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# ALDINE ISD

## MENU

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## UPCOMING EVENTS

07 Mar [Study Session Meeting](#)

08 Mar [Board Meeting](#)

14 Mar [Spring Break](#)

25 Mar [Good Friday Holiday](#)

18 Apr [Study Session Meeting](#)

## Top Reasons

### Competitive Teacher Salary

Our teacher salary package is very competitive in comparison with school districts in the area.

- Minimum - \$50,000
- Midpoint - \$58,901\*
- Maximum - \$74,182\*

*\*based on the 2013-2014 salary schedule.*

### Critical Needs Supplement Pay

AlSD pays an annual supplement up to \$4,500 to individuals who teach in "Critical Need Areas". Critical Need Areas are comprised of the following:

- 7-12th Math, Science; EC-12th Special Education (GAP, Life Skills, VI, Autistic, Deaf Ed); Certified assessment spec./speech pathologist \$3,000
- All levels bilingual \$4,500

## QUICK LINKS

## School Board Election

Dates, Times, and Locations

## School Directory

Overview of our campuses

## Department Directory

Easy to navigate list of our departments

## Magnet School

### Applications

2016-17 Applications are now available on-line

## Aldine Virtual School

Flexible - Individualized - Responsive - Engaged

## College Scholarships

The coordinator for student financial aid

## Aldine Education

### Foundation

Community-based Support for AISD Students

### **Longevity Pay**

Beginning with the third year of employment, professional employees earn \$100 per year for each year of service at Aldine ISD. Employees may earn up to \$2,000 of longevity pay.

### **Incentive Pay for Recruiting Teachers**

An incentive will be paid to current Aldine employees who recruit qualified teachers. The recruited teachers must teach in the district one full year and the incentive will be paid in June or January. Incentives are paid in two categories:

- Category I  
Critical need areas \$500
- Category II  
All other subject areas \$300

### **401(a) Matching Plan for Retirement Savings**

In September 2000, AISD proudly introduced a retirement savings matching plan. Employees who contribute to a tax-sheltered annuity will receive up to .5% of their annual gross compensation.

Employees who have excellent attendance (.5 to 2 days of absence) earn an additional .5 % of their annual gross compensation. Employees who have perfect attendance (zero absences) earn an additional 1% of their annual gross compensation.

### **457 / 403(b) Retirement Plans**

Two payroll deducted retirement saving plans are available to supplement your TRS retirement annuity. These plans give you the flexibility and vehicle to plan your future.

### **Onsite Educational Advancement Opportunities**

Masters and doctoral degrees are offered through partnerships with Sam Houston State University, Texas A&M University, Prairie View A&M University, and the University of Houston-Downtown.

### **New Teacher Induction Academy**

The New Teacher Induction Academy immediately precedes the start of the school year. Teachers are given materials, supplies, and instruction to make the transition to Aldine ISD a snap.

### **Service Recognition Banquets**

Retirees with 5 years and above including all honorees who have earned 20 years and above in increments of 5 are invited to an

## Student Data

Statistics -

Accountability

## Food Service

Get in the game with

school lunch

## MyPaymentsPlus

Deposit money for student

snacks and beverages

## ActionLine

Board meeting

updates

elaborate banquet that honors their Aldine service. Retirees are awarded a certificate of award and gold card. Service pins are individually awarded in 5 year increments in recognition of dedication to the district. Employees who are recognized for 25 years of work are honored with a silver or gold timepiece.

### **Education of Employees' Children**

Employees who reside outside of the district's boundaries may enroll their children in an Aldine school nearest to their place of employment. Aldine ISD has been recognized by the state of Texas for the academic achievement of students for six (6) consecutive years.

### **Retirement of School Loans**

For each year of service at Aldine ISD, certain school loans may be reduced by a defined percentage. Please check with your lending institution to see if your loan qualifies for reduction or cancellation.

### **Staff Development / Enrichment**

Three different levels of staff development are offered for employee growth and enrichment. District staff development is offered four (4) days per year. Ongoing staff development is offered after work and on Saturdays throughout the year. Summer staff development offers intensive one- to three-week courses during the summer months.

Annually, \$300 scholarships are awarded to six professional employees with two or more years of employment at AISD. The money may be used to fund college coursework, workshops, seminars and trade school courses.

### **Mentor Program**

Aldine's Mentorship Program provides a mentor for all first-year teachers. The program's goal is to ensure success of first-year teachers through the mentor's support and assistance. The mentor works with the novice teacher for the entire school year. In addition, each campus has a mentor coordinator who monitors and oversees the program.

### **Health Insurance**

The district offers a multitude of medical benefits that meet your needs. The district contributes a fixed amount per month toward the cost of each employee's medical insurance premium. The annual contribution made by Aldine ISD exceeds \$3,300 per employee.

### **Sick and Personal Days**

Each year, employees accrue sick leave, composed of local and personal days in each category. Employees accrue one-half (1/2) day

for each 18 days of employment. The typical teacher would earn five (5) days in each category for a total of 10 days per year. The maximum number of local days that can be accumulated is capped at 60. Unused personal days continue to accumulate.

Employees who do not have sick days available and are not able to perform their duties due to a medical condition may request donated sick days from co-workers. Recipients may acquire up to 30 donated sick days per school year.

### **AFERS - Aldine Foundation for Employee Relief and Scholarship**

Aldine Foundation for Employee Relief and Scholarship (AFERS) assists staff members who have fallen on hard times. Funds for the foundation are raised by employees.

### **Payment of Sick Days Upon Retirement**

Employees who qualify for service retirement through the Teacher Retirement System (TRS) of Texas may receive payment for up to 60 accrued sick days from Aldine ISD at the current daily rate. The payment of sick days is made into a tax-deferred 401(a) plan.

### **Job Sharing**

Upon a principal's approval, two (2) employees may share teaching positions. Employees who share positions are eligible for insurance, but are not eligible for the 401 (a) Matching Plan and other employee benefits. Shared-position teachers are eligible for local and personal days.

### **Teacher Retirement System of Texas**

Since 1937, TRS has provided substantial pension, death and disability benefits to Texas public school employees. When retirement requirements have been met, TRS pays a lifetime annuity. [Please visit the TRS website for further details.](#)

### **Teacher's Aid**

Starting out as a teacher new to Aldine ISD can be difficult with many expenses. The InvesTex Credit Union wants to help by providing a little aid just for teachers new to the district. InvesTex has created a special low-rate loan designed to help you get started.

### **No State Income Tax**

The state of Texas has no state income tax.

### **Advancement Opportunities**

Teachers interested in leadership roles have the opportunity to participate in one of our leadership academies. The leadership academies expose prospective leaders to a variety of situations where they can learn skills, take chances, and prepare for leadership roles. More than 90% of all Aldine ISD principals and assistant principals started as teachers in the district.

# **ALDINE INDEPENDENT SCHOOL DISTRICT**

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**Non-Discrimination Policy**

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