

# Mabank ISD 2023-24 Employee Compensation Package

1 **Pay Schedules as Attached**

2 **TRS Health Insurance**

Mabank ISD TRS Health Insurance contribution will be \$350 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 2023-24 stipend amount is \$300. Eligible employees are those employees employed on/before September 1, 2023 and continuously employed through November 17, 2023. 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 participate in the longevity stipend program for the year 2023-24. 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 19, 2024.

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 2023-24 school year only, and does not make any representation or promise regarding any future years' compensation

**MABANK ISD**  
**2023-24 Compensation Plan Addendum**  
**Potential Teacher Program**

Para-Professional Assignment	Classroom Teacher Assignment
Non-exempt position	Exempt position
<u>Annual Salary:</u> Relative to Paraprofessional position and experience	<u>Annual Salary:</u> \$25,600
<u>Calendars:</u> Relative to Paraprofessional position	<u>Calendars:</u> 183 days as specified in school calendar
<u>Tuition Reimbursement of College Coursework:</u> <ul style="list-style-type: none"> <li>• Must be Educational degree or degree designed to support a Teaching Certification</li> <li>• Fall Semester Tuition Reimbursement: up to \$1,500 reimbursement after successful completion of coursework</li> <li>• Spring Semester Tuition Reimbursement: up to \$1,500 reimbursement after successful completion of coursework</li> <li>• Signed attestation stating goal is to become a full time teacher committing a minimum of 2 years to Mabank ISD in a teaching assignment.</li> </ul>	<u>Tuition Reimbursement of College Coursework:</u> <ul style="list-style-type: none"> <li>• Must be Educational degree or degree designed to support a Teaching Certification</li> <li>• Fall Semester Tuition Reimbursement: up to \$1,500 reimbursement after successful completion of coursework</li> <li>• Spring Semester Tuition Reimbursement: up to \$1,500 reimbursement after successful completion of coursework</li> <li>• Signed attestation stating goal is to become a full time teacher committing a minimum of 2 years to Mabank ISD in a teaching assignment.</li> </ul>
	<u>Professional Development:</u> <ul style="list-style-type: none"> <li>• Must participate in Mabank ISD professional development programs</li> <li>• Must be actively and continuously enrolled in college coursework prior to Fall and/or Spring Semester; progressing toward an Educational degree or degree designed to support a Teaching Certification</li> </ul>

\*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.