

EMPLOYMENT BENEFITS*

- Paid Vacation (80-160 hours per year)
- Paid Holidays
- Paid Sick Leave (104-120 hours per year)
- Up to 240 hours of sick leave paid out upon separation from the District (after 6 years of continuous employment)
- Blue Cross/Blue Shield Health PPO Insurance – multiple plans available including optional dependent coverage (employee covered at no cost)
- Dental and Vision Insurance coverage (employee covered at no cost)
- Flexible Spending Account and Dependent Care Plans
- Health Savings Account contributions (with High Deductible Health Plans)
- Term Life Insurance policy at \$50,000 and Accidental Death & Dismemberment at \$50,000 (no cost to employee)
- Long-term Disability Insurance (no cost to employee)
- Retirement Plan through Texas County and District Retirement System with 7% mandatory participation (200% District match with a guaranteed 7% annual return)
- Incentive pay for Communication Specialists (Night Shift, Additional Language, Team Leader, Trainer)
- Longevity and Attendance Incentives after first year of employment
- Employee Referral Program (up to \$500)

* For a complete list of benefits and their stipulations, please see the District Operations Manual.