



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



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:

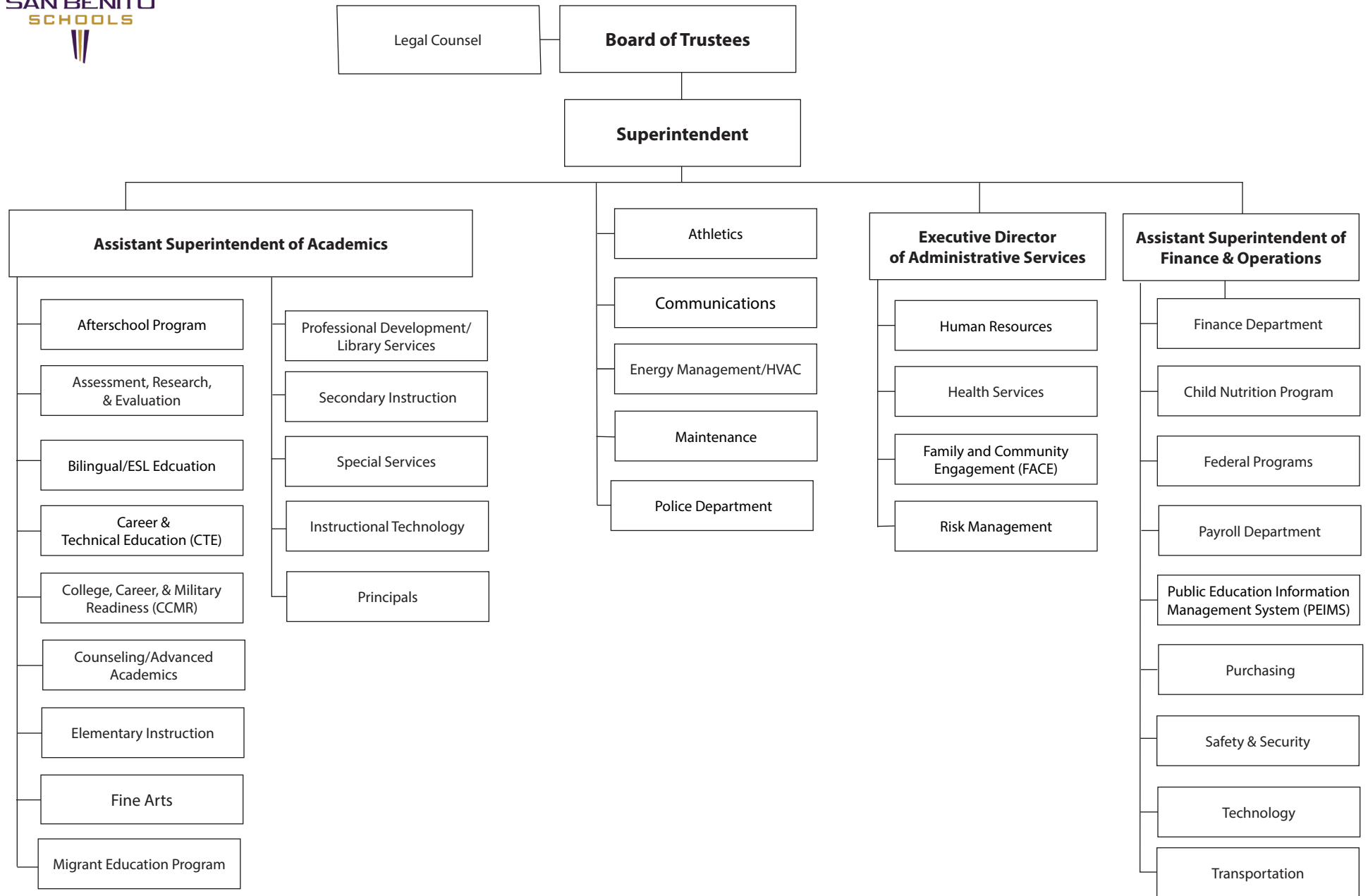
Alfredo Perez, Superintendent of Schools

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

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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

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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

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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

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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

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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 2026-2027 Compensation Plan

Superintendent's Recommendation:

The Superintendent recommends to the Board of Trustees to approve the 2026-2027 Compensation Plan.

Rationale:

See attached.

Paperwork Impact:

N/A

Budgetary Information:

N/A

Resource Personnel:

Alfredo Perez, Superintendent of Schools

Erika Echartea, Executive Director of Administrative Services

Board Policy Reference and Compliance:



2026-2027
COMPENSATION PLAN



San Benito CISD

**2026-2027 New Hire Guide for
Teachers**

\$55,175 starting, 1.0% GPI

YEARS OF EXPERIENCE	SALARY 2025-2026	Years of Experience	New Hire Salary
0	\$ 55,000	0	\$55,175
1	\$ 55,500	1	\$55,675
2	\$ 55,700	2	\$56,175
3	\$ 56,100	3	\$56,375
4	\$ 56,400	4	\$56,775
5	\$ 59,600	5	\$59,600
6	\$ 60,800	6	\$60,800
7	\$ 61,750	7	\$61,750
8	\$ 62,200	8	\$62,425
9	\$ 62,400	9	\$62,875
10	\$ 62,700	10	\$63,075
11	\$ 63,000	11	\$63,375
12	\$ 63,500	12	\$63,675
13	\$ 64,300	13	\$64,300
14	\$ 64,700	14	\$64,975
15	\$ 65,000	15	\$65,375
16	\$ 65,400	16	\$65,675
17	\$ 65,900	17	\$66,075
18	\$ 66,600	18	\$66,600
19	\$ 67,200	19	\$67,275
20	\$ 67,750	20	\$67,875
21	\$ 68,400	21	\$68,425
22	\$ 69,200	22	\$69,200
23	\$ 70,000	23	\$70,000
24	\$ 70,600	24	\$70,675
25	\$ 71,100	25+	\$71,275

Continuing Teachers will receive an increase of
\$675

The salaries listed above are based on 10-month employment for the 2026-2027 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

* Nurses and Librarians have been moved to the Administrative/Professional Pay Scale

*Counselors, Librarians, RN Stipends Removed - Employees currently receiving rolled into salary

\$1,000 Master's Degree - General Stipend
\$2,000 Doctorate Degree - General Stipend



San Benito CISD
2026-2027 New Hire Guide for
Teachers
\$55,175 starting, 1.0% GPI



Years of Experience	New Hire Salary
0	\$55,175
1	\$55,675
2	\$56,175
3	\$56,375
4	\$56,775
5	\$59,600
6	\$60,800
7	\$61,750
8	\$62,425
9	\$62,875
10	\$63,075
11	\$63,375
12	\$63,675
13	\$64,300
14	\$64,975
15	\$65,375
16	\$65,675
17	\$66,075
18	\$66,600
19	\$67,275
20	\$67,875
21	\$68,425
22	\$69,200
23	\$70,000
24	\$70,675
25+	\$71,275

Continuing Teachers will receive an increase of
\$675

The salaries listed above are based on 10-month employment for the 2026-2027 school year. Salary plans are determined on an annual basis and salary advancement is not guaranteed. Pay increases are based on the annual pay raise budget approved by the Board of Trustees.

\$1,000 Master's Degree - General Stipend
\$2,000 Doctorate Degree - General Stipend

2026-2027 Administrative/Professional Pay Plan
 San Benito CISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Daily	\$199.66	\$234.89	\$270.12
	ASP Family Engagement Coordinator, ASP	226	226 Days	45,123	53,085	61,047
	Coordinator, Drop Out Prevention	226				
	Manager, ADSY Project (Grant Funded)	226				
2			Daily	\$255.56	\$300.66	\$345.76
	Coordinator, Safety	226	226 Days	57,757	67,949	78,142
	Specialist, Curriculum	226				
	Specialist, Social Media/Communication	226				
	Speech Language Pathologist - Intern					
3			Daily	\$297.73	\$350.27	\$402.81
	Accountant	226	187 Days	55,676	65,500	75,325
	Asst Director, ASP	226	226 Days	67,287	79,161	91,035
	Coordinator, Television Media, Insurance	226				
	Generalist, HR	226				
	Nurse	187				
	Speech Language Pathologist Asst	187				
4			Daily	\$318.57	\$374.79	\$431.01
	Coordinator, Gear Up/CCMR	197	187 Days	59,573	70,086	80,599
	Counselor, ES	207	197 Days	62,758	73,834	84,909
	Counselor, MS	207	207 Days	65,944	77,582	89,219
	Instructional Coach	207	226 Days	71,997	84,703	97,408
	Librarian	187				
	Licensed Professional Counselor	226				
	Manager, Construction	226				
	Manager, Tech Services	226				
	Network Manager	226				
	Specialist, Student Success	197				
	Systems Administrator	226				
5			Daily	\$337.69	\$397.28	\$456.87
	Asst Principal, ES	207, 226	207 Days	69,902	82,237	94,572
	Dean of Instruction, ES	207	226 Days	76,318	89,785	103,253
	Athletic Trainer	207				
	Counselor, CTE	207				

Counselor, HS	207
Counselor, SPED	207
Counselor, Transition	207
Instructional Technologist	226

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Asst Principal, MS	207
Dean of Instruction, HS	226
Dean of Instruction, MS	226
Dean of Instruction, Collegiate	207
Diagnostician	187
Generalist, SPED	187
Occupational Therapist	187
Physical Therapist	187
Psychologist	187
Speech Language Pathologist	187

Daily	\$357.95	\$421.12	\$484.29
187 Days	66,937	78,749	90,562
207 Days	74,096	87,172	100,248
226 Days	80,897	95,173	109,450

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Asst Principal, HS	207
Coordinator, 504	226
Coordinator, Athletics	226
Coordinator, CTE	226
Coordinator, Health	226
Coordinator, Higher Education	226
Coordinator, HR	226
Coordinator, Payroll	226
Coordinator, RTI	226
Coordinator, Title I	226
Director, Band HS	226
Lead SPED Assessment	207

Daily	\$379.43	\$446.39	\$513.35
207 Days	78,542	92,403	106,263
226 Days	85,751	100,884	116,017

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Chief of Police	226
Director, Finance	226
Director, ASP	226
Director, Bilingual	226
Director, CCMR	226
Director, CNP	226
Director, Counseling/Advanced Academics	226
Director, CTE	226
Director, Energy Management	226
Director, FACE	226
Director, Federal Programs	226
Director, Fine Arts	226

Daily	\$402.19	\$473.17	\$544.15
207 Days	83,253	97,946	112,639
226 Days	90,895	106,936	122,978

Director, Maintenance	226
Director, PEIMS	226
Director, Purchasing	226
Director, Safety & Security	226
Director, Transportation	226
Principal, ES	207
Principal, Associate	226

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Director, Assessment, Research, Evaluation	226
Director, Athletics	226
Director, Communications	226
Director, Elementary Instruction	226
Director, Professional Development	226
Director, Secondary Instruction	226
Director, SPED	226
Director, Technology	226
Principal, DAEP	226
Principal, MS	226
Principal, VMA	226

Daily	\$430.35	\$506.29	\$582.23
226 Days	97,259	114,422	131,584

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Principal, HS	226
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Daily	\$460.47	\$541.73	\$622.99
226 Days	104,066	122,431	140,796

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Exec Director, Admin Services	226
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Daily	\$515.73	\$606.74	\$697.75
226 Days	116,555	137,123	157,692

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Asst Superintendent, Academic	226
Asst Superintendent, Finance & Operations	226

Daily	\$577.62	\$679.55	\$781.48
226 Days	130,542	153,578	176,614

2026-2027 Clerical/Technical Pay Plan

San Benito CISD

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum	
1			Hourly	\$13.50	\$16.20	\$18.90
	Aide, 3 Yr Old Program	187	187 Days	20,196	24,235	28,274
	Aide, ESL Bilingual	187				
	Aide, Fine Arts	187				
	Aide, General	187				
	Aide, Kindergarten	187				
	Aide, Nurse	187				
	Aide, Pre-K	187				
	Aide, SPED Inclusion	187				
2			Hourly	\$14.50	\$17.40	\$20.30
	Aide, 18+	187	187 Days	21,692	26,030	30,369
	Aide, Band	187	226 Days	26,216	31,459	36,702
	Aide, Cosmetology	187	260 Days	30,160	36,192	42,224
	Aide, ISS	187				
	Aide, Library	187				
	Aide, SPED ACU, BMU, ECSE	187				
	Aide, CNA	187				
	Aide, EMT	187				
	Aide, Braille	187				
	Aide, STEM Lab	187				
	Clerk, Mail	226				
	Clerk, Printer	226				
	Specialist, Parental	187				
3			Hourly	\$15.75	\$18.90	\$22.05
	Attendance Officer	187	187 Days	23,562	28,274	32,987
	Clerk, Attendance HS	197	197 Days	24,822	29,786	34,751
	Clerk, Attendance MS	197	207 Days	26,082	31,298	36,515
	Clerk, PEIMS ES	207	215 Days	27,090	32,508	37,926
	Clerk, Helper (PRIM)	226	226 Days	28,476	34,171	39,866
	Lead Printer	226				
	Migrant Recruiter	226				
	Secretary, Asst Principal HS	226				
	Secretary, Asst Principal MS	187,197				
	Secretary, Band Director	215				
	Secretary, Choir	197				
	Secretary, Higher Education	226				

Secretary, MS, HS	226
Secretary, ASP (TCLAS) - Contingent on Grant Funding	226
Technician, Production	226

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Clerk, Finance, HR	226
Clerk, Career Awareness	207
Clerk, CNP (Bookkeeper, Inventory)	226
Clerk, ESL	207
Clerk, Migrant NGS Data	226
Clerk, Office	197
Clerk, PEIMS HS	226
Clerk, PEIMS MS	226
Clerk, Police Department	260
Clerk, Purchasing Inventory	226
Clerk, Registrar Asst, HS	226
Clerk, SPED	197, 215
Clerk, Textbooks	226
Clerk, Transportation Department	226
Lead Parent Specialist	187

Hourly	\$16.85	\$20.22	\$23.59
187 Days	25,208	30,249	35,291
197 Days	26,556	31,867	37,178
207 Days	27,904	33,484	39,065
215 Days	28,982	34,778	40,575
226 Days	30,465	36,558	42,651
260 Days	35,048	42,058	49,067

5

Aide, PRC Behavior	207
Bookkeeper, HS	215
Bookkeeper, Finance	226
Clerk PEIMS/Registrar	226
Clerk, CNP (Purchasing/Commodity)	226
Clerk, SPED SHARS/PEIMS	226
Clerk, Registrar, HS	226
Secretary, 21st Century	226
Secretary, Athletics	226
Secretary, CNP	226
Secretary, Construction Manager	260
Secretary, CTE	226
Secretary, Maintenance	226, 260
Secretary, Migrant	226
Secretary, Parental	226
Secretary, Principal ES	207
Secretary, Principal MS	226

Hourly	\$18.25	\$21.90	\$25.55
207 Days	30,222	36,266	42,311
215 Days	31,390	37,668	43,946
226 Days	32,996	39,595	46,194
260 Days	37,960	45,552	53,144

6

Clerk, Accounts Payable	226
Clerk, District PEIMS	226
Clerk, Payroll	226

Hourly	\$19.75	\$23.70	\$27.65
226 Days	35,708	42,850	49,991

Graphic Artist	226
Secretary, Academics	226
Secretary, Athletics Director	226
Secretary, Bilingual	226
Secretary, Collegiate Academy	226
Secretary, Instructional Implementation	226
Secretary, Police	226
Secretary, Principal HS	226
Secretary, Prof Dev/Testing	226
Secretary, Public Relations	226
Secretary, Purchasing	226
Secretary, SPED	226
Secretary, Technology	226
Secretary, TIA	226
Secretary, Transportation	226

7

Computer Technician	226
Nurse, LVN	187
Secretary, Asst. Supt.	226
Secretary, Executive Director	226
Specialist, Federal Programs	226
Specialist, Human Resources	226
Specialist, Payroll	226
Web Master	226

Hourly	\$22.00	\$26.40	\$30.80
187 Days	32,912	39,494	46,077
226 Days	39,776	47,731	55,686

8

Network Technician	226
Secretary, Superintendent	226

Hourly	\$28.00	\$33.60	\$39.20
226 Days	50,624	60,749	70,874

2026-2027 Auxiliary Pay Plan

San Benito CISD

*Annual amounts are based on 8 hours per day.

Pay Grade	Job Title	Calendars	Minimum	Midpoint	Maximum
1					
	Athletic Field Helper	260	Hourly \$13.00	\$15.60	\$18.20
	CNP Associate	187	187 Days	19,448	23,338
	Custodian	187, 260	260 Days	27,040	37,856
2					
	AC Helper	260	Hourly \$14.00	\$16.80	\$19.60
	Backhoe Helper	260	187 Days	20,944	25,133
	Carpenter Helper	260	260 Days	29,120	40,768
	Custodian, AG	260			
	Electrician Helper	260			
	Lead Custodian, ES	260			
	Locksmith, Helper	260			
	Painter Helper	260			
	Plumber Helper	260			
	Roofer Helper	260			
	Security Dispatcher	260			
	Security Guard	187, 260			
	Shop Asst	260			
	Surplus Mover	260			
	Yard Crew	260			
3					
	CNP Warehouse	260	Hourly \$15.00	\$18.00	\$21.00
	Driver, Multi-Purpose Vehicle	187	187 Days	22,440	26,928
	Lead Custodian, District	260	260 Days	31,200	43,680
	Lead Custodian, MS	260			
	Lead Security Guard	260			
	Supervisor, Athletic Field	260			
	Supervisor, Yard Crew	260			
	Technician/Driver	260			
	Warehouse Asst	260			
4					
	CNP Manager, ES	187	Hourly \$16.00	\$19.20	\$22.40
	Dispatcher	226	187 Days	23,936	28,723
	Lead Custodian, HS	260	226 Days	28,928	40,499
	Lead Surplus Mover	260	260 Days	33,280	46,592

5

Assistant, Mechanic/Driver	260
Backhoe Operator	260
Carpenter	260
Cement Worker	260
CNP Manager, MS	187
Painter	260
Roofer	260

Hourly	\$17.50	\$21.00	\$24.50
187 Days	26,180	31,416	36,652
260 Days	36,400	43,680	50,960

6

CNP Manager, Central Kitchen	187
CNP Manager, HS	187
Mechanic	260
Specialist, Operation Route	260
Supervisor, Painter	260

Hourly	\$19.00	\$22.80	\$26.60
187 Days	28,424	34,109	39,794
260 Days	39,520	47,424	55,328

7

AC Technician	260
Electrician	260
Lead Mechanic	260
Locksmith	260
Manager, Warehouse	260
Plumber	260
Plumber/Machinery Operator	260
Police Officer	226
Supervisor, Safety	226
Welder	260

Hourly	\$21.00	\$25.20	\$29.40
226 Days	37,968	45,562	53,155
260 Days	43,680	52,416	61,152

8

Area Supervisor, CNP	226
Coordinator, Maintenance	226
Executive Chef	226
Master Plumber	226
Master Electrician	226
Sergeant	226

Hourly	\$26.50	\$31.80	\$37.10
226 Days	47,912	57,494	67,077

BM

Bus Monitor	187
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Hourly	\$12.00	\$14.12	\$16.24
187 Days	17,952	21,124	24,295

BD

Bus Driver	187, 260
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Hourly	\$18.00	\$21.18	\$24.36
187 Days	26,928	31,685	36,443
260 Days	37,440	44,054	50,669

San Benito CISD - Human Resources

**** All stipends are subject to review based on established criteria and may be discontinued ****

Assistant Principals, Principals & Directors are not eligible for stipends

Special Education		
Teachers *	Stipend	Frequency
Dyslexia	\$ 1,000	Monthly
Dyslexia & LSSP Supervisor	\$ 1,000	Monthly
General/Resource/Inclusion	\$ 1,800	Monthly
Lead Assessment	\$ 2,500	Monthly
Self Contained	\$ 2,500	Monthly
SLP/SLP Assistant - Country School (must travel to 2 campuses)	\$ 1,000	Monthly
Speech Therapist Supervisor	\$ 1,000	Monthly
Visually Impaired	\$ 2,500	Monthly
Special Olympics Coach	\$ 1,500	Bi-Annual
Special Olympics Coordinator	\$ 2,500	Bi-Annual

***SPED Teachers will only be paid one stipend**

Evaluations	Stipend	Frequency
Psychological/Autism	\$ 1,225	Annual
Full & Initial Individual Evaluation	\$ 630	Annual
Speech	\$ 490	Annual
Visually Impaired	\$ 525	Annual

Other Stipends		
Teacher Incentive Allotment (TIA) Lead	\$ 15,000	Monthly
Teacher Incentive Allotment (TIA) Expansion	\$ 10,000	Monthly
Librarian Coordinator	\$ 3,000	Monthly
Mid-Year Stipend	\$ 250	

San Benito CISD - Human Resources
SBHS High School/ VMA

Dept. Head	Stipend	Frequency
High School	Stipend	Frequency
Department Chair	\$ 1,300	Monthly
Department Head - Counselor	\$ 2,000	Monthly
VMA	Stipend	Frequency
Department Chair	\$ 1,300	Monthly

Career & Technical Edu. (CTE)	Stipend	Frequency
Agriculture Science	\$ 3,000	Monthly
Automotive Youth Edu. Systems	\$ 2,500	Annual
CTE Organization Sponsor	\$ 1,800	Annual
CTE Spotlight	\$ 1,000	Monthly
Dual Enrollment		
1 Course	\$ 500	Bi-Annual
2 Courses	\$ 1,000	Bi-Annual
3+ courses	\$ 1,500	Bi-Annual
E- Sports Club (VMA Only)	\$ 1,800	Annual
EMT Coordinator	\$ 1,500	Annual
Lead Agriculture Teacher	\$ 2,000	Monthly

Teachers	Stipend	Frequency
Composite Certification - Social Studies/English	\$ 1,000	Monthly
Dual Enrollment ^		
1 Course	\$ 500	Bi-Annual
2 Courses	\$ 1,000	Bi-Annual
3+ courses	\$ 1,500	Bi-Annual
Dual Enrollment Lab ^^	\$ 200	Bi-Annual
Graduation Requirement and Retester (HS/VMA)	\$ 1,000	Annual
Instructional Technology Representative (Campus, help with Technology Integration)	\$ 1,000	Bi-Annual
Masters (Any Area)*	\$ 1,000	Monthly
Masters (Teaching Field)*	\$ 2,000	Monthly
Doctoral (Teaching Field)*	\$ 2,500	Monthly
Math - Teaching Math, not eligible for Composite	\$ 4,000	Monthly
Media Technology	\$ 1,000	Monthly
Mentor Teacher (Excluding Mentors to ACP Interns)	\$ 300	Bi-Annual
OnRamps - Per Section (NEW)	\$ 250	Bi-Annual
Science - Teaching Science, not eligible for Composite	\$ 4,000	Monthly
STEM Coordinator	\$ 1,500	Monthly
Teacher Stipend for Student Attendance	10% of six weeks award	Every six weeks
Web Site Representative (Campus)	\$ 1,500	Bi-Annual

Events	Stipend	Frequency
Decathlon Advisor	\$ 2,000	Annual
Honor Society (HS)	\$ 600	Annual
Honor Society (VMA)	\$ 500	Annual
Senior Class Sponsor	\$ 2,000	Annual
Junior Club Sponsor	\$ 2,000	Annual
Student Council	\$ 1,000	Annual
Junior ROTC	2,500	Monthly
Masterminds	\$ 750	Annual
Octathlon Advisor	\$ 1,000	Annual
One Act Play Sponsor	\$ 2,000	Annual
Rotary Club Sponsor	\$ 1,500	Annual
Theater Arts Sponsor	\$ 2,000	Annual
UIL Area Coach	\$ 1,000	Annual
UIL Coordinator (1 per campus)	\$ 3,000	Annual
Yearbook (1 per campus)	\$ 1,500	Annual
Performing Arts Stipends	Stipend	Frequency
Band Assistant Director	\$ 11,500	Monthly
Choir Assistant Director	\$ 6,000	Monthly
Choir Director	\$ 12,500	Monthly
Color Guard	\$ 3,000	Monthly
Conjunto	\$ 3,000	Monthly
Estudiantina/Flamenco	\$ 3,000	Monthly
French Horn/Double Reed	\$ 2,000	Monthly
Indoor Drumline	\$ 3,000	Monthly
Jazz	\$ 3,000	Monthly
Marching	\$ 2,000	Monthly
Mariachi	\$ 5,500	Monthly
Orchestra Director	\$ 11,500	Monthly
VMA Band Director	\$ 4,500	Monthly
Dance	Stipend	Frequency
Belles Sponsor (HS)	\$ 7,000	Monthly
Belles Sponsor Assistant (HS)	\$ 3,300	Monthly
Belles/Cheer Sponsor Assistant (VMA)	\$ 3,300	Monthly
Cheerleading Sponsor (HS)	\$ 7,000	Monthly
Cheerleading Sponsor (VMA)	\$ 4,500	Monthly
Cheerleading Sponsor Assistant (HS)	\$ 3,300	Monthly

^ Stipend for course will paid by the IHE if enrollment reaches 12 or more students; remaining amount to be paid by the district
 ^^ Stipend for lab will paid by the IHE if enrollment reaches 12 or more students; remaining amount to be paid by the district
 San Benito CISD will pay the total amount if enrollment is below 12 students and the class is held

Assistant Principals, Principals & Directors are not eligible for stipends

San Benito CISD - Human Resources
Middle School

Dept. Head	Stipend	Frequency
Department Chair	\$ 1,300	Monthly

Teachers	Stipend	Frequency
Composite Certification - Social Studies/English	\$ 1,000	Monthly
Country School (only for Country schools)	\$ 1,000	Monthly
Instructional Technology Representative (Campus, help with Technology Integration)	\$ 1,000	Bi-Annual
Masters (Any Area)*	\$ 1,000	Monthly
Masters (Teaching Field)*	\$ 2,000	Monthly
Doctoral (Teaching Field)*	\$ 2,500	Monthly
Math - Teaching Math, not eligible for Composite	\$ 4,000	Monthly
Media Technology	\$ 1,000	Monthly
Mentor Teacher (Excluding Mentors to ACP Interns)	\$ 300	Bi-Annual
Science - Teaching Science, not eligible for Composite	\$ 4,000	Monthly
Supply Allotment (Teachers and Classroom Paras)	\$ 100	Annual
Teacher Stipend for Student Attendance	10% of six weeks award	Every six weeks
Web Site Representative (Campus)	\$ 1,500	Bi-Annual

Events	Stipend	Frequency
Honor Society	\$ 500	Monthly
Spelling Bee Coach	\$ 500	Annual
Team Leader	\$ 1,000	Annual
UIL Campus Coordinator (1 per campus)	\$ 775	Annual
UIL Subject Area Coach	\$ 775	Annual
Yearbook (1 per campus)	\$ 1,000	Annual

Performing Arts	Stipend	Frequency
Band Assistant Director	\$ 9,000	Monthly
Band Director	\$ 11,000	Monthly
Choir Director	\$ 5,500	Monthly
Choir Assistant	\$ 5,000	Monthly
Orchestra Assistant	\$ 5,750	Monthly
Theatre Director Assistant	\$ 1,500	Monthly
Marching	\$ 1,500	Monthly

Dance	Stipend	Frequency
Belles Sponsor	\$ 3,000	Monthly
Belles Assistant Sponsor	\$ 2,000	Monthly
Cheerleading Sponsor	\$ 3,000	Monthly
Cheerleading Assistant Sponsor	\$ 2,000	Monthly

Assistant Principals, Principals & Directors are not eligible for stipends

San Benito CISD - Human Resources
Elementary

Teachers	Stipend	Frequency
Country School (only La Paloma, Rangerville, La Encantada, Riverside, AGL)	\$ 1,000	Monthly
Instructional Technology Representative (Campus, help with Technology Integration)	\$ 1,000	Bi-Annual
Masters (Any Area)*	\$ 1,000	Monthly
Masters (Teaching Field)*	\$ 2,000	Monthly
Doctoral (Teaching Field)*	\$ 2,500	Monthly
Mentor Teacher (Excluding Mentors to ACP Interns)	\$ 300	Bi-Annual
Supply Allotment (Teachers and Classroom Paras)	\$ 100	Annual
Teacher Stipend for Student Attendance	10% of six weeks award	Every six weeks
Web Site Representative (Campus)	\$ 1,500	Bi-Annual

Events	Stipend	Frequency
Art	\$ 750	Annual
Campus Coordinator (1 per campus)	\$ 750	Annual
Chess Puzzle	\$ 750	Annual
Creative Writing & Ready Writing	\$ 750	Annual
Dictionary Skills & Listening	\$ 750	Annual
Maps, Graphs, Charts & Social Studies	\$ 750	Annual
Music Memory	\$ 750	Annual
Number Sense	\$ 750	Annual
Oral Reading	\$ 750	Annual
Spelling	\$ 750	Annual
Spelling Bee Coach	\$ 250	Annual
Spelling Bee Regional	\$ 250	Annual

Dance	Stipend	Frequency
Cheerleading/Dance Sponsor	\$ 2,000	Monthly
Cheerleading/Dance Assistant Sponsor	\$ 1,000	Monthly

Assistant Principals, Principals & Directors are not eligible for stipends

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	Stipend	Frequency
Data Capacity Advocate	\$ 4,500	One Time

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San Benito CISD - Human Resources
Afterschool Program (ASP)

Part- Time	Hourly/Pay Rate	Frequency
PT Program Assistant: Entry Level (Non Degreed)	\$ 10	Bi-Weekly
PT Program Assistant: Specialized	\$15-30	Bi-Weekly
PT Program Assistant: Bachelors Degree (Not Certified)	\$ 20	Bi-Weekly
PT Certified Teacher	\$ 25	Bi-Weekly
PT Program Assistant: Bachelors Degree (Certified)	\$ 30	Bi-Weekly
PT Program Assistant: Summer School	\$10-30	Bi-Weekly

Events	Hourly/Pay Rate	Frequency
Chess: Entry Level	\$ 15	Bi-Weekly
Chess: Experienced (5+ years)	\$ 25	Bi-Weekly
Chess: International Grandmaster	\$ 30	Bi-Weekly

Teachers - Administrators (Hourly)	Hourly/Pay Rate	Frequency
Teachers/Nurse (RN)	\$ 35	Monthly
Licensed Professional Counselor (LPC)	\$ 50	Monthly
Student Success Specialist	\$ 35	Monthly

Teachers - Administrators (Annualized)	Annualized	Frequency
ASP Mentor/Coach	\$ 3,000	Bi-Annual
Coordinator: Non-Grant Site	\$ 3,500	Bi-Annual
Coordinator: Curriculum (\$1,500 per semester)	\$ 3,000	Bi-Annual
Coordinator: Special Events (\$1,500 per semester)	\$ 3,000	Bi-Annual
Coordinator: Technology (\$2,500 per semester)	\$ 5,000	Bi-Annual
Coordinator: Staff Development (\$1,500 per semester)	\$ 3,000	Bi-Annual
Coordinator: Chess (\$2,500 per semester)	\$ 5,000	Bi-Annual
Coordinator: Summer School Track (May - August, Flat rate)	\$ 3,000	Bi-Annual
Coordinator: Recreational Enrichment (\$1,500 per semester)	\$ 3,000	Bi-Annual

All stipend amounts are total annual amounts paid

San Benito CISD - Human Resources

Miscellaneous

Substitutes	Hourly Rate	Frequency
Custodian	\$ 11.62	Bi-Weekly
Yard Crew	\$ 11.62	Bi-Weekly
Food Service Associate	\$ 11.62	Bi-Weekly
Security	\$ 12.41	Bi-Weekly
Bus Monitor	\$ 10.83	Bi-Weekly
Bus Driver	\$ 17.39	Bi-Weekly

Gear Up Tutors	Hourly Rate	Frequency
Non-Certified	\$ 15	Bi-Weekly
Certified	\$ 30	Bi-Weekly

Guest Teachers (2024-2025 School Year)	Daily Rate	Frequency
Non-Degreed	\$ 90	Bi-Weekly
Non-Degreed (Long Term)	\$ 100	Bi-Weekly
Degreed - Non Certified	\$ 125	Bi-Weekly
Degreed - Non Certified (Long Term)	\$ 135	Bi-Weekly
Degreed - Certified	\$ 150	Bi-Weekly
Degreed - Certified - Long Term (10+ days in the same class)	\$ 165	Bi-Weekly

Summer School	Hourly Rate	Frequency
Paraprofessional - Clerical Staff	\$ 25	Monthly
Paraprofessional - LVN	\$ 35	Monthly
Paraprofessional - ASP LVN	\$ 35	Monthly
Teachers/Nurses (RN): Professional/Certified/Specialized	\$ 50	Monthly
Teachers/Nurses (RN): ASP Professional/Certified/Specialized	\$ 50	Monthly
Auxiliary - Employees working in same position will be paid their same hourly rate for summer school	-	Bi-Weekly
Maintenance - Employees not employed in Maintenance but working summer school in this department	\$ 11	Bi-Weekly

*Summer School rates are based on ESSER III availability of funds

Misc.	Annualized/hourly	Frequency
K-9 Stipend	\$ 5,000	Bi-Annual
Guardian Program	\$ 6,000	Bi-Weekly
KSBG Videographer	\$ 50	Monthly
Gold Standard Employee Monthly Recognition	\$ 100	One Time
Migrant Program	\$ 5,000	Monthly
Bus Driver CDL Incentive Agreement	\$ 550	One Time

San Benito CISD - Human Resources

Extra Duty

Extra Duty Pay	Hourly Rate	Frequency
Interventionist (part time)	\$ 40	Monthly
Workshop Presenters	\$ 30	Monthly
Workshop Presenters - Dyslexia	\$ 40	Monthly
Paraprofessional - Clerical Staff	\$ 15	Monthly
Paraprofessional - LVN	\$ 30	Monthly
Paraprofessional - ASP LVN	\$ 30	Monthly
Clinics - RN & LVN	\$ 150	Daily
Teachers/Nurses (RN): Professional/Certified/Specialized	\$ 40	Monthly
Teachers/Nurses (RN): ASP Professional/Certified/Specialized	\$ 40	Monthly
PD - Teachers/Nurses (RN): 1/2 (Minimum of 3 hours)	\$ 75	Monthly
PD - Teachers/Nurses (RN): Full Day (Minimum of 6 hours)	\$ 150	Monthly
PD - Salaried Personnel on Non-Contracted Days - Half Day	\$ 75	Monthly
PD - Salaried Personnel on Non-Contracted Days: Full Day	\$ 150	Monthly
PD - Hourly Employees on Non-Working Days: Half Day	Flex Time	-
Teachers/Facilitators (Saturdays/Sundays - Student Trips) GEAR UP	\$ 35	Monthly
Teachers/Facilitators - Summer Programs (On and off campus) GEAR UP	\$ 50	Monthly
ASP TSI Summer Tutor	\$ 50	Monthly
ASP TSI Summer Proctor	\$ 35	Monthly
CTE Contracted Services	\$ 25-100	Monthly
Social Work/Student Mentor (Bachelors Degree)	\$ 500	Monthly
Social Work/Student Mentor (Masters Degree)	\$ 750	Monthly
SPED Evaluations - Psychoeducational (Autism/Emotional Disturbance)	\$ 35	HR
SPED Evaluations - Comprehensive	\$ 35	HR

All stipend amounts are total annual amounts paid

San Benito CISD - Human Resources

Bilingual /ESL Stipend

High School	Stipend	Stipulations
ESL Per Semester	\$ 500	* Stipend form must be submitted biannual - November & April Certification: ESL/ ELAR Teachers ONLY Training: 6 hours of ESL or 12 hours for new teachers to the district (must complete by the end of 3rd six weeks)

Middle School	Stipend	Stipulations
ESL		ESL stipends at Middle School level will be based on:
10+ Students	\$ 1,000	Certification: ESL / ELAR Teachers ONLY
1-9 Students	\$ 500	Training: 6 hours of ESL or 12 hours for new teachers to the district (must complete by the end of 3rd six weeks)

Elementary	Stipend	Stipulations
Traditional Early Exit Program 10+ Students	\$ 1,000	Bilingual/ESL stipends at elementary level (PK-5) will be based on: Certification: Bilingual Training: 6 hours of Bilingual or 12 hours for new teachers to the district (must complete by the end of 3rd six weeks)
1-9 Students	\$ 500	Student Enrollment: number of EB students enrolled on teacher roster as of PEIMS snapshot day

AGL / La Paloma Dual Language	Stipend	Stipulations
Bilingual Certified 10+ Students	\$ 1,500	Bilingual/ESL stipends at elementary level (PK-5) will be based on: Certification: Bilingual Training: 6 hours of Bilingual or 12 hours for new teachers to the district (must complete by the end of 3rd six weeks)
1-9 Students	\$ 1,000	Student Enrollment: number of EB students enrolled as of PEIMS snapshot day
ESL Certified 10+ Students	\$ 1,250	Certification: ESL ESL Certified teacher must team teach with a bilingual certified teacher in the two-way dual language program.
1-9 Students	\$ 750	Training: 6 hours of Bilingual or 12 hours for new teachers to the district (must complete by the end of 3rd six weeks)
		Student Enrollment: number of EB students enrolled as of PEIMS snapshot day

LPAC Lead Teacher Stipend

Student Count:	Stipend	Stipulations
Student Count:		LPAC stipend criteria
200+	\$ 2,500	
25-199	\$ 2,000	Certification: Bilingual or ESL Training: 6 hours of Bilingual or 12 hours for new teachers to the district
75-124	\$ 1,500	(must complete by the end of 3rd six weeks)
1-74	\$ 1,000	Committee: Teacher must be a member of the Language Proficiency Assessment Committee (LPAC)
		Student Enrollment: number of EB students enrolled as of PEIMS snapshot day

Must be teacher of record to be eligible for ESL/Bilingual or LPAC Stipends

All Bilingual/ESL/LPAC paid December and May

All stipend amounts are total annual amounts paid

Based on Snapshot date - Elementary & Middle School

Parental denials and exit monitored students do not count as part of the student counts.

San Benito CISD - Human Resources

Athletic Stipends

High School and VMA

Head Coach:	Stipend	Frequency
Baseball	\$ 9,500	Monthly
Basketball	\$ 9,500	Monthly
Cross Country	\$ 9,500	Monthly
Golf	\$ 9,500	Monthly
Powerlifting	\$ 9,500	Monthly
Soccer	\$ 9,500	Monthly
Softball	\$ 9,500	Monthly
Tennis	\$ 9,500	Monthly
Track	\$ 9,500	Monthly
Volleyball	\$ 9,500	Monthly
Wrestling	\$ 9,500	Monthly

Varsity:	Stipend	Frequency
Basketball	\$ 4,000	Monthly
Soccer	\$ 4,000	Monthly
Tennis	\$ 6,000	Monthly
Track	\$ 4,000	Monthly
Volleyball	\$ 6,000	Monthly

Assistant/JV:	Stipend	Frequency
Baseball	\$ 5,500	Monthly
Basketball	\$ 3,500	Monthly
Cross Country	\$ 4,200	Monthly
Football	\$ 9,500	Monthly
Golf	\$ 5,000	Monthly
Powerlifting	\$ 4,000	Monthly
Soccer	\$ 3,500	Monthly
Softball	\$ 5,500	Monthly
Track	\$ 3,500	Monthly
Volleyball	\$ 5,500	Monthly
Wrestling	\$ 4,000	Monthly

Freshman:	Stipend	Frequency
Baseball	\$ 3,500	Monthly
Basketball	\$ 3,500	Monthly
Football	\$ 7,000	Monthly
Softball	\$ 3,500	Monthly
Volleyball	\$ 5,500	Monthly

Middle School

Sport	Stipend	Frequency
Basketball	\$ 2,000	Monthly
Baseball	\$ 2,000	Monthly
Cross Country	\$ 2,000	Monthly
Football Assistant	\$ 2,500	Monthly
Football Head	\$ 4,500	Monthly
Golf	\$ 2,000	Monthly
Soccer	\$ 2,000	Monthly
Softball	\$ 2,000	Monthly
Tennis	\$ 3,000	Monthly
Track	\$ 2,000	Monthly
Volleyball	\$ 2,000	Monthly

Other

Sport	Stipend	Frequency
Associate Head Coach	\$ 2,125	Monthly
Athletic Coordinator (MS)	\$ 2,500	Monthly
Athletic Coordinator (VMA)	\$ 5,000	Monthly
Athletic Trainer	\$ 5,000	Monthly
Coordinator - Equipment (Football)	\$ 1,500	Monthly
Coordinator - Offensive/Defensive (Football)	\$ 13,500	Monthly
Coordinator - Special Teams (Football)	\$ 13,500	Monthly
Director of Academic Performance	\$ 2,125	Monthly
Head Trainer	\$ 7,000	Monthly
Physical Education	\$ 4,500	Monthly
Strength & Conditioning	\$ 5,000	Monthly

All stipend amounts are total annual amounts paid

San Benito CISD - Human Resources

Athletic Games (Extra Duty Pay)

Gate Seller					
Sport	Varsity	Sub Varsity	Jr. High	Frequency	
Football	\$ 50	\$ 25	\$ 20	Bi-Weekly/ Monthly	
Soccer	\$ 20	\$ 15	\$ 15	Bi-Weekly/ Monthly	
Wrestling	\$ 18	\$ 15	\$ 15	Bi-Weekly/ Monthly	
Basketball	\$ 18	\$ 15	\$ 15	Bi-Weekly/ Monthly	
Baseball	\$ 18	\$ 15	-	Bi-Weekly/ Monthly	
Volleyball	\$ 18	\$ 15	\$ 15	Bi-Weekly/ Monthly	
Softball	\$ 18	\$ 15	-	Bi-Weekly/ Monthly	

Scoreboard/Book/Clock					
Sport	Varsity	Sub Varsity	Jr. High	Frequency	
Football	\$ 60	\$ 40	\$ 30	Bi-Weekly/ Monthly	
Basketball	\$ 18	\$ 15	\$ 15	Bi-Weekly/ Monthly	
Baseball	\$ 18	\$ 15	-	Bi-Weekly/ Monthly	
Volleyball	\$ 18	\$ 15	\$ 15	Bi-Weekly/ Monthly	
Soccer	\$ 18	\$ 15	\$ 15	Bi-Weekly/ Monthly	
Wrestling	\$ 18	\$ 15	\$ 15	Bi-Weekly/ Monthly	
Softball	\$ 18	\$ 15	-	Bi-Weekly/ Monthly	

Announcer: PA					
Sport	Varsity	Sub Varsity	Jr. High	Frequency	
Football	\$ 100	\$ 35	\$ 30	Bi-Weekly/ Monthly	
Soccer	\$ 35	\$ 25	15	Bi-Weekly/ Monthly	
Baseball	\$ 30	\$ 25	-	Bi-Weekly/ Monthly	
Basketball	\$ 30	\$ 25	15	Bi-Weekly/ Monthly	
Volleyball	\$ 30	\$ 25	15	Bi-Weekly/ Monthly	
Wrestling	\$ 30	\$ 25	15	Bi-Weekly/ Monthly	
Softball	\$ 30	\$ 25	-	Bi-Weekly/ Monthly	

Others (Only Football)		
Sport	Varsity	Frequency
Ticket Takers	\$ 45	Bi-Weekly/ Monthly
Ushers	\$ 45	Bi-Weekly/ Monthly
Message Center	\$ 60	Bi-Weekly/ Monthly
25-Sec Clock	\$ 60	Bi-Weekly/ Monthly
Game Supervisor	\$ 60	Bi-Weekly/ Monthly
KSBG Game Com	\$ 50	Bi-Weekly/ Monthly
Chain Crew	\$ 30	Bi-Weekly/ Monthly
Spotter	\$ 45	Bi-Weekly/ Monthly

**San Benito CISD Mid Year Stipend
2026-2027**

Definition:

A mid year payment is a lump sum payment outside of an employee's base pay that is offered as a supplemental payment

Criteria to be eligible:

1. Full-Time
2. Actively employed by October 2, 2026
3. Must remain actively employed until December 11, 2026
4. TRS eligible

****Retired TRS employees in a full-time position will be eligible to receive incentive****

Stipend Amount:

\$250 paid December 2026

DRAFT

**San Benito CISD Perfect Attendance
Stipend 2026-2027 School Year**

San Benito CISD shall pay classroom teachers who are certified a Perfect Attendance stipend. Stipend will be paid quarterly for no absences during the nine week period.

Criteria to be eligible:

1. Full-Time classroom teachers
2. No absences during the nine week period
3. TRS eligible

****Retired TRS employees in a full-time teacher position will be eligible to receive stipend****

Stipend Amount:

\$200 paid every nine weeks

NOTE:

Jury duty, school business, staff development, bereavement shall not be counted as absences for purposes of the perfect attendance stipend

DRAFT



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 Echarte, 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

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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)
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-  Document emailed to Daniel King (dking@esc1.net) for signature
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-  Email viewed by Daniel King (dking@esc1.net)
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-  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