



## **Administrative Committee Meeting**

Tuesday, March 3, 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. Committee Concerns
5. Adjournment

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



## **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:

- Bookkeeper, Finance (new)

### **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:**

This is in compliance with DEA(LOCAL).

**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 (NEW)	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, 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