

Mabank ISD 2017-18 Employee Compensation Package

1 Pay Schedules as Attached

2 Life Insurance

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

3 Employee Pass to Home Athletic Events

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

4 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.

5 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.

6 Retention Stipend

All eligible Mabank ISD employees receive an annual retention stipend paid in November. The 2017-18 stipend amount is \$250. Eligible employees are those employees employed on/before September 1, 2017 and continuously employed through November 18, 2017. Payments will be prorated for employees considered less than full time employed.

7 Reimbursement for Leave upon Retirement

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8 Longevity Stipend

All Mabank ISD employees are eligible to receive the longevity stipend for the year 2017-18. 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 13, 2018.

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

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

The Employee Compensation Package is for the 2017-18 school year only, and does not make any representation or promise regarding any future years' compensation.