

## 2015-2016 Salary Schedule

STEP	187 Days		197 Days	
	Bachelors	Masters	Bachelors	Masters
0	\$49,415.00	\$50,915.00	\$52,084.00	\$53,584.00
1	\$49,915.00	\$51,415.00	\$52,584.00	\$54,084.00
2	\$50,415.00	\$51,915.00	\$53,111.00	\$54,611.00
3	\$50,715.00	\$52,215.00	\$53,427.00	\$54,927.00
4	\$51,015.00	\$52,515.00	\$53,743.00	\$55,243.00
5	\$51,615.00	\$53,115.00	\$54,375.00	\$55,875.00
6	\$52,076.00	\$53,576.00	\$54,861.00	\$56,361.00
7	\$52,776.00	\$54,276.00	\$55,598.00	\$57,098.00
8	\$53,216.00	\$54,716.00	\$56,062.00	\$57,562.00
9	\$53,636.00	\$55,136.00	\$56,504.00	\$58,004.00
10	\$54,048.00	\$55,548.00	\$56,938.00	\$58,438.00
11	\$54,534.00	\$56,034.00	\$57,450.00	\$58,950.00
12	\$54,946.00	\$56,446.00	\$57,884.00	\$59,384.00
13	\$55,376.00	\$56,876.00	\$58,337.00	\$59,837.00
14	\$55,725.00	\$57,225.00	\$58,705.00	\$60,205.00
15	\$53,608.00	\$55,108.00	\$56,475.00	\$58,055.00
16	\$54,028.00	\$55,528.00	\$56,917.00	\$58,497.00
17	\$56,863.00	\$58,363.00	\$59,904.00	\$61,404.00
18	\$57,450.00	\$58,950.00	\$60,522.00	\$62,022.00
19	\$58,205.00	\$59,705.00	\$61,318.00	\$62,818.00
20	\$58,716.00	\$60,216.00	\$61,856.00	\$63,356.00
21	\$59,336.00	\$60,836.00	\$62,509.00	\$64,009.00
22	\$60,267.00	\$61,767.00	\$63,490.00	\$64,990.00
23	\$60,621.00	\$62,121.00	\$63,863.00	\$65,363.00
24	\$61,806.00	\$63,306.00	\$65,111.00	\$66,611.00
25	\$63,065.00	\$64,565.00	\$66,437.00	\$67,937.00

### Signing Bonus/Stipends

Experienced composite science and 8-12 math certified teachers assigned to a high school credit class receive a \$3,000 signing bonus

New composite science and 8-12 math certified teachers assigned to a high school credit class receive a \$2,000 signing bonus

A \$3,500 stipend is offered for certified bilingual teachers who are assigned to teach in a qualifying classroom

## Employee Benefits

### TRS-ActiveCare Health Insurance

Administered by Aetna, available to employees and family members at three different levels. The 2015-2016 rates are show below:

	ActiveCare 1-HD	ActiveCare Select	ActiveCare2	HMO Plan
Employee	\$341	\$473	\$614	\$503
Employee and Spouse	\$914	\$1122	\$1478	\$1135
Employee and Child(ren)	\$615	\$762	\$992	\$798
Employee and Family	\$1231	\$1331	\$1521	\$1259

The premiums shown above are the employee's portion of the monthly premium before the district's contribution of \$225 per employee each month. *The premiums for health coverage are subject to change every September 1.*

### Other Available Insurance

Section 125 Cafeteria Plan • Life Insurance/Cancer Insurance • Heart/Stroke Insurance • Disability Insurance • Dental Plan • Long Term Care • Vision Plan. *The premiums for insurance coverage will vary based on the company and coverage selected. Detailed information about all insurance plans offered are available in the benefits office. Please visit [www.emsisd.com/benefits](http://www.emsisd.com/benefits).*

### Additional Available Benefits

Credit Union Membership • Automatic Deposit • Sick Leave Bank • Automatic Payroll Deductions for Tax Sheltered Annuities • Section 457 Deferred Compensation Plan • U.S. Savings Bonds • Texas Tomorrow Fund • Professional Organization Membership • Employee Perks

### Employee Childcare

EMS ISD offers childcare for any employee who is eligible for benefits at our award-winning Hafley Development Center. While parents pay market rate, they also see significant savings because the facility is only open when school is in session. This means families don't pay for care they do not use during spring break, winter break, and summer session. As an added convenience, employees also have the option to have fees directly deducted from their paycheck.

Eagle Mountain-Saginaw ISD is located in the northwest corner of Tarrant County and includes 73 square miles of land in Saginaw, Blue Mound, Fort Worth and unincorporated Tarrant County and is one of the fastest-growing school districts in the State.

### Mission

The mission of Eagle Mountain-Saginaw Independent School District is to foster a **culture of excellence** that instills a **passion** for a **lifetime of continuous achievement** in every student.

### A Great Place to Work

- Competitive salaries
- Low turn-over rates
- Quality facilities
- Competitive athletic & fine arts programs

### A Great Place to Learn

- 14 Elementary Schools
- Five Middle Schools
- Three High Schools
- Career & Technology Education Center
- Alternative Learning Center
- Child Development Center

### A Great Place to Live

- Easy access to downtown Fort Worth
- Arts & cultural opportunities
- Pro and semi-pro athletics
- Close proximity to the Fort Worth Zoo, world-class museums, and limitless shopping
- Small-town atmosphere, big city culture
- Closest medical hospital within 13 miles
- Named one of the fastest-growing communities in North Texas
- Recognized as one of the state's safest cities according to the FBI's Crime in the U.S. Report



### Apply Online

To view current job postings, or to apply for a position in Eagle Mountain-Saginaw ISD, log on to [www.emsid.com](http://www.emsid.com). Our user-friendly application process lets you complete your application online, review and make changes to your application after it is submitted, and allows you to upload additional documents such as a letter of interest or a resume.



# EAGLE MOUNTAIN SAGINAW ISD

*Fostering a Culture of Excellence*

## District Highlights

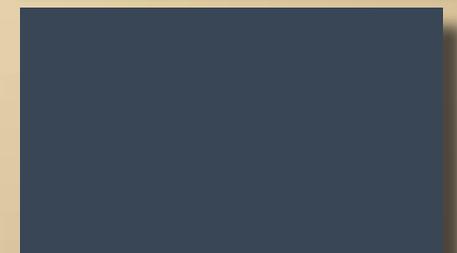


Eagle Mountain-Saginaw ISD will open its 15th elementary campus in the fall of 2016.

Dozier Elementary will be the first school in EMS ISD to feature a new layout concept, which includes structural elements and operational systems designed to further enhance energy efficiency and provide a “greener” environment. It also will be the first school in the District to be built with insulated concrete forms, and will join eight other campuses in EMS ISD in using a geothermal heating/cooling system.

The school will also be equipped with wireless access to support digital learning and furnished to promote collaboration and engagement through an instructional learning platform.

Student Demographics	
19,225	Student Enrollment
94%	Graduation Rate
95%	Attendance Rate
0.8%	Annual Dropout Rate
45%	Economically Disadvantaged
44%	White
36%	Hispanic
10%	African American
3.9%	Asian/Pacific Islander
0.62%	Native American



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