

Sabinal ISD Employee Benefits, Teacher Incentives & Bonuses

Sabinal ISD has adopted this plan to address challenges related to recruiting and retaining teachers.

Recruitment and retention benefits:

- ✓ 100% Paid Medical Insurance
- ✓ Paid \$10,000 Term Life Insurance
- ✓ 10 Paid Days Annual Personal Leave (5 State & 5 Local)
- ✓ \$100/YR Retention Incentive (\$1000/year at 10+ years of employment)
- ✓ \$500 Perfect Attendance Incentive (\$250 for at-will employees)
- ✓ \$250 Near-Perfect Attendance Incentive (\$125 for at-will employees)
- ✓ Section 125 Cafeteria Plan Enrollment
- ✓ Additional benefits available for our employees to purchase, such as: dental, vision, disability and additional life insurance.

Teacher Recruitment Bonuses:

- ✓ \$3000 New to District Signing Bonus
- ✓ \$2500 New to District Relocation (In-District Moving Allowance)

Paid Teacher Incentives:

- ✓ \$3500 Critical Teaching Area Bonus (Student outcome-based incentive)
- ✓ \$3500 Teacher Excellence Incentive
- ✓ \$3500 CCR Incentive (Student outcome-based incentive)
- ✓ \$3500 National Board Certified Teacher Bonus
- ✓ \$3000 State Recognized, Exemplary or Master Teacher Certification Designation
- ✓ \$1500/Course AP-Dual Credit Bonus
- ✓ \$1000-\$1500 Year Master Degree Bonus
- ✓ \$1000 Teacher Leader Incentive
- ✓ \$1000 Secondary Math & Science Teacher Bonus
- ✓ \$150/Year ESL Endorsement Bonus
- ✓ Multiple "Extra-Duty" Paid Supplements

Visit <https://www.sabinalisd.net/jobs/> for additional salary and stipend information

Additionally, the district will institute a Grow Your Own Teachers Plan to provide a pathway to a degree and/or teacher certification for individuals that are interested in becoming teachers.

For more information, please contact: Richard Grill, Superintendent, rgrill@sabinalisd.net, 830-988-2472