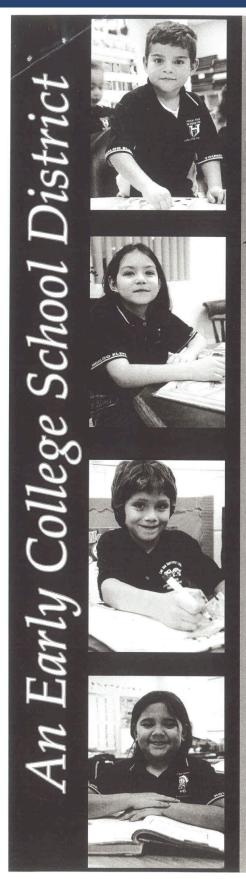
#### **Hidalgo Early College District Toolkit**



## Hidalgo ISD

An Early College School District "Exemplary: One Student at a Time"

### New Employee Packet Great Benefits:

- Competitive Salary
- •\$3,000 Bonus with Masters in Teaching Field
- Compensation Package
- Wellness Incentive
- •10-days Personal Leave (accumulative)
- · Health Insurance
- ·Support Incentives
- •Professional Development Incentive
- •Campus Performance Pay (up to \$1,500)
- •Longevity Pay/Retirement Benefits



### **Teacher Pay Scale**



OFFICE OF HUMAN RESOURCES 324 E. FLORA ST. ANNEX A P.O. BOX 8220 HIDALGO, TX 78557-8220 P: 956.843.4450 F: 956.843.3126 WWW.HIDALGO-ISD.ORG

#### Salary for First Year Teachers: \$38,500

Salaries are based on a 10-Month contract as defined by the State of Texas

Pay Rate at:

18 Year

20 Years

25 Years

27+ Years

\$51,680

\$52,800

\$55,650

\$56,790

Teacher with Master's Degree—Salary will be Supplemented by \$3,000 if in an approved field related to teaching assignment.

#### Hidalgo ISD Teacher Compensation Package Includes:

\*Health Insurance

\*Teachers Retirement incentive (cyclical)

- \*Retirement Benefits Based on Sick Leave Accrual

\*Wellness Incentive \*Performance Based Incentives

## Teacher Support Incentives

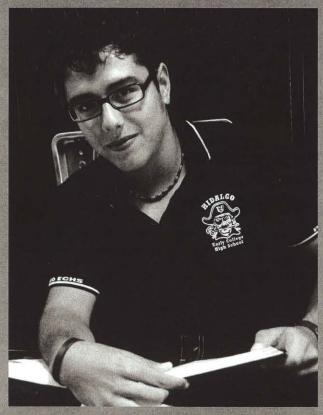
- Teacher to student Ratio: Less than 22:1
  - •1st Year Teacher Academy
  - Veteran Teacher Mentors
  - Campus Mentoring Teams
    - Parental Volunteers
  - City/Community Involvement
- •New or Recently Remodeled Facilities
- Personalized Support from Campus and Central Office Administration



# Professional Development Incentive

Classroom teachers will receive a supplement as an incentive for pursuing a Master's Degree in their teaching field from an accredited college or university.

Upon completion of 6 college credit hours towards an authorized degree plan for a Master's Degree in an approved field, qualifying teachers will receive an annual supplement.



Campus Performance
Pay

6 hours = \$500 9 hours = \$600 12 hours = \$700

15 hours = \$800

18 hours = \$900

21 hours = \$1,000

24 hours = \$1,100

27 hours = \$1,200

30 hours = \$1,300

33 hours = \$1,400

36 + hours = \$1,500

Qualified Teachers are eligible to earn up to \$1,500 if proposal is approved and Recognized or Exemplary rating is achieved.

# Teacher Retention Incentive

For every 5 years of continuous employment, the employee is entitled to:

5 Years = \$2,500

10 Years = \$3,000

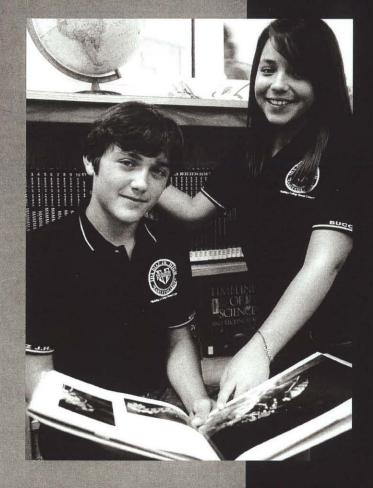
15 Years = \$3,500

20 Years = \$4,000

25 Years = \$4,500

30 Years = \$5,000

\*Hidalgo ISD makes no representation regarding TRS treatment of cyclical or any other supplemental pay.



## Retirement Benefits

Retirement Benefits HISD honors payment of state leave earned and accrued for professionals as a retirement incentive. TRS will not consider lump payments for retirement benefits.

The personal/sick leave retirement benefits are applicable only for teacher who have been with Hidalgo ISD for 5 years or more.

Hidalgo Independent School District 324 E. Flora St.—P.O. Box 8220 Hidalgo, TX 78557-8220 956.843.4401 www.hidalgo-isd.org