

Mabank ISD 2021-22 Employee Compensation Package

Pay Schedules as Attached

TRS Health Insurance

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

Life Insurance

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

Employee Pass to Home Athletic Events

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

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 per month. Spouses can be added for an additional \$10 per month. Eligible children 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 employee. Retiree membership level will be the same level selected for the last two years.

Child Care Development Center

Mabank ISD operates a child care facility for employee's children from the ages of 6 weeks 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 paid in November. The 2021-22 stipend amount is **\$300**. Eligible employees are those employees employed on/before September 1, 2021 and continuously employed through November 19, 2021. Payments will be prorated for employees considered less than full time employed.

All returning employees for 2021-22 (employed with Mabank ISD in 2020-21 and continued employment for the 2021-22 school year without resigning) will receive a one-time retention stipend of **\$1,000** in August 2021.

All new employees (was not an employee for Mabank ISD in 2020-21 and accepted a position and began working with Mabank ISD prior September 15, 2021) will receive a one-time signing bonus of **\$300** in September 2021.

Reimbursement for Leave upon Retirement

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Longevity Stipend

All Mabank ISD employees are eligible to receive the longevity stipend for the year 2021-22. 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, 2021.

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

The Employee Compensation Package is for the 2021-22 school year only, and does not make any representation or promise regarding any future years' compensation.