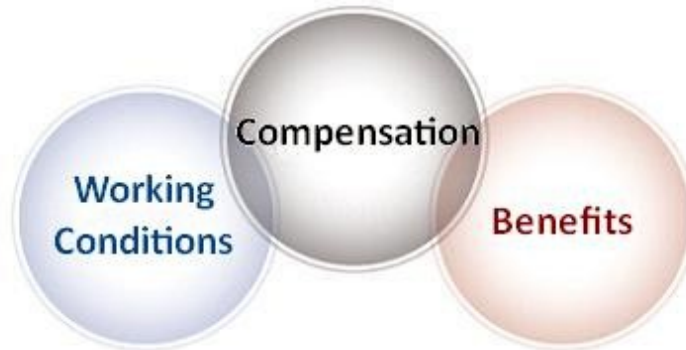


Total Rewards Strategy

Your Opportunity. Their Future. One Community.



Working Conditions

- ◆ Recognized as a Leader in Education
- ◆ Opportunities for Promotions/Fast Track
- ◆ Supervisor Relationships
- ◆ Integrity and Honesty
- ◆ Consistent Purpose and Expectations
- ◆ Positive Culture
- ◆ Location and Work Sites with Free Parking
- ◆ Recognition for Job Well Done and Years of Service
- ◆ Job Security/Regular Hours
- ◆ Advancement Opportunities
- ◆ Safe & Orderly Working Environment

Compensation

- ◆ Daily wages competitive with market rates



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Benefits

- ◆ Medical Insurance - up to 80% paid by KISD
- ◆ Dental, Cancer, Disability & Life Insurance options
- ◆ Retirement with TRS: TRS is a defined benefit plan which continues to pay retirees for life, regardless of the amount contributed by an individual employee
- ◆ 403(b) payroll deductions options
- ◆ Paid Leave Time: holidays, sick, personal business
- ◆ School Calendar
- ◆ Positions between 140-260 work days
- ◆ Professional Development opportunities and proficiency certification opportunities (i.e., police officers, maintenance, CPR training, etc.)
- ◆ Portable TRS, life insurance and state leave days when leaving KISD
- ◆ Foodservice workers receive meals on site
- ◆ If employees reside within the District, they have the option to enroll their children in the campus nearest to their work location within policy conditions
- ◆ Free entry to Katy ISD sporting events and free parking
- ◆ Uniforms/Cleaning provided for employees of some departments
- ◆ Employee Assistance Program for employee and family members
- ◆ Daycare for children of bus drivers
- ◆ Access to District vehicles
- ◆ Resources: ladders, tools, etc.