

Mabank ISD 2025-26 Employee Compensation Package

1 Pay Schedules as Attached

2 TRS Health Insurance

Mabank ISD TRS Health Insurance contribution will be \$350 per month for exempt and \$400 per month for non-exempt staff.

3 Telemedicine Service

Mabank ISD provides telemedicine services for employees and their eligible family members.

4 Life Insurance

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

5 Employee Pass to Home Athletic Events

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

6 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.

7 Child Care Development Center

Mabank ISD operates a childcare 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.

8 Retention Stipend

All eligible Mabank ISD employees receive an annual retention stipend paid in November. The 2025-26 stipend amount is \$500. Eligible employees are those employees employed on/before September 1, 2025 and continuously employed through November 21, 2025. Payments will be prorated for employees considered less than full time employed.

9 Reimbursement for Leave upon Retirement

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10 Longevity Stipend

All Mabank ISD employees are eligible to participate in the longevity stipend program for the year 2025-26. 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 17, 2026.

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
50	\$4,500.00

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

The Employee Compensation Package is for the 2025-26 school year only, and does not make any representation or promise regarding any future years' compensation.

MABANK ISD
2025-2026 Compensation Plan Addendum
Teacher Apprenticeship Program

Apprentice Para-Professional Assignment	Apprentice Classroom Teacher Assignment
Non-exempt position	Exempt position 2-year Program (maximum)
<u>Annual Salary</u> see 2025-26 Clerical-Paraprofessional Pay Plan	<u>Annual Salary*</u> \$33,960 *Indexed to State's minimum teacher salary rate
<u>Calendars</u> see 2025-26 Clerical-Paraprofessional Pay Plan	<u>Calendars</u> 183 days as specified in school calendar
<u>Tuition Reimbursement of College Coursework</u> ** Fall Semester Tuition Reimbursement: up to \$1,500 reimbursement after successful completion of coursework *** Spring Semester Tuition Reimbursement: up to \$1,500 reimbursement after successful completion of coursework	<u>Tuition Reimbursement of College Coursework</u> ** Fall Semester Tuition Reimbursement: up to \$1,500 reimbursement after successful completion of coursework *** Spring Semester Tuition Reimbursement: up to \$1,500 reimbursement after successful completion of coursework
<u>Attestation</u> Signed attestation stating goal is to become a full-time teacher committing a minimum of 2 years to Mabank ISD	<u>Professional Development</u> Must be continuously enrolled in college coursework progressing toward becoming a full time teacher <u>Attestation</u> Signed attestation stating goal is to become a full-time teacher committing a minimum of 2 years to Mabank ISD

**Fall semester tuition reimbursement to be paid at the conclusion of the fall semester after successful completion of coursework, verification of continued employment, and request for reimbursement with supporting documentation has been submitted.

***Spring semester tuition reimbursement to be paid in August of following school year after successful completion of coursework, contractual commitment of continued employment, and reimbursement request with supporting documentation has been submitted.

MABANK ISD

2025-2026 Compensation Plan Addendum

Teacher Incentive Allotment

For any funds received by Mabank ISD for a designated teacher under the Teacher Incentive Allotment (TIA), 90 percent will be paid to the designated teacher. The remaining 10 percent will be used for training and support of the system, expansion of the system, teacher professional development, and/or district surcharges.

Should the district receive funding for a designated teacher who has resigned or retired, the district will forward payment to the resigned or retired designated teacher as soon as practicable.