patron or employee of appropriate policy and that in the Board member must remain impartial in case the Board

later considers the situation.

4. Inform the Superintendent of any serious complaints.

8. General Information

Individual Board members may request, through the Superintendent, any legally available information concerning the district, students, or personnel. The Superintendent shall disseminate the requested information to all Board members.

When visiting a campus as a Trustee, Board members shall notify the Superintendent and the building principal of their visit, prior to their visit.

Board members shall not issue directives to staff.

Board members shall not make derogatory comments about personnel or fellow Board members.

Board members requests for information shall be consistent with Policy BBE (Local).

Staff will acknowledge requests in a timely manner.

Board members shall have final approval on recommended actions brought forward by selected committees.

If a Board member’s request exceeds authority in Policy BBE (LOCAL), the staff member or Superintendent will notify the Board member(s) and/or the Superintendent.

Board members will evaluate the Superintendent during closed session each year in September. The agenda will reflect the evaluation of the Superintendent.

Board member elections are held in May of each year. Board members run for a specific place and serve for a three-year term. The terms are staggered.

Board officers are elected at the *first* meeting following the election.

PRESIDENT

- Shall preside at all Board meetings,
- Shall appoint committees,
- Shall call special meetings, and
- Shall sign all legal documents required by law.

VICE PRESIDENT

- Shall act in capacity of President in absence of President.

SECRETARY

- Secretary or designee shall keep accurate record of Board meetings.
- Acting in absence of President and Vice President, the Secretary shall call meeting and election for President Pro Tem.

MEDIA INQUIRES TO THE BOARD

- On issues before the Board, the Board President or designee shall be the official spokespersons for the Board to the media.
- All Board members who receive calls from the media can refer

them to the Superintendent or the Board President, as appropriate.

- Board members may respond to the media on matters of general interest to express their personal perspectives.

BOARD WORK SESSIONS

- Team of Eight Training: as soon as is possible following Election Day, a work session with the Team of Eight will be held. As stated in 19 TAC, Section 61.1 (b)(2), the entire board, including the board members, shall annually participate with the superintendent in a team building session facilitated by the ESC or other provider.

9. Executive Board Room Protocol

Beginning one hour prior to all Board and Board committee meetings and extending one hour from the completion of all meetings, only the following personnel will have access to the Executive Board Room:

- Board members,
- Superintendent,
- Board legal counsel,
- Superintendent secretary, and/or
- Personnel deemed necessary for the deliberation of school district business by the Superintendent or the Board of Trustees.

10. Review of Operating Procedures

The Board of Trustees will annually review and update the Board Operating Procedures at a June Board meeting.

Compliance with these procedures will be reviewed and discussed by the Board during an annual self-evaluation in January.

San Benito CISD Board of Trustees

President: Orlando López olopez@sbcisd.net

Vice President: Israel Villarreal villarreal@sbcisd.net

Secretary: Celina Gonzales gonzalesc@sbcisd.net

Trustees: Dr. Ariel Cruz cruzea@sbcisd.net
 Crystal Hernandez hernandezc@sbcisd.net
 Rudy Corona coronar@sbcisd.net
 Roel Abrego abregor@sbcisd.net

The Board of Trustees welcomes comments from the public. The Texas Open Meetings Act permits the Board to deliberate and act only as a corporate body at a properly called meeting. The Board

may not deliberate or act through correspondence (written or email).

If the comment or inquiry is a complaint, the Board member will refer the individual making the complaint to the Superintendent or other appropriate administrator who will proceed according to the applicable complaint policy.

If the concern or complaint directly pertains to the Board’s own actions or policy for which there is no administrative remedy, a Trustee may request that the issue be placed on the agenda of a future meeting.



SAN BENITO CISD BOARD OF TRUSTEES

Board Operating Procedures



{Board Approved: x/xx/xxxx}



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

Superintendent's Recommendation:

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

Rationale:

Revision(s) to the compensation plan:

- Clerk, Mail (260 days to 226 days)

Paperwork Impact:

N/A

Budgetary Information:

N/A

Resource Personnel:

Erika Echarte, Executive Director of Administrative Services

Alfredo Perez, Superintendent of Schools

Board Policy Reference and Compliance:

DEA(LOCAL)

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	260 226
	Clerk, Office	226
	Clerk, Printer	226
	Specialist, Parental	187

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	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

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

8	
Technician, Network	226
Secretary, Superintendent	226

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



Request Approval of the Holiday Calendar for 260+ Employees

Superintendent's Recommendation:

The Superintendent recommends the Board of Trustees to approve the 2025-2026 paid holidays (10 days as referred in DED (LOCAL) for full-time employees who work 260 or more days.

Rationale:

Approval will allow auxiliary employees who work 260 or more days to have paid holidays to spend time with their families.

Paperwork Impact:

N/A

Budgetary Information:

N/A

Resource Personnel:

Alfredo Perez, Acting Superintendent of Schools

Erika Echartea, Interim Executive Director of Administrative Services

Board Policy Reference and Compliance:

DED (LOCAL)



Request Approval of the Region One Personnel Support Services Cooperative 2026-2027 School Year

Superintendent's Recommendation:

The Superintendent recommends to the Board of Trustees to approve of the Region One Personnel Support Services Cooperative for the 2026-2027 School Year

Rationale:

The Region One Education Service Center (ESC) Personnel Support Services Cooperative offers member districts a robust suite of services focused on supporting the recruitment and retention of certified, highly qualified, and compassionate educators and staff. Through this cooperative, districts gain access to specialized resources and expert support aimed at meeting evolving and critical staffing needs.

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:



Daniel P. King, Ph.D.
Executive Director

Region One Education Service Center

1900 W. Schunior, Edinburg, TX 78541 • Ph (956) 984-6000 • Fax (956) 984-7655

May 7, 2026

Mr. Alfredo Perez, Superintendent
San Benito CISD
240 N. Crockett St.
San Benito, TX 78586

Dear Mr. Alfredo Perez,

We are pleased to invite your district to participate in any of Region One ESC's three Human Resources service offerings for the 2026–2027 school year: the **PSS Cooperative**, our most comprehensive and widely utilized service model; the **Omnihire Consortium**, a centralized applicant tracking system; and our **HR Professional Development offerings**, designed to build capacity and strengthen HR practices.

Our work continues to focus on strengthening recruitment, retention, and overall human capital systems to ensure districts are equipped to meet staffing demands and support high-quality instruction. For the upcoming year, Region One ESC provides flexible options that allow districts to select the level of support that best aligns with their needs.

PSS Cooperative (Core Service Offering)

The PSS Cooperative serves as the foundation of our HR support, providing comprehensive services in recruitment, staffing, and personnel operations. Through this cooperative, districts receive:

- Strategic recruitment and retention support aligned to current workforce challenges
- Ongoing guidance in HR compliance, staffing practices, and procedural updates
- A **dedicated Region One ESC specialist** focused on building and sustaining partnerships with community organizations, Institutions of Higher Education (IHEs), and workforce commissions to develop candidate pipelines for hard-to-fill positions
- Targeted assistance with service records, certification support, and personnel processes
- Access to regional data, staffing trends, and legislative updates
- Opportunities for collaboration and shared best practices across participating districts

Omnihire Consortium (Optional Add-On)

The Omnihire Consortium is an exclusive, centralized application and applicant tracking system designed to streamline and modernize hiring processes. Key features include:

- Efficient applicant tracking and streamlined hiring workflows
- Real-time candidate matching and alerts based on district-defined criteria
- Expanded reach to broader applicant pools
- Dedicated helpdesk support for applicants and district staff
- Implementation support and ongoing system training
- Opportunity for districts to provide input in ongoing system development

HR Professional Development Offerings (Optional Services)

Region One ESC also provides targeted professional development to strengthen HR capacity and leadership, including:



Region One Education Service Center

1900 W. Schunior, Edinburg, TX 78541 • Ph (956) 984-6000 • Fax (956) 984-7655

Daniel P. King, Ph.D.
Executive Director

- Training in key HR functional areas such as compliance, certification, and staffing processes
- Leadership development for campus and district administrators
- Customized sessions aligned to district-specific needs
- Updates aligned to legislative changes and emerging workforce trends

Next Steps:

Enclosed you will find:

- A Commitment Form for participation in the PSS Cooperative
- A Description of Services outlining available supports and optional offerings

Please return the signed Commitment Form to the Region One ESC Human Resources Office by the indicated deadline to ensure continuity of services.

If you would like to discuss your district's needs or explore these offerings in more detail, please contact Brenda Mora, Administrator, at 956.984.6100 or bmora@esc1.net.

We value our partnership and look forward to supporting your district in building and sustaining a strong, effective workforce for the 2026–2027 school year.

Sincerely,

Daniel P. King, Ph.D.
Executive Director


Daniel King (May 8, 2026 17:47:16 CDT)

District Welcome Letter San Benito CISD

Final Audit Report

2026-05-08

Created:	2026-05-08
By:	Elex Garza (elegarza@esc1.net)
Status:	Signed
Transaction ID:	CBJCHBCAABAA_84rfqHHPV9BcK_rx7wGXKL-o97e4iHk

"District Welcome Letter San Benito CISD" History

-  Document created by Elex Garza (elegarza@esc1.net)
2026-05-08 - 1:42:40 PM GMT
-  Document emailed to Daniel King (dking@esc1.net) for signature
2026-05-08 - 1:42:53 PM GMT
-  Email viewed by Daniel King (dking@esc1.net)
2026-05-08 - 10:46:58 PM GMT
-  Document e-signed by Daniel King (dking@esc1.net)
Signature Date: 2026-05-08 - 10:47:16 PM GMT - Time Source: server - Signature Appearance Selected: DRAW
-  Agreement completed.
2026-05-08 - 10:47:16 PM GMT



**Region One Education Service Center
PERSONNEL SUPPORT SERVICES COOPERATIVE**

Description of Services 2026-2027

The Region One Education Service Center (ESC) Personnel Support Services Cooperative offers member districts a robust suite of services focused on supporting the recruitment and retention of certified, highly qualified, and compassionate educators and staff. Through this cooperative, districts gain access to specialized resources and expert support aimed at meeting evolving and critical staffing needs.

The Office of Human Resources will provide the following exclusive services to Personnel Services Cooperative (PSS Cooperative) member districts, in addition to the standard services offered to all Region One ESC districts, as outlined in each section below:

I. RECRUITMENT

For Personnel Services Cooperative Member Districts:

To support districts in recruiting certified and highly qualified educators and staff, Region One ESC will:

- Provide quarterly training sessions on hiring practices, candidate selection, recruitment strategies, and retention.
- Represent districts at up to five job fairs per semester, based on vacancy trends, both within and outside the region.
- Deploy a dedicated PSS Cooperative HR specialist to actively develop and manage partnerships with IHEs, community organizations, and workforce agencies to create and sustain candidate pipelines for hard-to-fill roles.
- Assist in creating and maintaining candidate pools aligned to district-specific staffing needs, particularly in shortage areas.
- Disseminate information about Cooperative member vacancies through targeted outreach, email campaigns, external partnerships, and job fairs.
- Offer complimentary registration for up to two recruiters per district at the Region One ESC Educator Job Fair.
- Provide two (2) free job postings per year on the Omnihire Job Board.

For All Region One ESC PSS Coop Partners:

- Respond to inquiries regarding employment opportunities within the Region One area.

- Organize and host the Annual Region One ESC Educator Job Fair.
- Promote teaching and staffing needs across the Region One area.
- Access to a Region One ESC service record consultant to provide guidance on service record reviews, creditable years of service and educator certification inquiries.
- Collect, analyze, and evaluate data related to regional recruitment efforts.
- Provide extensive compensation data to assist in data-driven decision making.
- Collaborate with the Educator Preparation and Development Program to develop a regional teacher and principal candidate pool.

II. Recruitment of Paraprofessionals into Teaching

For Personnel Services Cooperative Member Districts:

To assist in transitioning paraprofessionals into certified teaching roles, Region One ESC will:

- Provide on-site support and presentations on financial aid, degree planning, admission requirements, and certification through partnership with the Region One Educator Development and Preparation Program.
- Collaborate with districts and Educator Development and Preparation Program on implementing “Grow Your Own” educator models, including apprenticeship and residency pathways in partnership with the Region One Educator Development and Preparation Program.
- Leverage the dedicated HR specialist to connect paraprofessionals with partner IHEs and workforce resources, strengthening long-term pipeline development into certified teaching roles.

III. ASSISTANCE

For Personnel Services Cooperative Member Districts:

To enhance the operational efficiency and effectiveness of personnel departments, Region One ESC will:

- Deliver on-site assistance with initial certification reviews, personnel file audits, HR procedures, staffing processes, and other personnel-related concerns.
- Offer opportunities to participate in special programs coordinated by Region One ESC.
- Provide access to a dedicated PSS Cooperative website featuring current staffing trends, legislative changes, and best practices.

Membership Requirements

Each participating district must submit a current list of designated HR staff who will serve as official PSS Cooperative members.



**REGION ONE EDUCATION SERVICE CENTER
PERSONNEL SERVICES COOPERATIVE
SCHOOL DISTRICT COMMITMENT FORM**

2026-2027

San Benito CISD agrees to participate in the Personnel Services Cooperative for the 2026–2027 school year in accordance with the attached description of cooperative services and following fee schedule.

2026-2027		
Region One Personnel Services Cooperative 2025-2026 fees are based on fall snapshot on the 2025-2026 ADA as follows:		
#Students	Annual Fees for New Districts	Annual Renewal Fees for Continuing Members
0-500	\$2,312.67	\$1,814.57
501-1000	\$3,079.08	\$2,567.75
1001-2000	\$5,391.75	\$4,654.03
2001-3000	\$8,088.47	\$6,346.86
3001-5000	\$10,013.72	\$7,858.71
5001-7000	\$12,323.04	\$9,670.00
7001-9000	\$14,635.70	\$10,050.02
9001-12000	\$16,946.70	\$10,805.12
12001-15000	\$19,410.30	\$12,376.21
15001-20000	\$20,029.13	\$12,771.04
20001-30000	\$21,566.99	\$13,751.53
30,000+	\$22,526.27	\$14,363.50

Region One Personnel Services Cooperative fees are based on the 2025-2026 ADA as follows:

Enrollment Based on 2025-2026 ADA Data 8,624 Total Amount: \$10,050.02

Authorization

Signature: _____ Date: _____

Typed Name: _____ Title: _____

Please return a signed copy of this form along with a check or purchase order by **August 31, 2026**.

Submit via email or fax to:

Brenda Mora – Executive Administrator-Human Capital

Email: bmora@esc1.net

Fax: (956) 984-7653