



## **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

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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	Minimum	Midpoint	Maximum																									
<b>G1</b>			<table border="1"> <thead> <tr> <th colspan="2">Daily</th> <th>194.99</th> <th>234.89</th> <th>274.79</th> </tr> </thead> <tbody> <tr> <td>226</td> <td>Days</td> <td>44,068</td> <td>53,085</td> <td>62,103</td> </tr> </tbody> </table>			Daily		194.99	234.89	274.79	226	Days	44,068	53,085	62,103															
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	ASP Family Engagement Coordinator, ASP Manager, ADSY Project (Grant Funded)	226 226 226																												
<b>1</b>			<table border="1"> <thead> <tr> <th colspan="2">Daily</th> <th>231.00</th> <th>278.27</th> <th>325.54</th> </tr> </thead> <tbody> <tr> <td>226</td> <td>Days</td> <td>52,206</td> <td>62,890</td> <td>73,571</td> </tr> </tbody> </table>			Daily		231.00	278.27	325.54	226	Days	52,206	62,890	73,571															
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	Coordinator, Drop Out Prevention Specialist, Social Media/Communications Specialist, Curriculum	226 226 226																												
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	Accountant Assistant, Speech Language Pathologist Coordinator, Safety Manager, Tech Services	226 187 226 226																												
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	Athletic Trainer Coordinator, Gear Up/CCMR Counselor (ES, MS) Dyslexia (Part Time) Asst. Director, ASP Coordinator, Insurance Coordinator, Television Media Generalist, HR Instructional Technologist Manager, Construction Manager, Network Specialist, Student Success Systems Administrator	207 197 207 187 226 226 226 226 226 226 226 197 226																												
<b>4</b>			<table border="1"> <thead> <tr> <th colspan="2">Daily</th> <th>\$323.85</th> <th>\$390.12</th> <th>\$456.39</th> </tr> </thead> <tbody> <tr> <td>187</td> <td>Days</td> <td>\$60,561</td> <td>\$72,953</td> <td>\$85,346</td> </tr> <tr> <td>207</td> <td>Days</td> <td>67,038</td> <td>80,756</td> <td>94,474</td> </tr> <tr> <td>226</td> <td>Days</td> <td>73,191</td> <td>88,168</td> <td>103,145</td> </tr> </tbody> </table>			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					
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	Speech Language Pathologist - Intern Assistant Principal, ES Counselor (HS, SPED, Transition, CTE ) Licensed Professional Counselor	187 207 207 226																												
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	Assistant Principal, MS Dean of Instruction Coordinator, Migrant Academic Coordinator, Title 1 Diagnostician Occupational Therapist Physical Therapist Psychologist Speech Language Pathologist Generalist, SPED	207 226 226 226 187 187 187 187 187 187																												

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

<b>9</b>	
Executive Director, Administrative Services	226
Principal, HS	226

<b>10</b>	
Assistant Superintendent of Academics	226
Assistant Superintendent of Finance & Operations	226

<b>Daily</b>		<b>\$421.20</b>	<b>\$507.39</b>	<b>\$593.58</b>
<b>226</b>	<b>Days</b>	95,191	114,670	134,149

<b>Daily</b>		<b>\$522.28</b>	<b>\$629.16</b>	<b>\$736.04</b>
<b>226</b>	<b>Days</b>	118,036	142,191	166,346

**2025-2026 Clerical/Technical Pay Plan**  
 San Benito CISD

Pay Grade	Job Title	Calendars
<b>1</b>		
	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

<b>2</b>		
	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

<b>3</b>		
	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
<b>Hourly</b>		<b>\$12.68</b>	<b>\$15.49</b>	<b>\$18.30</b>
<b>187</b>	<b>Days</b>	18,969	23,173	27,377

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

<b>Hourly</b>		<b>\$15.19</b>	<b>\$18.56</b>	<b>\$21.93</b>
<b>187</b>	<b>Days</b>	22,718	27,760	32,801
<b>197</b>	<b>Days</b>	23,933	29,244	34,555
<b>207</b>	<b>Days</b>	25,148	30,729	36,310
<b>215</b>	<b>Days</b>	26,120	31,916	37,713
<b>226</b>	<b>Days</b>	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
<b>187</b>	<b>Days</b>	24,300	29,701	35,101
<b>197</b>	<b>Days</b>	25,600	31,289	36,978
<b>207</b>	<b>Days</b>	26,899	32,877	38,856
<b>215</b>	<b>Days</b>	27,939	34,148	40,357
<b>226</b>	<b>Days</b>	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
<b>207</b>	<b>Days</b>	29,336	35,844	42,352
<b>215</b>	<b>Days</b>	30,470	37,230	43,989
<b>226</b>	<b>Days</b>	32,029	39,134	46,240
<b>260</b>	<b>Days</b>	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
<b>226</b>	<b>Days</b>	34,260	41,871	49,483

Secretary, Health Services

226

<b>7</b>	
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
<b>187</b> Days	30,627	37,419	44,210
<b>226</b> Days	37,014	45,222	53,431

<b>8</b>	
Technician, Network	226
Secretary, Superintendent	226

Hourly	\$25.38	\$31.02	\$36.66
<b>226</b> Days	45,879	56,076	66,274

## San Benito CISD - Human Resources

### Grants

All payments are contingent on Grant Funding

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

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

<b>Academies - TEA (Open)</b>	<b>Stipend</b>	<b>Frequency</b>
Math	\$ 350	One Time
Reading	\$ 350	One Time

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

<b>Educate Texas (NEW)</b>	<b>Stipend</b>	<b>Frequency</b>
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
<b>Total</b>					<b>\$122,344.26</b>

Please confirm [receipt](#) of your quote

Any questions?

Please contact your dedicated Client Value Partner, Daniel Alvisi at [dalvisi@frontlineed.com](mailto: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.

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Dr. Ariel Cruz - Vela  
Board President

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Israel Villarreal III  
Board Secretary