

Sabinal ISD recently adopted a plan to address challenges related to recruiting and retaining teachers. The major tenants of the plan include the following: signing bonuses for teachers and professional staff, relocation bonus (for new employees who move into the district), paid health insurance for all employees, 5-day annual local leave that are accruable, Longevity Benefit awarding staff \$100/year of employment, perfect attendance bonuses, teacher leader incentive (to support teachers who go above and beyond and serve as teacher leaders), and Teaching Excellence Initiative (to provide stipends tied to student outcomes).

These recruitment and retention benefits include:

- *100% Paid Medical Insurance
- *Paid \$10,000 Term Life Insurance
- *\$3000 New Teacher Signing Bonus
- *\$1500 Professional Staff Signing Bonus
- *\$2500 Relocation (In-District) Moving Allowance
- *Ten Paid Days Annual Personal Leave
- *100/YR Retention Incentive
- *\$500 Perfect Attendance Incentive
- *Section 125 Cafeteria Plan Enrollment
- *Additional benefits available for our employees to purchase, such as: dental, vision, disability and additional life insurance.

Paid employee incentives include:

- *\$1000-\$3500 Targeted professional growth activities
- *\$3500/Year Critical Teaching Area Incentive
- *\$3500/Year Teacher Excellence Incentive
- *\$1000-\$1500/Year Master Degree Incentive
- *\$1500/Course AP-Dual Credit Stipend
- *\$1000/Year Teacher Leader Incentive
- *\$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 #IAmTXEd For more information, please contact: Richard Grill, Superintendent, rgrill@sabinalisd.net, 830-988-2472