



## **Administrative Committee Meeting**

Wednesday, January 14, 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 Amendment to the 2025-2026 School Calendar
4. Review and Discussion of Revision(s) to the 2025-2026 Compensation Plan
5. Review and Discussion of the 2026 Early Notice Incentive
6. Committee Concerns
7. Adjournment

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



## **Request Approval of Amendment to the 2025-2026 School Calendar**

### **Superintendent's Recommendation:**

The Superintendent recommends to the Board of Trustees to approve the Amendment to the 2025-2026 School Calendar

### **Rationale:**

Please 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:**



# San Benito Consolidated Independent School District

## 2025-2026 SCHOOL CALENDAR

→→→ UPDATE →→→ UPDATE ←←← UPDATE ←←←

JULY 2025						
S	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

AUGUST 2025						
S	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

SEPTEMBER 2025						
S	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

SCHOOL START / END TIMES	
Elementary	7:45 AM - 3:15 PM
Middle School	8:15 AM - 3:55 PM
High School	8:30 AM - 4:10 PM

EARLY RELEASE START / END TIMES	
Elementary	7:45 AM - 12:15 PM
Middle School	8:15 AM - 1:10 PM
High School	8:30 AM - 1:45 PM

INSTRUCTIONAL PERIODS	
August 1, 2025	– First Day for Teachers
August 11, 2025	– First Day for Students
December 19, 2025	– End of First Term
January 6, 2026	– Start of Second Term
May 22, 2026	– Last Day for Students
May 22, 2026	– Graduation Day

GRADING PERIODS	
ALL CAMPUSES { 176 Days }	
First Term = 86	Second Term = 90
Aug. 11 - Oct. 8 = 42	Jan. 6 - March 13 = 47
Oct. 14 - Dec. 19 = 44	March 23 - May 22 = 43

TOTAL NUMBER OF MINUTES	
Elementary = 78,840	Middle School = 80,670
High School = 80,670	

TEACHER PREPARATION DAYS	
<span style="color: green;">■</span> New Teacher Orientation   July 30-31, 2025	
<span style="color: pink;">■</span> Teacher Workdays   August 1 & 8, 2025; January 5, 2026; May 22, 2026	
<span style="color: orange;">■</span> Professional Development   August 4-7, 2025	
<span style="color: grey;">■</span> SBCISD Learning Day   September 1, 2025	
<span style="color: lightgreen;">■</span> Teacher Learning/Exchange Days   May 25-27, 2026	

HOLIDAYS	
October Mini Break	– October 10 & 13, 2025
Thanksgiving	– November 24-28, 2025
Christmas & New Year	– Dec. 22, 2025 - Jan. 2, 2026
February Mini Break	– February 6 & 9, 2026
Spring Break	– March 16-20, 2026
Easter	– April 3 & 6, 2026

WEATHER MAKE-UP DAY	
October 9, 2025	

LEGEND	
<span style="color: brown;">■</span> Early Release Days   [ Students & Staff ] December 19, 2025; [ Students Only ] May 21, 2026	
<span style="border: 1px solid black;">□</span> Graduation Day   May 22, 2026	

OCTOBER 2025						
S	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

NOVEMBER 2025						
S	M	Tu	W	Th	F	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

DECEMBER 2025						
S	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

JANUARY 2026						
S	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

FEBRUARY 2026						
S	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

MARCH 2026						
S	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

APRIL 2026						
S	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

MAY 2026						
S	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

JUNE 2026						
S	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				



### STAAR EOC Window

12/02/2025 - 12/12/2025

December 2	English I
December 3	English II Biology
December 4	Algebra I U.S. History

### TELPAS Window

02/16/2026 - 03/27/2026

TELPAS Grades 2-12  
Listening, Speaking, Reading & Writing

### STAAR Alternate 2 Window

03/16/2026 - 04/17/2026

Grades 3-8 and EOC Assessments

### STAAR

April 7	Grades 3-8 Reading Language Arts English I EOC
April 8	English II EOC
<i>All make-up sessions are to be completed by Friday, April 17, 2026.</i>	
April 14	Grades 5 & 8 Science Biology EOC
April 15	Grade 8 Social Studies U.S. History EOC

*All make-up sessions are to be completed by Friday, April 24, 2026.*

April 21	Grades 3-8 Mathematics Algebra 1 EOC
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*All make-up sessions are to be completed by Friday, May 01, 2026.*

### STAAR EOC Window

06/16/2026 - 06/26/2026

June 16	English I
June 17	English II Biology
June 18	Algebra I U.S. History



## **Request Approval of the Revisions 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) 2025-2026 Compensation Plan:

1. Grants
2. ASP Stipends
3. Auxiliary

### **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:**

## 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

**San Benito CISD - Human Resources**  
**Afterschool Program (ASP)**

<b>Part- Time</b>	<b>Hourly/Pay Rate</b>	<b>Frequency</b>
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

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

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

<b>Teachers - Administrators (Annualized)</b>	<b>Annualized</b>	<b>Frequency</b>
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**

## 2025-2026 Auxiliary Pay Plan

San Benito CISD

Pay Grade	Job Title	Calendars
<b>1</b>		
	Bus Monitor	187
<b>2</b>		
	Assistant, Shop	260
	CNP Associate	187
	Custodian	187, 260
	Helper, Athletic Field	260
	Maintenance Yard Crew	260
<b>3</b>		
	Custodian, AG	260
	Dispatcher, Security	260
	Helper, AC	260
	Helper, Backhoe	260
	Helper, Carpenter	260
	Helper, Electrician	260
	Helper, Locksmith	260
	Helper, Painter	260
	Helper, Plumber	260
	Helper, Roofer	260
	Maintenance General	260
	Maintenance Surplus Mover	260
	Security Guard	187, 260
<b>4</b>		
	Lead, Custodian (ES, MS)	260
	Lead, Security Guard	260
	Supervisor, Maintenance Yard	260
	Technician/Driver	260
	Warehouse, CNP	260
<b>5</b>		
	Assistant, Maintenance Warehouse	260
	Assistant, Mechanic/Driver	260
	Bus Driver, Multi-Purpose Vehicle	187
	Dispatcher, Transportation	226
	Lead, Custodian HS	260
	Lead, Maintenance Surplus Mover	260
	Manager, CNP ES	187
	Supervisor, Maintenance Athletic Field	260

**6**

Backhoe Operator	260
Cement Worker	260
Carpenter	260
Manager, CNP MS	187
Manager, Maintenance Warehouse	260
Mechanic (Maintenance, Transportation)	260
Painter	260
Roofer	260
Welder	260

**7**

Electrician	260
Lead, Mechanic	260
Locksmith	260
Manager, CNP (HS, Central Production)	187
Plumber	260
Specialist, Operation Route	260
Supervisor, Painter	260
Technician, AC	260

**8**

Police Officer	226
Plumber/Machinery Operator	260
Supervisor, Safety	226

**9**

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

**BD**

Bus Driver	187, 260
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## **Request Approval 2026 Early Notice Incentive**

### **Superintendent's Recommendation:**

The Superintendent recommends to the Board of Trustees to approve 2026 Early Notice Incentive

### **Rationale:**

Please 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:**

## **Early Notice Resignation**

To establish an Early Notice Incentive for eligible employees who provide written notice of resignation/retirement in advance of the 2026–2027 staffing cycle to support recruitment, hiring, and staffing projections.

### **Option 1**

#### **Notice Date Incentive Amount**

February 27 \$2,000

March 31 \$1,500

April 30 \$1,000

### **Option 2**

#### **Notice Date Incentive Amount**

February 27 \$2,000

March 31 \$1,000