

Mabank ISD 2020-2021 Employee Compensation Package

Pay Schedules Attached

TRS Health Insurance

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

Life Insurance

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

Home Athletic Events

Mabank ISD employees are admitted into all home athletic events free of charge with the presentation of employee ID badge.

Employee Wellness Center Membership

Mabank ISD Employee Wellness Center annual membership is available to all employees at the annual establish membership fee. Current employee membership is a monthly fee of \$20. Spouses can be added for an additional \$10 per month. Certain children of employees can be added for an additional \$10 per 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 district employee. Retiree membership level will be the same level selected for the previous two years.

Child Care Development Center

Mabank ISD operates a child care facility for employee's children that are 6 weeks old through Pre-K. Daily rates are established annually and are competitive with local day care facilities.

Retention Stipend

All eligible Mabank ISD employees receive an annual retention stipend that is paid in November. The 2020-2021 stipend is \$300. Eligible employees are those employees that are employed by the district on or before September 1, 2020 and continue employment with the district through November 8, 2021. The stipend will be prorated for employees that are considered to be employed less than full time.

Reimbursement for Unused Leave at Retirement

See Board Policy DEC Local, Page 6

Longevity Stipend

All Mabank ISD employees are eligible to receive a longevity stipend for the 2020-2021 year. The stipend is disbursed at the Spring Employee Appreciation Banquet. Payment is made to the employee upon reaching a benchmark year of service with Mabank ISD for the 2020-2021 school year as per the following schedule. Service must be consecutive and TRS creditable years with Mabank ISD and employee must still be employed with Mabank ISD on April 9, 2021.

Mabank ISD Years of Service	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 Board of Trustees.

The Employee Compensation Package is for the 2020-2021 school year and does not make any representation or guarantee regarding any future years' compensation.