

Mabank ISD 2019-20 Employee Compensation Package

1 **Pay Schedules as Attached**

2 **TRS Health Insurance**

Mabank ISD TRS Health Insurance contribution will be \$300 per month.

3 **Life Insurance**

Mabank ISD purchases a \$10,000 life insurance policy for each full time employee.

4 **Employee Pass to Home Athletic Events**

Presentation of employee ID badge allows employee admittance to all home athletic events.

5 **Wellness Center Membership**

Mabank ISD employee Wellness Center annual membership is available to all employees at the annual established membership price. Current employee membership is \$20/month. Spouses can be added for an additional \$10/month. Certain children can be added for an additional \$10/month.

Membership becomes vested after 5 years of continuous payments. Monthly fees are waived for vested membership. Vested membership benefits continue if the employee retires through TRS as a Mabank ISD employee. Retiree membership level will be the same level selected for the last two years.

6 **Child Care Development Center**

Mabank ISD operates a child care facility for employee's children from the ages of 6 weeks through PreK. Daily rates are established annually and are competitive with local day care facilities.

7 **Retention Stipend**

All eligible Mabank ISD employees receive an annual retention stipend paid in November. The 2019-20 stipend amount is **\$300**. Eligible employees are those employees employed on/before September 1, 2019 and continuously employed through November 8, 2019. Payments will be prorated for employees considered less than full time employed.

8 **Reimbursement for Leave upon Retirement**

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9 **Longevity Stipend**

All Mabank ISD employees are eligible to receive the longevity stipend for the year 2019-20. This stipend is disbursed at the Spring Employee Appreciation Banquet. Payment is made to the employee upon initially reaching the benchmark year of MISD service according to the following pay schedule. Years of service are consecutive Mabank ISD TRS creditable years. Eligible employee must be employed on April 10, 2020.

Years	Stipend
5	\$1,000.00
10	\$1,250.00
15	\$1,500.00
20	\$1,750.00
25	\$2,000.00
30	\$2,250.00
35	\$2,500.00
40	\$3,000.00
45	\$3,500.00

All compensation items are subject to annual review and approval by Mabank ISD.

The Employee Compensation Package is for the 2019-20 school year only, and does not make any representation or promise regarding any future years' compensation.