

An Early College School District



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



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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.



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

Campus Performance Pay

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

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