



San Benito Consolidated Independent School District

Human Resource Office

240 N. Crockett St. • San Benito, TX 78586 • Phone: (956) 361-6150 • Fax: (956) 361-6291

Job Title: Chief Financial Officer

Exemption Status: Exempt/Executive*

Reports to: Superintendent

Pay Grade: 9

Works with: District Personnel

Days: 226

Dept. /School: Administration

Date Revised: 08.06.2026

Primary Purpose:

Responsible for oversight of all financial and business affairs of the district. Provide leadership for the district's financial services activity to ensure legally sound and effective management practices. Direct and monitor the management and investment of all district funds and ensure they are adequately protected. Serve as chief financial advisor and budget advisor to the superintendent and board of trustees.

Prerequisites:

- Bachelor's degree in school administration, business, accounting, or other related field
- Master's degree in school administration, business, accounting, or other related field
- Certified Public Accountant (CPA) (preferred)

Special Knowledge/Skills:

- Advanced knowledge of school finance, budgeting, accounting systems, and economics
- Knowledge of information/data processing systems and financial applications
- Ability to resolve conflict, listen, and appropriately respond to concerns
- Demonstrated leadership skills
- Ability to manage budget and personnel
- Ability to implement policy and procedures
- Ability to interpret data
- Excellent communication, public relations, and interpersonal skills

Experience:

- Five years administrative or management experience; and
- Five years' experience with supervisory responsibility in the fields of finance or accounting.

Major Responsibilities and Duties:

Financial Management

1. Ensure preparation and integrity of all district general accounting records and related financial reports using accepted standards for school accounting as prescribed by the Texas Education Agency.

2. Develop long-range and short-term objectives for district's business operations and prepare district budget. Monitor budget variances and oversee budget adjustments.
3. Act as financial advisor to the superintendent and board of trustees and keep them informed of the financial condition of the district.
4. Maintain the district's investment portfolio. Supervise and coordinate the investment of all available funds to the best interest of the school district and ensure that these funds are adequately protected against loss at all times.
5. Ensure that all financial obligations of the school district (accounts payable, notes payable, bonded indebtedness, and payroll) are met on a timely basis.
6. Implement and maintain internal control procedures to ensure the safeguarding of assets and reliability of accounting data and to promote operational efficiency and ensure adherence to prescribed procedures.
7. Oversee the auditing program for all district funds and work cooperatively with the district's independent and internal auditors in conducting periodic audits.
8. Administer the business office budget and ensure that programs are cost effective and funds are managed prudently.

Policies, Reports, and Law

9. Review and recommend appropriate policies, administrative regulations, and administrative practices for the areas supervised.
10. Implement the policies established by federal and state laws, State Board of Education rule, and local Board policy in the areas assigned.
11. Compile, maintain, and file all physical and computerized reports, records, and other documents required including preparing and evaluating monthly financial statements and related budget reports, preparing quarterly and final reports for all federal funds and grants, developing semi-annual financial information for submission of data to TEA, and preparing and publishing comprehensive annual financial report in compliance with Association of School Business Officer (ASBO) standards.
12. Follow district safety protocols and emergency procedures.

Personnel Management

13. Select, train, evaluate, and supervise department staff and make recommendations relative to assignment, retention, discipline, and dismissal.
14. Develop training options and improvement plans for department staff to enhance the effectiveness of department operations.

Other

15. Attend board meetings and make presentations when appropriate and/or requested.

16. Other duties as assigned by supervisor

Supervisory Responsibilities:

Supervise, evaluate, and recommend the hiring and firing of the business manager, risk manager, payroll supervisor, and department administrative assistant.

Mental Demands/Physical Demands/Environmental Factors:

Tools/Equipment Used: Standard office equipment including personal computer and peripherals

Posture: Prolonged sitting; occasional bending/stooping, pushing/pulling, and twisting

Motion: Repetitive hand motions including frequent keyboarding and use of mouse; occasional reaching

Lifting: Occasional light lifting and carrying (less than 15 pounds)

Environment: May work prolonged or irregular hours

Mental Demands: Work with frequent interruptions; maintain emotional control under stress

To meet the executive exemption test, the primary duty must be management **and the employee must supervise at least two full-time employees.*

This document describes the general purpose and responsibilities assigned to this job and is not an exhaustive list of all responsibilities and duties that may be assigned or skills that may be required.

Employee Signature: _____

Date _____

Administrator Signature: _____

Date _____