



Aldine Independent School District
Producing the Nation's Best

Search »

Home About Aldine Schools Departments News Contact Us

Feedback Page

- » [Students](#) » [Parents](#)
- » [Employees](#) » [Prospective Employees](#) » [Volunteers](#)
- » [Vendors](#)

- [Criminal Background Check Authorization Form](#)
- [Form CIQ for Vendors - Online Conflict of Interest Questionnaire](#)
- [Vendor Bids](#)
- [E-Rate Portal](#)



Events

Jan. 9-Apr. 20, 2012
» STAAR Alternate Window

Jan. 21, 2012
» Red Cross CPR & First Aid; RC-103; 8:00am

Jan. 25, 2012
» Progress Reports Go Home - 4th Six Weeks

Jan. 27, 2012
» District History Fair; Aldine Staff Dev Center; 8:00am

Jan. 27-28, 2012
» Regional Decathlon; New Caney ISD

More Events »



Popular Pages

- » [Employee Applications](#)
- » [School Directory](#)
- » [Department Directory](#)
- » [2011-2012 School Year Calendar](#)

Top 25 Reasons to Work in Aldine

Compensation

Competitive Teacher Salary

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

- Bachelors: Starting at \$45,114
- Masters: Starting at \$45,614
- Doctorate: Starting at \$46,128

Critical Needs Supplement Pay

AISD pays an annual supplement up to \$4,000 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 \$4,000

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.

Performance Pay (TAKS)

School employees receive monetary rewards for excellence in instruction of students on their campus.

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

Read about our...

- » Vision
- » Mission
- » Core Beliefs and Commitments




School Board
and the community



TAXES
See and Pay Taxes Online



Student Data To Date



- » School Zoning Information receive up to .5% of their annual gross compensation.
- » Eisenhower Senior High School 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.
- » Featured Scholarships
- » Nimitz Senior High School
- » School Board and the Community
- » Aldine Senior High School

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

Employees who work 5, 10, 15, 20, 25 and 30 plus years are invited to an elaborate banquet that honors their Aldine service. Pins are individually awarded in recognition of their dedication to the district. Employees who are recognized for 25 years of work are honored with a silver tea service.

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. Visit the website at www.aldine.k12.tx.us for details.

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: www.trs.state.tx.us.

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 does not discriminate against persons because of race, creed, national origin, age, sex, disabilities, economic status or language disability in employment, promotion or educational programming. Any complaints or grievances which cannot be solved at campus level through the principal may be submitted in writing to Dr. Archie Blanson, Deputy Superintendent, 14910 Aldine Westfield Rd., Houston, TX 77032.
